

Decision No 77 of the Management Board of the European Foundation for the Improvement of Living and Working Conditions (Eurofound) amending the budget 2023

THE MANAGEMENT BOARD OF THE EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS (hereinafter referred to as 'Eurofound'),

Having regard to Regulation (EU) 2019/127 of 16 January 2019 establishing a European Foundation for the improvement of living and working conditions (Eurofound) and repealing Council Regulation (EEC) No 1365/75¹ (hereinafter referred to as 'Eurofound's Founding Regulation'), and in particular Article 5(1) point (c),

Having regard to the Decision No 12 of the Management Board of Eurofound of 30 August 2019 adopting the Financial Regulation of Eurofound and in particular Articles 34 and 26(2),

Whereas:

- (1) The Management Board of Eurofound shall adopt, by a majority of two-thirds of the members with the right to vote, Eurofound's annual budget and exercise other functions in respect of that budget;
- (2) Any amendment to the budget of Eurofound, including to the Establishment Plan, beyond the modifications authorised under Articles 26(1) and 38(1) of Eurofound's Financial Regulation, shall be the subject of an amending budget adopted by the same procedure as the initial budget of Eurofound;
- (3) The final budget 2023 was adopted by the Management Board of Eurofound on 21 December 2022².
- (4) The amendment of the budget 2023 has been brought as closely as possible to what is expected to be the final budget outturn for the year.
- (5) The considerable increase in revenue is due to contributions from Switzerland, Norway, Belgium and Slovenia for their inclusion in the European Working Conditions Survey (EWCS). This is assigned revenue which is mirrored in assigned expenditure in Title 3. Furthermore, payment under the IPA agreement with the Commission has been received, as well as payments for pilot projects and services shared with other Agencies.
- (6) There were statutory increases of salaries and related expenditure due to high inflation as well as a further overall increase of the country coefficient in the second half of the year to 139.6 (up from 135.4 in the first half of 2023). While savings were achieved in other Title 1 budget lines (particularly missions and contract agents) about 160,000 EUR had to be moved into Title 1. In Title 2 additional funds were needed in the area of IT infrastructure and facilities management in order to cope with increasing demands for IT technology and cybersecurity, as well as for necessary building investments in the area of sustainability and our EMAS certification (EU Eco-Management and Audit Scheme).

¹ OJ L 30, 31.1.2019, p. 74–89.

² Decision No 64 of the Management Board.

- (7) Title 3 could be increased by almost 1.2 million EUR, mostly using the additional assigned revenue which was received during the year.
- (8) All activities of the Programming Document for 2023 were implemented according to plan and forecasts as presented to the Management and Executive Board throughout the year.

HAS ADOPTED THIS DECISION:

Article 1 – Amendment of the budget 2023

The budget 2023 is amended as set out in the Annex to this Decision.

Article 2 – Entry into force

The present Decision shall enter into force on the day of its adoption by the Management Board.

Done at Dublin, on 22 December 2023

For the Management Board

The Chairperson

Annex: Amending budget 2023

2023 Amending Budget - by budget lines - 15 December 2023

WPR 2023-04-MB
Annex to MB decision 77

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

EXPENDITURE Description	2021 Amending Budget Expenditure	2022 Amending Budget Expenditure	2023 Final Budget Expenditure	2023 Amending Budget Expenditure	Comments
TITLE 1					
1100 Basic salaries Basic salaries - assigned revenue	7,402,122 3,575	7,926,948 53,750	8,200,000	8,381,575 54,450	Actuals paid incl. increase of basic salaries 1.9% from 1.1.2023 and 1 % from 1.7.2023. Provision of shared accountancy services
1101 Family allowances	1,101,172	1,106,808	1,145,000	1,072,739	Actuals paid
1102 Expatriation allowances Expatriation allowances from assigned revenue - Pilot Project (R0)	1,008,374 5,484	1,038,421	1,078,000	1,088,201	Actuals paid
1103 Secretarial allowances	3,611	3,817	4,000	3,987	Actuals paid
1120 Further training for staff Further training for staff - assigned revenue	91,518	96,029	115,000	104,452 3,450	Actual training costs
1121 Contract agents Contract agents from assigned revenue - IPA (R0) Contract agents from assigned revenue - Pilot Project (R0)	493,674 34,275	553,997	540,000	425,415 11,266	Actuals paid to contract agents. Some savings realised by delaying recruitments, incl. increase of basic salaries 1.9% from 1.1.2023 and 1% from 1.7.2023. Contract agent for IPA projects
1130 Insurance against sickness Insurance against sickness from assigned revenue - IPA (R0) Insurance against sickness from assigned revenue - Pilot Project (R0)	275,351 1,165	295,662	300,000	310,038 383	as per actuals paid Contract agent for IPA projects
1131 Insurance against accident Insurance against accident from assigned revenue - IPA (R0) Insurance against accident from assigned revenue - Pilot Project (R0)	30,973 131	35,265	36,000	34,711 43	as per actuals paid Contract agent for IPA projects
1132 Unemployment insurance Unemployment insurance IPA (R0) Unemployment insurance - Pilot Project (R0)	94,624 413	101,743	104,000	106,527 136	as per actuals paid Contract agent for IPA projects
1141 Travel expenses for annual leave	239,257	204,193	200,000	197,210	as per actuals paid
1150 Overtime	269	-	1,000		
1175 Other services & work sent out Other services & work sent out - assigned revenue	529,704	261,658	320,000	390,609 436	Actuals paid for service level agreements with the Commission (incl. PMO - Paymaster's Office), legal cost and temporary staff; incl. once-off payment to PMO Contract agent for IPA projects
1176 Seconded officials from Member States		-	-	-	
1177 Trainee officials (stagiaires)	136,623	124,293	125,000	122,563	as per actuals paid

2023 Amending Budget - by budget lines - 15 December 2023

1180 Misc. expend. on staff recruitment	659	9,837	20,000	2,343	as per actuals paid
<i>Misc. expend. on staff recruitment from assigned revenue - IPA (R0)</i>				259	<i>Contract agent for IPA projects</i>
1181 Travel expenses	2,581	2,238	15,000	3,644	as per actuals paid
1182 Installation & resettlement allowances	88,187	21,664	56,000	57,859	dto.
1183 Removal expenses	12,451	17,754	35,000	35,768	dto.
1184 Temporary daily subsistence allow. <i>Temporary daily subsistence allow. from assigned revenue - Pilot Project (R0)</i>	36,637 4,285	29,589	45,000	20,116	dto.
1190 Salary weightings	2,698,819	3,283,344	3,383,000	3,522,455	Country coefficient for Ireland decreased from 136.3 to 135.4 for the first half and increased to 139.6 for the second half of 2023
<i>Salary weightings from assigned revenue - IPA (R0)</i>				3,844	<i>Contract agent for IPA projects</i>
<i>Salary weightings from assigned revenue - Pilot Project (R0)</i>	10,444				
1300 Mission, travel & incidental expenses	9,733	52,879	175,000	106,012	Savings compared to budget realised. Increase compared to pandemic years but still significantly below pre-Covid levels.
<i>Mission, travel & incidental expenses (C4)</i>	177			7,117	<i>Mission covered by recoveries</i>
1400 Canteen	49,436	79,667	110,000	116,234	higher staff attendance in the office compared to 2022.
1410 Medical services	18,925	26,906	30,000	21,000	as per actuals paid
1420 Other welfare expenditure	10,829	10,877	15,000	12,248	as per actuals paid
1430 Representation expenditure	-	-	1,000	-	
Total Title 1	14,395,480	15,337,338	16,053,000	16,217,089	

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

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