

Annual Accounts Financial Year 2016

These accounts have been prepared by the Accounting Officer on 16/05/2017 and drawn up by the Director on 26/05/2017. The opinion of the Governing Board was given on 09/06/2017.

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 14/06/2017.

The accounts will be published on the Eurofound website:

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

Dublin, 14/06/2017



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 2016:

The Governing Board takes note of Eurofound's Final Accounts for the year 2016 as well as the preliminary observations of the Court of Auditors.

The Governing Board

- *Appreciates that the Court of Auditors gave full assurance on the reliability of the accounts and the legality and regularity of their underlying transactions,*
- *Acknowledges the preliminary observations of the Court and requests Eurofound to follow up on them,*
- *Regrets, however, the Court's change in position in relation to carry-overs and considers the previous differentiation between planned and unplanned carry-overs as practical and adequate.*

The Governing Board gives a positive opinion on the Final Accounts for 2016 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, 9 June 2017

For the Governing Board

Signed by Stefania Rossi

The Chairperson

Attachments:

- Final annual accounts 2016
- Preliminary observations by the Court of Auditors on annual accounts 2016



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

Financial Year 2016

Approved by the Director, in Dublin, on 26 May 2017

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 2016

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ACCOUNTS FOR THE YEAR 2016

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:

- Employment and Competitiveness
- Working Conditions and Industrial Relations
- 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 2016 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 Article 68 of the Financial Regulation.

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

16 May 2017, 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 its rules of application which were adopted on 9th September 2016 by the Governing Board and in accordance with the Accounting Manual of the Commission.

More precisely they are kept in accordance with Articles 92 to 106 of the FR.

According to article 101 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 152).

Reporting Currency

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

STATEMENT OF FINANCIAL PERFORMANCE

	2016	2015	Variation
Operating revenue	21,017,855	20,999,996	17,859
European Commission General Subsidy from DG EMPL	20,370,511	20,363,873	6,638
FOME Funds from DG GROW	232,798	41,046	191,752
Accrued Income for FOME Project from DG GROW	170,326	0	170,326
Accrued Income for IPA funds from DG NEAR	111,919	211,599	-99,680
ISFOL Contribution to 4th EQLS	74,477	0	74,477
Norway contribution to NEC	53,690	55,390	-1,700
Realised Exchange Rate Gains	1,105	219	886
Royalties	951	250	701
Hiring out of Conference Centre	900	0	900
Liquidated Damages from IPSOS	819	40,637	-39,818
Bank interest	194	1,706	-1,512
Reimbursement of Hotel Allowance	130	0	130
Refund from contractor	35	342	-307
Switzerland contribution to 6th EWCS	0	219,846	-219,846
Revenue arising from sale of asset	0	20,000	-20,000
Refund of Surplus from Translation Centre	0	41,969	-41,969
Refund of Administrative Charges	0	416	-416
Lecture Fee	0	2,703	-2,703
TOTAL OPERATING REVENUE	21,017,855	20,999,996	17,859

	2016	2015	Variation
Administrative expenses	14,483,718	14,133,159	350,560
All Staff expenses	12,056,902	11,563,444	493,458
Fixed asset related expenses	486,981	542,727	-55,745
Other administrative expenses	1,939,835	2,026,988	-87,153
Rent of Land & Buildings	21,492	21,175	317
Maintenance & Security	363,422	506,940	-143,518
Insurance - Building	28,727	25,047	3,680
Taxes	20,539	20,325	214
Office Supplies	11,086	11,872	-786
Communications	83,792	60,870	22,922
Insurance - Others	1,642	3,692	-2,050
Car & Transport expenses	1,981	4,507	-2,526
Recruitment Costs	38,358	30,244	8,114
Training costs	91,926	100,165	-8,239
Missions	309,170	347,099	-37,929
IT Costs	551,841	551,397	444
Other external service provider (non-IT)	414,030	341,673	72,357
Expenses with other Consolidated Entities	1,829	1,810	19
Losses on realisation of trade debtors	0	172	-172
Operational expenses	6,840,567	9,160,648	-2,320,080
Documentation System	417,886	369,448	48,438
Publications	165,458	193,212	-27,754
Marketing & Promotion	252,627	242,675	9,952
Studies	5,053,023	7,472,351	-2,419,328
Meetings	404,529	495,708	-91,179
Interpretation	13,977	16,770	-2,793
Governing Board	137,416	148,728	-11,312
Translations	392,559	353,436	39,123
Provisions	0	-133,735	133,735
Realised Exchange Rate Losses	3,092	2,055	1,038
Other Financial Expenses	1,561	1,705	-144
TOTAL OPERATING EXPENSES	21,325,846	23,295,512	-1,969,664
ECONOMIC OUTTURN FOR THE YEAR	-307,991	-2,295,516	1,987,525

RECONCILIATION OF THE ACCRUAL BASED RESULT WITH THE BUDGET RESULT

	sign +/-	amount
Economic result (+ for surplus and - for deficit) of the consolidation reporting package	+/-	-307,991.10
<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)	-	-833,831.84
<i>B</i> Adjustments for Accrual Cut-off (cut-off 31.12.N)	+	1,237,840.29
<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)	+	
<i>E</i> Depreciation of intangible and tangible assets (1)	+	486,991.41
<i>F</i> Provisions (1)	+	41,493.13
<i>G</i> Value reductions (1)	+	
<i>H</i> Recovery Orders issued in 2016 in class 7 and not yet cashed	-	
<i>Ia</i> Prefinancing given in previous year and cleared in the year	+	
<i>Ib</i> Prefinancing received in previous year and cleared in the year	-	-7,126.97
<i>J</i> Payments made from carry over of payment appropriations	+	2,772,632.60
<i>K</i> Other *)	+/-	-312,810.32
<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)	-	-139,975.23
<i>N</i> New pre-financing paid in the year 2016 and remaining open as at 31.12.2016	-	
<i>O</i> New pre-financing received in the year 2016 and remaining open as at 31.12.2016	+	160,488.92
<i>P</i> Budgetary recovery orders issued before 2016 and cashed in the year	+	1,555.67
<i>Q</i> Budgetary recovery orders issued in 2016 on balance sheet accounts (not 7 or 6 accounts) and cashed	+	5,131.69
<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 2017	-	-3,366,089.26
<i>T</i> Cancellation of unused carried over payment appropriations from previous year	+	93,802.14
<i>U</i> Adjustment for carry-over from the previous year of appropriations available at 31.12 arising from assigned revenue	+	265,372.16
<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 **)	+/-	-97,417.42
total		65.77
Budgetary result (+ for surplus) (2) including amount of exchange rate differences		488.92
Amount of exchange rate differences (3) included in the budgetary result		-1,987.58
Delta not explained		-423.15

*) Please specify K 'Other':

Adjustment for FOME Recognised Income = -232,797.74
Adjustment for Accrued Income IPA Contract 360-343 = -80,012.58

**) Please specify X 'Other':

Adjustment for Reimbursement to DG NEAR = 14,270.33
Adjustment for Capitalisation of Fire Alarm System - 90% = -111,687.75

BALANCE SHEETS - ASSETS

ASSETS	31.12.2016	31.12.2015	Variation
A. NON CURRENT ASSETS			
Intangible assets	156	311	-155
Property, plant and equipment	1,234,031	1,446,515	-212,484
Land and buildings	692,851	920,129	-227,278
Plant and equipment	31,975	39,759	-7,784
Computer hardware	150,803	179,890	-29,087
Furniture and vehicles	140,522	165,542	-25,020
Other fixtures and fittings	217,880	141,195	76,684
TOTAL NON CURRENT ASSETS	1,234,188	1,446,826	-212,638
B. CURRENT ASSETS			
Short-term pre-financing	0	0	0
Short-term pre-financing	0	0	0
Short-term receivables	708,793	412,471	296,322
Current receivables	1,521	1,753	-232
Sundry receivables	18,054	9,725	8,329
Other	689,218	400,993	288,225
Deferred charges	186,985	179,270	7,715
Accrued income with consolidated EU entities	502,233	221,723	280,510
Cash and cash equivalents	4,794,894	4,681,679	113,215
TOTAL CURRENT ASSETS	5,503,687	5,094,150	409,537
			0
TOTAL	6,737,874	6,540,976	196,899

BALANCE SHEET - LIABILITIES

LIABILITIES	31.12.2016	31.12.2015	Variation
Net Assets	3,237,937	3,545,929	-307,992
Accumulated surplus/deficit	3,545,928	5,841,445	-2,295,517
Economic outturn for the year - profit+/loss-	-307,991	-2,295,516	1,987,525
TOTAL	3,237,937	3,545,929	-307,992
CURRENT LIABILITIES	3,499,936	2,995,047	504,889
Provisions for risks and charges	56,493	15,000	41,493
Accounts payable	3,443,443	2,980,047	463,396
Current payables	0	43,581	-43,581
Sundry payables	24,178	3,010	21,168
Other	1,632,044	1,022,487	609,557
Accrued charges	1,632,044	1,022,487	609,557
Accounts payable with consolidated EU entities	1,787,221	1,910,969	-123,748
Pre-financing received from consolidated EU entities	1,787,221	1,910,969	-123,748
TOTAL CURRENT LIABILITIES	3,499,936	2,995,047	504,889
TOTAL	6,737,873	6,540,976	196,897

CASH FLOW

Cash Flows from ordinary activities	2016	2015	Variation
Surplus/(deficit) from ordinary activities	-307,991	-2,295,516	1,987,525
Operating activities			0
Adjustments			0
Amortization (intangible fixed assets) +	155	155	0
Depreciation (tangible fixed assets) +	486,836	543,065	-56,229
Increase/(decrease) in Provisions for risks and liabilities	41,493	-118,735	160,228
			0
(Increase)/decrease in Short term Pre-financing	0	0	0
(Increase)/decrease in Short term Receivables	-296,321	281,514	-577,835
			0
Increase/(decrease) in Accounts payable	587,144	-112,555	699,699
Increase/(decrease) in Liabilities related to consolidated EU entities	-123,748	1,508,888	-1,632,636
			0
Other non-cash movements	-10	20,000	-20,010
			0
Net cash Flow from operating activities	387,558	-173,184	560,742
Cash Flows from investing activities			0
			0
Increase of tangible and intangible fixed assets (-)	-274,343	-156,431	-117,912
Proceeds from tangible and intangible fixed assets (+)	0	20,000	-20,000
			0
Net cash flow from investing activities	-274,343	-136,431	-137,912
			0
Net increase/(decrease) in cash and cash equivalents	113,215	-309,615	422,830
Cash and cash equivalents at the beginning of the period	4,681,679	4,991,294	-309,615
Cash and cash equivalents at the end of the period	4,794,894	4,681,679	113,215

AUTHORISED POSTS

Function group and grade	2016		2015	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16				
AD 15		1		1
AD 14		1		1
AD 13		4		4
AD 12	2	8	2	7
AD 11	1	5	1	5
AD 10	1	4	1	4
AD 9	1	3	1	3
AD 8	1	5	1	7
AD 7	2	5	2	5
AD 6		5		6
AD 5		1		
Total AD	8	42	8	43
AST 11				
AST 10		2		2
AST 9		7		6
AST 8		8		7
AST 7	1	10		9
AST 6	3		2	2
AST 5	2	8	3	6
AST 4	1		2	1
AST 3			1	1
AST 2	1	1	1	1
AST 1		1	1	1
Total AST	8	37	10	36
Total	16	79	18	79
Grand Total	95		97	

Contract staff posts	2016	2015
FG IV	3	3
FG III	4	4
FG II	5	5
FG I	2	2
Total FG	14	14

ANNEXES TO THE ANNUAL ACCOUNTS 2016

ACCOUNTS 2016 - 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 19th 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*)

2016		Internally generated Computer Software	Other Computer Software	Total Computer Software
Gross carrying amounts 01.01.2016	+		24,444.47	24,444.47
Additions	+		0.00	0.00
Disposals	-		-18,918.00	-18,918.00
Transfer between headings	+/-		0.00	0.00
Other changes (2)	+/-		0.00	0.00
Gross carrying amounts 31.12.2016		0.00	5,526.47	5,526.47
Accumulated amortization and impairment 01.01.2016	-		-24,133.47	-24,133.47
Amortization	-		-155.00	-155.00
Write-back of amortization	+		0.00	0.00
Disposals	+		18,918.00	18,918.00
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
Accumulated amortization and impairment 31.12.2016		0.00	-5,370.47	-5,370.47
Net carrying amounts 31.12.2016		0.00	156.00	156.00

Depreciation rate used conforms to the accounting rules set up by the Accounting Officer of the Commission: **25.0%** (useful life: 4 years). The intangible assets are depreciated monthly on a straight-line basis from the beginning of the month of entry of service. The threshold for asset values is 420€.

Property, Plant and Equipment PPE:

2016		Land	Buildings	Plant and Equipment	Computer hardware	Furniture and vehicles	Other Fixtures and Fittings	Total
Gross carrying amounts 01.01.2016	+		7,980,957.04	64,336.33	1,173,766.92	737,636.80	763,849.59	10,720,546.68
Additions	+		68,832.75	0.00	80,555.18	4,429.18	8,838.00	162,655.11
Disposals	-				-361,023.50	-10,655.68	-65,637.10	-437,316.28
Transfer between headings	+/-							0.00
Other changes (1)	+/-						111,687.75	111,687.75
Gross carrying amounts 31.12.2016		0.00	8,049,789.79	64,336.33	893,298.60	731,410.30	818,738.24	10,557,573.26
								0.00
Accumulated amortization and impairment 01.01.2016	-		-7,060,828.06	-24,577.66	-993,877.14	-572,094.34	-622,654.93	-9,274,032.13
Depreciation	-		-296,110.75	-7,784.00	-109,641.48	-29,459.18	-43,841.00	-486,836.41
Write-back of depreciation	+							0.00
Disposals	+				361,023.50	10,665.68	65,637.10	437,326.28
Impairment (1)	-							0.00
Write-back of impairment	+							0.00
Transfer between headings	+/-							0.00
Other changes (1)	+/-							0.00
Accumulated amortization and impairment 31.12.2016		0.00	-7,356,938.81	-32,361.66	-742,495.12	-590,887.84	-600,858.83	-9,323,542.26
Net carrying amounts 31.12.2016		0.00	692,850.98	31,974.67	150,803.48	140,522.46	217,879.41	1,234,031.00

(1) Please, give details on Other changes and Impairment	Gross amount	Amortization & Impairment	Net amount
Capitalisation of Fire Alarm Installation - 90% Completed in 2016	111,687.75	0.00	111,687.75
Total	111,687.75	0.00	111,687.75

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
<u>Intangible assets</u>	
Software for personal computers and servers	25.0%
Other intangible fixed assets	
<u>Tangible assets</u>	
<u>Land</u>	
<u>Buildings</u>	
<u>Plant and equipment</u>	
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%
<u>Furniture and vehicles</u>	
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%
<u>Computer hardware</u>	
Computers, servers, accessories, data transfer equipment, printers, screens	25.0%
Copying equipment, digitising and scanning equipment	25.0%
<u>Other fixtures and fittings</u>	
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	31.12.2016	31.12.2015	Variation
Current receivables	1,521	1,753	-232
Short-term pre-financing	0	0	0
Amounts receivable from customers	1,021	453	568
Amounts receivable from Public Bodies	0	387	-387
Amounts receivable from Consolidated Entities	0	0	0
Amounts receivable from Member States	500	913	-413
Sundry Receivables	18,054	9,725	8,329
Receivables from Staff	18,085	9,615	8,470
Bank Charges to be allocated	-31	110	-141
Other Short-term receivables	689,218	400,993	288,225
Deferred Charges	186,985	179,270	7,715
Accrued Income	502,233	221,723	280,510
Cash and cash equivalents	4,794,894	4,681,679	113,215
Allied Irish Bank (AIB) Dublin - Cheque Account	19,212	17,161	2,051
ING Main Account - Brussels	4,535,670	4,364,518	171,152
ING IPA Funds Account - Brussels	240,012	300,000	-59,988
TOTAL CURRENT ASSETS	5,503,687	5,094,150	409,537

ANNEXES TO LIABILITIES

CURRENT LIABILITIES

CURRENT LIABILITIES	31.12.2016	31.12.2015	Variation
Current and sundry payables	80,671	61,592	19,079
Short-term provision	56,493	15,000	41,493
Amounts payable to vendors	24,178	37,021	-12,843
Receipts to be allocated	0	9,571	-9,571
Accrued charges	1,632,045	1,022,487	609,558
Amounts accrued for goods and services	1,468,541	840,981	627,560
Provision for untaken holidays by staff	163,504	181,506	-18,002
Accounts payable with consolidated entities	1,787,221	1,910,968	-123,747
Positive balance to be reimbursed to the Commission	489	7,126	-6,637
Open Pre-financing from DG NEAR	460,000	344,367	115,633
Open Pre-financing from DG GROW	1,326,732	1,559,475	-232,743
TOTAL CURRENT LIABILITIES	3,499,937	2,995,047	504,890

Note on the Short-Term Provision

In November 2015 the European Court of Auditors identified an anomaly in the calculation of salaries of certain staff members. The reason for the anomaly related to the 2004 reform of the European Commission's Staff Regulation, which established a new grading system, and the multiplication factor applied to staff migrating to the new function groups.

A provision of 15,000 EUR was made in the 2015 accounts to cover any liability on the part of Eurofound. An analysis conducted by Eurofound in conjunction with DG HR identified that some serving staff members had been underpaid over the years by the sum of 25,550 EUR whilst others had been overpaid by the sum of 138,795 EUR. Those who had been underpaid received an additional payment in the November 2016 salary. For those who had been overpaid the decision was taken not to recoup the money from the staff members. This decision was made in accordance with Article 85 of the Staff Regulation and with the agreement of DG HR.

A further calculation of staff members affected by the reform but who had subsequently left the service of Eurofound determined that an amount of 17,800 EUR had been underpaid and 38,693 EUR overpaid. The same decision has been taken not to recoup the overpayment from the individuals concerned. However, this amount must be paid by the agency to the Paymaster's Office. Therefore, a provision of 56,493 EUR is made in the 2016 accounts.

DISCLOSURES

Credit risk

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

31 December 2016	Available for sale financial assets (including accrued interest)	Loans (including term deposits >3 months)	Receivables with Member States	All receivables with third parties including accruals & deferrals (excluding receivables with MS and receivables with consol. entities)	Receivables with consolidated entities	Cash equivalent	Current accounts
	F28212	F29002	F40802	F40802	F40802	F52122	F52012
Counterparties with external credit rating:	0.00	0.00	0.00	0.00	0.00	0.00	4,794,894.71
Prime and high grade							4,775,682.84
Upper medium grade							19,211.87
Lower medium grade							
Non-investment grade							
Unassigned					n/a		

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)	
	940	941	942	943	
Available for sale financial assets (including accrued interest)²					
31 December 2016	0.00				0.00
Loans (including term deposits >3 months)					
31 December 2016	0.00				0.00
Receivables with Member States					
31 December 2016	0.00		500.00		500.00
Receivables with third parties					
31 December 2016	0.00	708,292.63			708,292.63
Receivables with consolidated entities					
31 December 2016	0.00				0.00

Liquidity risk

The entity's liabilities have remaining contractual maturities as summarised below:

31 December 2016	< 1 year	Total
Payables with third parties	-52,455.40	-52,455.40
Payables with consolidated entities	1,787,221.22	1,787,221.22
Total liabilities	1,734,765.82	1,734,765.82

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)						Total EUR
	USD EUR equivalent	GBP EUR equivalent	DKK EUR equivalent	SEK EUR equivalent	EUR	Other EUR equivalent	
	960	961	962	963	965	964	
31 December 2016							
Monetary assets	0.00	0.00	0.00	0.00	5,503,687.34	0.00	5,503,687.34
Available for sale financial assets							0.00
Loans (including term deposits >3 months)							0.00
Receivables with Member States					500.00		500.00
All receivables with third parties including accruals & deferrals (excluding receivables with MS and receivables with consolidated entities)					708,292.63		708,292.63
Receivables with consolidated entities							0.00
Cash and cash equivalent					4,794,894.71		4,794,894.71
Monetary liabilities	0.00	0.00	0.00	0.00	1,734,765.82	0.00	1,734,765.82
Provisions							0.00
Payables with third parties					-52,455.40		-52,455.40
Payables with consolidated entities					1,787,221.22		1,787,221.22
Net Position	0.00	0.00	0.00	0.00	3,768,921.52	0.00	3,768,921.52

REPORT ON BUDGETARY AND FINANCIAL MANAGEMENT 2016

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 23rd 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 2016. 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

Fund Source	Concept applicable	Financial Rules	Presentation in this report
C1	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
C4	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
C5	Refunds carried over as internal assigned revenue	Art. 15	Belongs to (internal) assigned revenue
C8	Automatic carryovers of payment appropriations corresponding to commitments of non- differentiated appropriations	Art. 12.3	Carry over from 2015 to 2016
C3	Non-automatic carryovers of current years commitment appropriations to be used before 31/3	Art.14.3	C3 from 2015 to 2016.
R0	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 2016

Draft Estimate

During the meeting that took place on 30 January 2015, the Bureau of the Governing Board reviewed the 2016 Draft Estimate (B 249/6). The information received from the Commission ('Budgetary circular 2014') requested a nominal freeze of the subsidy for 2015 on the level of the 2013, 2014 and 2015 figure of 20,371,000 €. The total budget draft estimate was 20,560,000 €.

On 31 March 2015, the draft budget was adopted by written procedure.

On 23 April 2015, a proposal for a draft budget for year 2016 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 2016

After negotiations between the Council and the Parliament and a conciliation process, the EU budget was approved by the Council on 24 November and by the Parliament on 25 November 2015. 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 (95 posts compared to 96 posts requested in the draft budget). This meant that Eurofound had to reduce its staff by 6 % by end of 2016.

In accordance with Article 33 (8) of Eurofound's Financial Regulation of 23 December 2013 the Governing Board had to adjust the original proposal for the 2016 budget to that determined by the subsidy granted by the Budgetary Authority. The budget was amended to take into account cost variations which had arisen since the original proposal was established. Due to announced changes in staff salaries and the country co-efficient for Ireland staff expenditure in Title 1 (Staff and Staff related costs) was increased to reflect this. Title 2 (Buildings and infrastructure) was reduced to compensate some changes in Title 1. Title 3 (operational expenditure) remained unchanged compared to the initial draft budget and all projects mentioned in Annex 1 of the annual Work Programme had their funding secured the levels planned for.

On 22 December 2015, the Governing Board adopted the final budget 2016 by written procedure.

Amending Budget 2016

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 at the end of November 2016 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 3.3% from July 2016 on. In contrast to most other Agencies the country coefficient for Ireland also slightly increased by 1.7%.

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

Title 3 (operational expenditure) also showed some reductions but all tasks and projects were funded to the required level.

The amending budget was approved on 23 December 2016 by written procedure.

HARMONISATION TABLES FOR BUDGET IMPLEMENTATION

SUMMARY OF BUDGET IMPLEMENTATION IN 2016 (000€)

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	12,616	12,613	12,529	84	2	213	-	172		41
Other revenue - miscellaneous (IC1)	2	2	Title II Administration	1,342	1,342	1,110	232	-	259	-	241		18
Other revenue - services rendered (IC1)	173	79	Title III Operating activities	6,588	6,588	3,784	2,804	-	2,135	49	2,096	-	39
Internally Assigned revenue (IC4)	9	9	Expenditure from Internally Assigned revenue (C4 and C5)	9	3	3	6	-	47	47	42	5	1
Externally Assigned revenue (IPA IR1)	160	160	Expenditure from Externally Assigned revenue (IPA R0)	160	160	-	160	-	218		217		
Externally Assigned revenue (Other IR1)	74	74	Expenditure from Externally Assigned revenue (Other R0)	74	73	-	74		45			1	44
TOTAL	20,789	20,695	TOTAL	20,789	20,779	17,426	3,360	2	2,917	96	2,768	6	143

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 in the financial system.

Entered final budget appropriations show expenditure on fund sources C1, R0, C4 in current year. Appropriations carried over from previous year(s) include expenditure on C3, R0, C8, C5 funds sources.

REVENUE – BUDGET IMPLEMENTATION (000€)

Type of revenue	Revenues in the initial budget 1	Amending budget 2	Revenues in the final budget 3=1+2	Recovery orders (in 2016 + from preceeding years) 4	Collected amounts 5	Amounts still to be collected 6=4-5
General subsidy from the European Commission	20,371	0	20,371	20,371	20,371	0
IPA 2016 (R0)		160	160	160	160	0
Financial revenue	15	-15	0	0	0	0
Other Miscellaneous (C1)	2	0	2	2	2	0
Other Miscellaneous (C4)	<i>pm</i>	9	9	11	9	2
Revenue from services rendered (C1)	172	1	173	79	79	0
Assigned revenue (R0 - Italian contribution for 4th EQLS)	<i>pm</i>	74	74	74	74	0
TOTAL	20,560	229	20,789	20,697	20,695	2

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 2016 stands at about 2K €. This amount will be recovered in 2017.

Revenue is 229K € (1.1%) higher than originally budgeted for. The increase mainly results from the receipt of IPA grant of 160K € from DG Neighbourhood and Enlargement (DG NEAR) and the contribution of 74K € from Italy for the increase of a sample size in the 4th European Quality of Life Survey (EQLS).

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

Item 1	Budget Heading 2	Initial Budget for the year 3	Amending budget I 4	Cumulative Transfers 6	Final budget for the year 7=3+4+5+6	Change in appropriations for assigned revenue 8	Authorised appropriations 9=7+8
		12,080	545	0	12,625	-9	12,616
	TITLE I: Staff expenditure (C1)	12,080	545	0	12,625	-9	12,616
		1,400	-58	0	1,342	0	1,342
	TITLE II: Administrative expenditure (C1)	1,400	-58	0	1,342	0	1,342
		7,080	-258	0	6,822	-234	6,588
	TITLE III: Operating expenditure (C1)	7,080	-258	0	6,822	-234	6,588
							0
	Expenditure from assigned revenues (R0)	pm				-234	234
	Expenditure from assigned revenues (C4)	pm				-9	9
	TOTAL BUDGET	20,560	229	0	20,789		20,789

Eurofound published an amended budget totalling 21,789K € in December 2016. In ABAC, final appropriations entered for 2016 amounted to 20,546K € in C1, 234K € in R0 and 9K € 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 +3.5%, with effect from 1 July 2016. The new correction coefficient for Ireland was also applied from 1 July 2016 and increased from 116.6 % to 118.3 %.

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

Development in Title 3 is characterised by the decrease of C1 funds by ca. 260K € made available for title 1. Savings were sought and realised in almost all areas of operations. Main savings were materialised in budget line 3030 “Study contracts”.

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	12,616	12,613	100.0%	12,529	99.3%	84		0.7%	2	0.0%
	C4	9	3	33.3%	3	33.3%	6		66.7%	0	0.0%
TITLE I: Staff expenditure		12,625	12,616	99.9%	12,532	99.3%	90		0.7%	2	0.0%
	C1	1,342	1,342	100.0%	1,110	82.7%	232		17.3%	0	0.0%
	C4			0.0%		0.0%			0.0%	0	0.0%
TITLE II: Administrative expenditure		1,342	1,342	100.0%	1,110	82.7%	232		17.3%	0	0.0%
	C1	6,588	6,588	100.0%	3,784	57.4%	2,804		42.6%	0	0.0%
	C4		0	0.0%	0	0.0%	0		0.0%	0	0.0%
TITLE III: Operating expenditure		6,588	6,588	100.0%	3,784	57%	2,804	0	42.6%	0	0%
	R0	234	233	99.6%	0	0.0%	234		100.0%	0	0.0%
Expenditure from assigned revenues	(T1-3)	234	233	99.6%	0	0.0%	234		100.0%	0	0.0%
	TOTAL	20,789	20,779	100.0%	17,426	83.8%	3,360	0	16.2%	2	0.0%

The above table shows a breakdown of current authorised appropriations, commitments, payments, carry forward appropriations and cancellations by fund sources in 2016.

Commitments made from general C1 appropriations amounting to 20,543K € represented budget execution rate of ca.100.0 % of final appropriations which were 20,546K € in 2016 (2015: 99.9 %). General C1 Appropriations entered in ABAC not used/cancelled amounting to 2K € represented ca. 0.01 % of final appropriations (2015: 0.3 % or 11K €).

SUMMARY OF IMPLEMENTATION OF APPROPRIATIONS CARRIED OVER FROM PREVIOUS YEAR

The table below shows consumption of carry over appropriations from 2015 to 2016 as well as cancelled appropriations.

Budget Heading	Type of appropriations carried over	Carried over appropriations	Commitments	Payments	Carried-forward appropriations	Cancel-lations/recl assified
	1	2	3	4	5	6=2-4-5
	C8	208	0	172	0	36
	C5	9	6	6	3	0
TITLE I: Staff expenditure		217	6	178	3	36
	C8	259	0	241	0	18
	C5	0	0	0	0	0
TITLE II: Administrative expenditure		259	0	241	0	18
	C8	2,087	0	2,047	0	39
	C3	49	49	49	0	0
	C5	41	41	36	5	0
TITLE III: Operating expenditure		2,177	90	2,132	5	39
	R0					
Expenditure from assigned revenue (T1 and T3)		263	0	217	1	45
TOTAL		2,916	96	2,768	9	138

General appropriations carried over as C3 and C8 and cancelled, amounting to 94K €, represented 3.7 % of 2,554K €. In 2015, 1.9 % or 64K € of general carry over appropriations (i.e. C1 in 2015, C8 in 2016) were cancelled.

In 2016 a further 45K € of assigned revenue appropriations were cancelled resulting from a repayment of the unspent balance for the IPA 2011-2014 grant to DG NEAR in 2016.

MONITORING TABLES FOR ASSIGNED REVENUE AND EXPENDITURE

IPA 2011/ 279-326	BALANCE total carryovers as at 31/12/15	Commitments 2016	Payments 2016	Cancelled / re-classified in 2016	Carry Over Balance 2016
Commission's contribution - IPA 2011 / 279-326	30,097	0	0	30,097	0
Total projects 2011-2014	30,097	0	0	30,097	0
IPA 2015 / 360-343	BALANCE total carryovers as at 31/12/15	Commitments 2015	Payments 2015	Cancelled / re-classified in 2016	Carry Over Balance 2016
Commission's contribution - IPA 2015 / 360-34	0	0	217,505	0	0
Total projects IPA 2015 / 360-34	0	0	217,505	0	0
IPA 2016 / 377-705	NEW Appropriations in 2016	Commitments 2016	Payments 2016	Cancelled / re-classified in 2016	Carry Over Balance 2016
Commission's contribution - IPA 2016 / 377-705	160,000	159,533		0	160,000
Total projects 2016 / 377-705	160,000	159,533	0	0	160,000
4th European Quality of Life Survey External Revenue 2014-2016	NEW Appropriations in 2016	New commitments 2016	New payments in 2016	Cancelled / re-classified in 2016	Carry Over Balance 2016
Italy's contribution - 4th EQLS	74,477	72,977	0	0	74,477
6th European Working Condition Survey funded by External Revenue 2014-2016	Carry Over Balance 2015	New commitments 2016	New payments in 2016	Cancelled / re-classified in 2016	Carry Over Balance 2016
Switzerland's contribution -6th EWCS	3,850		0	3,850	0
Norway's contribution -6th EWCS	4,054	0	0	4,054	0
Slovenia's contribution -6th EWCS	3,632	0	0	3,632	0
Belgium's contribution -6th EWCS	3,612	0	0	2,734	878
Total projects 2014-2015	15,148	0	0	15,148	878

*) to be reversed in 2017

IPA 2011-2014: 700K € was received during 2012 and 2013. The initial IPA agreement 2011-2013 was extended to the end of 2014. The final cost claim was submitted during the 3rd quarter of 2015 and costs accepted totalled to 655,633€. The final consumption of IPA 2011-2014 appropriations in the table show ca. 670K €. Eurofound refunded non-consumed appropriations of 44,367 € to DG NEAR in 2016. This was covered partly by the balance in 2011-2014 IPA appropriations of 30,097€ and partly by other R0 appropriations of 15,148€ arising from excess revenue from the countries that participated in the 6th EWCS at their own cost in 2014-15.

IPA 2015-2016: In 2015, Eurofound received 300K € for carrying out the 4th EQLS in IPA countries in 2015-2016. The appropriations were fully committed in 2015 and paid in 2016.

IPA 2016: In 2016, Eurofound received 160K € for carrying out the 4th EQLS in IPA countries in 2016. The appropriations were almost fully committed in 2016. No payments were made.

Italian contribution to the 4th EQLS: In 2016, Italy paid 74,477 € for the increase of a sample size in the 4th EQLS. The appropriations were nearly fully committed in 2016. No payments were made.

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

SUMMARY TABLE - CUMULATIVE 2012-2016					
All ongoing projects funded by External Revenue	Cumulative Appropriations in 2015	Cumulative Commitments 2016	Cumulative Payments in 2016	Cancelled / re-classified in 2016	Carry Over Balance 2016
Commission's contribution - IPA 279-326	700,000	669,903	669,903	30,096.67	0
Commission's contribution - IPA 2015 / 360-34	300,000	300,000	300,000	0	0
Commission's contribution - IPA 2016 / 360-34	160,000	159,533	0	0	160,000
Italy's contribution - 4th EQLS	74,477	72,977	0	0	74,477
Switzerland's contribution - 6th EWCS	230,121	226,271	226,271	3,850	0
Norway's contribution - 6th EWCS	387,408	383,354	383,354	4,054	0
Slovenia's contribution - 6th EWCS	20,013	16,381	16,381	3,632	0
Belgium's contribution - 6th EWCS	204,721	201,109	201,109	2,734	878
Total projects 2012-2015	2,076,741	2,029,528	1,797,019	44,367	235,354.84

Delegation agreement 2015-2019: On 9 April 2015, Eurofound and DG Internal Market, Industry and Entrepreneurship and SME's (DG GROW) 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. The below tables show the status of the funds consumed:

FOME FOR INFO ONLY (not included above):					
2015: The Future of Manufacturing in Europe (funded by the delegation agreement with the DG GROW)	BALANCE total carryovers on 31/12/14	New appropriations in 2015	New commitments 2015	New payments in 2015	Carry Over Balance 2015
Funds received upon signatures of two Transfers of Funds agreements	0	1,600,000	238,690	39,259	1,560,741
Total projects 2015-2019 in 2015	0	1,600,000	238,690	39,259	1,560,741
2016: The Future of Manufacturing in Europe (funded by the delegation agreement with the DG GROW)	BALANCE total carryovers on 31/12/15	New commitments 2016	New payments in 2016	Cancelled / re-classified 2016	Carry Over Balance 2016
Funds received upon signatures of two Transfers of Funds agreements	1,560,741	1,189,009	209,235	24,000	1,327,506
Total projects 2015-2019 in 2016	1,560,741	1,189,009	209,235	24,000	1,327,506
SUMMARY TABLE - CUMULATIVE 2015-2016	Total appropriations received 2015-2016	Cumulative commitments 2016	Cumulative payments 2016	Cancelled / re-classified 2016	Carry Over Balance 2016
The Future of Manufacturing in Europe (funded by the delegation agreement with the DG GROW)	1,600,000	1,427,699	248,494	24,000	1,327,506

BUDGET OUTTURN ACCOUNT FOR THE FINANCIAL YEAR 2016

		2016	2015
REVENUE			
Balancing Commission subsidy	+	20,371,000.00	20,371,000.00
Other subsidy from Commission (Phare, IPA,...)	+	160,000.00	300,000.00
Miscellaneous revenue (Assigned C4)	+	9,252.31	51,277.85
Miscellaneous revenue (General C1 5400 and 5900)	+	1,803.97	78,928.72
Services Rendered (Assigned R0)	+	74,476.71	219,846.12
Services Rendered (General C1)	+	77,690.00	55,389.91
Other income (Letting of Conference Centre)	+	900.00	8,000.00
Bank Interest		194.55	1,705.59
TOTAL REVENUE (a)		20,695,317.54	21,086,148.19
EXPENDITURE			
<i>Title I: Staff</i>			
Payments	-	12,537,840.86	12,091,292.14
Appropriations carried over	-	91,780.72	219,749.35
<i>Title II: Administrative Expenses</i>			
Payments	-	1,110,206.69	1,142,618.89
Appropriations carried over	-	231,791.43	259,224.30
<i>Title III: Operating Expenditure</i>			
Payments	-	4,037,878.53	5,669,476.59
Appropriations carried over	-	3,042,517.11	2,437,789.20
TOTAL EXPENDITURE (b)		21,052,015.34	21,820,150.47
OUTTURN FOR THE FINANCIAL YEAR (a-b)		-356,697.80	-734,002.28
Cancellation of unused payment appropriations carried over from previous year	+	93,802.14	64,601.35
Adjustment for carry-over from the previous year of appropriations available at 31.12 arising from assigned revenue	+	265,372.16	678,363.43
Exchange differences for the year (gain +/loss -)	+/-	-1,987.58	-1,835.53
BALANCE OF THE OUTTURN ACCOUNT FOR THE FINANCIAL YEAR		488.92	7,126.97
Balance year N-1	+/-	7,126.97	11,078.38
Positive balance from year N-1 reimbursed in year N to the Commission	-	-7,126.97	-11,078.38
Result used for determining amounts in general accounting		488.92	
Commission subsidy - agency registers accrued revenue and Commission accrued expense		20,370,511.08	
Pre-financing remaining open to be reimbursed by agency to Commission in year N+1		488.92	

Balance of the budget outturn account for the financial year 2016 shows a budget surplus of 488.92 €.

BUDGETARY IMPLEMENTATION RATES (%) IN 2016¹

SUMMARY TABLE OF EXPENDITURE FOR FINANCIAL YEAR 2016 (IN EURO)				
New Appropriations in 2016	TOTAL	Title 1 - Staff Expenditure	Title 2 - Administrative Expenditure	Title 3 - Operational Expenditure
Final Appropriations (C1, R0, C4)	20,789,500	12,624,747	1,342,079	6,822,674
<i>thereof C1</i>	20,545,771	12,615,625	1,342,079	6,588,067
<i>thereof R0</i>	234,477			234,477
<i>thereof C4</i>	9,252	9,122		130
Utilisation of new Appropriations (C1, R0, C3, C4)	20,778,931	12,616,404	1,341,998	6,820,529
<i>thereof commitments (C1)</i>	20,543,403	12,613,386	1,341,998	6,588,019
<i>thereof carried over as C3 - not yet committed in 2016</i>	-	-		
<i>thereof commitments (R0)</i>	232,510	-	-	232,510
<i>thereof commitments (C4)</i>	3,019	3,019		-
<i>Appropriations to be cancelled</i>	2,368	2,239	81	48
Implementation rate of general appropriations (= Commitments from C1 and C3 appropriations)	100.0%	100.0%	100.0%	100.0%
<i>Implementation rate of all appropriations (= Commitments from C1, C3, R0, C4 appropriations)</i>	99.9%	99.9%	100.0%	100.0%
<i>Percentage of appropriations C1 to be cancelled</i>	0.0%	0.0%	0.0%	0.0%
<i>riations carried forward - not yet committed in 2016 (C4 & R0)</i>	0.0%	0.0%	0.0%	0.0%
Carry Over Appropriations from 2015 to 2016	TOTAL	Title 1 - Staff Expenditure	Title 2 - Administrative Expenditure	Title 3 - Operational Expenditure
Appropriations carried over (C3, C8, C5, R0) from 2015	2,912,277	215,263	259,224	2,437,790
C8 and C3				
Carry Overs of Payment Appropriations C3 from 2015	48,650			48,650
Carry Overs of Payment Appropriations C8 from 2015	2,553,887	208,149	259,224	2,086,514
Payments from Carry Overs C8 and C3	2,508,735	172,234	240,898	2,095,603
<i>Leaving to be cancelled an amount of</i>	93,802	35,915	18,326	39,561
<i>Percentage utilised</i>	96.4%	82.7%	92.9%	98.1%
<i>Percentage cancelled</i>	3.6%	17.3%	7.1%	1.9%
C5 - Assigned Revenue				
Carry Overs of Payment Appropriations C5 from 2015 *)	46,989	5,863		41,126
Commitments from Carry Overs C5	46,500	5,863		40,637
Payments from Carry Overs C5	41,906	5,863		36,043
To be Carried forward to 2016	4,594	-		4,594
<i>Leaving to be cancelled an amount of</i>	489			489
<i>Percentage utilised (paid in 2016)</i>	89.2%	100.0%	0.0%	0.0%
<i>Percentage cancelled / re-classified</i>	1.0%			1.2%
R0 - Assigned Revenue - IPA and other R0				
Carry Over from Appropriations R0	262,750	1,250		261,500
Payments from Carry overs R0	217,505	-		217,505
To be Carried forward to 2017	878		-	878
Cancelled/ Reclassified in 2016	44,367	1,250		43,117
<i>Percentage utilised (paid in 2016)</i>	82.8%	0%		83.2%
<i>Percentage cancelled / re-classified</i>	16.9%	100.0%		16.5%
Summary of utilisation C8, C3, C5, R0 (Carry Over from 2015)				
<i>Percentage for total utilisation in 2016 (paid)</i>	90.1%	82.7%	92.9%	96.4%
<i>Percentage to carried forward to 2017</i>	0.2%	0.0%	0.0%	2.0%
<i>Percentage to be cancelled</i>	4.8%	0.6%	0.0%	1.8%

¹ 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 2016

General Appraisal regarding implementation of the 2016 Budget

Final authorised revenue and appropriations in the amending budget 2016 were 20,789,500 €. Original budget 2016 was 20,560,000 €. The overall increase is 229,500 € or 1.1% and mainly results from the receipt of IPA grant of 160K € from the DG Neighbourhood and Enlargement and the contribution of 74K € from Italy for the increase of a sample size in the 4th European Quality of Life Survey (EQLS).

The new appropriations entered in the financial system ABAC for the financial year 2016 amounting to 20,789,500 € represented a decrease of 1.7 % by comparison with budgetary appropriations of 21,153,000 € for the financial year 2015. The general subsidy received from the Commission included the same amount of 20,371,000 € as in 2015.

Of the total of 20,545,771€ general commitment appropriations (C1) arising from the EU subsidy 20,371,000 € and general non-assigned appropriations of 174,771 € Eurofound achieved a commitment rate of 20,543,403 € or 100.0 % (compared to 20,571,057 or 99.9 % in 2015).

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)
Title 1	12,615,624	12,613,386	2,239	100%
Title 2	1,342,079	1,341,998	81	100.0%
Title 3	6,588,067	6,588,019	48	100.0%
Total	20,545,771	20,543,403	2,368	100.0%

C1 appropriations entered in ABAC and not used amounting to 2,368 € represented ca. 0.01 % of final appropriations of 20,545,771 € in 2016 (2015: 0.1 %).

All new commitments (C1, R0, C4) entered for the financial year 2016 amounting to 20,543,403 € represent a budget utilisation rate of 99.9 % in commitment terms (2015: 99.7 %) of the all entered appropriations. If appropriations not yet committed and carried over amounting to 0.1 % in respect of assigned revenue (C4 and R0) funds are also included as being utilised, the utilisation rate of final available appropriation in 2016 budget is effectively 100 % (2015: 99.9%).

The carry forward appropriations arising from the EU subsidy and other general appropriations (C1) amounted to 3,120,037 € or 15.2 % of commitments implemented and is ca 19.9 % more than in 2015. (2015: 2,602,537 € or 12.7 % of commitments implemented in ABAC and 36.9 % less than in 2014)

The total appropriations carried forward (as C8, C5, R0) to 2017 amounted to 3,366,089.26 € or 16.0 % of appropriations available and is ca. 15.4 % more than in 2015. (2015: 2,916,763 € or 13.4 % of appropriations available in ABAC and 39.5 % less than in 2014).

Of the total of 2,602,537 € appropriations (C8 and C3) carried forward from 2015 Eurofound achieved a utilisation rate of 96.4 % in payment terms leaving 93,802 € or 3.6 % to be cancelled (compared with 64,601 € (1.6 %) or 98.4 % utilised in 2015).

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 27,654 € or 0.1% % lower than in 2015. (2015: Overall decrease of commitments was 0.6 % or 132,803 €).

COMMITMENTS ENTERED FROM CURRENT YEAR'S GENERAL APPROPRIATIONS (C1)

Title	2016	2015	Variance %	Absolute
Title 1- Staff	12,613,386	12,282,999	+2.7%	330,387
Title 2- Administrative	1,341,998	1,401,843	-4.3%	-59,845
Title 3 – Operational	6,588,019	6,886,214	-4.3%	-298,195
Total C1	20,543,403	20,571,056	-0.1 %	-27,653

Title 1 – Staff Expenditure:

The utilisation of Title I appropriations on the basis of commitments amounted to 100 % compared with 99.9 % in the preceding financial year.

By comparison with the financial year 2015 the final appropriations (C1) committed in 2016 increased by 2.7 % or 330,387 €. The increase is mainly due to the need to cover staff members' salary payments in 2016. The previous year's increase of the correction coefficient from 115.9 % to 116.6 %, resulting in a cumulative increase by 7.5 percentage points during the period 2013-2016, further aggravated the budgetary situation in 2016. The annual update of 2016 salaries and pensions amounted to an increase of 3.3% with effect from 1 July 2016. The new correction coefficient for Ireland was also applied from 1 July 2016 and increased from 116.9 % to 118.3 %.

Title 2 – Administration:

The utilisation of Title 2 appropriations on the basis of commitments amounted to 100 % comparable with 100 % in the preceding financial year.

In comparison to the financial year 2016, the final appropriations (C1) utilised decreased by 4.3 % or 59,845 € in 2016. The most significant budget decrease related to the budget line 2031 “facilities management” where savings had to be realised in ad-hoc services. Also, the costs for photocopiers were included in budget line 2204 “electronic office equipment”. Some savings were also realised in budget line 2020 “Water, gas, electricity, heating”, where intended savings on utilities were sought and realised.

Title 3 – Operational Expenditure:

The utilisation of Title 3 appropriations on the basis of commitments stood at 100 % in 2016 compared with the same in the preceding financial year.

In comparison to the financial year 2015, the final appropriations (C1) committed decreased by 298,195 € or 4.3 %.

Since the announcement of budget shortfall in title 1 during the 1st half of the year, savings were sought and realised in almost all areas of operations. Main savings were materialised in budget line 3030 “Study contracts” where ca. 200K € for the 4th EQLS field work was already brought forward to 2015. Additionally, there were no requests for Stakeholder Enquiry Services in 2016 and the full project budget of 60K € was transferred to title 1. In budget line 3010 “publication of study results”, savings were made through more in-house work for 65K € and finally, savings of ca. 25K € were realised in the budget line 3042 “Governing Board meetings”.

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

Title	2016 €	2015 €	Variance %	Absolute
Title 1- Staff	12,616,404	12,287,115	-4.3%	329,289
Title 2- Administrative	1,341,998	1,401,843	-7.9%	-59,845
Title 3 – Operational	6,820,529	7,402,211	-1.5%	-581,681
Total C1, RO, C4	20,778,931	21,091,169	2.7%	-312,237

Analysis of the carry forward appropriations in 2016 and principal variances as compared with the financial year 2015

The carry forward appropriations were 3,120,037 €. General C1 payment appropriations carried forward as C8 appropriations increased by 517,500€ or 19.9 % compared to 2015.

If the assigned revenue (C4, C5, R0) is included, carry forward appropriations arising from all new appropriations in 2016 increased by 17.0 % or 487,720€.

CARRY FORWARD FROM GENERAL APPROPRIATIONS C1 2016

C1 (general appropriations)	Carried forward €		Variance %	Absolute
	2016	2015		
Title				
Title 1- Staff	84,427	208,149	-59.4 %	-123,722
Title 2- Administrative	231,791	259,224	-10.6 %	-27,433
Title 3 - Operational	2,803,819	2,135,164	+31.3	668,655
Total C1	3,120,037	2,602,537	+19.9%	+517,500

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
	2016	2015		
Title				
Title 1- Staff	6,104	8,379	-27.2 %	-2,275
Title 2- Administrative	0	0	0	
Title 3 - Operational	234,476	262,481	-10.7%	-28,005
Total assigned revenue	240,580	270,860	-11.2%	-30,280

TOTAL (for info only)	3,360,617	2,873,397	17.0%	487,720
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**BUDGET EXECUTION / CARRY FORWARD RATE (C1)
2016/2015**

	Commitment Accepted Amount (Euro)	Payment Request Accepted Amount (Euro)	RAL carried over to 2017	Budget execution rate 2016 (%)	RAL carried over to 2017 (%)	Budget execution rate 2015 –for info (%)	RAL carried over to 2015 – for info (%)
	(1)	(2)	(3) = (1)-(2)	(4) = (2)/(1)	(5) = (3)/(1)	(6)	(7)
Title 1	12,613,386	12,528,959	84,427	99.3 %	0.7 %	98.3%	1.7%
Title 2	1,341,998	1,110,207	231,791	82.7 %	17.3 %	81.5%	18.5%
Title 3	6,588,019	3,784,200	2,803,819	57.4 %	42.6 %	69.0%	31.0 %
Total	20,543,403	17,423,366	3,120,037	84.8 %	15.2 %	87.3 %	12.7%

In 2016, the budget execution rate of 84.8 % measured by payments/commitments was 2.5 % lower than in 2015. Overall, 15.2 % of all payment appropriations were carried forward to 2017 (in 2015: 12.7%)

Title 1 – Staff Expenditure:

The majority of the carry forward appropriations of 84,427 € are for catering services rendered in 2016 running into 2017 (in budget line 1400 “Restaurants and Canteens”) and for invoices not yet received for training delivered or ordered in 2016 (in budget line 1120 “Training”).

The carry forward appropriations in Title 1 were 123,722 € or 59.4 % lower than in 2015 and represents 1.7 % of all payment appropriations available Title 1 (in 2015: 1.7%).

Overall, there were no ‘unplanned’ carry forward appropriations to 2017. In the beginning of 2016, it was estimated that 132,767 € of title 1 payment appropriations will be carried forward and consumed in 2017. The actual carry forward appropriations of 84,427 € were 48,340 € (or 36 %) less than planned. Due to the postponement of a recruitment competition to 2017 and prompt processing of mission reimbursement at year end, related planned carry forward appropriations were not required.

Title 2 – Administration

The majority of the carry forward appropriations of 231,791 € are related to the new fire alarm system that had still not been fully installed by the year end (budget line 2040 “Fitting out Premises”), PCs and laptops ordered but not yet delivered or installed in 2016 (budget line 2204 “ICT Equipment”) and late orders for office chairs (budget line 2210 “furniture”). Other carry forward appropriations include payments to be made in 2017 for utilities and facilities management services rendered in 2016 (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”).

Unplanned carry overs of 162K € are mainly due to the installation work of the fire alarm system that had not been entirely completed in December and for which could not be signed off by Eurofound (budget line 2040 “Fitting out premises”). Furthermore, due to budget constraints in Title 1, some planned orders were put on hold during the year. Finally during the last quarter, some late purchase orders were placed for laptops and PCs and office chairs (budget line 2210 “furniture” resulting in their payments to be made in 2017.

The carry forward appropriations in Title 2 were 27,433 € or 10.6 % less than in 2015 and represents 17.2 % of all payment appropriations available (in 2015: 18.5 %).

Title 3 – Operational expenditure

In Title 3, carry forward appropriations of 2,803,819 € 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 schedules (for example, Network of Correspondents and the 4th European Quality of Life Survey).

In 2016, the actual carry forward appropriations were 6 % or 180,427 € lower than originally planned at 2,984,246 €. This resulted from timely project delivery and prompt payments to the contractors as well as savings in all areas of operations resulting in reallocation of some appropriations to staff salaries in Title 1.

The carry forward appropriations in Title 3 were 668,655 € or 31.3 % more than in 2015 and represent 42.6 % of all payment appropriations available (in 2015: 31 %).

COMPARATIVE TABLE OF ‘PLANNED’ AND ‘UNPLANNED’ CARRY FORWARD APPROPRIATIONS IN 2016

C1	Carried forward to 2017			
Title	2016 – Planned €	2016 – Actual €	Unplanned € (if negative)	Unplanned % (if negative)
Title 1- Staff	132,767	84,427	48,340	36 %
Title 2- Administrative	69,600	231,791	-162,191	-330 %
Title 3 – Operational	2,984,246	2,803,819	180,427	6 %
Total C1	3,186,613	3,120,037	66,576	2 %

2016 BUDGETARY IMPLEMENTATION – Detailed Budgetary Tables

Statement of Revenue for the Financial Year 2016

STATEMENT OF REVENUE FOR THE FINANCIAL YEAR 2016							
Art.	Item	Heading	Estimates entered in the Budget	Entitlements established during financial year 2016	Amounts collected in 2016 and from preceeding year	Amounts outstanding in respect of financial year 2016	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	160,000.00	160,000.00	160,000.00	0.00	0.00
		TITLE 1 - TOTAL	20,531,000.00	20,531,000.00	20,531,000.00	0.00	0.00
		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	194.55	194.55	194.55	0.00	0.00
540		CHAPTER 54 - MISCELLANEOUS REVENUE AVAILABLE FOR RE-USE - TOTAL	9,136.51	10,808.02	9,287.47	1,520.55	0.00
590		CHAPTER 59 - OTHER REVENUE FROM ADMINISTRATIVE OPERATIONS - TOTAL	1,768.81	1,768.81	1,768.81	0.00	0.00
		TITLE 5: TOTAL	11,099.87	12,771.38	11,250.83	1,520.55	0.00
		TITLE 6: REVENUE FROM SERVICES RENDERED AGAINST PAYMENT					
		CHAPTER 60					
600		(IR1)	74,476.71	74,476.71	74,476.71	0.00	0.00
		(IC1)	172,023.42	77,690	77,690	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	900.00	900.00	900.00	0.00	0.00
		TITLE 6: TOTAL	247,400.13	153,066.71	153,066.71	0.00	0.00
		GRAND TOTAL for 2016	20,789,500.00	20,696,838.09	20,695,317.54	1,520.55	0.00

Statement of Expenditure for the Financial Year 2016– Current Appropriations C1, C4 & R0 (Title 1)

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2016											
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
		TITLE 1: STAFF									
		<i>CHAPTER 11 - STAFF IN ACTIVE EMPLOYMENT</i>									
110	1100	Staff holding a post provided for in the list of posts Basic salaries	6,900,000.00	356,941.40	7,256,941.40	0.00	7,256,941.40	7,256,941.40	7,256,941.37	0.00	0.03
	1101	Family allowances	930,000.00	111,372.46	1,041,372.46	0.00	1,041,372.46	1,041,372.46	1,041,372.46	0.00	0.00
	1102	Expatriation allowances	934,000.00	53,286.11	987,286.11	0.00	987,286.11	987,286.11	987,286.11	0.00	0.00
	1103	Secretarial allowances	14,000.00	3,189.64	10,810.36	0.00	10,810.36	10,810.36	10,810.36	0.00	0.00
		<i>Article 110 Total</i>	<i>8,778,000.00</i>	<i>518,410.33</i>	<i>9,296,410.33</i>	<i>0.00</i>	<i>9,296,410.33</i>	<i>9,296,410.33</i>	<i>9,296,410.30</i>	<i>0.00</i>	<i>0.03</i>
112	1120	Further training, language courses, retraining and information for staff	120,000.00	- 22,963.37	97,036.63	-150.96	96,885.67	94,646.63	70,040.97	24,605.66	2,239.04
	1121	Contract Agents	460,000.00	- 78,828.21	381,171.79	0.00	381,171.79	381,171.79	381,171.79	0.00	0.00
		<i>Article 112 Total</i>	<i>580,000.00</i>	<i>- 101,791.58</i>	<i>478,208.42</i>	<i>-150.96</i>	<i>478,057.46</i>	<i>475,818.42</i>	<i>451,212.76</i>	<i>24,605.66</i>	<i>2,239.04</i>
113		Employer's social security contributions									
	1130	Insurance against sickness	238,000.00	32,150.15	270,150.15	0.00	270,150.15	270,150.15	270,150.15	0.00	0.00
	1131	Insurance against accidents and occupational disease	36,000.00	3,833.46	39,833.46	0.00	39,833.46	39,833.46	39,833.46	0.00	0.00
	1132	Unemployment Insurance	78,000.00	11,211.41	89,211.41	0.00	89,211.41	89,211.41	89,211.41	0.00	0.00
		<i>Article 113 Total</i>	<i>352,000.00</i>	<i>47,195.02</i>	<i>399,195.02</i>	<i>0.00</i>	<i>399,195.02</i>	<i>399,195.02</i>	<i>399,195.02</i>	<i>0.00</i>	<i>0.00</i>
114		Miscellaneous allowances and grants									
	1141	Travel expenses for annual leave	142,000.00	- 1,131.98	140,868.02	0.00	140,868.02	140,868.02	140,868.02	0.00	0.00
		<i>Article 114 Total</i>	<i>142,000.00</i>	<i>- 1,131.98</i>	<i>140,868.02</i>	<i>0.00</i>	<i>140,868.02</i>	<i>140,868.02</i>	<i>140,868.02</i>	<i>0.00</i>	<i>0.00</i>
115	1150	Overtime	1,000.00	- 549.39	450.61	0.00	450.61	450.61	450.61	0.00	0.00

Statement of Expenditure for the Financial Year 2016– Current Appropriations C1, C4 & R0 (Title 1) – continues

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2016											
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	1175	Supplementary services Temporary staff and other services and work sent out for translation and typing	250,000.00	- 8,890.66	241,109.34	0.00	241,109.34	241,109.34	218,675.92	22,433.42	0.00
	1176	Officials seconded from Member State bodies									0.00
	1177	Trainee officials (stagiaires)	70,000.00	- 10,510.05	59,489.95	0.00	59,489.95	59,489.95	59,489.95	0.00	0.00
		<i>Article 117 Total</i>	<i>320,000.00</i>	<i>- 19,400.71</i>	<i>300,599.29</i>	<i>0.00</i>	<i>300,599.29</i>	<i>300,599.29</i>	<i>278,165.87</i>	<i>22,433.42</i>	<i>0.00</i>
118		Allowances and expenses on entering and leaving the service and on transfer									
	1180	Miscellaneous expenditure on recruitment <i>Miscellaneous expenditure on recruitment - C4</i>	35,000.00	- 9,847.38 <i>247.00</i>	25,152.62 <i>247.00</i>	0.00	25,152.62 <i>247.00</i>	25,152.62 <i>0.00</i>	25,044.62 <i>0.00</i>	108.00 <i>247.00</i>	0.00 <i>0.00</i>
	1181	Travel expenses (including members of the family)	4,000.00	3,288.49	7,288.49	0.00	7,288.49	7,288.49	7,288.49	0.00	-
	1182	Installation, resettlement and transfer allowances	24,000.00	- 6,841.05	17,158.95	0.00	17,158.95	17,158.95	17,158.95	0.00	0.00
	1183	Removal expenses	7,000.00	12,684.56	19,684.56	0.00	19,684.56	19,684.56	19,684.56	0.00	0.00
	1184	Temporary daily subsistence allowances	34,000.00	1,745.56	35,745.56	0.00	35,745.56	35,745.56	35,745.56	0.00	0.00
		<i>Article 118 Total</i>	<i>104,000.00</i>	<i>1,277.18</i>	<i>105,277.18</i>	<i>0.00</i>	<i>105,277.18</i>	<i>105,030.18</i>	<i>104,922.18</i>	<i>355.00</i>	<i>0.00</i>
		<i>CHAPTER 18 TOTAL (I/C4excluded)</i>	<i>104,000.00</i>	<i>1,030.18</i>	<i>105,030.18</i>	<i>0.00</i>	<i>105,030.18</i>	<i>105,030.18</i>	<i>104,922.18</i>	<i>108.00</i>	<i>0.00</i>
119	1190	Salary weightings	1,280,000.00	163,791.78	1,443,791.78	0.00	1,443,791.78	1,443,791.78	1,443,791.78	0.00	0.00
		<i>CHAPTER 11 - TOTAL</i>	<i>11,557,000.00</i>	<i>607,800.65</i>	<i>12,164,800.65</i>	<i>-150.96</i>	<i>12,164,649.69</i>	<i>12,162,163.65</i>	<i>12,115,016.54</i>	<i>47,394.08</i>	<i>2,239.07</i>
		<i>CHAPTER 13 - MISSIONS AND DUTY TRAVEL</i>									
130	1300	Mission expenses, travel expenses and other incidental expenditure	365,000.00	- 74,080.04	290,919.96	0.00	290,919.96	290,919.94	290,014.62	905.32	0.02
130	1300	<i>Mission expenses, travel expenses and other incidental expenditure - C4</i>		<i>8,724.35</i>	<i>8,724.35</i>	<i>150.96</i>	<i>8,875.31</i>	<i>3,018.56</i>	<i>3,018.56</i>	<i>5,856.75</i>	<i>0.00</i>
		<i>CHAPTER 13 - TOTAL</i>	<i>365,000.00</i>	<i>- 65,355.69</i>	<i>299,644.31</i>	<i>150.96</i>	<i>299,795.27</i>	<i>293,938.50</i>	<i>293,033.18</i>	<i>6,762.07</i>	<i>0.02</i>
		<i>CHAPTER 13 - TOTAL (I/C4excluded)</i>	<i>365,000.00</i>	<i>- 65,355.69</i>	<i>290,919.96</i>	<i>0.00</i>	<i>290,919.96</i>	<i>290,919.94</i>	<i>290,014.62</i>	<i>905.32</i>	<i>0.02</i>

Statement of Expenditure for the Financial Year 2016– Current Appropriations C1, C4 & R0 (Title 1) –continues

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2016											
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	135,000.00	- 2,381.17	132,618.83	0.00	132,618.83	132,618.83	101,887.33	30,731.50	0.00
141	1410	Medical service	12,000.00	4,067.00	16,067.00	0.00	16,067.00	16,067.00	11,846.00	4,221.00	0.00
142	1420	Other welfare expenditure	10,000.00	884.48	10,884.48	0.00	10,884.48	10,884.48	9,462.82	1,421.66	0.00
		<i>Other welfare expenditure C4</i>									
143	1430	Entertainment and representation expenses	1,000.00	- 293.25	706.75	25.00	731.75	731.75	731.75	0.00	0.00
		<i>CHAPTER 14 - TOTAL</i>	<i>158,000.00</i>	<i>2,277.06</i>	<i>160,277.06</i>		<i>160,302.06</i>	<i>160,302.06</i>	<i>123,927.90</i>	<i>36,374.16</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>
		TITLE 1 TOTAL (Assigned Revenue Included)	12,080,000.00	544,722.02	12,624,722.02	25.00	12,624,747.02	12,616,404.21	12,531,977.62	90,530.31	2,239.09
		TITLE 1 TOTAL (C1 only)	12,080,000.00	535,750.67	12,615,750.67	-125.96	12,615,624.71	12,613,385.65	12,528,959.06	84,426.56	2,239.09

Statement of Expenditure for the Financial Year 2016– Current Appropriations C1, C4 & R0 (Title 2)

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2016											
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									
		<i>CHAPTER 20 - RENTAL OF BUILDINGS AND ASSOCIATED COSTS</i>									
201	2010	Insurance	33,000.00	- 1,963.16	31,036.84	0.00	31,036.84	31,036.84	31,036.84	0.00	0.00
202	2020	Water, gas, electricity and heating	140,000.00	- 14,124.00	125,876.00	0.00	125,876.00	125,876.00	115,153.62	10,722.38	0.00
203	2030	Cleaning and maintenance	6,000.00	- 3,746.40	2,253.60	-	2,253.60	2,253.60	2,253.60	0.00	0.00
	2031	Facilities Managt	285,000.00	- 29,686.00	255,314.00	0.00	255,314.00	255,314.00	239,350.90	15,963.10	0.00
204	2040	Fitting-out of premises	150,000.00	- 8,664.50	141,335.50	3,425.00	144,760.50	144,760.50	17,238.00	127,522.50	0.00
205	2050	Security and surveillance of buildings									
209	2090	Other expenditure on buildings	25,000.00	- 4,461.30	20,538.70	0.00	20,538.70	20,538.70	20,538.70	0.00	0.00
		<i>CHAPTER 20 - TOTAL</i>	<i>639,000.00</i>	<i>- 62,645.36</i>	<i>576,354.64</i>	<i>3,425.00</i>	<i>579,779.64</i>	<i>579,779.64</i>	<i>425,571.66</i>	<i>154,207.98</i>	<i>0.00</i>
		<i>CHAPTER 21 - RENT</i>									
	2100	Rent	22,000.00	- 507.89	21,492.11	0.00	21,492.11	21,492.11	21,492.11	0.00	0.00
		<i>CHAPTER 21 - TOTAL</i>	<i>22,000.00</i>	<i>- 507.89</i>	<i>21,492.11</i>	<i>0.00</i>	<i>21,492.11</i>	<i>21,492.11</i>	<i>21,492.11</i>	<i>0.00</i>	<i>0.00</i>
		<i>CHAPTER 22 - MOVABLE PROPERTY AND ASSOCIATED COSTS</i>									
220		Technical installations and electronic office equipment									
	2200	New purchases of technical equipment and installations	10,000.00	3,256.10	13,256.10	0.00	13,256.10	13,256.10	13,256.10	0.00	0.00
	2204	Electronic office equipment	550,000.00	15,481.34	565,481.34	0.00	565,481.34	565,481.34	506,234.58	59,246.76	-
		<i>Article 220 - Total</i>	<i>560,000.00</i>	<i>18,737.44</i>	<i>578,737.44</i>	<i>0.00</i>	<i>578,737.44</i>	<i>578,737.44</i>	<i>519,490.68</i>	<i>59,246.76</i>	<i>0.00</i>
221		Furniture									
	2210	New purchases of furniture	10,000.00	10,240.94	20,240.94	-3,477.80	16,763.14	16,682.31	2,399.11	14,283.20	80.83
		<i>Article 221 - Total</i>	<i>10,000.00</i>	<i>10,240.94</i>	<i>20,240.94</i>	<i>-3,477.80</i>	<i>16,763.14</i>	<i>16,682.31</i>	<i>2,399.11</i>	<i>14,283.20</i>	<i>80.83</i>
223		Vehicles									
	2230	Vehicles	2,000.00	-1,000.00	1,000.00	0.00	1,000.00	1,000.00	1,000.00	0.00	0.00
		<i>Article 223 - Total</i>	<i>2,000.00</i>	<i>- 1,000.00</i>	<i>1,000.00</i>	<i>0.00</i>	<i>1,000.00</i>	<i>1,000.00</i>	<i>1,000.00</i>	<i>0.00</i>	<i>0.00</i>
225		Documentation and library expenditure									
	2250	Library funds, purchase of books	80,000.00	- 8,455.46	71,544.54	0.00	71,544.54	71,544.54	70,347.03	1,197.51	-
		<i>Article 225 - Total</i>	<i>80,000.00</i>	<i>- 8,455.46</i>	<i>71,544.54</i>	<i>0.00</i>	<i>71,544.54</i>	<i>71,544.54</i>	<i>70,347.03</i>	<i>1,197.51</i>	<i>-</i>
		<i>CHAPTER 22 - TOTAL</i>	<i>652,000.00</i>	<i>19,522.92</i>	<i>671,522.92</i>	<i>-3,477.80</i>	<i>668,045.12</i>	<i>667,964.29</i>	<i>593,236.62</i>	<i>74,727.47</i>	<i>80.83</i>

Statement of Expenditure for the Financial Year 2016 Current Appropriations C1, C4 & R0 (Title 2 continues)

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2016											
Art.	Item	Heading	Initial Budget	Variance between Initial and Amending Budget	Amending Budget v1	Transfers made	Final Appropriations ABAC	Final Commitments	Payments	Appropriations carried over (ART.10,3/4)	Appropriations to be cancelled
		<i>CHAPTER 23 - CURRENT ADMINISTRATIVE EXPENDITURE</i>									
230	2300	Stationery and office supplies	15,000.00	- 3,657.00	11,343.00	0.00	11,343.00	11,343.00	11,094.90	248.10	0.00
232	2320	Bank Charges	2,000.00	- 500.00	1,500.00	-	1,500.00	1,500.00	1,374.72	125.28	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	1,000.00	- 600.00	400.00	0.00	400.00	400.00	0.00	400.00	0.00
	2394	Petty expenses	1,000.00	- 600.00	400.00	0.00	400.00	400.00	371.89	28.11	0.00
		<i>Article 239 - Total</i>	<i>2,000.00</i>	<i>- 1,200.00</i>	<i>800.00</i>	<i>0.00</i>	<i>800.00</i>	<i>800.00</i>	<i>371.89</i>	<i>428.11</i>	<i>0.00</i>
		<i>CHAPTER 23 - TOTAL</i>	<i>20,000.00</i>	<i>- 6,357.00</i>	<i>13,643.00</i>	<i>-</i>	<i>13,643.00</i>	<i>13,643.00</i>	<i>12,841.51</i>	<i>801.49</i>	<i>0.00</i>
		<i>CHAPTER 24 - POSTAL AND TELECOMMUNICATIONS CHARGES</i>									
240	2400	Postage and delivery charges	23,000.00	- 2,035.62	20,964.38	0.00	20,964.38	20,964.38	20,083.65	880.73	0.00
241	2410	Telephone, telegraph, telex, radio, television	44,000.00	- 5,845.30	38,154.70	-	38,154.70	38,154.70	36,980.94	1,173.76	0.00
		<i>CHAPTER 24 - TOTAL</i>	<i>67,000.00</i>	<i>- 7,880.92</i>	<i>59,119.08</i>	<i>-</i>	<i>59,119.08</i>	<i>59,119.08</i>	<i>57,064.59</i>	<i>2,054.49</i>	<i>0.00</i>
				-							
		TITLE 2 TOTAL (All, Assigned Revenue Included)	1,400,000.00	- 57,868.25	1,342,131.75	-52.80	1,342,078.95	1,341,998.12	1,110,206.69	231,791.43	80.83
		TITLE 2 TOTAL (C1 only)	1,400,000.00	- 57,868.25	1,342,131.75	-52.80	1,342,078.95	1,341,998.12	1,110,206.69	231,791.43	80.83

Statement of Expenditure for the Financial Year 2016– Current Appropriations C1, C4 & R0 (Title 3)

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2016											
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
		TITLE 3 : OPERATING EXPENDITURE									
		<i>CHAPTER 30 - OPERATING EXPENDITURE</i>									
300	3000	Establishment of operational documentation	445,000.00	- 16,430.91	428,569.09	0.00	428,569.09	428,569.09	337,186.11	91,382.98	0.00
				-							
301		Dissemination of information									
	3010	Publication of results of studies	220,000.00	- 64,954.50	155,045.50	0.00	155,045.50	155,045.50	108,938.48	46,107.02	0.00
	3012	Marketing and promotional activities	225,000.00	- 1,765.33	223,234.67	0.00	223,234.67	223,234.67	205,304.06	17,930.61	0.00
				-							
		<i>Article 301 - Total</i>	<i>445,000.00</i>	<i>- 66,719.83</i>	<i>378,280.17</i>	<i>0.00</i>	<i>378,280.17</i>	<i>378,280.17</i>	<i>314,242.54</i>	<i>64,037.63</i>	<i>0.00</i>
		<i>Article 301 - Total (IPA Excluded)</i>		<i>378,280.17</i>	<i>378,280.17</i>	<i>0.00</i>	<i>378,280.17</i>	<i>378,280.17</i>	<i>314,242.54</i>	<i>64,037.63</i>	<i>0.00</i>
303	3030	Studies and pilot schemes relating to living and working conditions	5,200,000.00	- 390,590.44	4,809,409.56	0.00	4,809,409.56	4,809,361.56	2,308,991.12	2,500,370.44	48.00
	3030	Studies and pilot schemes relating to living and working conditions (R0) - Assigned Revenue	<i>pm</i>	<i>74,476.71</i>	<i>74,476.71</i>	<i>0.00</i>	<i>74,476.71</i>	<i>72,976.71</i>	<i>0.00</i>	<i>74,476.71</i>	<i>0.00</i>
	3030	Other studies and pilot schemes relating to living and working conditions (R0) - IPA	<i>pm</i>	<i>160,000.00</i>	<i>160,000.00</i>	<i>0.00</i>	<i>160,000.00</i>	<i>159,533.00</i>	<i>0.00</i>	<i>160,000.00</i>	<i>0.00</i>
	3030	working conditions (C4) - recovery for liquidation damages	<i>pm</i>			<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>
		<i>Article 303 - Total</i>	<i>5,200,000.00</i>	<i>-156,113.73</i>	<i>5,043,886.27</i>	<i>0.00</i>	<i>5,043,886.27</i>	<i>5,041,871.27</i>	<i>2,308,991.12</i>	<i>2,734,847.15</i>	<i>48.00</i>
		<i>Article 303 - Total (R0 IPA / Assigned Revenue excluded)</i>	<i>pm</i>	<i>-390,590.44</i>	<i>4,809,409.56</i>	<i>0.00</i>	<i>4,809,409.56</i>	<i>4,809,361.56</i>	<i>2,308,991.12</i>	<i>2,500,370.44</i>	<i>48.00</i>

Statement of Expenditure for the Financial Year 2016 – Current Appropriations C1, C4 & R0 (Title 3) and totals – continues

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2016											
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	410,000.00	- 11,462.72	398,537.28	27.80	398,565.08	398,565.08	341,207.34	57,357.74	0.00
	3040	General costs of meetings - C4 recovery	<i>pm</i>	130.00	130.00	0.00	130.00	130.00	130.00	0.00	0.00
	3041	Interpretation costs	20,000.00	- 3,643.34	16,356.66	0.00	16,356.66	16,356.66	13,976.66	0.00	0.00
	3042	Meetings of the Administrative Board	160,000.00	- 24,113.24	135,886.76	0.00	135,886.76	135,886.76	120,482.20	15,404.56	0.00
		<i>Article 304 - Total</i>	<i>590,000.00</i>	<i>-39,089.30</i>	<i>550,910.70</i>	<i>27.80</i>	<i>550,938.50</i>	<i>550,938.50</i>	<i>475,796.20</i>	<i>72,762.30</i>	<i>0.00</i>
		<i>Article 304 - Total (R0 IPA / Assigned Revenue excluded)</i>	<i>590,000.00</i>	<i>- 39,219.30</i>	<i>550,780.70</i>	<i>27.80</i>	<i>550,808.50</i>	<i>477,961.79</i>	<i>475,796.20</i>	<i>72,762.30</i>	<i>0.00</i>
305	3050	Translation of study reports and working documents for seminars, co-ordination meetings, colloquia, etc.	400,000.00	21,000.00	421,000.00	0.00	421,000.00	421,000.00	348,114.75	72,885.25	0.00
		<i>Article 305 - Total</i>			<i>421,000.00</i>	<i>0.00</i>	<i>421,000.00</i>	<i>421,000.00</i>	<i>348,114.75</i>	<i>72,885.25</i>	<i>0.00</i>
		<i>Article 305 - Total (R0 IPA / Assigned Revenue excluded)</i>	<i>400,000.00</i>	<i>21,000.00</i>	<i>421,000.00</i>	<i>0.00</i>	<i>421,000.00</i>	<i>421,000.00</i>	<i>348,114.75</i>	<i>72,885.25</i>	<i>0.00</i>
TITLE 3 TOTAL (all assigned revenue included)			7,080,000.00	- 257,353.77	6,822,646.23	27.80	6,822,674.03	6,820,659.03	3,784,330.72	3,038,295.31	48.00
TITLE 3 TOTAL (C1 assigned revenue excluded)			7,080,000.00	-491,960.48	6,588,039.52	27.80	6,588,067.32	6,588,019.32	3,784,200.72	2,803,818.60	48.00
GRAND TOTALS (C1 Only- Assigned Revenue excl.)			20,560,000.00	229,500.00	20,789,500.00	-243,729.02	20,545,770.98	20,543,403.09	17,423,366.47	3,120,036.59	2,367.92
<i>Reversal for Assigned Revenue C4</i>						<i>-9,252.31</i>	<i>9,252.31</i>	<i>3,148.56</i>	<i>3,148.56</i>	<i>6,103.75</i>	<i>0.00</i>
<i>Reversal for Assigned Revenue R0</i>						<i>-234,476.71</i>	<i>234,476.71</i>	<i>232,509.71</i>	<i>0.00</i>	<i>234,476.71</i>	<i>0.00</i>
GRAND TOTALS (C1 + Assigned Revenue R0 and C4)			20,560,000.00	229,500.00	20,789,500.00		20,789,500.00	20,779,061.36	17,426,515.03	3,360,617.05	2,367.92

Statement of Expenditure for the Financial Year 2016 (C4)

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2016 - Fund Source C4							
Art.	Item	Heading	Final Appropriations ABAC	Final Commitments	Payments	Appropriations carried over (ART.10,3/4)	Appropriations cancelled
		TITLE 1: STAFF					
118	1180	Recruitment	247.00	0.00	0.00	247.00	0.00
130	1300	Mission expenses, travel expenses and other incidental expenditure	8,875.31	3,018.56	3,018.56	5,856.75	0.00
		TITLE 1 TOTAL	9,122.31	3,018.56	3,018.56	6,103.75	0.00
		TITLE 3: OPERATIONAL EXPENDITURE					
303	3030	Studies and pilot schemes relating to living and working conditions	0.00	0.00	0.00	0.00	0.00
304	3040	General costs of meetings	130.00	0.00	130.00	0.00	0.00
		TITLE 3 TOTAL	130.00	0.00	130.00	0.00	0.00
		GRAND TOTALS	9,252.31	3,018.56	3,148.56	6,103.75	0.00

Statement of Expenditure for the Financial Year 2016 (C5)

STATEMENT OF USE OF APPROPRIATIONS CARRIED OVER (C5) FROM 2015 TO 2016 AS AT 31.12.16							
Art	Item	Heading	Appropriations carried over from 2015 to 2016 (not committed)	Commitments	Payments	Carry-Overs to 2016	Appropriations Cancelled
130	1300	TITLE 1: Staff Missions, travel & incidental expenses	5,863.24	5,863.24	5,863.24	-	0.00
303	3030	TITLE 3: OPERATIONAL EXPENDITURE Studies and pilot schemes relating to living and working conditions	40,637.18	40,637.18	36,043.11	4,594.07	
304	3040	General costs of meetings	488.89	-		0.00	488.89
		TITLE 1 TOTAL	46,989.31	46,500.42	41,906.35	4,594.07	488.89
						*)	
		GRAND TOTALS	46,989.31	46,500.42	41,906.35	4,594.07	488.89
C5		*) Appropriations in BL 3030 are carried forward as C8 commitments					

Statement of Expenditure for the Financial Year 2016 (C3)

STATEMENT OF USE OF APPROPRIATIONS CARRIED OVER (C3) FROM 2015 TO 2016 AS AT 31.12.16							
Art	Item	Heading	Appropriations carried over (Upon authorisation of GB)	Commitments	Appropriations Cancelled	Payments	Carry-Overs cancelled
		TITLE 3-Operational Expenditure					
303	3030	Studies and pilot schemes relating to living and working conditions	48,650.00	48,650.00	0.00	48,650.00	0.00
		GRAND TOTALS	48,650.00	48,650.00	0.00	48,650.00	0.00

Utilisation of Carry Forward Appropriations from 2015 to 2016 – C8

STATEMENT OF USE OF APPROPRIATIONS CARRIED OVER (C8) FROM 2015 TO 2016 AS AT 31.12.16				
Item	Heading	Appropriations carried over automatically under Article 10,3/4	Payments	Appropriations Cancelled
	TITLE 1 - STAFF			
1120	Further training, language courses, retraining and information for staff	14,165.75	11,879.05	2,286.70
1175	Temporary staff and other services and work sent out for translation and typing	117,241.90	95,176.78	22,065.12
1177	Trainee	485.10	485.10	0.00
1180	Miscellaneous Expenditure on Staff Recruitment	7,798.24	7,309.21	489.03
1300	Mission expenses, travel expenses and other incidental expenditure	5,531.44	3,895.70	1,635.74
1400	Restaurants and canteens	54,342.75	46,787.91	7,554.84
1410	Medical Service	8,247.00	6,660.00	1,587.00
1430	Entertainment and representation expenses	337.00	40.00	297.00
	TITLE 1 TOTAL	208,149.18	172,233.75	35,915.43
	TITLE 2 - BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE			
2020	Water, gas, electricity and heating	19,686.79	14,855.59	4,831.20
2030	Cleaning and maintenance	86.66	86.66	0.00
2031	Facilities management	31,762.63	26,756.92	5,005.71
2040	Fitting-out of premises	107,727.00	102,727.00	5,000.00
2200	Technical equipment and installations	1,484.00	1,039.20	444.80
2204	Electronic office equipment	91,338.69	90,418.34	920.35
2250	Library expenses, purchase of books	2,987.92	2,987.92	0.00
2300	Stationery and office supplies	1,927.85	88.94	1,838.91
2320	Bank charges	92.30	92.30	0.00
2390	Publications	443.98	180.00	263.98
2400	Postage and delivery charges	21.05	0.00	21.05
2410	Telephone, telegraph, telex, radio, television	1,665.43	1,665.43	0.00
	TITLE 2 TOTAL	259,224.30	240,898.30	18,326.00
	TITLE 3 - OPERATING EXPENDITURE			
3000	Establishment of operational documentation	81,972.48	80,699.97	1,272.51
3010	Publication of results of studies	63,178.68	56,519.37	6,659.31
3012	Marketing and promotional activities	47,322.87	47,322.87	0.00
3030	Studies and pilot schemes relating to living and working conditions	1,788,955.75	1,775,438.25	13,517.50
3040	General costs of meetings	36,977.73	25,594.74	11,382.99
3042	Administrative Board meetings	23,589.43	16,933.78	6,655.65
3050	Translation of study reports	44,516.75	44,444.00	72.75
	TITLE 3 TOTAL	2,086,513.69	2,046,952.98	39,560.71
	GRAND TOTALS	2,553,887.17	2,460,085.03	93,802.14

Statement of Expenditure for the Financial Year 2016 (R0 – Utilisation of Appropriations carried over from 2015 and newly entered appropriations in 2016)

STATEMENT OF USE OF APPROPRIATIONS CARRIED OVER (ASSIGNED REVENUE R0) FROM 2015 TO 2016 AS AT 31.12.16							
Art.	Item	Heading	Carry Overs balance as at 2016	Commitments in 2016	Appropriations Cancelled / re-classified	Payments 2016	Carry Overs to 2015
		IPA 2011-2014					
130	1300	Mission expenses, travel expenses and other incidental expenditure	1,250.41	0.00	1,250.41	0.00	0.00
303	3030	Studies and pilot schemes relating to living and working conditions - IPA 2011-2014	28,702.86	0.00	28,702.86	0.00	0.00
304	3040	General Meetings - IPA	143.34	0.00	143.34	-	0.00
		Imbalance			0.06		
GRAND TOTALS			30,096.61	0.00	30,096.67	0.00	0.00
STATEMENT OF USE OF CARRIED OVER APPROPRIATIONS in 2016 (ASSIGNED REVENUE R0) 31.12.16							
Art.	Item	Heading	Carryover balance of 2016	Commitments in 2016	Appropriations Cancelled / re-classified	Payments 2016	Carry Overs to 2017
		IPA 2015-2016					
303	3030	Studies and pilot schemes relating to living and working conditions - IPA 2015-2016	217,504.72	0.00	0.00	217,504.72	0.00
GRAND TOTALS			217,504.72	0.00	0.00	217,504.72	0.00
STATEMENT OF USE OF APPROPRIATIONS CARRIED OVER (ASSIGNED REVENUE R0) FROM 2015 TO 2016 AS AT 31.12.16							
Art	Item	Heading	Carryover balance of 2016	New Commitments in 2016	Appropriations Cancelled	Payments 2016	Carry Overs to 2017
		Other Assigned Revenue for the 6th EWCS					
303	3030	Studies and pilot schemes relating to living and working conditions	15,148.46	0.00	14,270.33	0.00	878.13
		thereof 6TH EWCS in Norway	4,054.02	0.00	4,054.02	0.00	0.00
		thereof 6TH EWCS in Switzerland	3,850.00	0.00	3,850.00	0.00	0.00
		thereof 6TH EWCS in Slovenia	3,632.00	0.00	3,632.00	0.00	0.00
		thereof 6TH EWCS in Belgium	3,612.44	0.00	2,734.31	0.00	878.13
GRAND TOTALS			15,148.46	0.00	14,270.33	0.00	878.13
Consumption of carry over appropriations in 2016:			262,749.79	0.00	44,367.00	217,504.72	878.13
STATEMENT OF USE OF NEW APPROPRIATIONS in 2016 (ASSIGNED REVENUE R0) 31.12.16							
Art.	Item	Heading	New appropriations in 2016	Commitments in 2016	Appropriations Cancelled / re-classified	Payments 2016	Carry Overs to 2017
		IPA 2016					
303	3030	Studies and pilot schemes relating to living and working conditions - IPA 2016	160,000.00	159,533.00	0.00	0.00	160,000.00
GRAND TOTALS			160,000.00	159,533.00	0.00	0.00	160,000.00
Art.	Item	Heading	New appropriations in 2016	Commitments in 2016	Appropriations Cancelled / re-classified	Payments 2016	Carry Overs to 2017
		Other Assigned revenue					
303	3030	Contribution from Italy towards the 4th EQLS	74,476.71	72,976.71	0.00	0.00	74,476.71
GRAND TOTALS			74,476.71	72,976.71	0.00	0.00	74,476.71
Consumption of new appropriations in 2016:			234,476.71	232,509.71	0.00	0.00	234,476.71
Cumulative for use of appropriations in 2016:			497,226.50	232,509.71	44,367.00	217,504.72	235,354.84

CREDIT OPERATIONS IN 2016

During the financial year 2016 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 108 budgetary transfers made within and between titles before the amending budget was adopted in December 2016. The cumulative amount of transfers amounted to 953,933€. The net impact by title was as follows: Title 1: + 535,721, Title 2: - 57,868 € and Title 3: - 491,960 € (C1 appropriations).

The cumulative net amounts of transfers after the adoption of amending budget were +25 € in title 1, -53 € in Title 2 and +28 € in Title 3. Additionally, there were some other adjustments requiring credit operations between fund sources resulting in 4 budget transfers altogether for 3,455 €.

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 2016, the budget transfers were reported in June, 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 2016. The budget amendment required approval by the Governing Board. Eurofound published an amended budget totalling 20,789,500 € in December 2016. In ABAC, the final appropriations entered for 2016 amounted to 20,545,771 € in C1, 234,477 € in R0 and 9,252 € 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 +3.3%, with effect on 1 July 2016. The new correction coefficient for Ireland was also applied from 1 July 2016 and increased from 116.6 % to 118.3%.

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

The changes in Title 3 are explained by the requirement to cover of the budget shortfall in Title 1. Savings were sought and realised almost in all areas of operations in Title 3. Main source of savings was the budget line 3030 "Study contracts" where appropriations for funds were not required for 4th EQLS field work as it was already brought forward to 2015. Additionally, there were no requests for Stakeholder Enquiry Services in 2016 and the full project budget of 60K € was moved to Title 1.

List of Credit Operations in the original budget 2016

Date	Credit Operation No	Explanation	From Budget Line	BL Description (From)	To Budget Line	BL Description (To)	Amount
05/02/2016	EFD.8614	Forecast for interpretation higher than budgeted.	3030	Studies	3041	Interpretation	5,000
29/02/2016	EFD.8624	Forecast for removal expenses higher than budgeted.	1121	Contract agents	1183	Removal expenses	10,000.00
18/05/2016	EFD.8649	The projecor / lens upgrade in LH 4	2100	Rent	2200	Technical Equipment	507.89
18/05/2016	EFD.8649	The projecor / lens upgrade in LH 4	2040	Fitting out premises	2200	Technical Equipment	2,546.21
31/05/2016	EFD.8682	Balance of 2015 PMO charges forecasted to be paid in 2016	1121	Work sent out	1175	Work sent out	20,000.00
01/06/2016	EFD.8685	Forecast for travel allowances for annual leave paid in June	1121	Contract agents	1141	Work Sent Out	8,333.33
20/06/2016	EFD.8690	Provision for medical services in 2016	1103	Secretarial Allowances	1410	Medical expenses	1,066.00
20/06/2016	EFD.8690	Binding straps for I&C	2204	Electronic Office Equipment	2200	Technical Equipment	92.00
18/07/2016	EFD.8704	Removal expenses for staff departing	1180	Staff recruitment	1183	Removal expenses	2,684.54
10/08/2016	EFD.8708	Travel allowances of commencement / departures for staff members	1184	Temporary daily Subsistence	1181	Travel on commencement	2,833.33
30/09/2016	EFD.8735	Forecast expenditure for Foundation Seminar Series, Member State Outreach,	3030	Studies and research	3040	General meetings	28,000
10/10/2016	EFD.8747	Forecast for marketing and promotion items	3010	Publication of results of studies	3012	Marketing	11,950
11/10/2016	EFD.8756	Budget top up for purchase of laptops for staff	2010	Insurance	2204	Electronic office Equipment	1,963.16
11/10/2016	EFD.8756	Budget top up for purchase of laptops for staff	2020	Water, electricity, gas	2204	Electronic office Equipment	1,124.00
11/10/2016	EFD.8756	Budget top up for purchase of laptops for staff	2031	Facilities management	2204	Electronic office Equipment	24,582.29
11/10/2016	EFD.8756	Budget top up for purchase of laptops for staff	2350	Uniforms and working clothes	2204	Electronic office Equipment	500.00
11/10/2016	EFD.8756	Budget top up for purchase of laptops for staff	2390	Publications	2204	Electronic office Equipment	300.00
11/10/2016	EFD.8756	Budget top up for purchase of laptops for staff	2400	Postage and delivery charges	2204	Electronic office Equipment	300
11/10/2016	EFD.8756	Budget top up for purchase of laptops for staff	2410	Telephones	2204	Electronic office Equipment	2,860
10/10/2016	EFD.8758	Forecast expenditure for fitting out premises	2031	Facilities management	2040	Fitting out premises	1,103.71
13/10/2016	EFD.8765	Adjustment for removal expenditure	1300	Missions	1183	Removal expenses	0.02
01/11/2016	EFD.8805	Power supply for conference centre	2090	Other expenditure	2200	Technical Equipment	110.00
04/11/2016	EFD.8812	Forecast expenditure for translation in 2016	3030	Study reports	3050	Translation	21,000.00
08/11/2016	EFD.8823	Forecast expenditure for translation in 2016	3030	Study reports	1101	Expatriation allowances	77,195.25
08/11/2016	EFD.8823	Forecast expenditure for temporary daily allowances in 2016	3030	Study reports	1184	Temporary daily Subsistence allowances	155.81
21/11/2016	EFD.8840	Forecast expenditure for temporary daily allowances in 2016	1300	Missions	1184	Temporary daily subsistence allowances	0.02
21/11/2016	EFD.8837	Forecast for Cluster meeting in Berlin	3030	Studies	3040	General meetings	10,000.00
23/11/2016	EFD.8844	Final forecast expenditure for translation in 2016	3030	Studies	3050	Translation	18,250.00
01/12/2016	EFD.8901	Forecast expenditure for temporary daily allowances in 2016	1300	Missions	1100	Basic Salaries	49,447.20
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	1130	Insurance against sickness	1100	Basic Salaries	1,897.19
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	1141	Travel for annual leave	1100	Basic Salaries	3,333.33
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	1175	Work sent out	1100	Basic Salaries	34,143.69
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	1177	Trainees	1100	Basic Salaries	5,833.33
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	1120	Training	1100	Basic Salaries	23,958.37
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	1180	Staff recruitment	1100	Basic Salaries	7,115.46
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	1182	Installation and resettlement allowances	1100	Basic Salaries	2,000.00

List of credit transfers in the original budget 2016 – continues

Date	Credit Operation No	Explanation	From Budget Line	BL Description (From)	To Budget Line	BL Description (To)	Amount
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	2020	Water, electricity, gas	1100	Basic Salaries	1,000.00
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	2030	Cleaning and Maintenance	1100	Basic Salaries	2,000.00
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	2040	Fitting out premises	1100	Basic Salaries	1,030.00
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	2090	Other expenditure	1100	Basic salaries	4,351.30
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	2204	Electronic office Equipment	1100	Basic salaries	9,308.79
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	2250	Library	1100	Basic salaries	6,000.00
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	2320	Bank charges	1100	Basic salaries	500.00
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	2390	Publications	1100	Basic salaries	300.00
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	2394	Petty expenses	1100	Basic salaries	500.00
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	2400	Postage and delivery charges	1100	Basic salaries	237.00
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	3000	Electronic documentation system	1100	Basic salaries	17,580.91
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	3010	Publication of results of studies	1100	Basic salaries	53,004.50
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	3012	Marketing and promotion	1100	Basic salaries	11,702.44
01/12/2016	EFD.8901	Final forecast for basic salaries in 2016	3030	Study contracts	1100	Basic salaries	121,697.89
01/12/2016	EFD.8906	Final forecast for expatriation allowances in 2016	3030	Expatriation	1102	Expatriation allowances	53,807.77
01/12/2016	EFD.8904	Final forecast for family allowances in 2016	3030	Studies and research	1101	Family allowances	35,976.14
01/12/2016	EFD.8910	Final forecast for salary weightings in 2016	1103	Secretarial Allowances	1190	Salary weightings	2,022.97
01/12/2016	EFD.8910	Final forecast for salary weightings in 2016	1121	Contract Agents	1190	Salary Weightings	37,876.24
01/12/2016	EFD.8910	Final forecast for salary weightings in 2016	1150	Overtime	1190	Salary weightings	466.06
01/12/2016	EFD.8910	Final forecast for salary weightings in 2016	1182	Installation and resettlement allowances	1190	Salary Weightings	4,841.05
01/12/2016	EFD.8910	Final forecast for salary weightings in 2016	1420	Social Welfare	1190	Salary weightings	208.45
01/12/2016	EFD.8910	Final forecast for salary weightings in 2016	3030	Study Contracts	1190	Salary weightings	13,618.72
01/12/2016	EFD.8910	Final forecast for salary weightings in 2016	3040	General meetings	1190	Salary weightings	12,843.76
01/12/2016	EFD.8910	Final forecast for salary weightings in 2016	3041	General meetings	1190	Salary weightings	7,000.00
01/12/2016	EFD.8910	Final forecast for salary weightings in 2016	3042	Governing Board	1190	Salary weightings	20,000.00
01/12/2016	EFD.8910	Final forecast for salary weightings in 2016	3050	Translations	1190	Salary weightings	18,250.00
01/12/2016	EFD.8938	Final forecast for salary weightings in 2016	3040	General meetings	1190	Salary weightings	18,457.34
01/12/2016	EFD.8938	Final forecast for salary weightings in 2016	2020	Water, electricity, gas	1190	Salary weightings	12,000.00
01/12/2016	EFD.8938	Final forecast for salary weightings in 2016	2031	Facilities management	1190	Salary weightings	4,000.00
01/12/2016	EFD.8938	Final forecast for salary weightings in 2016	2040	Fitting out premises	1190	Salary weightings	6,200.00
01/12/2016	EFD.8938	Final forecast for salary weightings in 2016	2230	Vehicles	1190	Salary weightings	1,000.00
01/01/2016	EFD.8908	Final forecast for temporary daily subsistence allowances	3030	Studies	1184	Temporary daily Subsistence allowances	4,423.06
01/12/2016	EFD.8938	Final forecast for salary weightings in 2016	2300	Stationary	1190	Salary weightings	3,000.00
01/12/2016	EFD.8938	Final forecast for salary weightings in 2016	2350	Uniforms and working clothes	1190	Salary weightings	500.00
01/12/2016	EFD.8938	Final forecast for salary weightings in 2016	2394	Petty expenses	1190	Salary weightings	100.00
01/12/2016	EFD.8938	Final forecast for salary weightings in 2016	3030	Study Contracts	1190	Salary weightings	2,020.80

List of credit transfers in the original budget 2016 - continued

Date	Credit Operation No	Explanation	From Budget Line	BL Description (From)	To Budget Line	BL Description (To)	Amount
08/12/2016	EFD.8950	Forecast temporary staff members salaries for Dec16 and Jan17 (Orange Recruitment)	1103	Secretarial Allowances	1175	Work sent out	100.67
08/12/2016	EFD.8950	Forecast for temporary staff members salaries for Dec16 and Jan17 (Orange Recruitment)	1150	Overtime	1175	Work sent out	83.33
08/12/2016	EFD.8950	Forecast for temporary staff members salaries for Dec16 and Jan17 (Orange Recruitment)	1177	Trainees	1175	Work sent out	4,676.72
08/12/2016	EFD.8950	Forecast for temporary staff members salaries for Dec16 and Jan17 (Orange Recruitment)	2030	Cleaning and Maintenance	1175	Work sent out	392.31
08/12/2016	EFD.8950	Travel allowances of commencement / departures for staff members	2030	Cleaning and Maintenance	1181	Travel on commencement	455.16
12/12/2016	EFD.8964	Adjustment to Network of Correspondents (Netherlands) ad hoc order	3040	General meetings	3030	Study contracts	555.00
12/12/2016	EFD.8962	Adjustments to final orders for fitting out premises	2030	Cleaning and Maintenance	2040	Fitting out premises	8.00
19/12/2016	EFD.9005	December forecast for staff medical expenditure	1300	Missions	1410	Medical expenses	3,001.00
19/12/2016	EFD.9018	December forecast for social contributions	2204	Electronic office Equipment	1131	Insurance against accident	3,833.46
19/12/2016	EFD.9019	December forecast for social contributions	2204	Electronic office Equipment	1132	Insurance against unemployment	2,380.43
19/12/2016	EFD.9019	December forecast for social contributions	2250	Library	1132	Insurance against unemployment	2,455.43
19/12/2016	EFD.9019	December forecast for social contributions	2300	Stationary	1132	Insurance against unemployment	657.00
19/12/2016	EFD.9019	December forecast for social contributions	2400	Postage and delivery charges	1132	Insurance against unemployment	1,498.62
19/12/2016	EFD.9019	December forecast for social contributions	2410	Telephones	1132	Insurance against unemployment	2,985.30
19/12/2016	EFD.9019	December forecast for social contributions	3012	Marketing and promotion	1132	Insurance against unemployment	862.89
19/12/2016	EFD.9019	December forecast for social contributions	3040	General meetings	1132	Insurance against unemployment	371.71
19/12/2017	EFD.9007	Adjustment for a training and development order	1300	Missions	1120	Training	995.00
19/12/2016	EFD.9009	Staff members retirement parties in 2016	1300	Missions	1420	Social welfare	1,092.93
19/12/2016	EFD.9014	Staff members retirement parties in 2016	1101	Family Allowances	1130	Insurance against sickness	1,798.90
19/12/2016	EFD.9014	December forecast for social contributions	1102	Expatriation Allowances	1130	Insurance against sickness	521.66
19/12/2016	EFD.9014	December forecast for social contributions	1121	Contracts agents	1130	Insurance against sickness	2,618.64
19/12/2016	EFD.9014	December forecast for social contributions	1141	Contract agents	1130	Insurance against sickness	6,131.98
19/12/2016	EFD.9014	December forecast for social contributions	1300	Travel for annual leave	1130	Insurance against sickness	18,557.02
19/12/2016	EFD.9014	December forecast for social contributions	1190	Salary weightings	1130	Insurance against sickness	613.61
19/12/2016	EFD.9014	December forecast for social contributions	1400	Restaurant and canteen	1130	Insurance against sickness	2,381.17
19/12/2016	EFD.9014	December forecast for social contributions	2030	Cleaning and maintenance	1130	Insurance against sickness	890.93
19/12/2016	EFD.9014	December forecast for social contributions	2204	Electronic office Equipment	1130	Insurance against sickness	533.43
19/12/2016	EFD.9012	Extension of provision of Eurofound's knowledge repository, it's maintenance and further development	3012	Marketing and promotion	3000	Operational documentation systems	1,150.00
19/12/2016	EFD.9022	Purchase of chairs for meeting rooms	3040	General meetings	2210	Furniture	10,240.94
22/12/2016	SAP. adjustment 1616000354	December forecast for representation and entertainment	1430	Representation and Entertainments			293.25
22/12/2016	SAP. adjustment 1616000353	Amending budget adjustment	3041	Interpretation			1,643.23
22/12/2016	SAP. adjustment 1616000353	Amending budget adjustment	3040	General meetings			6,993.97
22/12/2016	SAP. adjustment 1616000353	Amending budget adjustment	3042	Governing Board			4,113.24
22/12/2016	SAP. adjustment 1616000353	Amending budget adjustment	1300	Missions			986.85
22/12/2016	SAP. adjustment 1616000353	Amending budget adjustment	1180	Recruitment			47.38
22/12/2016	SAP. adjustment 1616000353	Amending budget adjustment	1101	Family Allowances			0.03
						TOTAL EUR:	953,932.51
						COUNT OF CREDIT TRANSFERS:	108

Credit Transfers in the amending Budget 2016

CREDIT TRANSFERS AFTER ADOPTION OF AMENDING BUDGET 2016							
Date	Credit Operation No	Explanation	From Budget Line	BL Description (From)	To Budget Line	BL Description (To)	Amount
21/12/2106	EFD.9039	Replacement of a collapsed cable ducting to switch room	2210	Furniture	2040	Fitting out premises	3,245.00
21.12.2016	SAP. Document	Final expenditure higher than indicated in the amending budget	2210	Furniture	1430	Entertainment and representation	25.00
21.12.2016	EFD.9055	Final expenditure higher than indicated in the amending budget	2210	Furniture	3040	General meetings	27.80
04.01.2017	SAP: 16160000366	Exclusion of cashed C4 appropriations not budgeted for missions recoveries from C1 appropriations in BL 1120	1120 - C1	Training	1300 - C4	Missions	156.96
						TOTAL EUR:	3,454.76
						COUNT OF CREDIT TRANS	4