

# Annual Accounts Financial Year 2015

These accounts have been prepared by the Accounting Officer and drawn up by the Director on 14/06/2016. The opinion of the Governing Board was given on 24/06/2016.

The present annual accounts, together with the opinion of the Governing Board, have been sent to the Commission's Accounting Officer, the Court of Auditors, the European Parliament and the Council on 30/06/2016.

The accounts will be published on the Eurofound website:

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

Dublin, 30/06/2016



Juan Menéndez-Valdés  
Director



David Maddocks  
Accounting Officer

**THE GOVERNING BOARD OF THE EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS**

HAVING REGARD to Council Regulation (EEC) No. 1365/75 of May 1975 on the creation of a European Foundation for the Improvement of Living and Working Conditions, as amended by Council Regulation (EEC) 1947/93 of 30 June 1993 and Council Regulation (EC) No 1111/2005 of 24 June 2005

WHEREAS Article 16, point 5 states that the Director shall draw up the Foundation's final accounts under his own responsibility and submit them to the Governing Board for an opinion,

WHEREAS Article 16, point 6 requests the Governing Board to deliver an opinion on the Foundation's final accounts,

WHEREAS Article 16, point 7 states that the Director 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 Governing Board's opinion,

HAS ADOPTED

The following opinion on the Final Accounts for the year 2015:

*The Governing Board takes note of Eurofound's Final Accounts for the year 2015 as well as the preliminary observations of the Court of Auditors.*

*The Governing Board*

- *Acknowledges that the annual accounts were audited by an independent external auditor, Mazars,*
- *Appreciates that the Court of Auditors gave full assurance on the reliability of the accounts and the legality and regularity of their underlying transactions,*
- *Welcomes the analysis on the reasons for the carry-overs and is satisfied that the Court deems the level to be justified.*

*The Governing Board, therefore, gives a positive opinion on the Final Accounts for 2015 and invites the Director to forward the accounts and this opinion to the European Parliament, the Council, the Commission and the Court of Auditors.*

*The Governing 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 written procedure, 24 June 2016

For the Governing Board

The Chairperson

Attachments:

- Final annual accounts 2015
- Preliminary observations by the Court of Auditors on annual accounts 2015



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

## **Financial Year 2015**

**Approved by the Director, in Dublin, on 14 June 2016**

A handwritten signature in blue ink, appearing to be "Juan Menéndez-Valdés", written over a horizontal line.

**Juan Menéndez-Valdés**  
**Director of the European Foundation for the Improvement**  
**of Living and Working Conditions**

# ACCOUNTS FOR THE YEAR 2015

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## ACCOUNTS FOR THE YEAR 2015

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### GENERAL INFORMATION ON EUROFOUND

*Eurofound's overall mission is to conduct research to provide independent, relevant and timely information for users of its knowledge, aimed at improving living and working conditions in Europe, in the best spirit of its tripartite and independent nature.*

The European Foundation for the Improvement of Living and Working Conditions (Eurofound) provides knowledge and expertise to support policies on improving living and working conditions in Europe. It primarily serves trade unions, employer organisations, national governments and European institutions, supporting their efforts to promote quality of work and life. It supports these important actors in their anticipation and management of change and in the development of sustainable competitiveness, social inclusion, social dialogue and partnership. Eurofound uses its expertise in working conditions, industrial relations, living conditions and anticipation and management of change, and will continue to carry out research in these areas. It communicates the results of its EU-wide comparative surveys, the work of the observatories, systematic research and qualitative studies in a responsive and effective way to its key information users: employer organisations and trade unions at EU and national levels, Member State governments and European institutions – particularly the European Commission and the European Parliament.

#### **Eurofound's activities are grouped as follows:**

- Observatories and Surveys
- Employment and Competitiveness
- Industrial Relations and Workplace Development
- Living Conditions and Quality of Life
- Information and Communication
- Administration and Support

#### **Summary of performance**

Eurofound's Performance Monitoring System (EPMS) is a set of indicators measuring Eurofound's performance vis-à-vis its strategic objectives. They cover the most important performance drivers of an organisation:

- the user perspective;
- finances;
- internal processes and workflows;
- intangibles of the organisation i.e. the capacity to learn and grow.

#### **Objectives and summary of their achievement**

Objective 1a: Be a reliable source of high quality information

Objective 1b: Identify emerging issues for research and debate

## CERTIFICATE OF THE ACCOUNTING OFFICER

The annual accounts of the European Foundation for the Improvement of Living and Working Conditions for the year 2015 have been prepared in accordance with the Title IX of the Financial Regulation applicable to the general budget of the European Union, the accounting rules adopted by the Commission's Accounting Officer and the accounting principles and methods adopted by myself.

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 art 68 of the Financial Regulation and with Article 95 of the Financial Regulation the Improvement of Living and Working Conditions.

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.

I hereby certify that 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.



David Maddocks  
Accounting Officer

7 June 2016, Dublin

## **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 the rules for the Implementation of the Financial Regulations (IFR) which were adopted on 23<sup>rd</sup> December 2013 by the Governing Board and in accordance with the Accounting Manual of the Commission.

More precisely they are kept in accordance with Articles 76 to 90 of the FR and Articles 185 to 227 of the IFR.

From 1<sup>st</sup> January 2005 and according to article 85 of the FR the accounting rules and methods and the harmonised chart of accounts to be applied by Eurofound shall be adopted by the Commission's Accounting Officer (also according to the General Financial Regulation of the Commission– Art 133).

Therefore the accounts for the year 2015 are kept in accordance with the Commission's Accounting Officer's decision dated 28/12/2004 where 17 accounting rules and a harmonised chart of accounts are defined.

### **Reporting Currency**

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



## STATEMENT OF FINANCIAL PERFORMANCE

	2015	2014	Variation
<b>Operating revenue</b>	<b>20,999,996</b>	<b>21,468,503</b>	<b>-468,507</b>
European Commission General Subsidy	20,363,873	20,551,010	-187,137
Accrued Income for IPA funds from DG NEAR	211,599	140,568	71,031
FOME Funds from DG GROW	41,046	0	41,046
Norway contribution to NEC	55,390	73,028	-17,638
Norway contribution to 6th EWCS	0	387,408	-387,408
Slovenia contribution to 6th EWCS	0	20,013	-20,013
Switzerland contribution to 6th EWCS	219,846	10,275	209,571
Belgium Contribution to 6th EWCS	0	204,721	-204,721
Revenue arising from sale of asset	20,000	183	19,817
Refund of Surplus from Translation Centre	41,969	33,249	8,720
Liquidated Damages from IPSOS	40,637	0	40,637
Refund of Administrative Charges	416	878	-462
Refund from contractor	342	26	316
Royalties	250	78	171
Lecture Fee	2,703	0	2,703
Settlement of Court costs	0	9,250	-9,250
Hiring out of Conference Centre	0	8,000	-8,000
Insurance claim	0	21,181	-21,181
Realised Exchange Rate Gains	219	206	13
Bank interest	1,706	8,427	-6,722
<b>TOTAL OPERATING REVENUE</b>	<b>20,999,996</b>	<b>21,468,503</b>	<b>-468,507</b>

<b>Administrative expenses</b>	<b>14,133,160</b>	<b>13,880,766</b>	<b>252,393</b>
All Staff expenses	11,563,444	11,452,713	110,730
Fixed asset related expenses	542,727	534,896	7,831
<b>Other administrative expenses</b>	<b>2,026,989</b>	<b>1,893,157</b>	<b>133,832</b>
Rent of Land & Buildings	21,175	21,255	-80
Maintenance & Security	506,940	616,197	-109,256
Insurance - Building	25,047	1,896	23,151
Taxes	20,325	20,539	-214
Office Supplies	11,872	13,329	-1,457
Communications	60,870	-65,689	126,559
Insurance - Others	3,692	29,148	-25,456
Car & Transport expenses	4,507	1,136	3,371
Recruitment Costs	30,244	15,869	14,375
Training costs	100,165	121,992	-21,828
Missions	347,099	359,991	-12,893
IT Costs	551,397	516,016	35,381
Other external service provider (non-IT)	341,673	224,477	117,196
Expenses with other Consolidated Entities	1,810	0	1,810
Losses on realisation of trade debtors	172	17,000	-16,828
<b>Operational expenses</b>	<b>9,160,647</b>	<b>6,678,738</b>	<b>2,481,910</b>
Documentation System	369,448	382,497	-13,049
Publications	193,212	227,965	-34,752
Marketing & Promotion	242,675	210,892	31,782
Studies	7,472,351	4,858,184	2,614,167
Meetings	495,708	441,605	54,103
Interpretation	16,770	27,675	-10,905
Governing Board	148,728	147,496	1,232
Translations	353,436	668,932	-315,495
Provisions	-133,735	-288,714	154,978
Realised Exchange Rate Losses	2,055	2,207	-152
<b>Other Financial Expenses</b>	<b>1,706</b>	<b>1,888</b>	<b>-183</b>
<b>TOTAL OPERATING EXPENSES</b>	<b>23,295,513</b>	<b>20,561,392</b>	<b>2,734,120</b>
<b>ECONOMIC OUTTURN FOR THE YEAR</b>	<b>-2,295,517</b>	<b>907,111</b>	<b>-3,202,628</b>

## 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>	+/-	-2,295,516.13
<i>Ajustment for accrual items (items not in the budgetary result but included in the economic result)</i>		
<i>A</i> Adjustments for Accrual Cut-off (reversal 31.12.N-1)	-	-719,663.89
<i>B</i> Adjustments for Accrual Cut-off (cut- off 31.12.N )	+	798,183.20
<i>C</i> Amount from liaison account with Commission booked in the economic revenue	-	
<i>D</i> Unpaid invoices at year end but booked in charges (class 6)	+	43,580.94
<i>E</i> Depreciation of intangible and tangible assets (1)	+	543,220.00
<i>F</i> Provisions (1)	+	-118,735.44
<i>G</i> Value reductions (1)	+	
<i>H</i> Recovery Orders issued in 2015 in class 7 and not yet cashed	-	
<i>la</i> Prefinancing given in previous year and cleared in the year	+	
<i>lb</i> Prefinancing received in previous year and cleared in the year	-	-8,388.84
<i>J</i> Payments made from carry over of payment appropriations	+	4,090,251.10
<i>K</i> Other *)	+/-	-95,861.95
<i>Ajustment for budgetary items (item included in the budgetary result but not in the economic result)</i>		
<i>M</i> Asset acquisitions (less unpaid amounts)	-	-153,420.63
<i>N</i> New pre-financing paid in the year 2015 and remaining open as at 31.12.2015	-	
<i>O</i> New pre-financing received in the year 2015 and remaining open as at. 31.12.2015	+	80,012.58
<i>P</i> Budgetary recovery orders issued before 2015 and cashed in the year	+	12,142.04
<i>Q</i> Budgetary recovery orders issued in 2015 on balance sheet accounts (not 7 or 6 accounts) and cashed	+	4,179.81
<i>R</i> Capital payments on financial leasing (they are budgetary payments but not in the economic result)	-	
<i>S</i> Payment appropriations carried over to 2016	-	-2,916,762.85
<i>T</i> Cancellation of unused carried over payment appropriations from previous year	+	64,601.35
<i>U</i> Adjustment for carry-over from the previous year of appropriations available at 31.12 arising from assigned revenue	+	678,363.43
<i>V</i> Payments for pensions ( they are budgetary payments but booked against provisions)	-	
<i>W</i> Paiements for stocks of leave and supplementary hours ( they are budgetary payments but booked against provisions)	-	
<i>X</i> Other **)	+/-	
<b>total</b>		6,184.72
<b>Budgetary result (+ for surplus) (2) including amount of exchange rate differences</b>		<b>7,126.97</b>
<b>Amount of exchange rate differences (3) included in the budgetary result</b>		<b>-1,835.53</b>
Delta not explained		-942.25

\*) Please specify K 'Other':

Adjustment of Deferred Charges = -75,861.95

Adjustment for Income arising from Fixed Assets = -20,000.00

## BALANCE SHEETS - ASSETS

ASSETS	31.12.2015	31.12.2014	Variation
<b>A. NON CURRENT ASSETS</b>			
Intangible assets	311	466	-155
<b>Property, plant and equipment</b>	<b>1,446,515</b>	<b>1,833,149</b>	<b>-386,634</b>
Land and buildings	920,129	1,253,706	-333,577
Plant and equipment	39,759	47,101	-7,342
Computer hardware	179,890	277,274	-97,384
Furniture and vehicles	165,542	154,720	10,822
Other fixtures and fittings	141,195	100,348	40,846
<b>TOTAL NON CURRENT ASSETS</b>	<b>1,446,826</b>	<b>1,833,615</b>	<b>-386,789</b>
<b>B. CURRENT ASSETS</b>			
<b>Short-term pre-financing</b>	<b>0</b>	<b>0</b>	<b>0</b>
Short-term pre-financing	0	0	0
<b>Short-term receivables</b>	<b>412,471</b>	<b>694,288</b>	<b>-281,817</b>
Current receivables	1,753	12,815	-11,062
Sundry receivables	9,725	38,068	-28,343
<b>Other</b>	<b>400,994</b>	<b>643,406</b>	<b>-242,412</b>
Deferred charges	179,270	255,132	-75,862
Accrued income with consolidated EU entities	221,723	388,274	-166,550
<b>Cash and cash equivalents</b>	<b>4,681,679</b>	<b>4,991,294</b>	<b>-309,615</b>
<b>TOTAL CURRENT ASSETS</b>	<b>5,094,151</b>	<b>5,685,582</b>	<b>-591,432</b>
			<b>0</b>
<b>TOTAL</b>	<b>6,540,976</b>	<b>7,519,197</b>	<b>-978,221</b>

**BALANCE SHEET - LIABILITIES**

<b>LIABILITIES</b>	<b>31.12.2015</b>	<b>31.12.2014</b>	<b>Variation</b>
<b>Net Assets</b>	<b>3,545,929</b>	<b>5,841,445</b>	<b>-2,295,516</b>
Accumulated surplus/deficit	5,841,445	4,934,334	907,111
Economic outturn for the year - profit+/loss-	-2,295,516	907,111	-3,202,627
<b>TOTAL</b>	<b>3,545,929</b>	<b>5,841,445</b>	<b>-2,295,516</b>
<b>CURRENT LIABILITIES</b>	<b>2,995,047</b>	<b>1,677,752</b>	<b>1,317,295</b>
Provisions for risks and charges	15,000	133,735	-118,735
<b>Accounts payable</b>	<b>2,980,047</b>	<b>1,544,017</b>	<b>1,436,030</b>
Current payables	43,581	33,099	10,482
Sundry payables	3,010	899	2,111
<b>Other</b>	<b>1,022,487</b>	<b>1,107,937</b>	<b>-85,451</b>
Accrued charges	1,022,487	1,097,773	-75,287
Accrued charges with consolidated EU entities	0	10,164	-10,164
<b>Accounts payable with consolidated EU entities</b>	<b>1,910,969</b>	<b>402,081</b>	<b>1,508,888</b>
Pre-financing received from consolidated EU entities	1,910,969	402,081	1,508,888
Other accounts payable against consolidated EU entities	0	0	0
<b>TOTAL CURRENT LIABILITIES</b>	<b>2,995,047</b>	<b>1,677,752</b>	<b>1,317,295</b>
<b>TOTAL</b>	<b>6,540,976</b>	<b>7,519,197</b>	<b>-978,221</b>

## CASH FLOW

Cash Flows from ordinary activities	2015	2014	Variation
<b>Surplus/(deficit) from ordinary activities</b>	<b>-2,295,516</b>	<b>907,111</b>	<b>-3,202,627</b>
<b>Operating activities</b>			
Adjustments			
Amortization (intangible fixed assets) +	155	155	0
Depreciation (tangible fixed assets) +	543,065	536,942	6,123
Increase/(decrease) in Provisions for risks and liabilities	-118,735	-288,714	169,978
(Increase)/decrease in Short term Pre-financing	0	20,000	-20,000
(Increase)/decrease in Short term Receivables	281,514	94,342	187,172
Increase/(decrease) in Accounts payable	-112,555	-163,199	50,644
Increase/(decrease) in Liabilities related to consolidated EU entities	1,508,888	-180,010	1,688,899
Other non-cash movements	20,000	-2,384	22,384
<b>Net cash Flow from operating activities</b>	<b>-173,184</b>	<b>924,244</b>	<b>-1,097,428</b>
<b>Cash Flows from investing activities</b>			
Increase of tangible and intangible fixed assets (-)	-156,431	-630,954	474,523
Proceeds from tangible and intangible fixed assets (+)	20,000	183	19,817
<b>Net cash flow from investing activities</b>	<b>-136,431</b>	<b>-630,771</b>	<b>494,340</b>
<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>-309,615</b>	<b>293,473</b>	<b>-603,088</b>
<b>Cash and cash equivalents at the beginning of the period</b>	<b>4,991,294</b>	<b>4,697,821</b>	<b>293,473</b>
<b>Cash and cash equivalents at the end of the period</b>	<b>4,681,679</b>	<b>4,991,294</b>	<b>-309,615</b>

## AUTHORISED POSTS

Function group and grade	2015		2014	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16				
AD 15		1		
AD 14		1		2
AD 13		4		3
AD 12	2	7	2	3
AD 11	1	5	1	5
AD 10	1	4	1	4
AD 9	1	3	1	3
AD 8	1	7	1	6
AD 7	2	5	1	6
AD 6		6	1	6
AD 5				5
<b>Total AD</b>	<b>8</b>	<b>43</b>	<b>8</b>	<b>43</b>
AST 11				
AST 10		2		2
AST 9		6		5
AST 8		7		6
AST 7		9		8
AST 6	2	2	2	4
AST 5	3	6	4	6
AST 4	2	1	2	3
AST 3	1	1	1	2
AST 2	1	1		1
AST 1	1	1	1	1
<b>Total AST</b>	<b>10</b>	<b>36</b>	<b>10</b>	<b>38</b>
<b>Total</b>	<b>18</b>	<b>79</b>	<b>18</b>	<b>81</b>
<b>Grand Total</b>	<b>97</b>		<b>99</b>	

Contract staff posts	2015	2014
FG IV	4	3
FG III	4	4
FG II	4	5
FG I	2	2
<b>Total FG</b>	<b>14</b>	<b>14</b>

**ANNEXES TO THE ANNUAL ACCOUNTS 2015**



## **ACCOUNTS 2015 - 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:

Going Concern basis,

Prudence,

Consistent Accounting Methods,

Materiality,

No netting,

Reality over Appearance, and

Accrual-Based Accounting

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, bought to third parties.  
They are set out in the following table (*Euros*)

2015		Internally generated Computer Software	Other Computer Software	Total Computer Software	Total
<b>Gross carrying amounts 01.01.2015</b>	+		<b>74,249.61</b>	<b>74,249.61</b>	<b>74,249.61</b>
Additions	+			0.00	0.00
Disposals	-		-49,805.14	-49,805.14	-49,805.14
Transfer between headings	+/-			0.00	0.00
Other changes (2)	+/-			0.00	0.00
<b>Gross carrying amounts 31.12.2015</b>		<b>0.00</b>	<b>24,444.47</b>	<b>24,444.47</b>	<b>24,444.47</b>
<b>Accumulated amortization and impairment 01.01.2015</b>	-		<b>-73,783.61</b>	<b>-73,783.61</b>	<b>-73,783.61</b>
Amortization	-		-155.00	-155.00	-155.00
Write-back of amortization	+			0.00	0.00
Disposals	+		49,805.14	49,805.14	49,805.14
Impairment (2)	-			0.00	0.00
Write-back of impairment	+			0.00	0.00
Transfer between headings	+/-			0.00	0.00
Other changes (2)	+/-			0.00	0.00
<b>Accumulated amortization and impairment 31.12.2015</b>		<b>0.00</b>	<b>-24,133.47</b>	<b>-24,133.47</b>	<b>-24,133.47</b>
<b>Net carrying amounts 31.12.2015</b>		<b>0.00</b>	<b>311.00</b>	<b>311.00</b>	<b>311.00</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.

**Property, Plant and Equipment PPE:**

2015		Land	Buildings	Plant and Equipment	Computer hardware	Furniture and vehicles	Other Fixtures and Fittings	Total
<b>Gross carrying amounts 01.01.2015</b>	+		7,980,957.04	63,916.33	1,167,879.29	752,824.40	769,827.03	10,735,404.09
Additions	+			420.00	31,106.69	44,861.70	80,042.24	156,430.63
Disposals	-				-25,219.06	-60,049.30	-85,989.68	-171,258.04
Transfer between headings	+/-							0.00
Other changes (1)	+/-						-30.00	-30.00
<b>Gross carrying amounts 31.12.2015</b>		0.00	7,980,957.04	64,336.33	1,173,766.92	737,636.80	763,849.59	10,720,546.68
								0.00
<b>Accumulated amortization and impairment 01.01.2015</b>	-		-6,727,251.06	-16,815.66	-890,605.71	-598,103.94	-669,478.80	-8,902,255.17
Depreciation	-		-333,577.00	-7,762.00	-128,490.49	-34,039.70	-39,195.81	-543,065.00
Write-back of depreciation	+							0.00
Disposals	+				25,219.06	60,049.30	85,989.68	171,258.04
Impairment (1)	-							0.00
Write-back of impairment	+							0.00
Transfer between headings	+/-							0.00
Other changes (1)	+/-						30.00	30.00
<b>Accumulated amortization and impairment 31.12.2015</b>		0.00	-7,060,828.06	-24,577.66	-993,877.14	-572,094.34	-622,654.93	-9,274,032.13
<b>Net carrying amounts 31.12.2015</b>		0.00	920,128.98	39,758.67	179,889.78	165,542.46	141,194.66	1,446,514.55

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

Asset type	Depreciation rate used by reporting entity
<b><u>Intangible assets</u></b>	
Software for personal computers and servers	25.0%
Other intangible fixed assets	
<b><u>Tangible assets</u></b>	
<b><u>Land</u></b>	
<b><u>Buildings</u></b>	
<b><u>Plant and equipment</u></b>	
Scientific and laboratory equipment	25.0%
Tools for industry and workshops	12.5%
Lifting and mechanical handling equipment for public works, prospecting and mining	12.5%
Control and transmission devices, motors, compression, vacuum and pumping equipment	12.5%
Equipment for the supply and treatment of electric power	12.5%, 25%
Specific electric equipment	25.0%
<b><u>Furniture and vehicles</u></b>	
Office, laboratory and workshop furniture	10.0%
Electrical office equipment, printing and mailing equipment	25.0%
Printshop and postroom equipment	12.5%
Equipment and decorations for garden, kitchen, canteen, restaurant, crèche and school	12.5%
Motorised outdoor equipment	25.0%
Specific furniture and equipment for schools, crèches and childcare centres	25.0%
Furniture for restaurant/cafeteria/bar area	10%, 12,5%
Cash registers and card acceptor devices	25.0%
Transport equipment (vehicles and accessories)	25.0%
<b><u>Computer hardware</u></b>	
Computers, servers, accessories, data transfer equipment, printers, screens	25.0%
Copying equipment, digitising and scanning equipment	25.0%
<b><u>Other fixtures and fittings</u></b>	
Telecommunications equipment	25.0%
Audiovisual equipment	25.0%
Computer, scientific and general books, documentation	
Computer books, CDs, DVDs	33.0%
Scientific books, general books, CDs, DVDs	25.0%
Health, safety and protective equipment, medical equipment, fire-fighting equipment, equipment for surveillance and security services	12.5%
Medical and nursing equipment	25.0%
other	10.0%

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

## CURRENT ASSETS

CURRENT ASSETS	31.12.2015	31.12.2014	Variation
<b>Current receivables</b>	<b>1,753</b>	<b>12,815</b>	<b>-11,062</b>
Short-term pre-financing	0	0	0
Amounts receivable from customers	453	10,686	-10,233
Amounts receivable from Public Bodies	387	1,629	-1,242
Amounts receivable from Consolidated Entities	0	0	0
Amounts receivable from Member States	913	500	413
<b>Sundry Receivables</b>	<b>9,725</b>	<b>38,068</b>	<b>-28,343</b>
Receivables from Staff	9,615	37,369	-27,755
Bank Charges to be allocated	110	699	-588
<b>Other Short-term receivables</b>	<b>400,994</b>	<b>643,406</b>	<b>-242,412</b>
Deferred Charges	179,270	255,132	-75,862
Accrued Income	221,723	388,274	-166,550
<b>Cash and cash equivalents</b>	<b>4,681,679</b>	<b>4,991,294</b>	<b>-309,615</b>
Allied Irish Bank (AIB) Dublin - Cheque Account	17,161	15,708	1,454
ING Main Account - Brussels	4,364,518	4,700,758	-336,240
ING IPA Funds Account - Brussels	300,000	274,829	25,171
<b>TOTAL CURRENT ASSETS</b>	<b>5,094,151</b>	<b>5,685,582</b>	<b>-591,432</b>

## ANNEXES TO LIABILITIES

### CURRENT LIABILITIES

<b>CURRENT LIABILITIES</b>	<b>31.12.2015</b>	<b>31.12.2014</b>	<b>Variation</b>
<b>Current and sundry payables</b>	<b>71,162</b>	<b>167,734</b>	<b>-96,572</b>
Short-term provision	15,000	133,735	-118,735
Amounts payable to vendors	46,591	33,099	13,492
Receipts to be allocated	9,571	899	8,672
<b>Accrued charges</b>	<b>1,012,917</b>	<b>1,107,937</b>	<b>-95,021</b>
Amounts accrued for goods and services	831,411	945,610	-114,199
Provision for untaken holidays by staff	181,506	162,328	19,178
<b>Accounts payable with consolidated entities</b>	<b>1,910,969</b>	<b>402,081</b>	<b>1,508,887</b>
Positive balance to be reimbursed to the Commission	7,126	11,078	-3,952
Open Pre-financing from DG NEAR	344,367	391,003	-46,636
Open Pre-financing from DG GROW	1,559,475	0	1,559,475
<b>TOTAL CURRENT LIABILITIES</b>	<b>2,995,047</b>	<b>1,677,752</b>	<b>1,317,295</b>

A provision of €15K is included. This is to cover any potential adjustment in salary payments for certain staff members dating back to the 2004 reform of staff regulations.

## DISCLOSURES

### Credit risk

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

31 December 2015	Available for sale financial assets (including accrued interest) <sup>2</sup>	Loans (including short term deposits >3 months and <1 year)	Receivables with Member States <sup>3</sup>	All receivables with third parties including accruals & deferrals (excluding receivables with MS and receivables with consol. entities)	Receivables with consolidated entities	Short-term deposits (< 3 months - including accrued interest) <sup>4</sup>	Bank accounts <sup>4</sup>
	F28212	F29002	F40802	F40802	F40802	F52122	F52012
<b>Counterparties <u>with</u> external credit rating<sup>1</sup>:</b>	0.00	0.00	0.00	0.00	0.00	0.00	4,681,679.36
Prime and high grade							4,664,518.26
Upper medium grade							17,161.10
Lower medium grade							
Non-investment grade							
Unassigned					n/a		

Available for sale assets (bonds), cash and cash equivalents (bank accounts, short term deposits) as well as receivables with Member States normally have an external rating. Thus these assets need to be captured in the upper part of the table F3A ("Counterparties with external rating"). Please, note that central banks should follow the rating of its country.

<b>Counterparties <u>without</u> external credit rating:</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Group 1 - Debtors who never defaulted							
Group 2 - Debtors who defaulted in the past							

The lower part of the table F3A ("Counterparties without external rating") concerns receivables with consolidated entities (to be captured for consolidation reasons in group 1) as well as all other receivables with third parties. The latter shall be split in the consolidation package into debtors who never defaulted (group 1) and debtors who defaulted in the past (group 2).

**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 2015	0.00				0.00
<b>Loans</b>					
31 December 2015	0.00				0.00
<b>Receivables with Member States</b>					
31 December 2015	0.00	412.94	500.00		912.94
<b>Receivables with third parties</b>					
31 December 2015	0.00	411,861.26			411,861.26
<b>Receivables with consolidated entities</b>					
31 December 2015	0.00				0.00

<sup>2</sup> Available for sale financial assets: bonds and other debt instruments -> equity instruments to be excluded



## Liquidity risk

Eurofound's liabilities have remaining contractual maturities as summarised below:

31 December 2015	< 1 year	1 - 5 years	> 5 years	Total
Payables with third parties	4,254.27			4,254.27
Payables with consolidated entities	1,910,969.43			1,910,969.43
<b>Total liabilities</b>	1,915,223.70	0.00	0.00	1,915,223.70

## 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 <sup>1</sup> EUR equivalent	Total EUR
	960	961	962	963	965	964	
<b>31 December 2015</b>							
Monetary assets	0.00	0.00	0.00	0.00	5,094,150.66	0.00	5,094,150.66
Available for sale financial assets							0.00
Loans (including short term deposits >3 months and <1 year)							0.00
Receivables with Member States					912.94		912.94
All receivables with third parties including accruals & deferrals (excluding receivables with MS and receivables with consolidated entities)					411,558.36		411,558.36
Receivables with consolidated entities							0.00
Cash and cash equiv. (incl. ST deposits <3months)					4,681,679.36		4,681,679.36
Monetary liabilities	0.00	0.00	0.00	0.00	1,930,223.70	0.00	1,930,223.70
Provisions					15,000.00		15,000.00
Payables with third parties					4,254.27		4,254.27
Payables with consolidated entities					1,910,969.43		1,910,969.43
<b>Net Position</b>	0.00	0.00	0.00	0.00	3,163,926.96	0.00	3,163,926.96

## **REPORT ON BUDGETARY AND FINANCIAL MANAGEMENT 2015**

### **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 23<sup>rd</sup> December 2013 by the Governing 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 2015. 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 2014 to 2015
<b>C3</b>	Non-automatic carryovers of current years commitment appropriations to be used before 31/3	Art.14.3	No carryover of C3 from 2014 to 2015 .
<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 2015**

### **Draft Estimate**

During the meeting that took place on 24 January 2014, the Bureau of the Governing Board reviewed the 2015 Draft Estimate (DE, 237/6). The information received from the Commission ('Budgetary circular 2014') requested a nominal freeze of the subsidy for 2015 on the level of the 2013 and 2014 figure 20,371,000 €. The total budget draft estimate was 20,560,000 €.

On 31 March 2014, the draft budget was adopted by written procedure and a proposal for a budget for the year 2015 amounting to € 20,560,000 based on a general subsidy of € 20,371,000 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 2015**

After negotiations between the Council and the Parliament and a conciliation process, the EU budget was approved by the Council on 12 December and by the Parliament on 17 December 2014. As part of the total EU budget the budgetary authority approved Eurofound's general subsidy. In line with a proposal from the Commission, Eurofound's establishment plan (i.e. the approved staff table) was reduced by 1 additional post (97 posts compared to 98 posts requested in the draft budget).

In accordance with Article 33 (8) of Eurofound's Financial Regulation of 23 December 2013 the Governing Board has to adjust the original proposal for the 2015 Budget to that determined by the subsidy granted by the Budgetary Authority. The budget was amended to take into account cost variations which have arisen since the original proposal was established. Compared to the initial draft budget, the subsidy was increased because an amount of 300,000 € from the Commission's Instrument for Pre-accession Assistance (IPA) could be secured for 2015. Due to some announced changes to the country coefficient for Ireland (budget line 1190 'Salary weightings') staff expenditure in Title 1 had to be increased. To compensate for this, a number of other budget lines in all titles had to be reduced to balance the overall budget at the level approved by the budgetary authority. All projects mentioned in Annex 1 of the Annual Work Programme 2015 had their research funding secured at the levels originally planned (budget lines 3000, 3010, 3012, 3030, 3040, 3041, 3042, 3050).

On 8 January 2015, the Governing Board adopted the final budget 2015 by written procedure.

### **Amending Budget 2015.**

Article 34 in combination with article 33 of Eurofound's Financial Regulation of 23 December 2013 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 of end November 2015 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 2.4% from July 2015 on. In contrast to most other Agencies the country coefficient for Ireland slightly increased by 0.6%, too.

In Title 2 (administration, buildings and infrastructure expenditure) some savings were realised in order to balance the overall budget.

Title 3 (operational expenditure) was mainly retained at the level originally budgeted for. Within Title 3, additional budget was made available for the development of Eurofound's new website, the events/activities linked to the coordination of EU agencies and for the 4<sup>th</sup> European Quality of Life Survey (4<sup>th</sup> EQLS).

The amending budget was approved on 23 December 2015 by written procedure.

## HARMONISATION TABLES FOR BUDGET IMPLEMENTATION

### SUMMARY OF BUDGET IMPLEMENTATION IN 2015 (000€)

Non-differentiated appropriations

(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)	20,371	20,371	Title I Staff	12,291	12,283	12,075	208	8	79	-	46	-	33
Other revenue - miscellaneous (IC1)	88	88	Title II Administration	1,402	1,402	1,143	259	-	232	-	222	-	10
Other revenue - services rendered (IC1)	120	56	Title III Operating activities	6,889	6,838	4,751	2,136	3	3,814	-	3,793	-	21
Internally Assigned revenue (IC4)	54	51	Expenditure from Internally Assigned revenue (C4 and C5)	51	4	2	49	-	32	16	30	2	-
Externally Assigned revenue (IPA IR1)	220	220	Expenditure from Externally Assigned revenue (IPA R0)	300	300	82	218	-	55	-	25	30	-
Externally Assigned revenue (Other IR1)	300	300	Expenditure from Externally Assigned revenue (Other R0)	220	216	216	4	-	607	596	596	11	-
<b>TOTAL</b>	<b>21,153</b>	<b>21,086</b>	<b>TOTAL</b>	<b>21,153</b>	<b>21,043</b>	<b>18,269</b>	<b>2,874</b>	<b>11</b>	<b>4,819</b>	<b>612</b>	<b>4,712</b>	<b>43</b>	<b>64</b>

C1 = Appropriations for Current Year

C4 = Appropriations for re-use

R0 = Appropriations arising from assigned revenue

C8= Appropriations Carried over from previous year

C3 =Appropriations Carried over by decision of Board

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 and implemented 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 <i>1</i>	Amending budget <i>2</i>	Revenues in the final budget <i>3=1+2</i>	Recovery orders (in 2015 + from preceeding years) <i>4</i>	Collected amounts <i>5</i>	Amounts still to be collected <i>6=4-5</i>
General subsidy from the European Commission	20,371	0	20,371	20,371	20,371	0
IPA 2012-2014	300	0	300	300	300	0
Financial revenue	15	-13	2	2	2	0
Other Miscellanious	2	1	3	3	3	0
Other Miscellanious (C4)	<i>pm</i>	54	54	53	51	2
Administrative revenues	<i>pm</i>	76	76	76	76	0
Revenue from services rendered	172	-44	128	63	63	0
Assigned revenue (R0, split by project)	<i>pm</i>	220	220	220	220	0
<b>TOTAL</b>	<b>20,860</b>	<b>293</b>	<b>21,153</b>	<b>21,088</b>	<b>21,086</b>	<b>2</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 2015 stands at about 2K €. This amount will be recovered in 2015.

Revenue is 293K € (1.4%) higher than originally budgeted for. The increase mainly results from the refunds of 76K € received from the Translation Centre related to the surplus in 2014; the contribution from Switzerland for participation in the 6th European Working Conditions Survey (EWCS) of 220K € and the liquidated damages of ca. 40K € recovered from the contractor carrying out the work for the EWCS.



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

Item <sup>1</sup>	Budget Heading <sup>2</sup>	Initial Budget for the year <sup>3</sup>	Amending budget I <sup>4</sup>	Cumulative Transfers <sup>6</sup>	Final budget for the year <sup>7=3+4+5+6</sup>	Change in appropriations for assigned revenue <sup>8</sup>	Authorised appropriations <sup>9=7+8</sup>
		12,032	268	1	12,301	-10	12,291
	<b>TITLE I: Staff expenditure (C1)</b>	<b>12,032</b>	<b>268</b>	<b>1</b>	<b>12,301</b>	<b>-10</b>	<b>12,291</b>
		1,460	-58	0	1,402	0	1,402
	<b>TITLE II: Administrative expenditure (C1)</b>	<b>1,460</b>	<b>-58</b>	<b>0</b>	<b>1,402</b>	<b>0</b>	<b>1,402</b>
		7,368	83	-1	7,450	-561	6,889
	<b>TITLE III: Operating expenditure (C1)</b>	<b>7,368</b>	<b>83</b>	<b>-1</b>	<b>7,450</b>	<b>-561</b>	<b>6,889</b>
					0		0
	<b>Expenditure from assigned revenues (R0)</b>	<b>pm</b>				<b>520</b>	<b>520</b>
	<b>Expenditure from assigned revenues (C4)</b>	<b>pm</b>			<b>0</b>	<b>51</b>	<b>51</b>
	<b>TOTAL BUDGET</b>	<b>20,860</b>	<b>293</b>	<b>0</b>	<b>21,153</b>		<b>21,153</b>

Eurofound published an amended budget totalling 21,153K € in December 2015. In ABAC, final appropriations entered for 2015 amounted to 20,582K € in C1, 520K € in R0 and 51K € in C4 fund sources respectively.

Title 1 (staff and staff-related expenditure) was impacted by the need to increase appropriations due to the annual update of salaries and pensions amounting to +2.4%, with effect on 1 July 2015. The new correction coefficient for Ireland was also applied from 1 July 2015 and increased from 115.9 % to 116.6%.

The changes in Title 2 (administration, buildings and infrastructure) are mainly explained by savings in the costs of building-related projects.

Alongside some savings in the translation of publications, the development in Title 3 is characterised by the increase of funds made available for the development of Eurofound’s new website, the increased events related expenditure due to the coordination activities of the EU Agencies and the usage of pricier travel agency services as well as by reallocation of funds to the 4<sup>th</sup> European Quality of Life Survey (4<sup>th</sup> EQLS) at the year end.

## 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 appropriation 7	Carried forward appropriations by 8	% Carried forward/final credits 9=(7+8)/2	Cancel-lations 10=2-5-7-8	% cancelled/final credits 11=10/2
	C1	12,291	12,283	99.9%	12,075	98.2%	208		1.7%	8	0.1%
	C4	10	4	40.0%	2	20.0%	8		80.0%	0	0.0%
<b>TITLE I: Staff expenditure</b>		<b>12,301</b>	<b>12,287</b>	<b>99.9%</b>	<b>12,077</b>	<b>98.2%</b>	<b>216</b>		<b>1.8%</b>	<b>8</b>	<b>0.1%</b>
	C1	1,402	1,402	100.0%	1,143	81.5%	259		18.5%	0	0.0%
	C4			0.0%		0.0%			0.0%	0	0.0%
<b>TITLE II: Administrative expenditure</b>		<b>1,402</b>	<b>1,402</b>	<b>100.0%</b>	<b>1,143</b>	<b>81.5%</b>	<b>259</b>		<b>18.5%</b>	<b>0</b>	<b>0.0%</b>
	C1	6,889	6,838	99.3%	4,751	69.0%	2,087	49	31.0%	3	0.0%
	C4	41	0	0.0%	0	0.0%	41		0.0%	0	0.0%
<b>TITLE III: Operating expenditure</b>		<b>6,930</b>	<b>6,838</b>	<b>98.7%</b>	<b>4,751</b>	<b>69%</b>	<b>2,128</b>	<b>49</b>	<b>31.4%</b>	<b>3</b>	<b>0%</b>
	R0	520	516	99.2%	298	57.3%	222		42.7%	0	0.0%
<b>Expenditure from assigned revenues</b>	<b>(T1-3)</b>	<b>520</b>	<b>516</b>	<b>99.2%</b>	<b>298</b>	<b>57.3%</b>	<b>222</b>		<b>42.7%</b>	<b>0</b>	<b>0.0%</b>
	<b>TOTAL</b>	<b>21,153</b>	<b>21,043</b>	<b>99.5%</b>	<b>18,269</b>	<b>86.4%</b>	<b>2,825</b>	<b>49</b>	<b>13.6%</b>	<b>11</b>	<b>0.1%</b>

The above table shows a breakdown of current authorised appropriations, commitments, payments, carry forward appropriations and cancellations by fund sources in 2015.

Commitments made from general C1 appropriations amounting to 20,571<sup>1</sup> K € represented budget execution rate of ca. 99.9 % of final appropriations 20,582K € in 2015 (2014: 99.7 %).

General C1 Appropriations entered in ABAC not used/cancelled amounting to 11K € represented ca. 0.1 % of final appropriations 20,582K € in 2015 (2014: 0.3 %).

<sup>1</sup> Commitments of 20,522K € made from C1 appropriations in 2015 and C3 appropriations for 49K € in 2016

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

The table below shows consumption of carry over appropriations from 2014 to 2015 as well as cancelled appropriations.

Budget Heading	Type of appropriations carried over	Carried over appropriations	Commitments	Payments	Carried-forward appropriations	Cancel-lations
	1	2	3	4	5	6=2-4-5
	C8	79	0	46	0	33
	C5	26	16	24	2	0
<b>TITLE I: Staff expenditure</b>		<b>105</b>	<b>16</b>	<b>70</b>	<b>2</b>	<b>33</b>
	C8	232	0	222	0	10
	C5	3	0	3	0	0
<b>TITLE II: Administrative expenditure</b>		<b>235</b>	<b>0</b>	<b>225</b>	<b>0</b>	<b>10</b>
	C8	3,814	0	3,793	0	21
	C5	3	0	3	0	0
<b>TITLE III: Operating expenditure</b>		<b>3,817</b>	<b>0</b>	<b>3,796</b>		<b>21</b>
	R0					
<b>Expenditure from assigned revenue (T1 and T3)</b>		<b>662</b>	<b>596</b>	<b>621</b>	<b>41</b>	<b>0</b>
<b>TOTAL</b>		<b>4,819</b>	<b>612</b>	<b>4,712</b>	<b>43</b>	<b>64</b>

Appropriations carried over as C8 and cancelled amounting to 64K € represented 1.6 % of 4,125K € general appropriations (i.e. C1 in 2014, C8 in 2015). In 2014, 1.9 % of general appropriations were cancelled.

## MONITORING TABLES FOR ASSIGNED REVENUE AND EXPENDITURE

IPA 2011-2014	BALANCE total carryovers as at 31/12/14	Commitments 2015	Payments 2015	Cancelled / re-classified	Carry Over Balance 2015
Assigned revenue entered in the budget					
Commission's contribution - IPA funds 2011-2014	55,236	0	25,140	0	30,097
<b>Total projects 2011-2014</b>	<b>55,236</b>	<b>0</b>	<b>25,140</b>	<b>0</b>	<b>30,097</b>
IPA 2015-2016	New appropriations in 2015	Commitments 2015	Payments 2015	Cancelled / re-classified	Carry Over Balance 2015
Commission's contribution - IPA funds 2014-2015	300,000	300,000	82,495	0	217,505
<b>Total projects 2014-2015</b>	<b>300,000</b>	<b>300,000</b>	<b>82,495</b>	<b>0</b>	<b>217,505</b>
6th European Working Condition Survey funded by External Revenue 2014-2016	BALANCE total carryovers on 31/12/14	New appropriations in 2015	New commitments 2015	New payments in 2015	Carry Over Balance 2015
Switzerland's contribution -6th EWCS	7,193	219,846	215,996	223,189	3,850
Norway's contribution -6th EWCS	374,948	0	341,820	370,894	4,054
Slovenia's contribution -6th EWCS	20,013	0	16,381	16,381	3,632
Belgium's contribution -6th EWCS	204,721	0	201,109	201,109	3,612
<b>Total projects 2014-2015</b>	<b>606,875</b>	<b>219,846</b>	<b>775,306</b>	<b>811,573</b>	<b>15,148</b>

IPA 2011-2014: The full agreement amount of 700K € was received during 2012 and 2013. The initial IPA agreement 2011-2013 was amended and extended to the end of 2014. Some payments were still pending at the end of 2014 and during 2015 they were all settled. The final cost claim was submitted to DG Enlargement during the 3<sup>rd</sup> quarter of 2015. Due to the delay in concluding the work agreed, the final payments of 17,407€ was deemed ineligible to be covered by IPA 2011-2015 funds by DG Enlargement. The cost claim which was accepted totalled to 655,633€. The final consumption IPA 2011-2014 appropriations in the table and ABAC show ca. 670,000 €. Eurofound will be requested to refund non-consumed appropriations of 44,367 € to DG Enlargement. This must be covered partly by the balance in 2011-2014 IPA appropriations and partly by other appropriations.

IPA 2015-2016: In 2015, Eurofound received 300,000 € for carrying out the 4<sup>th</sup> EQLS in IPA countries in 2015-2016. The appropriations have been fully committed.

The 6<sup>th</sup> EWCS (European Working Conditions Survey): The above table also shows the utilisation of carry over and new assigned revenue in 2015 available for the 6<sup>th</sup> EWCS. A number of countries participated in the 6th EWCS at their own cost. There were 607K € carry over appropriations from 2014 while new contributions from Switzerland amounted to 220K€ in 2015. All new commitments were 775K € and payments 812K €.

The table below shows the cumulative appropriations available, commitments, payments and balances for all assigned revenue in 2015 (IPA funds from 2011-2014 and 2014-2015 programmes and contributions from Switzerland, Norway, Slovenia and Belgium).

SUMMARY TABLE - CUMULATIVE 2012-2015					
All ongoing projects funded by External Revenue	Cumulative Appropriations in 2015	Cumulative Commitments 2015	Cumulative Payment in 2015	Balance 2015	Carry Over Balance 2015
Commission's contribution - IPA funds 2012-2014	700,000	671,993	669,903	30,097	30,097
Commission's contribution - IPA funds 2015-2016	300,000	300,000	82,495	217,505	217,505
Switzerland's contribution - 6th EWCS	230,121	226,271	226,271	3,850	3,850
Norway's contribution - 6th EWCS	387,408	383,354	383,354	4,054	4,054
Slovenia's contribution - 6th EWCS	20,013	16,381	16,381	3,632	3,632
Belgium's contribution - 6th EWCS	204,721	201,109	201,109	3,612	3,612
<b>Total projects 2012-2015</b>	<b>1,842,264</b>	<b>1,799,108</b>	<b>1,579,514</b>	<b>262,750</b>	<b>262,750</b>

FOR INFO ONLY (not included above):

<b>The Future of Manufacturing in Europe (funded by the delegation agreement with DG GROW)</b>	<b>BALANCE total carryovers on 31/12/14</b>	<b>New appropriations in 2015</b>	<b>New commitments 2015</b>	<b>New payments in 2015</b>	<b>Carry Over Balance 2015</b>
Funds received upon signatures of two Transfers of Funds agreements	0	1,600,000	238,690	39,259	1,560,741
<b>Total projects 2015-2019</b>	<b>0</b>	<b>1,600,000</b>	<b>238,690</b>	<b>39,259</b>	<b>1,560,741</b>

On 9<sup>th</sup> April 2015, Eurofound and DG Internal Market, Industry, Entrepreneurship and SME's entered into a Delegation Agreement to carry out a pilot project on "Future of Manufacturing" over a 4-year period. Two Transfer of Funds Agreements were signed within the Delegation Agreement and transfers totalling 1,600,000 € were received in 2015. A contract agent was employed to administer the project. The consumption of funds for the pilot projects is accounted for separately to the rest of the Commission subsidy and other external appropriations.

## BUDGET OUTTURN ACCOUNT FOR THE FINANCIAL YEAR 2015

		2015	2014
<b>REVENUE</b>			
Balancing Commission subsidy	+	20,371,000.00	20,562,088.82
Other subsidy from Commission (Phare, IPA,...)	+	300,000.00	
Miscellaneous revenue (Assigned C4)	+	51,277.85	54,563.07
Miscellaneous revenue (General C1 5400 and 5900)	+	78,928.72	1,309.02
Services Rendered (Assigned R0)	+	219,846.12	622,417.67
Services Rendered (General C1)	+	55,389.91	73,027.72
Other income (Letting of Conference Centre)	+	8,000.00	
Bank Interest	+	1,705.59	
<b>TOTAL REVENUE (a)</b>		<b>21,086,148.19</b>	<b>21,313,406.30</b>
<b>EXPENDITURE</b>			
<i>Title I: Staff</i>			
Payments	-	12,091,292.14	12,049,698.82
Appropriations carried over	-	219,749.35	107,698.08
<i>Title II: Administrative Expenses</i>			
Payments	-	1,142,618.89	1,275,463.92
Appropriations carried over	-	259,224.30	234,496.27
<i>Title III: Operating Expenditure</i>			
Payments	-	5,669,476.59	3,516,795.04
Appropriations carried over	-	2,437,789.20	4,476,960.86
<b>TOTAL EXPENDITURE (b)</b>		<b>21,820,150.47</b>	<b>21,661,112.99</b>
<b>RESULT FOR THE FINANCIAL YEAR (a-b)</b>		<b>-734,002.28</b>	<b>-347,706.69</b>
Cancellation of unused payment appropriations carried over from previous year	+	64,601.35	79,882.74
Adjustment for carry-over from the previous year of appropriations available at 31.12 arising from assigned revenue	+	678,363.43	280,902.67
Exchange differences for the year (gain +/-loss -)	+/-	-1,835.53	-2,000.34
<b>BALANCE OF THE RESULT ACCOUNT FOR THE FINANCIAL YEAR</b>		<b>7,126.97</b>	<b>11,078.38</b>
Balance year N-1	+/-	11,078.38	191,088.82
Positive balance from year N-1 reimbursed in year N to the Commission	-	-11,078.38	-191,088.82
<b>Result used for determining amounts in general accounting</b>		<b>7,126.97</b>	<b>11,078.38</b>
<b>Commission subsidy - agency registers accrued revenue and Commission accrued expense</b>		<b>20,363,873.03</b>	
<b>Pre-financing remaining open to be reimbursed by agency to Commission in year N+1</b>		<b>7,126.97</b>	

Balance of the budget outturn account for the financial year 2015 shows a budget surplus of 7,126.97 €.

## BUDGETARY IMPLEMENTATION RATES (%) IN 2015 <sup>2</sup>

New Appropriations in 2015	TOTAL	Title 1 - Staff Expenditure	Title 2 - Administrative Expenditure	Title 3 - Operational Expenditure
<b>Final Appropriations (C1, R0, C4)</b>	<b>21,153,000</b>	12,300,936	1,402,307	7,449,757
<i>thereof C1</i>	<b>20,582,049</b>	12,290,957	1,402,307	6,888,785
<i>thereof R0</i>	<b>519,846</b>			519,846
<i>thereof C4</i>	<b>51,105</b>	9,979		41,126
<b>Utilisation of new Appropriations (C1, R0, C3, C4)</b>	<b>21,091,169</b>	<b>12,287,115</b>	<b>1,401,843</b>	<b>7,402,211</b>
<i>thereof commitments (C1)</i>	<b>20,522,407</b>	12,282,999	1,401,843	6,837,564
<i>thereof carried over as C3 - not yet committed in 2015</i>	<b>48,650</b>	-		48,650
<i>thereof commitments (R0)</i>	<b>515,996</b>	-	-	515,996
<i>thereof commitments (C4)</i>	<b>4,116</b>	4,116		-
<i>Appropriations to be cancelled</i>	<b>10,992</b>	7,958	464	2,570
<b>Implementation rate of general appropriations (= Commitments from C1 and C3 appropriations)</b>	<b>99.9%</b>	<b>99.9%</b>	<b>100.0%</b>	<b>100.0%</b>
<i>Implementation rate of all appropriations (= Commitments from C1, C3, R0, C4 appropriations)</i>	<b>99.7%</b>	99.9%	100.0%	99.4%
<i>Percentage of appropriations C1 to be cancelled</i>	<b>0.1%</b>	0.1%	0.0%	0.0%
<i>Appropriations carried forward - not yet committed in 2015 (C4 &amp; R0)</i>	<b>0.2%</b>	0.0%	0.0%	0.6%
<b>Carry Over Appropriations from 2014 to 2015</b>	<b>TOTAL</b>	<b>Title 1 - Staff Expenditure</b>	<b>Title 2 - Administrative Expenditure</b>	<b>Title 3 - Operational Expenditure</b>
<b>Appropriations carried over (C8, R0, C3, C5) from 2014 *)</b>	<b>4,818,934</b>	107,477	234,496	4,476,961
<b>C3</b>	<b>N/A</b>			
<b>C8</b>				
Carry Overs of Payment Appropriations C8 from 2014	<b>4,140,792</b>	89,414	234,496	3,816,882
Payments from Carry Overs C8	<b>4,076,290</b>	56,171	225,031	3,795,088
<i>Percentage utilised</i>	<b>98.4%</b>	62.8%	96.0%	99.4%
<i>Percentage cancelled</i>	<b>0.0%</b>	0.0%	0.0%	0.0%
<b>C5 - Assigned Revenue</b>				
Carry Overs of Payment Appropriations C5 from 2014 *)	<b>16,031</b>	16,031		
Commitments from Carry Overs C5	<b>16,031</b>	16,031		
Payments from Carry Overs C5	<b>14,061</b>	14,061		
To be Carried forward to 2015	<b>1,970</b>	1,970		
Leaving to be cancelled an amount of				
<i>Percentage utilised (paid in 2015)</i>	<b>87.7%</b>	87.7%	0.0%	0.0%
<i>Percentage cancelled / re-classified</i>	<b>0.0%</b>	0.0%	0.0%	0.0%
<b>R0 - Assigned Revenue - IPA 2011 -2014 and the 6th EWCS</b>				
Carry Over from Appropriations R0	<b>662,111</b>	2,032		660,079
Payments from Carry overs R0	<b>621,498</b>	782		620,716
To be Carried forward to 2015	<b>41,395</b>	1,250	-	40,145
<i>Percentage utilised (paid in 2015)</i>	<b>93.9%</b>	38%		94.0%
<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 2015)</b>				
<i>Percentage for total utilisation in 2015 (paid)</i>	<b>97.8%</b>	<b>66.1%</b>	<b>96.0%</b>	<b>98.6%</b>
<i>Percentage to carried forward to 2015</i>	<b>0.9%</b>	<b>3.0%</b>	<b>0.0%</b>	<b>0.9%</b>
<i>Percentage to be cancelled</i>	<b>1.3%</b>	<b>30.9%</b>	<b>4.0%</b>	<b>0.5%</b>

\*) 220.97 in item 1100 in C4 funds not successfully carried over

<sup>2</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 2014 : 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 2015

### General Appraisal regarding implementation of the 2015 Budget

Final authorised revenue and appropriations in the amending budget 2015 were 21,153,000 €. Original budget 2015 was 20,860,000 €. The overall increase of 293,000 € or 1.3% is partly Revenue is 293,000 € (1.4%) higher than originally budgeted for. The increase mainly results from the refunds of 75,218 € received from Translation Centre related to surplus in 2014, the contribution from Switzerland for participation in the 6th European Working Conditions Survey (EWCS) at their own cost of 219,846 € and the liquidated damages of 40,637 € recovered from the contractor carrying out the work for the EWCS.

The new appropriations entered in the financial system ABAC for the financial year 2015 amounting to 21,153,000 € represented a decrease of 1.4 % by comparison with budgetary appropriations of 21,450,000 € for the financial year 2014. The general subsidy received from the Commission included the same amount of 20,371,000 € as in 2014.

**Of the total of 20,582,049 € general commitment appropriations (C1) arising from the EU subsidy 20,371,000 € and general non-assigned appropriations of 211,049 € Eurofound achieved a commitment rate of 20,571,057 € or 99.9 % (compared to 20,703,860 or 99.7 % in 2014).**

### BUDGET IMPLEMENTATION RATE (C1 Appropriations)

	Credit Available Com Amount	Commitment Accepted Amount (Euro)	Budget not implemented (Euro)	Budget implementation rate (%)
	(1)	(2)	(3) = (1) - (2)	(4)=100%-(3)/(1)
<b>Title 1</b>	12,290,957	12,282,999	7,958	99.9%
<b>Title 2</b>	1,402,307	1,401,843	464	100.0%
<b>Title 3</b>	6,888,785	6,886,214 <sup>3</sup>	2,570	100.0%
<b>Total</b>	<b>20,582,049</b>	<b>20,571,057</b>	<b>10,992</b>	<b>99.9%</b>

C1 appropriations entered in ABAC and not used amounting to 10,992 € represented ca. 0.1 % of final appropriations of 21,153,000 € in 2014 (2014: 0.3 %).

All new commitments (C1, R0, C4) entered for the financial year 2015 amounting to 21,091,169 € represent a budget utilisation rate of 99.7% in commitment terms (2014: 96.9 %)

<sup>3</sup> The figure includes a commitment of 46,850 € made from C3 appropriations in 2016

of the entered appropriations. If appropriations not yet committed and carried over amounting to 0.2 % in respect of assigned revenue (C4 and R0) funds are also included as being utilised, the utilisation rate of final available appropriation in 2015 budget is effectively 99.9 % (2014: 99.7%).

**The carry forward appropriations arising from the EU subsidy and other general appropriations (C1) amounted to 2,602,537 € or 12.7 % of commitments implemented and is ca 36.9 % less than in 2014. (2014: 4,125,445 € or 19.9 % of commitments implemented in ABAC and 2.6% less than in 2013)**

The total appropriations carried forward (as C8, C5, R0) to 2016 amounted to 2,916,763 € or 13.4 % of appropriations available and is ca. 39.5 % less than in 2014 (2014: 4,819,155 € or 22.2 % of appropriations available in ABAC and 6.7 % more than in 2013).

**Of the total of 4,140,792 € appropriations (C8 and C3) carried forward from 2014 Eurofound achieved a utilisation rate of 98.4 % in payment terms leaving 64,601 € or 1.6 % to be cancelled (compared with 79,883 € (1.9 %) or 98.1 % utilised in 2014).**

#### **Analysis of the utilisation of the general appropriations (C1) in 2015 and principal variances as compared with the financial year 2014**

The overall level of commitments arising from general C1 appropriations was 132,803 € or 0.6 % lower than in 2014. (2014: Overall increase of commitments was 2 % or 370,289 €).

#### **COMMITMENTS ENTERED FROM CURRENT YEAR'S GENERAL APPROPRIATIONS (C1 and C3)**

<b>Title</b>	<b>2015 €</b>	<b>2014 €</b>	<b>Variance %</b>	<b>Absolute</b>
<b>Title 1- Staff</b>	12,282,999	12,107,356	1.5%	175,643
<b>Title 2- Administrative</b>	1,401,843	1,488,667	-5.8	-86,824
<b>Title 3 – Operational</b>	6,886,214 <sup>4</sup>	7,107,837	-3.1%	-221,623
<b>Total C1</b>	<b>20,571,057</b>	<b>20,703,860</b>	<b>- 0.6%</b>	<b>132,803</b>

#### Title 1 – Staff Expenditure:

The utilisation of Title I appropriations on the basis of commitments amounted to 99.9 % compared with 99.9 % in the preceding financial year.

By comparison with the financial year 2014 the final appropriations (C1) committed in 2015 increased by 1.5 % or 162,629 €. The increase is mainly due to the annual update of salaries and pensions amounting to +2.4%, with effect on 1 July 2015. The new correction coefficient for Ireland was also applied from 1 July 2015 and increased from 115.9 % to 116.6%.

<sup>4</sup> The figure includes a commitment of 46,850 € made from C3 appropriations in 2016

### Title 2 – Administration:

The utilisation of Title 2 appropriations on the basis of commitments amounted to 100.0 % compared with 99.8 % in the preceding financial year.

By comparison with the financial year 2015, the final appropriations (C1) utilised decreased by 5.8 % or 108,005 € in 2015. The most significant budget decreases related to the budget lines 2040 ‘fitting out premises’ where prices for building related projects were lower than expected and 2250 ‘library expenses’ where savings were realised due to the decision not to buy some subscriptions in 2015 as a result of a late signature of the Commission Framework contract.

### Title 3 – Operational Expenditure:

The utilisation of Title 3 appropriations on the basis of commitments stood at 100 % in 2015 compared with the same 99.2 % in the preceding financial year.

By comparison with the financial year 2014, the final appropriations (C1) committed decreased by 221,623 € or 3.1 %. While the expenditure in budget line 3050 ‘translation’ was decreased from the budgeted figure of 500,000 € to 340,000 € by 160,000 €, additional budgets were allocated to budget line 3000 ‘operational documentation systems’ and more specifically to work for the development of the new Eurofound website and to budget line 3040 ‘general meetings’ which was impacted by increased expenditure due to events related to the coordination of the EU Agencies and the travel agency services being more expensive than previously.

COMMITMENTS FROM CURRENT YEAR’S ALL NEW APPROPRIATIONS (C1, R0, C4) – for info only

<b>Title</b>	<b>2015 €</b>	<b>2014 €</b>	<b>Variance %</b>	<b>Absolute</b>
<b>Title 1- Staff</b>	12,287,115	12,124,486	1.3%	162,629
<b>Title 2- Administrative</b>	1,401,843	1,509,848	-7.2 %	-108,005
<b>Title 3 – Operational</b>	7,402,211	7,159,646	3.4%	242,575
<b>Total C1, RO, C4</b>	<b>21,091,169</b>	<b>20,793,980</b>	<b>1.4 %</b>	<b>297,189</b>

### **Analysis of the carry forward appropriations in 2015 and principal variances as compared with the financial year 2014**

The carry forward appropriations were significantly lower than in 2014. General C1 payment appropriations carried forward as C8 appropriations decreased by 1,522,848 € or 36.7 % compared to 2014.

If the assigned revenue (C4, C5, R0) is included, carry forward appropriations arising from all new appropriations in 2015 decreased by the same 36.9% or 1,887,796 €.

**CARRY FORWARD FROM GENERAL APPROPRIATIONS (C1) in 2015**

C1 (general appropriations)	Carried forward €		Variance %	Absolute
	2015	2014		
<b>Title 1- Staff</b>	208,149	79,286	623.5 %	128,863
<b>Title 2- Administrative</b>	259,224	231,942	11.8%	27,282
<b>Title 3 - Operational</b>	2,135,164	3,814,156	-44.0%	-1,678,992
<b>Total C1</b>	<b>2,602,537</b>	<b>4,125,385</b>	<b>- 36.9 %</b>	<b>-1,522,848</b>

**CARRY FORWARD FROM ALL NEW APPROPRIATIONS C1 C4, R0 in 2015 - for info only**

New appropriations of C4, R0 funds (for info only)	Carried forward €		Variance %	Absolute
	2015	2014		
<b>Title 1- Staff</b>	8,379	26,380	-68.2 %	-18,001
<b>Title 2- Administrative</b>	0	2,554	n/a	-2,554
<b>Title 3 - Operational</b>	262,481	606,875	-56.7 %	-344,394
<b>Total assigned revenue</b>	<b>270,860</b>	<b>635,809</b>	<b>-57.4 %</b>	<b>-364,949</b>

<b>TOTAL (for info only)</b>	<b>2,873,397</b>	<b>4,761,193</b>	<b>-39.6 %</b>	<b>-1,887,796</b>
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**BUDGET EXECUTION / CARRY FORWARD RATE C1)  
2015/2014**

	<b>Commitment Accepted Amount (Euro)</b>	<b>Payment Request Accepted Amount (Euro)</b>	<b>RAL carried over to 2016</b>	<b>Budget execution rate 2015 (%)</b>	<b>RAL carried over to 2016 (%)</b>	<b>Budget execution rate 2014 –for info (%)</b>	<b>RAL carried over to 2015 – for info (%)</b>
	<b>(1)</b>	<b>(2)</b>	<b>(3) = (1)-(2)</b>	<b>(4) = (2)/(1)</b>	<b>(5) = (3)/(1)</b>	<b>(6)</b>	<b>(7)</b>
<b>Title 1</b>	12,282,999	12,074,850	208,149	98.3%	1.7%	99.3%	0.7%
<b>Title 2</b>	1,401,843	1,142,619	259,224	81.5%	18.5%	84.4%	15.6%
<b>Title 3</b>	6,886,214	4,751,051	2,135,164	69.0%	31.0 %	46.3%	53.7%
<b>Total</b>	<b>20,571,057</b>	<b>17,968,519</b>	<b>2,602,537</b>	<b>87.3 %</b>	<b>12.7%</b>	<b>80.1%</b>	<b>19.9%</b>

The budget execution rate measured by payments/commitments was 7.2 % higher than in 2014. Overall, 12.7 % of all payment appropriations were carried forward (in 2014: 19.9%)

Title 1 – Staff Expenditure:

The majority of the carry forward appropriations of 208,149 € are for temporary staff members' December salaries as well as for consulting services delivered for organisational development in 2015 (in budget line 1175 'Work Sent Out'). Other carry forward appropriations are related to invoices not yet received for training delivered or ordered in 2015 (in budget line 1120 "Training") and catering services rendered in 2015 running into 2016 (in budget line 1400 'Restaurants and Canteens').

The carry forward appropriations in Title 1 were 128,863 € or 623.5 % higher than in 2014 and represents 1.7 % of all payment appropriations available Title 1 (in 2014: 0.7%).

Overall, there were some 'unplanned' carry forward appropriations to 2016. In the beginning of 2015, it was estimated that 110,000 € of Title 1 payment appropriations will be carried forward and consumed in 2016. The actual carry forward appropriations of 208,149 € were 98,149 € (or 89 %) more than planned. The unplanned carry forward appropriations of 98,149 € are mainly due to a number of consulting/outsourcing contracts not paid in 2015 as well as Nov'15 invoice for Q café catering services.

Title 2 – Administration

The majority of the carry forward appropriations of 259,224 € are related to ICT equipment ordered but not yet delivered or installed in 2015 (budget line 2204 'ICT Equipment'). Other carry forward appropriations include payments to be made in 2016 for utilities and facilities management services rendered in 2015 (budget line 2200 'Water, Gas, Electricity, Heating'). The remainder of the carry forward appropriations are related to the December invoices for facilities management (budget line 2231 'Facilities Management') together with unfinished

work for extension and upgrade of the security cubicle, as well as for emergency water pipe work (budget line 2040 ‘Fitting Out Premises’) not yet paid in 2015.

Unplanned carry overs amount to 63,849 € and represent ca. 33 % of all Title 2 carry forward appropriations. They are mainly intended to cover the purchase of more PCs and laptops to be paid from budget line 2204 ‘ICT Equipment’ as well as the unfinished work for extension and upgrade of security cubicle and emergency water piping work to be paid from budget line 2040 ‘Fitting Out Premises’.

The carry forward appropriations in Title 2 were 27,282 or 11.8 % more than in 2014 and represents 18.5 % of all payment appropriations available (in 2014: 15.6 %).

### Title 3 – Operational expenditure

In Title 3, carry forward appropriations of 2,135,164 € mainly relate to budget line 3030 ‘Studies and pilot schemes related to living and working conditions’ where they will cover multi-annual projects implemented according to planned schedule (for example, Network of Correspondents and the 4th European Quality of Life Survey).

In 2015, the actual carry forward appropriations were 6 % or 128,141 € lower than originally planned at 2,263,305 €. This resulted from timely project delivery and prompt payments to the contractors as well as reallocation of some appropriations to staff salaries in Title I. The carry forward appropriations in Title 3 were 1,678,992 € or 44 % less than in 2014 and represent 31.0 % of all payment appropriations available (in 2014: 53.7 %).

### **COMPARATIVE TABLE OF ‘PLANNED’ AND ‘UNPLANNED’ CARRY FORWARD APPROPRIATIONS IN 2015**

<b>C1</b>	<b>Carried forward to 2016</b>			
<b>Title</b>	<b>2015 – Planned €</b>	<b>2015 – Actual €</b>	<b>Unplanned €</b>	<b>Unplanned %</b>
<b>Title 1- Staff</b>	110,000	208,149	-98,149	-89%
<b>Title 2- Administrative</b>	195,383	259,224	-63,841	-33%
<b>Title 3 – Operational</b>	2,263,305	2,135,164	128,141	6%
<b>Total C1</b>	<b>2,568,688</b>	<b>2,602,537</b>	<b>-33,849</b>	<b>-1%</b>

## BUDGETARY IMPLEMENTATION – Detailed Budgetary Tables

### Statement of Revenue for the Financial Year 2015

Art.	Item	Heading	Estimates entered in the Budget	Entitlements established during financial year 2015	Amounts collected in 2015 and from preceeding year	Amounts outstanding in respect of financial year 2015	Amounts outstanding from preceeding year
		TITLE 1: EUROPEAN UNION SUBSIDY					
100		CHAPTER 10 - EUROPEAN UNION SUBSIDY - TOTAL	20,371,000.00	20,371,000.00	20,371,000.00	0.00	0.00
		CHAPTER 10 - IPA SUBSIDY - TOTAL	300,000.00	300,000.00	300,000.00	0.00	0.00
		<b>TITLE 1 - TOTAL</b>	<b>20,671,000.00</b>	<b>20,671,000.00</b>	<b>20,671,000.00</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	t.e.	0.00	0.00	0.00	0.00
520		CHAPTER 52 - REVENUE FROM INVESTMENTS OR LOANS, BANK INTEREST AND OTHER ITEMS - TOTAL	1,705.59	1,705.59	1,705.59	0.00	0.00
540		CHAPTER 54 - MISCELLANEOUS REVENUE AVAILABLE FOR RE-USE - TOTAL	129,080.02	128,893.67	126,838.00	2,055.67	0.00
590		CHAPTER 59 - OTHER REVENUE FROM ADMINISTRATIVE OPERATIONS - TOTAL	3,368.57	3,368.57	3,368.57	0.00	0.00
		<b>TITLE 5: TOTAL</b>	<b>134,154.18</b>	<b>133,967.83</b>	<b>131,912.16</b>	<b>2,055.67</b>	<b>0.00</b>
		TITLE 6: REVENUE FROM SERVICES RENDERED AGAINST PAYMENT					
		CHAPTER 60					
600		(IR1)	219,846.12	219,846.12	219,846.12	0.00	0.00
		(IC1)	119,999.70	55,389.91	55,389.91	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	8,000.00	8,000.00	8,000.00	0.00	0.00
		<b>TITLE 6: TOTAL</b>	<b>347,845.82</b>	<b>283,236.03</b>	<b>283,236.03</b>	<b>0.00</b>	<b>0.00</b>
		<b>GRAND TOTAL</b>	<b>21,153,000.00</b>	<b>21,088,203.86</b>	<b>21,086,148.19</b>	<b>2,055.67</b>	<b>0.00</b>

## Statement of Expenditure for the Financial Year 2015– Current Appropriations C1, C4 & R0 (Title 1)

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2015											
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	6,745,000.00	254,354.58	6,999,354.58	0.00	6,999,354.58	6,999,354.58	6,999,354.58	0.00	0.00
	1101	Family allowances	940,000.00	- 8,745.72	931,254.28	0.00	931,254.28	931,254.28	931,254.28	0.00	0.00
	1102	Expatriation allowances	940,000.00	- 4,573.20	935,426.80	0.00	935,426.80	935,426.80	935,426.80	0.00	0.00
	1103	Secretarial allowances	15,000.00	83.21	15,083.21	0.00	15,083.21	15,083.21	15,083.21	0.00	0.00
		<i>Article 110 Total</i>	<i>6,640,000.00</i>	<i>241,118.87</i>	<i>8,881,118.87</i>	<i>0.00</i>	<i>8,881,118.87</i>	<i>8,881,118.87</i>	<i>8,881,118.87</i>	<i>0.00</i>	<i>0.00</i>
112	1120	Further training, language courses, retraining and information for staff	130,000.00	- 34,298.73	95,701.27	0.00	95,701.27	95,701.27	81,535.52	14,165.75	0.00
	1121	Contract Agents	480,000.00	- 62,284.08	417,715.92	0.00	417,715.92	417,715.92	417,715.92	0.00	0.00
		<i>Article 112 Total</i>	<i>610,000.00</i>	<i>- 96,582.81</i>	<i>513,417.19</i>	<i>0.00</i>	<i>513,417.19</i>	<i>513,417.19</i>	<i>499,251.44</i>	<i>14,165.75</i>	<i>0.00</i>
113		Employer's social security contributions									
	1130	Insurance against sickness	250,000.00	8,055.59	258,055.59	0.00	258,055.59	258,055.59	258,055.59	0.00	0.00
	1131	Insurance against accidents and occupational disease	37,000.00	1,198.31	38,198.31	0.00	38,198.31	38,198.31	38,198.31	0.00	0.00
	1132	Unemployment Insurance	79,000.00	5,714.77	84,714.77	0.00	84,714.77	84,714.77	84,714.77	0.00	0.00
		<i>Article 113 Total</i>	<i>366,000.00</i>	<i>14,968.67</i>	<i>380,968.67</i>	<i>0.00</i>	<i>380,968.67</i>	<i>380,968.67</i>	<i>380,968.67</i>	<i>0.00</i>	<i>0.00</i>
114		Miscellaneous allowances and grants									
	1141	Travel expenses for annual leave	160,000.00	- 18,294.11	141,705.89	0.00	141,705.89	141,705.89	141,705.89	0.00	0.00
	1145	Special allowances for accounting officers and administrators of advance funds								-	
		<i>Article 114 Total</i>	<i>160,000.00</i>	<i>- 18,294.11</i>	<i>141,705.89</i>	<i>0.00</i>	<i>141,705.89</i>	<i>141,705.89</i>	<i>141,705.89</i>	<i>0.00</i>	<i>0.00</i>
115	1150	Overtime	1,000.00	- 532.86	467.14	0.00	467.14	467.14	467.14	0.00	0.00



**Statement of Expenditure for the Financial Year 2015– Current Appropriations C1, C4 & R0 (Title 1) – continues**

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2015											
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	260,000.00	124,535.19	384,535.19	0.00	384,535.19	384,535.19	267,293.29	117,241.90	0.00
	1176	Officials seconded from Member State bodies									0.00
	1177	Trainee officials (stagiaires)	65,000.00	6,807.22	71,807.22	0.00	71,807.22	71,807.22	71,807.22	0.00	0.00
		<i>Article 117 Total</i>	<i>325,000.00</i>	<i>131,342.41</i>	<i>456,342.41</i>	<i>0.00</i>	<i>456,342.41</i>	<i>456,342.41</i>	<i>339,100.51</i>	<i>117,241.90</i>	<i>0.00</i>
118		Allowances and expenses on entering and leaving the service and on transfer									
	1180	Miscellaneous expenditure on recruitment	40,000.00	3,353.99	36,646.01	0.00	36,646.01	36,646.01	28,847.77	7,798.24	0.00
	1181	Travel expenses (including members of the family)	4,000.00	1,300.00	5,300.00	0.00	5,300.00	2,478.25	2,478.25	0.00	2,821.75
	1182	Installation, resettlement and transfer allowances	40,000.00	16,858.74	23,141.26	0.00	23,141.26	23,141.26	23,141.26	0.00	0.00
	1183	Removal expenses	10,000.00	3,806.50	6,193.50	0.00	6,193.50	6,193.50	6,193.50	0.00	0.00
	1184	Temporary daily subsistence allowances	45,000.00	22,897.27	22,102.73	0.00	22,102.73	22,102.73	22,102.73	0.00	0.00
		<i>Article 118 Total</i>	<i>139,000.00</i>	<i>45,616.50</i>	<i>93,383.50</i>	<i>0.00</i>	<i>93,383.50</i>	<i>90,561.75</i>	<i>82,763.51</i>	<i>7,798.24</i>	<i>2,821.75</i>
119	1190	Salary weightings	1,250,000.00	35,787.87	1,285,787.87	0.00	1,285,787.87	1,285,787.87	1,285,787.87	0.00	0.00
		<i>CHAPTER 11 - TOTAL</i>	<i>11,491,000.00</i>	<i>262,191.54</i>	<i>11,753,191.54</i>	<i>0.00</i>	<i>11,753,191.54</i>	<i>11,750,369.79</i>	<i>11,611,163.90</i>	<i>139,205.89</i>	<i>2,821.75</i>
		<i>CHAPTER 13 - MISSIONS AND DUTY TRAVEL</i>									
130	1300	Mission expenses, travel expenses and other incidental expenditure	390,000.00	44,000.00	346,000.00	3,254.74	349,254.74	344,118.89	338,102.35	6,016.54	5,135.85
130	1300	<i>Mission expenses, travel expenses and other incidental expenditure - C4</i>			<i>10,903.91</i>	<i>-2,524.62</i>	<i>8,379.29</i>	<i>2,516.05</i>	<i>0.00</i>	<i>8,379.29</i>	<i>0.00</i>
		<i>CHAPTER 13 - TOTAL</i>	<i>390,000.00</i>	<i>44,000.00</i>	<i>356,903.91</i>	<i>730.12</i>	<i>357,634.03</i>	<i>346,634.94</i>	<i>338,102.35</i>	<i>14,395.83</i>	<i>5,135.85</i>
		<i>CHAPTER 13 - TOTAL (IC4excluded)</i>	<i>390,000.00</i>	<i>44,000.00</i>	<i>346,000.00</i>	<i>3,254.74</i>	<i>349,254.74</i>	<i>344,118.89</i>	<i>338,102.35</i>	<i>6,016.54</i>	<i>5,135.85</i>

**Statement of Expenditure for the Financial Year 2015– Current Appropriations C1, C4 & R0 (Title 1) –continues**

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2015											
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	125,000.00	40,322.24	165,322.24	0.00	165,322.24	165,322.24	110,979.49	54,342.75	0.00
141	1410	Medical service	15,000.00	- 2,008.00	12,992.00	0.00	12,992.00	12,992.00	4,745.00	8,247.00	0.00
142	1420	Other welfare expenditure	10,000.00	- 1,513.59	8,486.41	0.00	8,486.41	8,486.41	8,486.41	0.00	0.00
		<i>Other welfare expenditure C4</i>			<i>1,600.00</i>	<i>0.00</i>	<i>1,600.00</i>	<i>1,600.00</i>	<i>1,600.00</i>	<i>0.00</i>	<i>0.00</i>
143	1430	Entertainment and representation expenses	1,000.00	709.63	1,709.63	0.00	1,709.63	1,709.63	1,372.63	337.00	0.00
		<i>CHAPTER 14 - TOTAL</i>	<i>151,000.00</i>	<i>39,110.28</i>	<i>190,110.28</i>	<i>0.00</i>	<i>190,110.28</i>	<i>190,110.28</i>	<i>127,183.53</i>	<i>62,926.75</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>12,032,000.00</b>	<b>268,205.73</b>	<b>12,300,205.73</b>	<b>730.12</b>	<b>12,300,935.85</b>	<b>12,287,115.01</b>	<b>12,076,449.78</b>	<b>216,528.47</b>	<b>7,957.60</b>
		<b>TITLE 1 TOTAL (C1 only)</b>	<b>12,032,000.00</b>	<b>255,701.82</b>	<b>12,287,701.82</b>	<b>3,254.74</b>	<b>12,290,956.56</b>	<b>12,282,998.96</b>	<b>12,074,849.78</b>	<b>208,149.18</b>	<b>7,957.60</b>

**Statement of Expenditure for the Financial Year 2015 – Current Appropriations C1, C4 & R0 (Title 2)**

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2015											
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
		TITLE 2: BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE									
		CHAPTER 20 - RENTAL OF BUILDINGS AND ASSOCIATED COSTS									
201	2010	Insurance	33,000.00	- 2,287.89	30,712.11	0.00	30,712.11	30,712.11	30,712.11	0.00	0.00
202	2020	Water, gas, electricity and heating	140,000.00	- 1,508.00	141,508.00	0.00	141,508.00	141,504.00	121,817.21	19,686.79	4.00
203	2030	Cleaning and maintenance	6,000.00	- 1,318.78	4,681.22	0.60	4,681.82	4,680.82	4,594.16	86.66	1.00
	2031	Facilities Managt	340,000.00	- 13,951.00	326,049.00	0.00	326,049.00	326,049.00	294,286.37	31,762.63	0.00
204	2040	Fitting-out of premises	180,000.00	- 42,542.39	137,457.61	0.00	137,457.61	137,457.61	29,730.61	107,727.00	0.00
205	2050	Security and surveillance of buildings									
209	2090	Other expenditure on buildings	25,000.00	- 4,674.80	20,325.20	0.00	20,325.20	20,325.20	20,325.20	0.00	0.00
		CHAPTER 20 - TOTAL	724,000.00	- 63,266.86	660,733.14	0.60	660,733.74	660,728.74	501,465.66	159,263.08	5.00
		CHAPTER 21 - RENT									
	2100	Rent	23,000.00	- 1,824.54	21,175.46	0.00	21,175.46	21,175.46	21,175.46	0.00	0.00
		CHAPTER 21 - TOTAL	23,000.00	- 1,824.54	21,175.46	0.00	21,175.46	21,175.46	21,175.46	0.00	0.00

**Statement of Expenditure for the Financial Year 2015 – Current Appropriations C1, C4 & R0 (Title 2) –continues**

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2015											
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
		CHAPTER 22 - MOVABLE PROPERTY AND ASSOCIATED COSTS									
220		Technical installations and electronic office equipment									
	2200	New purchases of technical equipment and installations	11,000.00	- 5,048.40	5,951.60	0.00	5,951.60	5,951.60	4,467.60	1,484.00	0.00
	2201	Replacement of technical equipment and installations									
	2202	Hire of technical equipment and installations									
	2204	Electronic office equipment	500,000.00	67,000.00	567,000.00	-155.55	566,844.45	566,485.14	475,146.45	91,338.69	359.31
		<i>Article 220 - Total</i>	<i>511,000.00</i>	<i>61,951.60</i>	<i>572,951.60</i>	<i>-155.55</i>	<i>572,796.05</i>	<i>572,436.74</i>	<i>479,614.05</i>	<i>92,822.69</i>	<i>359.31</i>
221		Furniture									
	2210	New purchases of furniture	15,000.00	- 13,443.88	1,556.12	0.00	1,556.12	1,556.12	1,556.12	0.00	0.00
		<i>Article 221 - Total</i>	<i>15,000.00</i>	<i>- 13,443.88</i>	<i>1,556.12</i>	<i>0.00</i>	<i>1,556.12</i>	<i>1,556.12</i>	<i>1,556.12</i>	<i>0.00</i>	<i>0.00</i>
223		Vehicles									
	2230	Vehicles	13,000.00	-4,870.40	8,129.60	0.00	8,134.60	8,134.60	8,134.60	0.00	0.00
		<i>Article 223 - Total</i>	<i>13,000.00</i>	<i>- 4,870.40</i>	<i>8,129.60</i>	<i>0.00</i>	<i>8,134.60</i>	<i>8,134.60</i>	<i>8,134.60</i>	<i>0.00</i>	<i>0.00</i>
225		Documentation and library expenditure									
	2250	Library funds, purchase of books	80,000.00	- 28,000.00	52,000.00	0.00	52,000.00	51,900.31	48,912.39	2,987.92	99.69
	2252	Subscription to newspapers and periodicals	-								
	2255	Subscription to view-data services									
		<i>Article 225 - Total</i>	<i>80,000.00</i>	<i>- 28,000.00</i>	<i>52,000.00</i>	<i>0.00</i>	<i>52,000.00</i>	<i>51,900.31</i>	<i>48,912.39</i>	<i>2,987.92</i>	<i>99.69</i>
		<b>CHAPTER 22 - TOTAL</b>	<b>619,000.00</b>	<b>15,637.32</b>	<b>634,637.32</b>	<b>-155.55</b>	<b>634,486.77</b>	<b>634,027.77</b>	<b>538,217.16</b>	<b>95,810.61</b>	<b>459.00</b>

**Statement of Expenditure for the Financial Year 2015 – Current Appropriations C1, C4 & R0 (Title 2) –continues**

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2015											
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	17,000.00	- 3,414.75	13,585.25	0.00	13,585.25	13,585.25	11,657.40	1,927.85	0.00
232	2320	Bank Charges	3,000.00	- 1,602.04	1,397.96	400.00	1,797.96	1,797.96	1,705.66	92.30	0.00
235	2350	Uniforms and working clothes	1,000.00	- 1,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
239		Other administrative expenditure									
	2390	Publications	2,000.00	- 1,400.00	600.00	0.00	600.00	600.00	156.02	443.98	0.00
	2394	Petty expenses	1,000.00	- 278.56	721.44	0.00	721.44	721.44	721.44	0.00	0.00
		<i>Article 239 - Total</i>	<i>3,000.00</i>	<i>- 1,678.56</i>	<i>1,321.44</i>	<i>0.00</i>	<i>1,321.44</i>	<i>1,321.44</i>	<i>877.46</i>	<i>443.98</i>	<i>0.00</i>
		<i>CHAPTER 23 - TOTAL</i>	<i>24,000.00</i>	<i>- 7,695.35</i>	<i>16,304.65</i>	<i>400.00</i>	<i>16,704.65</i>	<i>16,704.65</i>	<i>14,240.52</i>	<i>2,464.13</i>	<i>0.00</i>
		<i>CHAPTER 24 - POSTAL AND TELECOMMUNICATIONS CHARGES</i>									
240	2400	Postage and delivery charges	25,000.00	- 1,198.85	26,198.85	0.00	26,198.85	26,198.85	26,177.80	21.05	0.00
241	2410	Telephone, telegraph, telex, radio, television	45,000.00	- 2,147.83	42,852.17	155.55	43,007.72	43,007.72	41,342.29	1,665.43	0.00
		<i>CHAPTER 24 - TOTAL</i>	<i>70,000.00</i>	<i>- 948.98</i>	<i>69,051.02</i>	<i>155.55</i>	<i>69,206.57</i>	<i>69,206.57</i>	<i>67,520.09</i>	<i>1,686.48</i>	<i>0.00</i>
		<b>TITLE 2 TOTAL (All, Assigned Revenue Included)</b>	<b>1,460,000.00</b>	<b>- 58,098.41</b>	<b>1,401,901.59</b>	<b>405.60</b>	<b>1,402,307.19</b>	<b>1,401,843.19</b>	<b>1,142,618.89</b>	<b>259,224.30</b>	<b>464.00</b>
		<b>TITLE 2 TOTAL (C1 only)</b>	<b>1,460,000.00</b>	<b>- 58,098.41</b>	<b>1,401,901.59</b>	<b>405.60</b>	<b>1,402,307.19</b>	<b>1,401,843.19</b>	<b>1,142,618.89</b>	<b>259,224.30</b>	<b>464.00</b>

## Statement of Expenditure for the Financial Year 2015 – Current Appropriations C1, C4 & R0 (Title 3)

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2015											
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	370,000.00	46,195.34	416,195.34	0.00	416,195.34	415,784.13	333,811.65	81,972.48	411.21
				-							
301		Dissemination of information									
	3010	Publication of results of studies	220,000.00	4,951.87	215,048.13	0.00	215,048.13	215,048.13	151,869.45	63,178.68	0.00
	3011	Publication of the annual report		-							
	3012	Marketing and promotional activities	230,000.00	2,000.00	232,000.00	0.00	232,000.00	232,000.00	184,677.13	47,322.87	0.00
				-							
				-							
		<i>Article 301 - Total</i>	450,000.00	2,951.87	447,048.13	0.00	447,048.13	447,048.13	336,546.58	110,501.55	0.00
		<i>Article 301 - Total (IPA Excluded)</i>		447,048.13	447,048.13	0.00	447,048.13	447,048.13	336,546.58	110,501.55	0.00
303	3030	Studies and pilot schemes relating to living and working conditions	5,098,000.00	73,461.02	5,024,538.98	-1,245.83	5,023,293.15	4,972,528.97	3,183,573.22	1,837,605.75	2,114.18
	3030	Studies and pilot schemes relating to living and working conditions (R0) - Assigned Revenue	<i>pm</i>	219,846.12	219,846.12	0.00	219,846.12	215,996.12	215,996.12	3,850.00	0.00
	3030	Other studies and pilot schemes relating to living and working conditions (R0) - IPA	300,000.00	0.00	300,000.00	0.00	300,000.00	300,000.00	82,495.28	217,504.72	0.00
	3030	working conditions (C4) - recovery for liquidation damages	<i>pm</i>	40,636.76	40,636.76	0.42	40,637.18	0.00	0.00	40,637.18	0.00
				-							
		<i>Article 303 - Total</i>	5,398,000.00	187,021.86	5,585,021.86	-1,245.41	5,583,776.45	5,488,525.09	3,482,064.62	2,099,597.65	2,114.18
		<i>Article 303 - Total (R0 IPA / Assigned Revenue excluded)</i>	5,098,000.00	-73,461.02	5,024,538.98	-1,245.83	5,023,293.15	4,972,528.97	3,183,573.22	1,837,605.75	2,114.18

**Statement of Expenditure for the Financial Year 2015 – Current Appropriations C1, C4 & R0 (Title 3) and totals for all Titles – continues**

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2015											
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	17,478.15	482,478.15	0.00	482,478.15	482,433.15	445,455.42	36,977.73	45.00
	3040	General costs of meetings - C4 recovery	<i>pm</i>		379.20	109.69	488.89	0.00	0.00	488.89	0.00
	3041	Interpretation costs	30,000.00	13,230.00	16,770.00	0.00	16,770.00	16,770.00	16,770.00	0.00	0.00
	3042	Meetings of the Administrative Board	155,000.00	8,000.00	163,000.00	0.00	163,000.00	163,000.00	139,410.57	23,589.43	0.00
		<i>Article 304 - Total</i>	650,000.00	12,627.35	662,627.35	109.69	662,737.04	662,203.15	601,635.99	61,056.05	45.00
		<i>Article 304 - Total (R0 IPA / Assigned Revenue excluded)</i>	650,000.00	12,248.15	662,248.15	0.00	662,248.15	446,207.03	385,639.87	60,567.16	45.00
305	3050	Translation of study reports and working documents for seminars, co-ordination meetings, colloquia, etc.	500,000.00	-160,000.00	340,000.00	0.00	340,000.00	340,000.00	295,483.25	44,516.75	0.00
		<i>Article 305 - Total</i>			340,000.00	0.00	340,000.00	340,000.00	295,483.25	44,516.75	0.00
		<i>Article 305 - Total (R0 IPA / Assigned Revenue excluded)</i>	500,000.00	160,000.00	340,000.00	0.00	340,000.00	340,000.00	295,483.25	44,516.75	0.00
<b>TITLE 3 TOTAL ( all assigned revenue included)</b>			<b>7,368,000.00</b>	<b>82,892.68</b>	<b>7,450,892.68</b>	<b>-1,135.72</b>	<b>7,449,756.96</b>	<b>7,353,560.50</b>	<b>5,049,542.09</b>	<b>2,397,644.48</b>	<b>2,570.39</b>
<b>TITLE 3 TOTAL ( C1 assigned revenue excluded)</b>			<b>7,068,000.00</b>	<b>-177,969.40</b>	<b>6,890,030.60</b>	<b>-1,245.83</b>	<b>6,888,784.77</b>	<b>6,837,564.38</b>	<b>4,751,050.69</b>	<b>2,135,163.69</b>	<b>2,570.39</b>
<b>GRAND TOTALS (C1 Only- Assigned Revenue excl.)</b>			<b>20,860,000.00</b>	<b>293,000.00</b>	<b>21,153,000.00</b>	<b>-570,951.48</b>	<b>20,582,048.52</b>	<b>20,522,406.53</b>	<b>17,968,519.36</b>	<b>2,602,537.17</b>	<b>10,991.99</b>
<i>Reversal for Assigned Revenue C4</i>						-51,105.36	51,105.36	4,116.05	1,600.00	49,505.36	0.00
<i>Reversal for Assigned Revenue R0</i>						-519,846.12	519,846.12	515,996.12	298,491.40	221,354.72	0.00
<b>GRAND TOTALS (C1 + Assigned Revenue R0 and C4)</b>			<b>20,860,000.00</b>	<b>293,000.00</b>	<b>21,153,000.00</b>		<b>21,153,000.00</b>	<b>21,042,518.70</b>	<b>18,268,610.76</b>	<b>2,873,397.25</b>	<b>10,991.99</b>

## Statement of Expenditure for the Financial Year 2015 (C4)

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2015 - 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>					
130	1300	Mission expenses, travel expenses and other incidental expenditure	8,379.29	2,516.05	0.00	8,379.29	0.00
142	1420	Other welfare expenditure	1,600.00	1,600.00	1,600.00	0.00	0.00
		<b>TITLE 1 TOTAL</b>	<b>9,979.29</b>	<b>4,116.05</b>	<b>1,600.00</b>	<b>8,379.29</b>	<b>0.00</b>
STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2015 - Fund Source C4							
Art.	Item	Heading	Final Appropriations	Final Commitments	Payments	Appropriations carried over (ART.10,3/4)	Appropriations cancelled
		<b>TITLE 3: OPERATIONAL EXPENDITURE</b>					
303	3030	Studies and pilot schemes relating to living and working conditions	40,637.18	0.00	0.00	40,637.18	0.00
304	3040	General costs of meetings	488.89	0.00	0.00	488.89	0.00
		<b>TITLE 3 TOTAL</b>	<b>41,126.07</b>	<b>0.00</b>	<b>0.00</b>	<b>41,126.07</b>	<b>0.00</b>
		<b>GRAND TOTALS</b>	<b>51,105.36</b>	<b>4,116.05</b>	<b>1,600.00</b>	<b>49,505.36</b>	<b>0.00</b>

## Statement of Expenditure for the Financial Year 2015 (C5)

STATEMENT OF USE OF APPROPRIATIONS CARRIED OVER (C5) FROM 2014 TO 2015 AS AT 31.12.15							
Art	Item	Heading	Appropriations carried over from 2014 to 2015 (not committed)	Commitments	Payments	Carry-Overs to 2016	Appropriations Cancelled
		<b>TITLE 1 - Staff</b>					
117	1177	Trainees	485.10	485.10	-	485.10	0.00
130	1300	Missions, travel & Incidental expenses	7,259.36	7,259.36	5,773.99	1,485.37	0.00
140	1400	Restaurants and canteens	5,000.00	5,000.00	5,000.00	0.00	0.00
142	1420	Other welfare	3,286.68	3,286.68	3,286.68	0.00	0.00
		<b>TITLE 1 TOTAL</b>	<b>16,031.14</b>	<b>16,031.14</b>	<b>14,060.67</b>	<b>1,970.47</b>	<b>0.00</b>
		<b>GRAND TOTALS</b>	<b>16,031.14</b>	<b>16,031.14</b>	<b>14,060.67</b>	<b>1,970.47</b>	<b>0.00</b>
C5		Note EUR 220.97 in item 1100 was not carried forward to C5 appropriations in 2015.					



**Statement of Expenditure for the Financial Year 2015 (R0 – Utilisation of Appropriations carried over from 2014 and newly entered appropriations in 2015)**

STATEMENT OF USE OF APPROPRIATIONS CARRIED OVER (ASSIGNED REVENUE R0) FROM 2014 TO 2015 AS AT 31.12.15								
Art.	Item	Heading	Carry Over Balance from 2015	Commitments in 2015	Appropriations Cancelled / re-classified	Payments 2015	Carry Overs to 2016	
		<b>IPA 2011-2014</b>						
130	1300	Mission expenses, travel expenses and other incidental expenditure	2,032.10	0.00	0.00	781.69	1,250.41	
303	3030	Studies and pilot schemes relating to living and working conditions - IPA 2011-2014	52,146.97	0.00	0.00	23,444.11	28,702.86	
304	3040	General Meetings - IPA	1,057.32	0.00	0.00	913.98	143.34	
<b>GRAND TOTALS</b>			<b>55,236.39</b>	<b>0.00</b>	<b>0.00</b>	<b>25,139.78</b>	<b>30,096.61</b>	
R0								
STATEMENT OF USE OF APPROPRIATIONS CARRIED OVER (ASSIGNED REVENUE R0) FROM 2014 TO 2015 AS AT 31.12.15								
Art.	Item	Heading	Carryover balance of 2015	New Commitments in 2015	Appropriations Cancelled	Payments 2015	Carry Overs to 2016	
		<b>Other Assigned Revenue for the 6th EWCS</b>						
303	3030	Studies and pilot schemes relating to living and working conditions	606,874.87	559,309.88	0.00	595,576.41	11,298.52	
		thereof 6TH EWCS in Norway	374,948.25	341,820.38	0.00	370,894.23	4,054.02	
		thereof 6TH EWCS in Switzerland	7,192.68	0.00	0.00	7,192.68	0.00	
		thereof 6TH EWCS in Slovenia	20,012.60	16,380.60	0.00	16,380.60	3,632.00	
		thereof 6TH EWCS in Belgium	204,721.34	201,108.90	0.00	201,108.90	3,612.44	
		Imbalance					0.06	
<b>GRAND TOTALS</b>			<b>606,874.87</b>	<b>559,309.88</b>	<b>0.00</b>	<b>595,576.41</b>	<b>11,298.52</b>	
							Appropriations not committed	39,448.70
							Appropriations not paid but committed	1,946.41
<b>Consumption of carry over appropriations in 2015:</b>			<b>662,111.26</b>	<b>559,309.88</b>	<b>0.00</b>	<b>620,716.19</b>	<b>41,395.13</b>	
STATEMENT OF USE OF NEW APPROPRIATIONS in 2015 (ASSIGNED REVENUE R0) 31.12.15								
Art.	Item	Heading	New appropriations in 2015	Commitments in 2015	Appropriations Cancelled / re-classified	Payments 2015	Carry Overs to 2016	
		<b>IPA 2015-2016</b>						
303	3030	Studies and pilot schemes relating to living and working conditions - IPA 2015-2016	300,000.00	300,000.00	0.00	82,495.28	217,504.72	
<b>GRAND TOTALS</b>			<b>300,000.00</b>	<b>300,000.00</b>	<b>0.00</b>	<b>82,495.28</b>	<b>217,504.72</b>	
STATEMENT OF USE OF NEW APPROPRIATIONS in 2015 (ASSIGNED REVENUE R0) 31.12.15								
Art.	Item	Heading	New appropriations in 2015	Commitments in 2015	Appropriations Cancelled / re-classified	Payments 2015	Carry Overs to 2016	
		<b>Other Assigned revenue</b>						
303	3030	Contribution from Switzerland towards the 6th EWCS	219,846.12	215,996.12	0.00	215,996.12	3,850.00	
<b>GRAND TOTALS</b>			<b>219,846.12</b>	<b>215,996.12</b>	<b>0.00</b>	<b>215,996.12</b>	<b>3,850.00</b>	
							Appropriations not committed	3,850.00
							Appropriations not paid but committed	217,504.72
<b>Consumption of new appropriations in 2015:</b>			<b>519,846.12</b>	<b>515,996.12</b>	<b>0.00</b>	<b>298,491.40</b>	<b>221,354.72</b>	
<b>Cumulative total:</b>			<b>1,181,957.38</b>	<b>1,075,306.00</b>	<b>0.00</b>	<b>919,207.59</b>	<b>262,749.85</b>	

## Utilisation of Carry Forward Appropriations from 2014 to 2015 – C8

STATEMENT OF USE OF APPROPRIATIONS CARRIED OVER (C8) FROM 2014 TO 2015 AS AT 31.12.15				
Item	Heading	Appropriations carried over automatically under Article 10,3/4	Payments	Appropriations Cancelled
	<b>TITLE 1 - STAFF</b>			
1120	Further training, language courses, retraining and information for staff	33,160.69	13,871.00	19,289.69
1175	Temporary staff and other services and work sent out for translation and typing	21,836.09	21,836.09	0.00
1180	Miscellaneous Expenditure on Staff Recruitment	9,300.00	102.00	9,198.00
1300	Mission expenses, travel expenses and other incidental expenditure	5,964.79	3,305.76	2,659.03
1400	Restaurants and canteens	16,375.30	16,101.58	273.72
1410	Medical Service	2,677.00	855.00	1,822.00
1430	Entertainment and representation expenses	100.00	100.00	0.00
	<b>TITLE 1 TOTAL</b>	<b>89,413.87</b>	<b>56,171.43</b>	<b>33,242.44</b>
	<b>TITLE 2 - BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE</b>			
2020	Water, gas, electricity and heating	16,634.94	15,200.36	1,434.58
2030	Cleaning and maintenance	383.13	121.32	261.81
2031	Facilities management	31,304.31	25,924.45	5,379.86
2040	Fitting-out of premises	14,730.00	14,730.00	0.00
2200	Technical equipment and installations	888.48	888.48	0.00
2204	Electronic office equipment	152,764.05	151,950.10	813.95
2250	Library expenses, purchase of books	10,619.27	10,619.27	0.00
2300	Stationery and office supplies	1,600.27	1,100.91	499.36
2320	Bank charges	790.29	698.64	91.65
2390	Publications	899.68	205.75	693.93
2400	Postage and delivery charges	938.12	938.12	0.00
2410	Telephone, telegraph, telex, radio, television	2,943.73	2,654.02	289.71
	<b>TITLE 2 TOTAL</b>	<b>234,496.27</b>	<b>225,031.42</b>	<b>9,464.85</b>
	<b>TITLE 3 - OPERATING EXPENDITURE</b>			
3000	Establishment of operational documentation	35,636.25	35,636.25	0.00
3010	Publication of results of studies	41,342.64	41,342.64	0.00
3012	Marketing and promotional activities	57,997.50	57,997.50	0.00
3030	Studies and pilot schemes relating to living and working conditions	3,563,437.27	3,543,501.96	19,935.31
3040	General costs of meetings	51,047.12	49,338.37	1,708.75
3042	Administrative Board meetings	9,467.86	9,317.86	150.00
3050	Translation of study reports	57,953.00	57,953.00	0.00
	<b>TITLE 3 TOTAL</b>	<b>3,816,881.64</b>	<b>3,795,087.58</b>	<b>21,794.06</b>
	<b>GRAND TOTALS</b>	<b>4,140,791.78</b>	<b>4,076,290.43</b>	<b>64,501.35</b>

## Utilisation of Carry Forward Appropriations from 2014 to 2015 – C3

N.A

## CREDIT OPERATIONS IN 2015

During the financial year 2015 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 111 budgetary transfers made within and between titles before the amending budget was adopted in December 2015. The cumulative amount of transfers amounted to 1,057,233 €. The net impact by title was as follows: Title 1: + 268,206 €, Title 2: - 58,098 € and Title 3: +82,893 €.

The cumulative net amounts of transfers after the adoption of amending budget were 730 € in title 1, 406 € in title 2 and -1,135 € in Title 3. Additionally, there were some other adjustments requiring credit operations between fund sources resulting in 7 budget transfers altogether for 3,771 €.

According to Article 27.4 of Eurofound's Financial Regulation, the Governing Board has to be informed about all budget transfers made by the Director. These transfers are regularly reported to the Bureau as part of the Director's progress report. In 2015, the budget transfers were reported in May, September, December and January 2016 (the latter refers to those transfers made after the amending budget was approved).

All changes in the budget structure raised the need for a budget amendment during the remainder of 2015. The budget amendment required approval by the Governing Board. Eurofound published an amended budget totalling 21,153,000 € in December 2015. In ABAC, the final appropriations entered for 2015 amounted to 20,582,049 € in C1, 519,846 € in R0 and 51,105 € in C4 fund sources respectively.

In Title 1 (staff and staff-related expenditure), the increase of appropriations is mainly due to the annual update of salaries and pensions amounting to +2.4%, with effect on 1 July 2015. The new correction coefficient for Ireland was also applied from 1 July 2015 and increased from 115.9 % to 116.6%.

The changes in Title 2 (administration, buildings and infrastructure) are mainly explained by decreases in the costs of building-related projects, less expenditure on library orders and the increase of ICT-related expenditure (mostly due to the purchase of more PC's and laptops).

Alongside some savings in the translation of publications, the development in Title 3 is characterised by the increase of funds made available for the development of Eurofound's new website, the increased events related expenditure due to the coordination activities of the EU Agencies and the usage of pricier travel agency services. At the end of the year, the budget balance of ca.100,000 € was decided to be reallocated to the 4<sup>th</sup> European Quality of Life Survey (EQLS) which resulted in a number of credit transfers listed above.

## List of Credit Operations in the original budget 2015

Date	Credit Operation No	Explanation	From Budget Line	BL Description (From)	To Budget Line	BL Description (To)	Amount
31/03/2015	EFD.7932	Appropriations to cover meals taken in connection with the Director's representation meetings/events in Eurofound canteen	BL 1190	Salary Weightings	BL 1430	Representation expenses	500.00
31/03/2015	EFD.7929	Additional funds to cover forecast expenditure in Eurofound canteen in 2015	BL 1175	Work Sent Out	BL 1400	Restaurants and canteen	20,000.00
31/03/2015	EFD.7929	Additional funds to cover forecast expenditure in Eurofound canteen in 2016	BL 1190	Salary Weightings	BL 1400	Restaurants and canteen	16,338.24
29/04/2015	EFD.7941	Additional funds made available for "Provision of Assistance in Organisational Development Issues" - 1st commitment	BL 1120	Training	BL 1175	Work Sent Out	8,870.47
05/05/2015	EFD.7944	Additional funds to cover catering services in connection with recruitment interviews.	BL 1190	Salary Weightings	BL 1180	Recruitment	300.00
18/05/2015	EFD.7945	Additional made available for "Provision of Assistance in Organisational Development Issues" 2nd commitment	BL 1190	Weighting Factor	BL 1175	Work Sent Out	12,070.00
21/05/2015	EFD.7941	Additional funds made available for "Staff Engagement Survey	BL 1120	Training	BL 1175	Work Sent Out	15,000.00
08/06/2015	EFD.7966	Additional funds made available for the "transport of administrative documents to Europe and the Rest of the world.	BL 2210	Furniture	BL 2400	Postal Charges	5,000.00
23/06/2015	EFD.7973	Additional funds to cover the PMO administrative charges.	BL 1190	Weighting Factor	BL 1175	Work Sent Out	56,562.00
15/07/2015	EFD.7986	Adjustment of meeting budgets of all research units due higher than expected volume of meetings and higher prices with AMEX	BL 3030	Studies and Research	BL 3040	General meetings	46,847.05
21/07/2017	EFD.7991	Adjustment of Q café commitment to cover a late invoice relating to 2014 and received mid-2015	BL 1120	Further Training	BL 1400	Restaurants and canteen	3,984.00
15/07/2015	EFD.7979	Appropriations to cover expenses in connection with the Director's representation meetings/events	BL 1141	Travel Expenses for Annual Leave	BL 1430	Director's Representation and Entertainment	1,000.00
18/08/2015	EFD.8007	Additional funds to cover the top up of Orange Recruitment commitment for extension of the contract for Web Administrator	BL 1141	Travel Expenses for Annual Leave	BL 1175	Work Sent Out	4,000.00
10/08/2015	EFD.8007	Additional funds to cover the top up of Orange Recruitment commitment for extension of the contract for Web Administrator	BL 1102	Expatriation Allowance	BL 1175	Work Sent Out	6,000.00
10/08/2015	EFD.8007	Additional funds to cover the top up of Orange Recruitment commitment for extension of the contract for Web Administrator	BL 1184	Temporary Daily Allowance	BL 1175	Work Sent Out	12,597.72
11/08/2015	EFD.8011	Additional funds to cover the top up of Orange Recruitment commitment for extension of the contract for Web Administrator	BL 1184	Temporary Daily Allowance	BL 1175	Work Sent Out	360.00
10/09/2015	EFD.8017	Additional funds to cover the fee for the Permanent Secretariat of Network of Agencies	BL 1141	Travel Expenses for Annual Leave	BL 1175	Work Sent Out	1,810.00
24/09/2015	EFD.8034	Additional funds to cover ICT requirements for 2015 as per budget forecast	BL2040	Fitting out Premises	BL2204	ICT Electronic equipment	18,127.59
24/09/2015	EFD.8034	Additional funds to cover ICT requirements for 2015 as per budget forecast	BL2010	Insurance	BL2204	ICT Electronic equipment	2,287.89
24/09/2015	EFD.8034	Additional funds to cover ICT requirements for 2015 as per budget forecast	BL2031	Facilities Management	BL2204	ICT Electronic equipment	13,951.00
24/09/2015	EFD.8034	Additional funds to cover ICT requirements for 2015 as per budget forecast	BL2090	Other expenditure build	BL2204	ICT Electronic equipment	4,674.80
24/09/2015	EFD.8034	Additional funds to cover ICT requirements for 2015 as per budget forecast	BL2100	Rent	BL2204	ICT Electronic equipment	1,824.54
24/09/2015	EFD.8034	Additional funds to cover ICT requirements for 2015 as per budget forecast	BL2300	Stat & Office supplies	BL2204	ICT Electronic equipment	3,758.03
24/09/2015	EFD.8034	Additional funds to cover ICT requirements for 2015 as per budget forecast	BL2390	Publications	BL2204	ICT Electronic equipment	1,000.00
24/09/2015	EFD.8034	Additional funds to cover ICT requirements for 2015 as per budget forecast	BL2400	Post & delivery charges	BL2204	ICT Electronic equipment	3,876.15
25/09/2015	EDD.8044	Additional funds required for Gas & Electricity BL2010	BL2040	Fitting out premises	BL2020	Water, Elec, Gas & Heat	6,840.00
29/09/2015	EFD.8052	Additional funds for cover Consultancy with Mainstraat, Feedback to mgt/Audit	BL2040	Fitting out Premises	BL1175	Work Sent Out	29,000.00
30/09/2015	EFD.8068	Additional funds to cover Publications requirements current publication plan	BL3050	Translations of Studies	BL3010	Publications of Studies	20,000.00
30/09/2015	EFD.8068	Additional funds to cover Social Europe subscriptions request by EME	BL3050	Translations of Studies	BL3012	Marketing & Promotion	13,990.00
30/09/2015	EFD.8071	Additional funds to cover top up Web Publishing Svcs required as forecast	BL3050	Translations of Studies	BL3000	Web Publishing Svcs	29,517.00
01/10/2015	EFD.8074	Additional funds required as forecast for Web Publishing Svcs	BL3050	Translations of Studies	BL3000	Web Publishing Svcs	15,000.00
19/10/2015	EFD.8082	Additional funds required to cover events until Year End	BL3050	Translations of Studies	BL3040	Meetings	70,000.00
04/11/2015	EFD.8087	Additional Funds to cover November Salary	BL1121	Contract Agents	BL1190	Salary Weightings	50,000.00
05/11/2015	EFD.8090	Additional Funds to cover Stationary Supplies to year end	BL2200	Technical Equipment	BL2300	Stationary Supplies	1,258.03
19/11/2015	EFD.8094	Additional Funds to cover Travel Expenses HR	BL1182	Installation & reset Allow.	BL1181	Travel expenses	1,300.00
27/11/2015	EFD.8103	Additional appropriations for December15 salaries	BL.3000	Operational Documentation System	BL.1100	Basic Salaries	15,000.00
27/11/2015	EFD.8103	Additional appropriations for December15 salaries	BL.3010	Publication of Study Results	BL.1100	Basic Salaries	20,000.00

## List of credit transfers in the original budget 2015 - continued

Date	Credit Operation No	Explanation	From Budget Line	BL Description (From)	To Budget Line	BL Description (To)	Amount
27/11/2015	EFD.8103	Additional appropriations for December15 salaries	BL 3012	Marketing and promotion	BL 1100	Basic Salaries	5,733.00
27/11/2015	EFD.8103	Additional appropriations for December15 salaries	BL 3040	Meetings	BL 1100	Basic Salaries	15,776.67
27/11/2015	EFD.8103	Additional appropriations for December15 salaries	BL 3041	Interpretation	BL 1100	Basic Salaries	13,190.00
27/11/2015	EFD.8103	Additional appropriations for December15 salaries	BL 3050	Translations of Studies	BL 1100	Basic Salaries	16,493.00
30/11/2015	EFD.8110	Purchase of Elgaroline and OECDiLibrary and Eurofound knowledge Repository	BL 3040	Meetings	BL 3000	Operational Documentation System	18,720.00
01/12/2015	EFD.8123	Water pipe emergency work	BL 3040	Meetings	BL 2040	Fitting Out Premises	12,787.25
01/12/2015	EFD.8123	Water pipe emergency work	BL 2200	Technical Equipment	BL 2040	Fitting Out Premises	3,741.97
01/12/2015	EFD.8123	Water pipe emergency work	BL 2394	Petty Cash	BL 2040	Fitting Out Premises	400.00
01/12/2015	EFD.8123	Water pipe emergency work	BL 2390	Publications	BL 2040	Fitting Out Premises	400.00
01/12/2015	EFD.8123	Water pipe emergency work	BL 2230	Vehicles	BL 2040	Fitting Out Premises	3,966.00
01/12/2015	EFD.8142	Additional appropriations for December15 salaries	BL 1130	Insurance against sickness	BL 1100	Basic Salaries	12,545.12
01/12/2015	EFD.8142	Additional appropriations for December15 salaries	BL 1131	Insurance against accidents	BL 1100	Basic Salaries	1,852.06
01/12/2015	EFD.8142	Additional appropriations for December15 salaries	BL 1132	Unemployments Insurance	BL 1100	Basic Salaries	1,215.53
01/12/2015	EFD.8142	Additional appropriations for December15 salaries	BL 1141	Travel expenses for Annual Leave	BL 1100	Basic Salaries	11,484.11
01/12/2015	EFD.8142	Additional appropriations for December15 salaries	BL 1150	Overtime	BL 1100	Basic Salaries	532.86
01/12/2015	EFD.8142	Additional appropriations for December15 salaries	BL 1180	Recruitment	BL 1100	Basic Salaries	3,353.99
01/12/2015	EFD.8142	Additional appropriations for December15 salaries	BL 1182	Installation and Resettlement allowance	BL 1100	Basic Salaries	15,558.74
01/12/2015	EFD.8142	Additional appropriations for December15 salaries	BL 1183	Removal Expenses	BL 1100	Basic Salaries	3,806.50
01/12/2015	EFD.8142	Additional appropriations for December15 salaries	BL 1420	Other Welfare	BL 1100	Basic Salaries	1,445.07
01/12/2015	EFD.8142	Additional appropriations for December15 salaries	BL 1120	Training	BL 1100	Basic Salaries	6,444.26
04/12/2015	EFD.8153	Additional appropriations for December15 salaries	BL 3030	Study contracts	BL 1100	Basic salaries	109,923.97
04/12/2015	EFD.8155	Additional appropriations for December15 salaries	BL 3030	Study contracts	BL 1102	Expatriation Allowances	1,997.78
04/12/2015	EFD.8157	Additional appropriations for December15 salaries	BL 3030	Study contracts	BL 1103	Secretarial Allowances	83.21
04/12/2015	EFD.5159	Additional appropriations Deloitte contract for organisational develop	BL 1175	Study contracts	BL 1175	Work Sent Out	765.00
04/12/2015	EFD.8161	Additional appropriations for December trainee salaries	BL 1177	Study contracts	BL 1177	Trainee salaries	6,807.22
04/12/2015	EFD.8164	Additional appropriations for increase of Irish country co-efficient by 0.8 %	BL 3030	Study Contracts	BL 1190	Salary weightings	44,056.58
04/12/2015	EFD.8164	Additional appropriations for increase of Irish country co-efficient by 0.8 %	BL 3030	Library Expenses	BL 1190	Salary weightings	28,000.00
04/12/2015	EFD.8168	Purchase of christmas tree for Eurofound premises	BL 2410	Telephone	BL 2394	Petty Expenditure	200.00
04/12/2015	EFD.8170	Adjustment of appropriations for translation services in 2015	BL 3040	General meetings	BL 3050	Translation	5,000.00
07/12/2015	EFD.8189	An allowance of a partner paid as a stand alone payment not included in the forecast - later reversed	BL 1101	Family allowances	BL 1100	Basic salaries	1,119.76
11/12/2015	EFD.8202	Additional appropriations for November social contributions	BL 1100	Basic Salaries	BL 1130	Insurance against sickness	1,119.76
11/12/2015	EFD.8202	Additional appropriations for November social contributions	BL 1101	Family Allowances	BL 1130	Insurance against sickness	6,158.86
11/12/2015	EFD.8202	Additional appropriations for November social contributions	BL 1121	Contract Agents	BL 1130	Insurance against sickness	9,832.57
11/12/2015	EFD.8202	Additional appropriations for November social contributions	BL 1184	Temporary daily subsistence allowances	BL 1130	Insurance against sickness	3,572.89
11/12/2015	EFD.8204	Additional appropriations for November social contributions	BL 1184	Temporary daily subsistence allowances	BL 1131	Insurance against accidents	3,062.75
11/12/2015	EFD.8206	Additional appropriations for November social contributions	BL 1184	Temporary daily subsistence allowances	BL 1132	Unemployment insurance	1,924.68
11/12/2015	EFD.8206	Additional appropriations for November social contributions	BL 1300	Temporary daily subsistence allowances	BL 1132	Unemployment insurance	5,018.69
11/12/2015	EFD.8218	Adjustment for settlement on the last Wheels Couries invoice in 2015	BL 2410	Telephone	BL 2400	Postage and Delivery Charges	75.00
11/12/2015	EFD.8224	Forecast for Governing Board expenditure ca EUR 10K more than originally budgeted	BL 3040	General meetings	BL 3042	Governing Board	10,018.50
11/12/2015	EFD.8214	Additional budget approved to purchase of PC's	BL 2020	Water, Gas, Electricity	BL 2204	Electronic Office Equipment	500.00

## List of credit transfers in the original budget 2015 - continued

Date	Credit Operation No	Explanation	From Budget Line	BL Description (From)	To Budget Line	BL Description (To)	Amount
11/12/2015	EFD 8214	Additional budget approved to purchase of PC's	BL 2030	Cleaning and Maintenance	BL 2204	Electronic Office Equipment	1,000.00
11/12/2015	EFD 8214	Additional budget approved to purchase of PC's	BL 2040	Fitting out premises	BL 2204	Electronic Office Equipment	9,906.02
11/12/2015	EFD 8214	Additional budget approved to purchase of PC's	BL 2210	Electronic office equipment	BL 2204	Electronic Office Equipment	8,443.88
11/12/2015	EFD 8214	Additional budget approved to purchase of PC's	BL 2230	Vehicles and transport	BL 2204	Electronic Office Equipment	150.10
21/12/2015	EFD 8278	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 1101	Family Allowances	BL 3030	Studies	1,467.10
21/12/2015	EFD 8278	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 1102	Expatriation Allowances	BL 3030	Studies	570.58
21/12/2015	EFD 8278	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 1121	Contract Agents	BL 3030	Studies	2,451.51
21/12/2015	EFD 8278	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 1130	Insurance against sickness	BL 3030	Studies	83.37
21/12/2015	EFD 8278	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 1131	Insurance against accidents	BL 3030	Studies	12.38
21/12/2015	EFD 8278	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 1132	Unemployment insurance	BL 3030	Studies	23.07
21/12/2015	EFD 8278	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 1175	Other services sent out	BL 3030	Studies	2,500.00
21/12/2015	EFD 8278	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 1184	Temporary daily subsistence allowances	BL 3030	Studies	1,369.23
21/12/2015	EFD 8278	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 1190	Salary weightings	BL 3030	Studies	798.47
21/12/2015	EFD 8278	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 1300	Missions	BL 3030	Studies	38,251.31
21/12/2015	EFD 8278	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 1410	Medical services	BL 3030	Studies	2,008.00
21/12/2015	EFD 8278	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 1420	Other welfare expenditure	BL 3030	Studies	68.52
21/12/2015	EFD 8278	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 1430	Representation	BL 3030	Studies	790.37
21/12/2015	EFD 8276	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 3040	Meetings	BL 3030	Studies	37,066.38
21/12/2015	EFD 8276	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 3041	Technical Equipment	BL 3030	Studies	40.00
21/12/2015	EFD 8276	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 3042	Governing Board	BL 3030	Studies	2,018.60
21/12/2015	EFD 8276	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 3012	Publications	BL 3030	Studies	6,257.00
21/12/2015	EFD 8276	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 3010	Marketing	BL 3030	Studies	4,951.87
21/12/2015	EFD 8276	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 3000	Operational documentation Systems	BL 3030	Studies	2,041.66
21/12/2015	EFD 8274	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 2020	Water, Gas, Electricity	BL 3030	Studies	4,796.00
21/12/2015	EFD 8274	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 2030	Cleaning and Maintenance	BL 3030	Studies	318.18
21/12/2015	EFD 8274	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 2200	Technical Equipment	BL 3030	Studies	48.40
21/12/2015	EFD 8274	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 2204	Electronic office equipment	BL 3030	Studies	3,000.00
21/12/2015	EFD 8274	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 2230	Vehicles and transport	BL 3030	Studies	749.30
21/12/2015	EFD 8274	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 2200	Stationary and office supplies	BL 3030	Studies	914.75
21/12/2015	EFD 8274	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 2320	Bank Charges	BL 3030	Studies	1,202.04
21/12/2015	EFD 8274	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 2350	Uniforms and working clothes	BL 3030	Studies	500.00
21/12/2015	EFD 8274	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 2394	Petty Expenses	BL 3030	Studies	78.56
21/12/2015	EFD 8274	Reallocation of budget balance to the 4th European Quality of Life Survey	BL 2410	Electronic office equipment	BL 3030	Studies	1,872.83
21/12/2015	EFD 8290	Adjustment for settlement the last Proximus invoice in BLO	BL 2204	Electronic office equipment	BL 2410	Telecommunication	155.55
						<b>TOTAL EUR:</b>	<b>1,057,232.89</b>

## Credit Transfers in the amending Budget 2015

CREDIT TRANSFERS AFTER ADOPTION OF AMENDING BUDGET 2015							
Date	Credit Operation No	Explanation	From Budget Line	BL Description (From)	To Budget Line	BL Description (To)	Amount
23.12.2015	SAP: Document	Final expenditure slightly higher than indicated in the amending budget	BL 3030	Studies	BL 2230	Vehicles and transportation	5.00
23.12.2015	SAP: Document	Final expenditure slightly higher than indicated in the amending budget	BL 3030	Studies	BL 2320	Bank Charges	400.00
23.12.2015	SAP: Document	Final expenditure slightly higher than indicated in the amending budget	BL 3030	Studies	BL 1300	Missions	730.12
23.12.2014	SAP: Document	Final expenditure slightly higher than indicated in the amending budget	BL 3030	Studies	BL 2030	Cleaning and Maintenance	0.60
12.01.2016	SAP: 1615000353	Inclusion of non cashed C4 appropriations for mission recoveries in C1 appropriations	BL 1300-C4	Missions - assigned revenue	BL 1300	Missions - C1	2,524.74
12.01.2016	SAP: 1615000355	Exclusion of cashed C4 appropriations not budgeted for meeting expense recoveries from C1 appropriations in BL 3030	BL 3030 - C1	Studies			109.69
12.01.2016	SAP Document	Appropriation adjustment to balance C1, R0 and C4 appropriations	BL 3030 - C1	Studies			0.42
						<b>TOTAL EUR:</b>	<b>3,770.57</b>