



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

Financial Year 2023

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

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REPORT ON THE BUDGETARY AND FINANCIAL MANAGEMENT

Introduction and Legal Basis

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

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

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

This report analyses the appropriations managed by Eurofound in 2023. The nomenclature of appropriations is defined by the Management Board (Article 36 of the Eurofound's Financial Regulation) and is subdivided into three titles.

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

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

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

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

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

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

Reporting Currency: The currency used is the Euro.

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

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

1 – Overview of the budget

1.1 Initial budget, amending budgets and final budget

1.1.1 Budgetary Procedure in 2023

Draft Estimate

During the meeting that took place on 14 January 2022, the Executive Board of the Management Board reviewed the 2023 Draft Estimate as part of the Programming Document 2023 – final draft. The total budget draft estimate was EUR 23,813,000.

On 31 January 2022, the draft budget was adopted by written procedure.

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

Initial Adopted budget 2023

After negotiations between the Council and the Parliament and a conciliation process, the EU budget was approved by the Council and by Parliament on 23 November 2022. As part of the total EU budget the budgetary authority approved Eurofound's general subsidy in line with a proposal from the Commission.

On 22 December 2022, the Management Board adopted the final budget 2023 by written procedure. The total initial adopted budget was EUR 23,813,000.

Amending Budget 2023

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

Eurofound normally conducts two to three formal forecast reviews during the year. As a result of each forecast exercise Eurofound draws up a new budget scenario. The first amending budget was prepared in the beginning of December 2023. All revenue and expenditure budget lines were adjusted according to the latest forecast as at the end of November 2023 to give a clear and transparent view of

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

The figures for Title 1 reflected adjustments announced in 'Eurostat reports on the 2023 intermediate and annual update of remuneration and pensions of EU Officials'. These adjustments were:

- Interim salary increase announced in May 2023 effective as of 1.1.2023 impacted salaries by +1.9 % for the full year
- The additional annual salary update effective as of 1.7.2023 was 1 %.
- The country coefficient for Ireland first decreased to 135.4 from 136.3 in the first half of 2023 followed by an increase to 139.6 in the second half of 2023.

It was already anticipated that the appropriations in title 1 would be deficient. The evolution of the Irish country co-efficient in previous years was expected to hit Eurofound's budget rather harshly also in 2023. Therefore, savings were sought in all areas of the budget in order to source funds for substantial increases in Title 1 while the EU subsidy, the main source of Eurofound's income, also increased more than in previous years. Traditionally, Eurofound's subsidy includes a modest ca. 2 % inflation-based indexation. In addition, the 2023 subsidy of EUR 23,595,000 included an additional EUR 650,000 (from DG EMPL, specific to Eurofound) for the part mitigation of the recent salary-related increases and EUR 450,000 (from DG BUDG, similar to all EU Agencies) mainly to mitigate the inflationary pressure.

While some savings in other Title 1 budget lines (e.g. in missions, salaries for contract agents) were realised and used to fund the deviations, a further EUR 83,000 had to be moved into Title 1 from Title 3. The increase of general Title 2 appropriations results from additional investments required on IT infrastructure technology and cybersecurity, as well as for necessary facilities management services and building investments in the area of sustainability and EMAS certification (EU Eco-Management and Audit Scheme). Overall, general Title 2 appropriations were increased by EUR 230,000 and Title 3 decreased by EUR 380,000.

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

Title 1

Overall, the final appropriations (C1) in Title 1 were EUR 83,000 or 0.5 % higher than initially budgeted. A major factor in this figure were the increases in basic salaries and related allowances as well as in the Irish country co-efficient.

Major savings:

- contract agent salaries related expenditure decreased by EUR 115,000 (-21 %).
- mission and travel related expenditure decreased by EUR 69,000 (-39 %).

- 'Temporary Daily Subsistence Allowances' decreased by EUR 25,000 (-55 %).

Despite savings in other Title 1 budget lines almost EUR 83,000 still had to be moved into Title 1, mainly from Title 3.

Major increases:

- basic salaries for temporary agents were 182,000 (2%) higher than originally budgeted.
- additional funds of EUR 139,000 (4 %) were required to cover the Irish coefficient at 135.6 (1 January to 30 June 2023) and at 139.6 (1 July to 31 December 2023).
- appropriations in budget line 'Work-Sent Out' to cover outsourced work arrangements and SLAs with the Commission were EUR 71,000 (22 %) higher than budgeted.

Title 2

Overall, the final amended budget in Title 2 was in EUR 233,000 or 14 % higher than initially budgeted.

Major savings:

- actual expenditure on utilities (Gas, electricity, water) was EUR 44,000 (-20 %) lower than budgeted.
- Only 75 % of budgeted funds for 'Telecommunication' were required. This meant a savings of EUR 6,500 (-25 %).
- About half of the budget of EUR 10,000 for 'Technical equipment' was consumed.

Major increases:

- additional funds of EUR 186,000 (23 %) were allocated for running current IT infrastructure, rising costs of fixed SLAs with the Commission as well as for front-loading cloud hosting service expenditure planned for 2024.
- additional funds of EUR 49,000 (18 %) were required for investment in building maintenance services 'facilities management'.
- expenditure on building projects ('fitting out of premises') was EUR 15,000 (15 %) higher than originally budgeted.
- expenditure in budget line 'Vehicles and transportation' was EUR 49,000 (407) % higher than budgeted due to the purchase of a new corporate car due for delivery in 2024. The current vehicle will be sold in 2024 and the proceeds will be recorded as assigned revenue in the amending budget of 2024.

Title 3

Overall, the actual general appropriations (C1) in Title 3 were EUR 387,000 or - 6.4 % lower than initially budgeted.

Major savings:

- overall, EUR 240,000 (-6 %) was saved in the budget line 'Studies and Research'. Most of the savings relate to the activity for 'Ad Hoc requests'. Furthermore, due to changes in some project plans further savings in other research projects were also realised. It was decided that all savings in this budget line would be reallocated to top up existing research project budgets.
- actual general meeting expenses were EUR 171,000 (-49 %) lower than budgeted. There were only a few research project related expert meetings taking place onsite
- further savings of EUR 57,000 (-30 %) were realised in 'publication and production' expenditure.

Major increases:

- actual expenditure in budget line 'Marketing and Promotion' was EUR 52,000 (23 %) higher than budgeted mainly due to inclusion of the e-survey related media costs.
- final expenditure on translation was EUR 23,000 (7 %) higher than originally budgeted primarily due to the reallocation of budget surplus to translation of selected executive summaries at the year end.

The amending budget with above adjustments was approved on 22 December 2023 by written procedure. The final amended budget of Eurofound was EUR 25,369,931 in 2023.

Table 1: The original budget, amending budget and revenue actually collected in 2023

2023 Revenue (general appropriations and assigned revenue)			
Type of Revenue	Original Budget	Amending Budget(s)	Actually collected
EU subsidy	23,595,000.00	23,595,000.00	23,595,000.00
IPA Instrument for pre-accession assistance (IPA)		845,161.25	845,161.25
Revenue for services rendered / other miscellaneous	218,000.00	750,320.07	673,704.27
Revenue arising from Service Level Agreement		179,450.00	179,450.00
	23,813,000.00	25,369,931.32	25,293,315.52

Further breakdown is illustrated in the chapter 3. Revenue.

Table 2: Voted expenditure budget 2023, cumulative transfers, amending budget and final budget appropriations (commitment and payment appropriations)

	TITLE	Original Budget 2023	Amendments / transfers in amending budget	1st Amending Budget (approved by the Management Board)	Final appropriations
Budget line	Title 1 - Staff C1 only	16,053,000.00	82,705.19	16,135,705.19	16,135,705.19
Budget line	Title 1 - Staff (C1, C4, R0)	16,053,000.00	164,089.44	16,217,089.44	16,217,089.44
1100	Basic salaries	8,200,000.00	181,574.71	8,381,574.71	8,381,574.71
1100	Basic salaries - C4	-	54,450.00	54,450.00	54,450.00
1101	Family allowances	1,145,000.00	- 72,260.85	1,072,739.15	1,072,739.15
1102	Expatriation allowances	1,078,000.00	10,200.79	1,088,200.79	1,088,200.79
1103	Secretarial allowances	4,000.00	- 13.24	3,986.76	3,986.76
1120	Further training for staff	115,000.00	- 10,547.75	104,452.25	104,452.25
1120	Further training for staff - C4		3,450.00	3,450.00	3,450.00
1121	Contract agents	540,000.00	- 114,585.32	425,414.68	425,414.68
1121	Contract agents - R0		11,265.90	11,265.90	11,265.90
1130	Insurance against sickness	300,000.00	10,037.51	310,037.51	310,037.51
1130	Insurance against sickness - R0		383.05	383.05	383.05
1131	Insurance against accident	36,000.00	- 1,288.71	34,711.29	34,711.29
1131	Insurance against accident - R0		43.00	43.00	43.00
1132	Unemployment insurance	104,000.00	2,526.80	106,526.80	106,526.80
1132	Unemployment insurance - R0		135.75	135.75	135.75
1141	Travel expenses for annual leave	200,000.00	- 2,790.34	197,209.66	197,209.66
1150	Overtime	1,000.00	- 1,000.00	-	-
1175	Other services & work sent out	320,000.00	70,609.38	390,609.38	390,609.38
1175	Other services & work sent out- C4		436.14	436.14	436.14
1176	Seconded officials from Member States	-	-		
1177	Trainee officials (stagiaires)	125,000.00	- 2,437.43	122,562.57	122,562.57
1180	Misc. expend. on staff recruitment	20,000.00	- 17,656.76	2,343.24	2,343.24
1180	Misc. expend. on staff recruitment - R0		259.00	259.00	259.00
1181	Travel expenses	15,000.00	- 11,356.15	3,643.85	3,643.85
1182	Installation & resettlement allowances	56,000.00	1,858.61	57,858.61	57,858.61
1183	Removal expenses	35,000.00	767.86	35,767.86	35,767.86
1184	Temporary daily subsistence allow.	45,000.00	- 24,883.74	20,116.26	20,116.26
1190	Salary weightings	3,383,000.00	139,455.10	3,522,455.10	3,522,455.10
1190	Salary weightings R0		3,844.01	3,844.01	3,844.01
1300	Mission, travel & incidental expenses	175,000.00	- 68,987.99	106,012.01	106,012.01
1300	Mission, travel & incidental expenses -	-	7,117.40	7,117.40	7,117.40
1400	Restaurants and canteens	110,000.00	6,234.40	116,234.40	116,234.40
1410	Medical services	30,000.00	- 9,000.00	21,000.00	21,000.00
1420	Other welfare expenditure	15,000.00	- 2,751.69	12,248.31	12,248.31
1430	Entertainment & representation expen	1,000.00	- 1,000.00	-	-

	Title 2 - Administration C1 only	1,660,000.00	232,594.28	1,892,594.28	1,892,594.28
	Title 2 - Administration(C1, C4, R0)	1,660,000.00	233,344.49	1,893,344.49	1,893,344.49
2010	Insurance	45,000.00	2,381.68	47,381.68	47,381.68
2020	Water, gas, electricity,heating	220,000.00	- 44,058.08	175,941.92	175,941.92
2020	<i>Water, gas, electricity,heating - C4</i>		750.21	750.21	750.21
2030	Cleaning and maintenance	3,000.00	-	3,000.00	3,000.00
2031	Facilities management	280,000.00	48,866.96	328,866.96	328,866.96
2040	Fitting out of premises	100,000.00	14,986.94	114,986.94	114,986.94
2090	Other expenditure	25,000.00	- 2,744.36	22,255.64	22,255.64
2100	Rent	25,000.00	2,050.48	27,050.48	27,050.48
2200	Technical equipment,	10,000.00	- 5,417.44	4,582.56	4,582.56
2204	Electronic office equipment	800,000.00	186,782.20	986,782.20	986,782.20
2210	Furniture	7,000.00	- 2,249.22	4,750.78	4,750.78
2230	Vehicles and transportation	12,000.00	48,821.47	60,821.47	60,821.47
2250	Library expenses	80,000.00	- 8,010.00	71,990.00	71,990.00
2300	Stationery and office supplies	5,000.00	- 3,702.13	1,297.87	1,297.87
2310	Other current administrative expenditure	15,000.00	4,385.78	19,385.78	19,385.78
2400	Postage & delivery charges	8,000.00	- 3,000.00	5,000.00	5,000.00
2410	Telecommunication	25,000.00	- 6,500.00	18,500.00	18,500.00
				387,489.10	
	Title 3 - Operational C1	6,100,000.00	- 387,489.10	5,712,510.90	5,712,510.90
	Title 3 - Operational (C1, C4,R0)	6,100,000.00	1,159,497.39	7,259,497.39	7,259,497.39
3000	Information management and web	724,000.00	14,168.10	738,168.10	738,168.10
3010	Publication and production	191,000.00	- 57,297.26	133,702.74	133,702.74
3012	Marketing and promotion	210,000.00	51,913.70	261,913.70	261,913.70
3012	<i>Marketing and promotion - C4</i>		5,000.00	5,000.00	5,000.00
3030	Research and study contracts	4,171,000.00	- 240,493.69	3,930,506.31	3,930,506.31
3030	<i>Research and study - assigned revenue (IPA -R0)</i>		829,230.54	829,230.54	829,230.54
3030	<i>Research and study - assigned revenue (Other -R0)</i>	-	592,755.95	592,755.95	592,755.95
3030	<i>Research and study - assigned revenue (Other - C4)</i>		120,000.00	120,000.00	120,000.00
3040	Events and meetings	351,000.00	- 171,345.72	179,654.28	179,654.28
3041	Interpretation	5,000.00	- 1,060.00	3,940.00	3,940.00
3042	Management Board	85,000.00	- 5,951.73	79,048.27	79,048.27
3050	Translation	363,000.00	22,577.50	385,577.50	385,577.50
	Total C1	23,813,000.00	- 72,189.63	23,740,810.37	23,740,810.37
	Total (C1, C4,R0)	23,813,000.00	1,556,931.32	25,369,931.32	25,369,931.32

1.1.2 Transfers adopted by the Executive Director

56 credit transfers were executed in order to enable high budget execution and the requirements for the final budget forecast (in 2022: 65 credit transfers were made). Most of the budget transfers relate to the salary adjustments and the increase of the Irish salary country co-efficient from 136.3 to 139.6. The complete list of credit transfers is found in the Annex 1 of this report.

1.2 Budget Implementation

1.2.1 Consolidated budget implementation

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

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

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

REVENUE (in 000 EUR)			EXPENDITURE (in 000 EUR)										
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	cancel- led	entered	committed	paid	to be carried forward	cancel- led
General Community Subsidy (IC1)	23,595	23,595	Title I Staff	16,136	16,136	15,947	189	-	139		115	-	24
Other revenue - miscellaneous (IC1)	1	1	Title II Administration	1,893	1,893	1,479	414	-	328	-	317	-	11
Other revenue - services rendered (IC1)	145	68	Title III Operating activities	5,713	5,713	2,320	3,392	-	3,989	-	3,946	-	42
Internally Assigned revenue (IC4)	191	191	Expenditure from Internally Assigned revenue (C4 and C5)	191	28	20	171		48	48	48	-	-
Externally Assigned revenue (IPA IR1)	845	845	Expenditure from Externally Assigned revenue (IPA R0)	845	191	123	722		1	-	-	1	-
Externally Assigned revenue (Other IR1)	593	593	Expenditure from Externally Assigned revenue (Other R0)	593	317	57	535		780	682	613	167	-
TOTAL	25,370	25,293	TOTAL	25,370	24,277	19,947	5,423	-	5,284	729	5,039	168	77

1.2.2 General assessment (C1)

The final amended budget of Eurofound was EUR 25,369,931 in 2023. This amount includes appropriations from C1, C4 and new R0 funds of the current year.

General C1 budget appropriations available for activities authorised in the Programming Document 2023 amounted to EUR 23,740,810.

Final commitments made from C1 appropriations were EUR 23,740,810.

The final budget implementation rate measured by commitments made from C1 budget appropriations is 100 % (in 2022: 100 %) whereas the final execution of payments is 83.2 %. Remaining payments in carry forward commitments (RAL) are to be made in 2024. None of the C1 appropriations were cancelled as non-committed.

Actual cumulative total carry-forward appropriations of EUR 3,994,943 were EUR 1,452,555 higher than the original expectation of EUR 2,542,388 (In 2022, EUR 4,455,441 or 21.1 % of C1 appropriations were carried forward). The main increase of carry-forward appropriations resulted from rescheduling of payments

up to EUR 1,000,000 for the European Working Conditions Survey due to the contractor not being able to deliver as agreed. Further increases are due to the late commitments which were funded by savings realised and surplus available in Eurofound's budget at the end of the year. In Title 3, the amount of EUR 100,000 was decided to be allocated to enhance on-going research and study projects. Further EUR 70,000 was reallocated to translation of executive summaries of selected research reports and EUR 30,000 for editing selected outdated 'Working Life' country profiles. Finally, EUR 95,000 was allocated to web application development services from DG DIGIT. In Title 2, EUR 75,000 was reassigned to advance essential IT infrastructure investments and cloud services planned for 2024. Other remaining variance of ca. EUR 100,000 related to the implementation of several projects and service/order deliveries which resulted in postponing payments to 2024.

1.2.3 Consumption of current year's appropriations (C1, C4, R0) – EUR - consolidated

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

Table 4: Consumption of current year's appropriations (C1, C4, R0) – EUR

2023 - Expenditure - Commitment appropriations C1, C3, C4 and R0 new - EUR									
Budget line	TITLE	Final appropriations (1)	Actual Commitments (2)	% Committed (2/1)	Actual Payments (3)	% paid (3/2)	Carry Forward to 2024 (2-3)	% Carried forward	Cancellation of Appropriations
	Title 1 - Staff C1 only	16,135,705.19	16,135,705.19	100%	15,946,889.38	98.8%	188,815.81	1.2%	-
	Title 1 - Staff (C1, C4, R0)	16,217,089.44	16,160,604.77	99.7%	15,968,338.96	98.5%	248,750.48	1.5%	-
1100	Basic salaries	8,381,574.71	8,381,574.71	100.0%	8,381,574.71	100.0%	-	0.0%	-
1100	Basic salaries - C4	54,450.00	-	0.0%	-	-	54,450.00	100.0%	-
1101	Family allowances	1,072,739.15	1,072,739.15	100.0%	1,072,739.15	100.0%	-	0.0%	-
1102	Expatriation allowances	1,088,200.79	1,088,200.79	100.0%	1,088,200.79	100.0%	-	0.0%	-
1103	Secretarial allowances	3,986.76	3,986.76	100.0%	3,986.76	100.0%	-	0.0%	-
1120	Further training for staff	104,452.25	104,452.25	100.0%	69,921.55	66.9%	34,530.70	33.1%	-
1120	Further training for staff - C4	3,450.00	3,450.00	100.0%	-	-	3,450.00	100.0%	-
1121	Contract agents	425,414.68	425,414.68	100.0%	425,414.68	100.0%	-	0.0%	-
1121	Contract agents - R0	11,265.90	11,265.90	100.0%	11,265.90	100.0%	-	0.0%	-
1130	Insurance against sickness	310,037.51	310,037.51	100.0%	310,037.51	100.0%	-	0.0%	-
1130	Insurance against sickness - R0	383.05	383.05	100.0%	383.05	100.0%	-	0.0%	-
1131	Insurance against accident	34,711.29	34,711.29	100.0%	34,711.29	100.0%	-	0.0%	-
1131	Insurance against accident - R0	43.00	43.00	100.0%	43.00	100.0%	-	0.0%	-
1132	Unemployment insurance	106,526.80	106,526.80	100.0%	106,526.80	100.0%	-	0.0%	-
1132	Unemployment insurance - R0	135.75	135.75	100.0%	135.75	100.0%	-	0.0%	-
1141	Travel expenses for annual leave	197,209.66	197,209.66	100.0%	197,209.66	100.0%	-	0.0%	-
1150	Overtime	-	-	-	-	-	-	0.0%	-
1175	Other services & work sent out	390,609.38	390,609.38	100.0%	297,216.51	76.1%	93,392.87	23.9%	-
1175	Other services & work sent out- C4	436.14	-	-	-	-	436.14	100.0%	-
1176	Seconded officials from Member States	-	-	-	-	-	-	0.0%	-
1177	Trainee officials (stagiaires)	122,562.57	122,562.57	100.0%	122,562.57	100.0%	-	0.0%	-
1180	Misc. expend. on staff recruitment	2,343.24	2,343.24	100.0%	2,343.24	100.0%	-	0.0%	-
1180	Misc. expend. on staff recruitment - R0	259.00	259.00	100.0%	259.00	100.0%	-	0.0%	-
1181	Travel expenses	3,643.85	3,643.85	100.0%	3,643.85	100.0%	-	0.0%	-
1182	Installation & resettlement allowances	57,858.61	57,858.61	100.0%	57,858.61	100.0%	-	0.0%	-
1183	Removal expenses	35,767.86	35,767.86	100.0%	35,767.86	100.0%	-	0.0%	-
1184	Temporary daily subsistence allow.	20,116.26	20,116.26	100.0%	20,116.26	100.0%	-	0.0%	-
1190	Salary weightings	3,522,455.10	3,522,455.10	100.0%	3,522,455.10	100.0%	-	0.0%	-
1190	Salary weightings R0	3,844.01	3,844.01	100.0%	3,844.01	100.0%	-	0.0%	-
1300	Mission, travel & incidental expenses	106,012.01	106,012.01	100.0%	101,723.13	96.0%	4,288.88	4.0%	-
1300	Mission, travel & incidental expenses - C	7,117.40	5,518.87	77.5%	5,518.87	100.0%	1,598.53	29.0%	-
1400	Restaurants and canteens	116,234.40	116,234.40	100.0%	81,858.60	70.4%	34,375.80	29.6%	-
1410	Medical services	21,000.00	21,000.00	100.0%	390.00	1.9%	20,610.00	98.1%	-
1420	Other welfare expenditure	12,248.31	12,248.31	100.0%	10,630.75	86.8%	1,617.56	13.2%	-
1430	Entertainment & representation expenditure	-	-	-	-	-	-	-	-
	Title 2 - Administration C1 only	1,892,594.28	1,892,594.28	100.0%	1,478,812.40	78.1%	413,781.88	21.9%	-
	Title 2 - Administration(C1, C4, R0)	1,893,344.49	1,892,594.28	100.0%	1,478,812.40	78.1%	414,532.09	21.9%	-
2010	Insurance	47,381.68	47,381.68	100.0%	47,121.68	99.5%	260.00	0.5%	-
2020	Water, gas, electricity,heating	175,941.92	175,941.92	100.0%	144,590.94	82.2%	31,350.98	17.8%	-
2020	Water, gas, electricity,heating - C4	750.21	-	0.0%	-	-	750.21	100.0%	-
2030	Cleaning and maintenance	3,000.00	3,000.00	100.0%	2,737.67	91.3%	262.33	8.7%	-
2031	Facilities management	328,866.96	328,866.96	100.0%	246,528.04	75.0%	82,338.92	25.0%	-
2040	Fitting out of premises	114,986.94	114,986.94	100.0%	28,436.94	24.7%	86,550.00	75.3%	-
2090	Other expenditure	22,255.64	22,255.64	100.0%	22,255.64	-	-	0.0%	-
2100	Rent	27,050.48	27,050.48	100.0%	27,050.48	100.0%	-	0.0%	-
2200	Technical equipment	4,582.56	4,582.56	100.0%	4,050.75	88.4%	531.81	11.6%	-
2204	Electronic office equipment	986,782.20	986,782.20	100.0%	842,379.73	85.4%	144,402.47	14.6%	-
2210	Furniture	4,750.78	4,750.78	100.0%	418.70	-	4,332.08	91.2%	-
2230	Vehicles and transportation	60,821.47	60,821.47	100.0%	1,142.44	1.9%	59,679.03	98.1%	-
2250	Library expenses	71,990.00	71,990.00	100.0%	71,988.38	100.0%	1.62	0.0%	-
2300	Stationery and office supplies	1,297.87	1,297.87	100.0%	1,297.87	100.0%	-	0.0%	-
2310	Other current administrative expenditure	19,385.78	19,385.78	100.0%	19,285.78	99.5%	100.00	0.5%	-
2400	Postage & delivery charges	5,000.00	5,000.00	100.0%	4,678.00	93.6%	322.00	6.4%	-
2410	Telecommunication	18,500.00	18,500.00	100.0%	14,849.36	80.3%	3,650.64	19.7%	-

2023 - Expenditure - Commitment appropriations C1, C3, C4 and R0 new - EUR									
	TITLE	Final appropriations (1)	Actual Commitments (2)	% Committed (2/1)	Actual Payments (3)	% paid (3/2)	Carry Forward to 2024 (2-3)	% Carried forward	Cancellation of Appropriations
	Title 3 - Operational C1	5,712,510.90	5,712,510.90	100.0%	2,320,165.63	40.6%	3,392,345.27	59.4%	-
	Title 3 - Operational (C1, C4,R0)	7,259,497.39	6,223,855.85	85.7%	2,500,084.84	34.4%	4,759,412.55	65.6%	-
3000	Information management and web	738,168.10	738,168.10	100.0%	616,342.40	83.5%	121,825.70	16.5%	-
3010	Publication and production	133,702.74	133,702.74	100.0%	101,476.24	75.9%	32,226.50	24.1%	-
3012	Marketing and promotion	261,913.70	261,913.70	100.0%	190,806.30	72.9%	71,107.40	27.1%	-
3012	Marketing and promotion - C4	5,000.00	3,850.00	77.0%	-	0.0%	5,000.00	129.9%	-
3030	Research and study contracts	3,930,506.31	3,930,506.31	100.0%	956,281.09	24.3%	2,974,225.22	75.7%	-
3030	Research and study - assigned revenue (IPA -R0)	829,230.54	175,188.00	21.1%	107,562.00	61.4%	721,668.54	411.9%	-
3030	Research and study - assigned revenue (Other -R0)	592,755.95	317,356.95	53.5%	57,407.21	18.1%	535,348.74	90.3%	-
3030	Research and study - assigned revenue (Other - C4)	120,000.00	14,950.00	12.5%	14,950.00	100.0%	105,050.00	87.5%	-
3040	Events and meetings	179,654.28	179,654.28	100.0%	171,153.83	95.3%	8,500.45	4.7%	-
3041	Interpretation	3,940.00	3,940.00	100.0%	3,940.00	100.0%	-	0.0%	-
3042	Management Board	79,048.27	79,048.27	100.0%	49,622.27	62.8%	29,426.00	37.2%	-
3050	Translation	385,577.50	385,577.50	100.0%	230,543.50	59.8%	155,034.00	40.2%	-
	Total C1	23,740,810.37	23,740,810.37	100.0%	19,745,867.41	83.2%	3,994,942.96	16.8%	-
	Total (C1, C4, R0)	25,369,931.32	24,277,054.90	95.7%	19,947,236.20	78.6%	5,422,695.12	21.4%	-

1.2.4 Consumption of internal assigned revenue (C4) – EUR

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

The C4 funds available arise from recoveries of staff costs relating to accounting services provided to the European Labour Authority, missions paid by other organisations and the Service Level Agreement on 'working time reduction' with DG Employment

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

C4	TITLE	New Appropriations in 2023	Committed in 2023	Payments in 2023	% paid	Cancelled	Carried forward to 2024
	Title 1 - Staff	65,453.54	8,968.87	5,518.87	8%	-	59,934.67
1100	Basic salaries	54,450.00	-	-	0%	-	54,450.00
1120	Training	3,450.00	3,450.00	-	0%	-	3,450.00
1175	Work Sent Out	436.14	-	-	0%	-	436.14
1300	Missions	7117.40	5,518.87	5,518.87	78%	-	1,598.53
	Title 2 - Administration	750.21	-	-	0%	-	750.21
2020	Water, electricity and gas	750.21	-	-	0%	-	750.21
	Title 3 - Operational Expenditure	125,000.00	18,800.00	14,950.00	12%	-	110,050.00
3012	Marketing and promotion	5,000.00	3,850.00	-	0%	-	5,000.00
3030	Research and study contracts	120,000.00	14,950.00	14,950.00	0%	-	105,050.00
	TOTAL C4	191,203.75	27,768.87	20,468.87	20%	-	170,734.88

1.2.5 Consumption of external assigned revenue (R0) – EUR

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

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

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

Budget line	Item	Carry Forward/Over Balance of 2023	New Appropriations in 2023	Commitments in 2023	Appropriations cancelled	Payments in 2023	Carry forward/over to 2024
	IPA 2018 402-940						
3030	Research and study contracts	1,040.97	35,161.25				36,202.22
TOTAL 'IPA 2018 402-940' - R0		1,040.97	35,161.25				36,202.22
Budget line	Item	Carry Forward/Over Balance of 2023	New Appropriations in 2023	Commitments in 2023	Appropriations cancelled	Payments in 2023	Carry forward/over to 2024
	IPA 2023 -700001546						
1100-1190	Salary Relates costs		15,930.71	15,930.71		15,930.71	0.00
	Total		15,930.71	15,930.71		15,930.71	
3030	Research and study contracts		794,069.29	175,188.00		107,562.00	686,507.29
	Total		794,069.29	175,188.00		107,562.00	686,507.29
TOTAL IPA '2023 700001546' - R0			810,000.00	191,118.71		123,492.71	686,507.29
Budget line	Item	Carry Forward/Over Balance of 2023	New Appropriations in 2023	Commitments in 2023	Appropriations cancelled	Payments in 2023	Carry forward/over to 2024
	Other assigned revenue						
3030	Research and study contracts						
	Belgium participation in 7 th EWCS (2019)	4,500.00					4,500.00
	Slovenia participation in 7 th EWCS (2019)	3,675.92					3,675.92
	Norway participation in 7 th EWCS (2019)	5,190.23					5,190.23
	Switzerland participation in 7 th EWCS (2019)	4,499.82					4,499.82
	Belgium participation in EWCS (2024)		239,300.00	0.00		0.00	239,300.00
	Slovenia participation in EWCS (2024)		29,099.00	0.00		0.00	29,099.00
	Norway participation in EWCS (2024)	130,690.00	121,332.93	248,522.93		109,556.88	142,466.05
	Switzerland participation in EWCS (2024)	53,500.00	203,024.02	253,024.02		110,907.21	145,616.81
TOTAL 'Other Assigned Revenue' -		202,055.97	592,755.95	501,546.95	0.00	220,464.09	574,347.83

In the beginning of 2023, cumulative appropriations arising from assigned revenue relating to the past and current IPA agreements and contributions towards the European Working Conditions Surveys from previous years amounted to EUR 203,096.94. This figure included a small balance of EUR 1,040.97 still available from the 1st instalment of EUR 495,000 within the IPA grant agreement 2018-402-940 which overall totalled to EUR 550,000. By the end of 2021, EUR 530,160.95 had been consumed on the preparation and implementation of the 7th European Working Conditions Survey in IPA countries. Eurofound submitted the final cost claim in the beginning of 2023 to DG NEAR in order to claim the balance payment of EUR 35.161,25 which was received, carried over and agreed to be made available for general commitment appropriations in the 2024 budget. The rest of the carry over balances of EUR 202,055.97 originated from contributions from EU member states and other countries also towards the European Working Conditions Surveys. Thereof, appropriations of EUR 17,865.97 relate to the already concluded 7th European Working Conditions Survey and represent the fee for Eurofound's overheads. It will eventually be made available for general commitment appropriations in the 2024 budget.

In 2023, new contributions of EUR 592,755.95 were received from Norway, Switzerland, Slovenia and Belgium towards the preparation and implementation of the new European Working Conditions Survey (2024). Overall, EUR 501,546.95 has been committed on specific contracts for EWCS in Norway and Switzerland and EUR 220,464.09 paid for the work done in 2022 and 2023. Additionally, the 1st instalment of EUR 810,000 for the new IPA agreement '2023 700001546' was received and already EUR 191,118.71 committed and paid for specific contracts in IPA Countries.

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

Budget line	Item	Carry Forward/Over Balance of 2023	New Appropriations in 2023	Commitments in 2023	Appropriations cancelled / reclassified in 2023	Payments in 2023	Carry forward/over to 2024
	Pilot Project on Minimum Wage (Service Level Agreement)						
1100-1190	Salary related costs	128,513.62		128,513.62	-	99,612.22	28,901.40
	Total	128,513.62		128,513.62	-	99,612.22	28,901.40
3010	Publication and production	15,755.00		15,755.00		13,110.80	2,644.20
3030	Research and study contracts	403,403.03		323,152.05		322,052.05	81,350.98
3040	Events and meetings	10,374.00		10,024.00		5,810.76	4,563.24
3050	Translation	20,097.00		20,097.00		9,135.00	10,962.00
	Total	449,629.03		369,028.05		350,108.61	99,520.42
TOTAL Pilot Project on Minimum Wages (SLA) - R0		578,142.65		497,541.67		449,720.83	128,421.82

At the end of 2020, Eurofound entered into a three-year Service Level Agreement (SLA) with DG EMPL to carry out a Pilot Project on Minimum Wages. EUR 1,000,000 funding was received and appropriated in R0 fund source. The balance available for payments stands at EUR 128,421.82 at the end of 2023. The

agreement has now expired and all outstanding payments will be made in the beginning of 2024.

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

The tables below show the consumption of carry forward commitments from 2023. The overall cancellation rate stands at 1.7 % (in 2022: 2.9 %).

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

Table 8: Consumption of carry forward commitments (C8)

TITLE		Appropriations Carried Forward from 2023	Payments in 2023	% paid	Cancelled	% cancelled
Budget line	Title 1 - Staff	139,144.89	115,244.46	83%	23,900.43	17.2%
1120	Further training for staff	34,473.75	31,923.38	92.6%	2,550.37	7.4%
1175	Other services & work sent out	66,705.07	55,473.28	83.2%	11,231.79	16.8%
1180	Misc. expend. on staff recruitment	400.00	390.10	97.5%	9.90	2.5%
1300	Mission, travel & incidental expenses	6,012.83	4,858.92	80.8%	1,153.91	19.2%
1400	Restaurants and canteens	9,190.00	9,116.98	99.2%	73.02	0.8%
1410	Medical services	21,861.44	13,208.34	60.4%	8,653.10	39.6%
1420	Other welfare expenditure	501.80	273.46	54.5%	228.34	45.5%
	Title 2 - Administration	327,707.06	317,084.03	96.8%	10,623.03	3.2%
2020	Water, gas, electricity, heating	30,935.03	28,424.41	91.9%	2,510.62	8.1%
2031	Facilities management	137,084.17	130,290.43	95.0%	6,793.74	5.0%
2040	Fitting out of premises	2,660.00	2,660.00	100.0%	-	0.0%
2200	Technical equipment	23,125.50	23,125.50	100.0%	-	0.0%
2204	Electronic office equipment	132,397.23	132,052.95	99.7%	344.28	0.3%
2230	Vehicles and transportation	74.97	56.56	75.4%	18.41	
2250	Library expenses	17.68	-	0.0%	17.68	100.0%
2300	Stationery and office supplies	124.28	11.96	9.6%	112.32	90.4%
2310	Other current administrative expenditure	568.43	161.22	28.4%	407.21	71.6%
2400	Postage & delivery charges	300.00	-	0.0%	300.00	100.0%
2410	Telecommunication	419.77	301.00	71.7%	118.77	28.3%
	Title 3 - Operational	3,988,589.47	3,946,497.13	98.9%	42,092.34	1.1%
3000	Operational documentation system	244,930.00	244,930.00	100.0%	-	0.0%
3010	Publication of results of studies	9,872.50	9,589.50	97.1%	283.00	2.9%
3012	Marketing and promotion	14,465.03	14,465.03	100.0%	-	0.0%
3030	Research and Study contracts	3,600,710.86	3,584,672.80	99.6%	16,038.06	0.4%
3040	General costs of meetings	35,950.43	19,312.26	53.7%	16,638.17	46.3%
3041	Interpretation costs	3,940.00	3,940.00	100.0%	-	0.0%
3042	Management Board meetings	17,988.15	8,855.04	49.2%	9,133.11	50.8%
3050	Translation of study reports	60,732.50	60,732.50	100.0%	-	0.0%
	Total C8	4,455,441.42	4,378,825.62	98.3%	76,615.80	1.7%

Table 9: Consumption of carry forward commitments (C3)

N/A. There were no C3 appropriations in 2023.

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

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

The C5 funds available arise from recovery of staff costs relating to accounting services provided to the European Labour Authority in 2022.

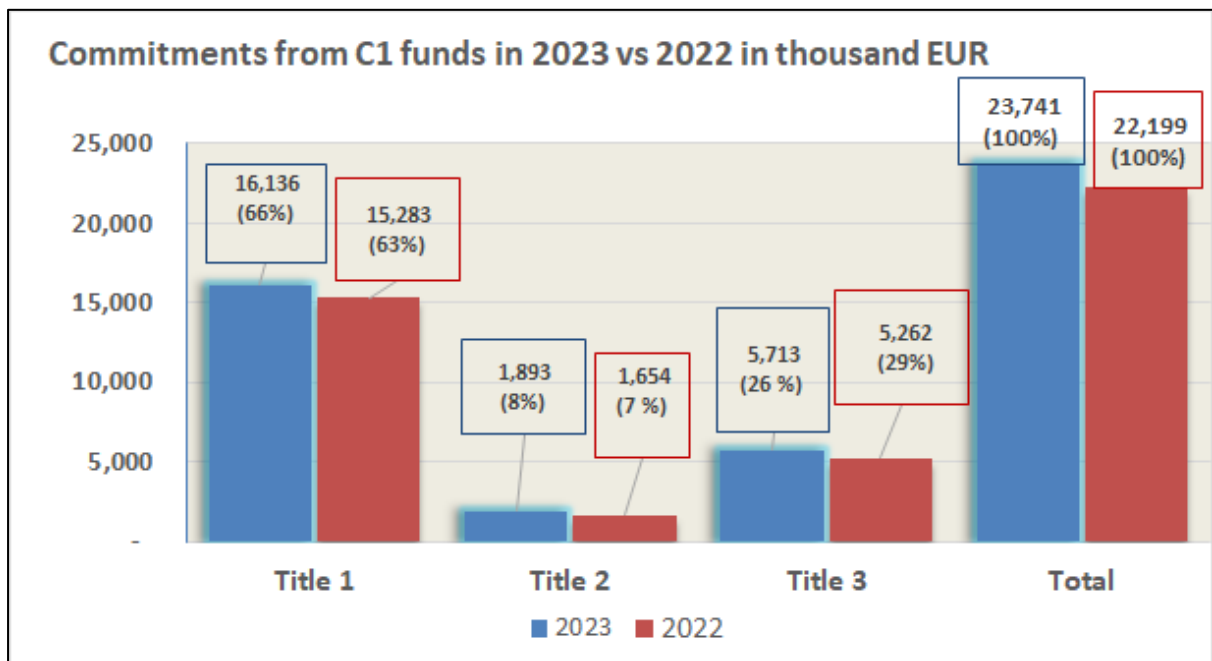
Table 10: Consumption of carry over appropriations (C5)

C5		Appropriations Carried Forward from 2022	Committed in 2023	Payments in 2023	% paid	Cancelled	% cancelled
	TITLE						
	Title 1 - Staff						
1100	Basic Salaries	47,700.00	47,700.00	47,700.00	100%	-	-
		47,700.00	47,700.00	47,700.00	100.0%	-	0%

1.2.8 Comparison of commitments by titles in 2023 and 2022 (C1 only).

The graph below shows the breakdown of commitments from C1 fund source in 2023 and 2022. Overall, there were EUR 1,542,000 (or 6.9%) more available in 2023 general budget appropriations mainly as a result of the increased EU subsidy in 2023. The increase has primarily been consumed to cover the rises in basic salaries and allowances, increase of the Irish country co-efficient (Title 1) and additional investments in ICT infrastructure (Title 2).

Graph 1: Comparison of commitments by titles in 2023 and 2022(C1)



1.2.9 Budget outturn result (EUR)

Calculation of the Budget Outturn: The revenue entered in the accounts is the amount actually received during the course of the year. For the purposes of calculating the budget outturn for the year, expenditure comprises payments made against the year's appropriations plus any of the appropriations for that year that are carried over to the following year. Payments made against the year's appropriations means payments that are made by the accounting officer by 31 December of the financial year.

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

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

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

The cancellation of unused payment appropriations carried over from the previous year shows the cancellations of appropriations carried over automatically and by decision. It also includes the decrease in assigned revenue appropriations carried over to the next year in comparison with 2022.

Table 11: Budget Outturn results in 2023

BUDGET OUTTURN ACCOUNT FOR THE FINANCIAL YEAR 2023			
		2023	2022
REVENUE			
Commission subsidy (for the operating budget -Titles 1,2 and 3 - of the agency)	+	23,595,000.00	22,051,380.00
Other subsidy from Commission (Phare, IPA, Delegation agreement, ...)	+	845,161.25	0.00
Misc. Revenue - general	+	950.57	0.00
Misc. Revenue - intrenal assigned	+	11,753.75	0.00
Other revenue from admin. operations	+	0.00	0.00
Revenue from services rendered - general	+	68,244.00	59,756.00
Revenue from services rendered -internal assigned	+	179,450.00	237,940.00
Revenue from services rendered - external assigned	+	592,755.95	0.00
TOTAL REVENUE (a)		25,293,315.52	22,349,076.00
EXPENDITURE			
<i>Title I: Staff</i>			
Payments	-	16,115,651.18	15,244,227.44
Appropriations carried over to the following year	-	277,651.88	186,844.89
<i>Title II: Administrative Expenses</i>			
Payments	-	1,478,812.40	1,326,703.36
Appropriations carried over to the following year	-	414,532.09	327,707.06
<i>Title III: Operating Expenditure</i>			
Payments	-	3,013,250.33	1,710,228.00
Appropriations carried over to the following year	-	4,899,473.03	4,769,829.06
TOTAL EXPENDITURE (b)		26,199,370.91	23,565,539.81
OUTTURN FOR THE FINANCIAL YEAR (a-b)		-906,055.39	-1,216,463.81
Cancellation of unused payment appropriations carried over from previous year	+	76,615.80	102,527.55
Adjustment for carry-over from the previous year of appropriations available at 31.12 arising from assigned revenue	+	829,439.59	1,127,975.48
Exchange differences for the year (gain +/-loss -)	+/-	0.00	-10.91
BALANCE OF THE OUTTURN ACCOUNT FOR THE FINANCIAL YEAR		0.00	14,028.31
Balance year N-1	+/-	14,028.31	17,912.00
Positive balance from year N-1 reimbursed in year N to the Commission	-	-14,028.31	-17,912.00
Result used for determining amounts in general accounting		0.00	14,028.31
Commission subsidy - agency registers accrued revenue and Commission accrued expense		23,595,000.00	
Pre-financing remaining open to be reimbursed by agency to Commission in year N+1		0.00	

The balance of the budget outturn account for the financial year 2023 shows a zero-balance, this means no funds to be returned to the Commission.

2. Multi-annual overview

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

3. Revenue

3.1 Nature of Revenue

The table below shows the revenue entered in the amending budget, recovery orders established, revenue actually cashed as well as the amounts outstanding at the end of year 2023.

As in previous years, the Commission subsidy is the main source of general revenue (99 %). Of all revenues in 2023, the Commission subsidy constitutes 93 %.

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

Budget Item	Type of revenue	Revenue in Amending Budget	Entitlements established	Revenue received	% Revenue received / Total	Outstanding at the end of the year
1000 - IC1	Commission subsidy - general	23,595,000	23,595,000	23,595,000	93.3%	0
1010 - IR1	Other subsidy from Commission (IPA...) -assigned	845,161	845,161	845,161	3.3%	0
5400 - IC1	Misc. Revenue - general	951	951	951	0.0%	0
5400 - IC4	Misc. Revenue - assigned	11,754	12,254	11,754	0.0%	500
6000 - IC1	Services Rendered - general	144,861	68,244	68,244	0.3%	0
6000 - IR1	Services Rendered - External assigned revenue	179,450	179,450	179,450	2.3%	0
6000 - IC4	Services Rendered - Internal assigned revenue	592,756	592,756	592,756	0.7%	0
6030 - IC1	Rental Income - general	0	0	0	0.0%	0
	Total:	25,369,931	25,293,816	25,293,316	100 %	500

The Commission subsidy as well as miscellaneous and general revenue from services rendered (IC1) totalling to EUR 23,740,810 constitute the general C1 final appropriations in ABAC.

Cashed miscellaneous recoveries of expenses, the revenue for the shared accounting services from European Labour Authority (ELA) and Service Level Agreement on 'working time reduction' with DG EMPL totalling to EUR 191,204 in budget item IC4 are appropriated in ABAC in C4 funds as internal assigned revenue.

Switzerland and Norway are participating in the current Eurofound's European Working Conditions Survey (2024). Belgium and Slovenia will be paying extra for increased sample sizes. The cumulative amount of EUR 592,756 for these contributions are available in Eurofound's R0 appropriations arising from fund source IR1 – 6000 'Services Rendered'.

3.2 Recovery orders

During the financial year, 26 budgetary recovery orders were issued. All of them were cashed.

Of the recovery orders issued

- one related to the 2023 European Union subsidy (1000 - C1)
- two related to the IPA funding received from DG NEAR in 2023 (1010 - C1)
- 10 related to services rendered:
 - One of them was related to Norway's contribution to the Eurofound Network of Correspondents (6000 – 1C1 – general revenue)
 - Five were for Switzerland's, Norway's, Belgium's and Slovenia's contributions towards the European Working Conditions Survey (6000 – IR1 – external assigned revenue)
 - Three related to the shared services arrangement between Eurofound and the European Labour Authority (ELA) (6000 – IC4 internal assigned revenue)
 - One related to the shared services agreement with DG EMPL on 'Working Time Reduction'. (6000 – IC4 - internal assigned revenue)
- 13 related to the recoveries of various expenses (such as missions), charges and overpayments (mainly in 5400– IC4 - internal assigned revenue)

One aged recovery order continued to be carried over from 2023 to 2024.

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

Altogether EUR 592,756 new assigned revenue was received from countries participating or increasing their sampling sizes in the European Working Conditions Survey (2024). Norway contributed EUR 121,333; Switzerland EUR 203,024; Belgium EUR 239,300 and Slovenia EUR 29,099 respectively. These funds were accounted for as external assigned revenue (IR1).

Also, as in previous years, Norway's government contributed to the running cost of the Network of Eurofound's Correspondents (NEC) work by EUR 68,244. These funds were accounted for as general revenue (IC1).

3.4 Implementation of internal assigned revenue

In 2022, Eurofound received EUR 53,750 of recoveries for the provision of shared accounting services provided to ELA made available in C4 appropriations. Out of this amount EUR 6,050 was consumed on 2022 salaries and the balance of EUR 47,700 was carried over to 2023. They were consumed in C5 appropriations for basic salaries in 2023.

In 2023, the cumulative amount of recoveries for the provision of shared accounting services provided to ELA during the last quarter of 2022 and up to September 2023 amounted to EUR 54,450 made available in C4 appropriations. It was decided to be carried over to be consumed in C5 appropriations in 2024.

In July 2023, Eurofound entered to a new Service Level Agreement on 'working time reduction' with DG EMPL. The agreement with the total value of EUR 250,000 is expected to last 18 months. The 1st instalment of EUR 125,000 was received in 2023, of which EUR 18,800 was committed and EUR 14,950 consumed in payments. The total payment appropriations related to this SLA carried over to 2024 amount to EUR 110,050.

During 2023, Eurofound also received EUR 11,754 from miscellaneous recoveries (such as mission and training costs). These funds were made available in C4 appropriations for recommitment. There were commitments for EUR 8,969 and payments EUR 5,519. The related payment appropriations carried over to 2024 amount therefore to EUR 6,235.

3.5 Implementation of external assigned revenue

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

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

Fund Source	Concept/term applicable	Financial Rules	Presentation in this report
C1	Initial budget, Amending budget Credit transfers	Art. 6, 8, 9, 10,11, 33, 72, 73, 74, 75, 76, Art. 17, 34 Art. 27	EU subsidy and other general non-assigned appropriations entered in the budget
C4	Refunds available for re- use in current year's budget, internal assigned revenue	Art. 20.3.a, b, c, d, e, and f	Belongs to (internal) assigned revenue
C5	Refunds carried over as internal assigned revenue	Art. 12.4a	Belongs to (internal) assigned revenue
C8	Automatic carryovers of payment appropriations corresponding to commitments of non- differentiated appropriations	Art. 12.2 and 12.6	Carry over from 2022 to 2023
C3	Non-automatic carryovers of current years commitment carried over by decision appropriations to be used before 31/3	Art.12.2 and 13	C3 from 2022 to 2023
R0	Other earmarked revenue for specific purposes	Art. 20.1, 20.2, 20.4, 20.6 and 20.7	Belongs to assigned (external) revenue arising from member states as well as IPA

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

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

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

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

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

ANNEX 1: Complete listing of Credit Transfers in 2023

CREDIT TRANSFERS IN THE ORIGINAL BUDGET 2023 (1/2)						
Date	Purpose of Credit Operation	From Budget Line	BL Description (From)	To Budget Line	BL Description (To)	Amount
10/01/2023	2023 Facilities management - price revision for fixed service contract	2300	Stationary and office supplies	1132	Facilities management	1,706
29/03/2023	Media costs for Youth E-Survey -1st transfer	3050	Translation	3012	Marketing and promotion	26,000
29/03/2023	Media costs for Youth E-Survey -2nd transfer	3030	Research	3012	Marketing and promotion	33,500
10/08/2023	2023 Eurofound's Insurance Premium	2040	Fitting out premises	2010	Insurance	5,000
14/08/2023	2023 August forecast for Central EC Treasury Services	2410	Telecommunication	2310	Other current administrative expenditure	5,000
24/08/2023	2023 Mid year forecast for Eurofound's facilities management services	2250	Library	2031	Facilities management	8,000
24/08/2023	2023 Mid year forecast for Eurofound's facilities management services	2090	Other administrative expenditure	2031	Facilities management	2,744
24/08/2023	2023 Mid year forecast for Eurofound's facilities management services	1300	Missions	2031	Facilities management	39,256
28/09/2023	2023 Mid year forecast for purchases and procurement of IT infrastructure	1430	Representation	2204	IT infrastructure	1,000
28/09/2023	2023 Mid year forecast for purchases and procurement of IT infrastructure	1120	Training	2204	IT infrastructure	14,000
28/09/2023	2023 Mid year forecast for purchases and procurement of IT infrastructure	1180	Recruitment	2204	IT infrastructure	10,000
28/09/2023	2023 Mid year forecast for purchases and procurement of IT infrastructure	2400	Postage and delivery charges	2204	IT infrastructure	3,000
28/09/2023	2023 Mid year forecast for purchases and procurement of IT infrastructure	2300	Stationary and office supplies	2204	IT infrastructure	2,294
28/09/2023	2023 Mid year forecast for purchases and procurement of IT infrastructure	3040	Events and meetings	2204	IT infrastructure	53,450
29/09/2023	2023 Mid year forecast for purchases and procurement of IT infrastructure	3010	Events and meetings	2204	IT infrastructure	16,256
17/10/2023	2023 September forecast for 'work sent out' (Temporary Orange staff, PMO SLAs, and EMAS consulting, audits in 2024) - 1st batch	1121	Contract agents	1175	Work sent out	43,000
20/10/2023	2023 BLO rent forecast	2020	Electricity, Gas and utilities	2100	Rent	2,050
26/10/2023	2023 October forecast for canteen services	1300	Missions	1400	Restaurant and canteen	6,234
26/10/2023	2023 October forecast for work sent out (PMO, SLAs, Orange staff, EMAS ...) - 2nd batch	2020	Electricity, Gas and utilities	1175	Work sent out	32,000
27/10/2023	2023 November salary run- removal expenses	2020	Electricity, Gas and utilities	1183	Removal expenses	2,268
24/11/2023	October forecast for Stationary orders	2020	Electricity, Gas and utilities	2300	Stationary and Office Supplies	298
24/11/2023	October forecast for Furniture (Five New high tables and chairs)	2020	Electricity, Gas and utilities	2210	Furniture	5,868
24/11/2023	November forecast for staff training and development	1410	Medical services	1120	Training	4,450
24/11/2023	November forecast for staff	1410	Medical services	1182	Installation and resettlement allowances	2,663
24/11/2023	November forecast for staff	1410	Medical services	1132	Unemployment insurance	1,859
28/11/2023	2023 December salaries (Salary Weightings)	1190	Studies and research	1190	Salary Weightings	139,455
28/11/2023	2023 December salaries (Sickness Insurance)	1130	Studies and research	1130	Sickness insurance	10,038
28/11/2023	2023 December salaries (Expatriation allowances)	1102	Studies and research	1102	Expatriation Allowances	10,201
28/11/2023	2023 December salaries (Basic salaries)	1101	Family Allowances	1100	Basic Salaries	72,261
28/11/2023	2023 December salaries (Basic salaries)	1103	Secretarial Allowances	1100	Basic Salaries	13
28/11/2023	2023 December salaries (Basic salaries)	1121	Contract agents	1100	Basic Salaries	71,585
28/11/2023	2023 December salaries (Basic salaries)	1131	Insurance against Sickness	1100	Basic Salaries	1,289
28/11/2023	2023 December salaries (Basic salaries)	1141	Travel expenses for annual leave	1100	Basic Salaries	2,790
28/11/2023	2023 December salaries (Basic salaries)	1150	Overtime	1100	Basic Salaries	1,000
28/11/2023	2023 December salaries (Basic salaries)	1181	Travel expenses for annual leave	1100	Basic Salaries	11,356
28/11/2023	2023 December salaries (Basic salaries)	1183	Removal expenses	1100	Basic Salaries	1,500
28/11/2023	2023 December salaries (Basic salaries)	1182	Temporary daily Subsistence allowances	1100	Basic Salaries	20,348

CREDIT TRANSFERS IN THE ORIGINAL BUDGET 2023 (2/2)						
Date	Purpose of Credit Operation	From Budget Line	BL Description (From)	To Budget Line	BL Description (To)	Amount
11/12/2023	Procurement of Solar Panels	1184	Temporary daily subsistence allow.	2040	Fitting out Premises	4,535.67
11/12/2023	Procurement of Solar Panels	1132	Unemployment insurance	2040	Fitting out Premises	135.75
11/12/2023	Procurement of Solar Panels	1410	Medical services	2040	Fitting out Premises	28.84
11/12/2023	Procurement of Solar Panels	2020	Water, gas, electricity, heating	2040	Fitting out Premises	1,573.99
11/12/2023	Procurement of Solar Panels	2210	Furniture	2040	Fitting out Premises	8,117.10
11/12/2023	Procurement of Solar Panels	1120	Training	2040	Fitting out Premises	997.75
11/12/2023	Procurement of Solar Panels	1175	Work Sent Out	2040	Fitting out Premises	4,390.62
11/12/2023	Procurement of Solar Panels	2250	Library	2040	Fitting out Premises	10.00
11/12/2023	Procurement of Solar Panels	1300	Missions	2040	Fitting out Premises	197.22
11/12/2023	2023 December forecast for IT Infrastructure - Azure Cloud and NEC tool maintenance	3040	General Meetings	2204	IT Infrastructure	86,782
07/12/2023	2023 December forecast - reallocation of additional funds to translation of executive summaries	3010	Publication and production	3050	Translation	41,041
07/12/2023	2023 December forecast - reallocation of additional funds to translation of executive summaries	3040	Events and meetings	3050	Translation	19,093
11/12/2023	Procurement of new Eurofound saloon car	1180	Recruitment	2230	Vehicles and transportation	7,656.76
11/12/2023	Procurement of new Eurofound saloon car	2410	Telecommunication	2230	Vehicles and transportation	1,500.00
11/12/2023	Procurement of new Eurofound saloon car	1177	Trainees	2230	Vehicles and transportation	2,437.43
11/12/2023	Procurement of new Eurofound saloon car	3041	Interperation	2230	Vehicles and transportation	1,060.00
11/12/2023	Procurement of new Eurofound saloon car	3012	Marketing and Promotion	2230	Vehicles and transportation	7,660.82
11/12/2023	Procurement of new Eurofound saloon car	3030	Studies and research	2230	Vehicles and transportation	28,564.02
14/12/2023	Graphic Design Services for Social Media Assets	3030	Studies and research	3012	Marketing and promotion	74.52
					TOTAL EUR:	879,588
					COUNT OF CREDIT TRANSFERS:	56