

# **Report on budgetary and financial management**

Accompanying the European Union Agency for Fundamental  
Rights' annual accounts

**Financial year 2009**

Agency report pursuant to Art. 76  
of the Agency's financial rules

## Table of contents

1	Introduction .....	6
1.1	Legal basis .....	6
1.2	Content of the 2009 report.....	6
1.3	Definitions applied to this report .....	7
1.4	Management Information Systems .....	7
	Part A.....	8
2	Annual Work Programme.....	9
2.1	Operational priorities.....	9
3	Establishment of the initial budget .....	10
3.1	Budgetary procedure 2009 .....	10
3.2	The evolution from the Preliminary Draft Budget to the final Adopted Budget .....	11
4	Human resources .....	11
5	Carryover from 2009 .....	12
6	Amending budgets.....	12
6.1	Summary table of amending budgets .....	12
6.2	Impact of amending budgets between chapters .....	12
7	Transfers 2009 .....	12
7.1	Transfers adopted by the Management Board.....	13
7.2	Agency transfers.....	14
7.3	Overall summary of the transfers .....	15
8	Other revenue .....	16
8.1	Internal assigned revenue .....	16
8.2	Rent reimbursement.....	16
9	Recovery orders.....	16
10	Overview of the budget implementation 2004-2009 .....	17

11	Conclusions of the budget implementation .....	17
	Part B .....	19
	Title I – Staff expenditure.....	20
	Chapter 11 – Staff in active employment .....	20
	Chapter 13 – Missions and duty travel .....	21
	Chapter 14 – Socio - medical infrastructure .....	21
	Chapter 15 – Other staff related expenditure.....	21
	Chapter 16 – Social welfare.....	22
	Chapter 17 – Entertainment and representation expenses .....	22
	Title 2 – Buildings, equipments and miscellaneous operating expenditure.....	23
	Chapter 20 – Rental of buildings and associated costs.....	23
	Chapter 21 – Data processing .....	23
	Chapter 22 – Movable property and associated costs.....	24
	Chapter 23 – Current administrative expenditures .....	24
	Chapter 24 – Postage and Telecommunications .....	25
	Chapter 25 – Expenditure on meetings.....	25
	Chapter 26 – Studies, surveys, consultations.....	26
	Title 3 – Operational activities .....	27
	Chapter 32 – Freedoms.....	27
	Chapter 33 – Equality .....	27
	Chapter 36 – Justice.....	28
	Chapter 37 – Horizontal operational activities .....	28
	Chapter 38 – Bodies of the Agency .....	29
	Chapter 39 – Reserve for Title III .....	29
	Annex 1 – Budget Outturn Statement.....	31
	Annex 2 – Summary Execution Table (ECA Format).....	32

Annex 3 – Budget Execution – Title I, II and III of C1 Appropriations .....	33
Annex 4 – Budget Execution – Title I, II and III of C4 Appropriations .....	36
Annex 5 – Budget Execution – Title I, II and III of C8 Appropriations .....	37
Annex 6 – Budget Execution – Title I, II and III of R0 Appropriations .....	39
Annex 7 – Types of appropriations .....	40

# 1 Introduction

## 1.1 Legal basis

Article 82 of the financial rules applicable to the Agency's budget stipulates that the provisional accounts shall be accompanied by the "[...] *report on budgetary and financial management during the year*".

Article 101 of the rules implementing financial rules stipulates that the report on budgetary and financial management "...shall give an accurate description of:

- (a) *the achievement of the objectives for the year, in accordance with the principles of sound financial management;*
- (b) *the financial situation and the events which have had a significant influence on activities during the year."*

Furthermore, Article 76 of the financial rules states that "*The accounts of the Agency shall be accompanied by a report on budgetary and financial management during the year. The report shall give an account, inter alia, of the rate of implementation of the appropriations together with summary information on the transfers of appropriations among the various budget items*".

The present report analyses the appropriations managed by the Agency in 2009. These appropriations consist of Title I – Staff expenditure, Title II – Operating expenditure and Title III Operational expenditure.

The analysis follows the European communities' accounting rule 16 on the presentation of budget information in annual accounts. According to this rule, the comparison of budget and actual amounts shall present separately, for each financial perspective heading and area of activity, the original and final budget amounts explaining all changes approved by the budgetary authority to revise the original budget and the actual implemented amounts on a comparable basis. Unless otherwise stated, amounts are provided in € Euro and have been rounded to the nearest whole number.

## 1.2 Content of the 2009 report

PART A of the report analyses the year at budgetary level including:

- a summary of the Annual Work Programme, which sets the overall context and priorities for the Agency's 2009 budget;
- a summary of the various stages of the budgetary procedure 2009, explaining how the appropriations for the 2009 financial year were arrived at during the process of the establishment of the budget;

- a description of the main adjustments to this budget during the financial year (carryovers, amending budgets, transfers), and reasons for these adjustments, leading to the final appropriations of the year; and
- an assessment of the evolution of the outstanding commitments (RAL - reste à liquider).

PART B of the report is an analysis of implementation per budgetary chapter with tables and text showing the appropriations made available, their implementation and the unused amounts carried forward. Tables on outstanding commitments accompany the implementation tables.

### ***1.3 Definitions applied to this report***

The implementation tables consist of:

#### **Final appropriations of the year:**

- **Initial budget:** appropriations voted by the Budget Authority (BA) and approved by the Management Board (MB);
- **Amending budgets (AB):** it is an increase or a decrease on the Agency's initial budget approved;
- **Management Board transfers:** transfers submitted to the Management Board for decision or for information;
- **Agency transfers:** transfers decided by the Director on its own authority.
- **Assigned revenue:**
  - refunds
  - third party appropriations

In the implementation tables, the carryover from 2009 to 2010 refers to budgetary appropriations carried forward automatically. Assigned revenue is presented separately. The carryover from 2009 to 2010 also includes assigned revenue.

### ***1.4 Management Information Systems***

The Agency used the following software during the financial year:

- ABAC – general accounting and budgetary management system;
- Business Objects – financial reporting software; and
- ISILOG fixed asset management – inventory software.

## ***Part A***

### **Overview: Budget 2009**

## **2 Annual Work Programme**

A draft version of the 2009 Annual Work Programme and Budget was first presented to the Management Board at its 3rd meeting on 6 – 7 March 2008. At that meeting, the Management Board decided to present to the Budgetary Authority the Preliminary Draft Budget for 2009, in accordance with Article 20 (5) of its Regulation, and in accordance with Article 27 (2) of its Financial Rules.

Following a reassessment of the Agency's needs, a further discussion on the updated 2009 draft budget and Annual Work Programme took place at the 5th Management Board meeting in October 2008. The salient point of the updated draft budget was that it involved an increase of 729,000 EUR in administrative expenditure and a consequent decrease of the same amount in operational expenses, as the proposed establishment plan implied an increase of 24% in Temporary Agent posts compared to 2008. Both the budget and establishment plan proposed, were strategically planned in order to allow the Agency to accommodate the new tasks foreseen in the Multiannual Framework.

The adoption of the 2009 Budget and Annual Work Programme was finalised through written procedure in December 2008.

### ***2.1 Operational priorities***

According to its Regulation, the Agency's main objective is to “provide the relevant institutions, bodies, offices and agencies of the Community and its Member States when implementing Community law with assistance and expertise relating to fundamental rights in order to support them when they take measures or formulate courses of action within their respective spheres of competence to fully respect fundamental rights.”

Based on its general objective the Agency focused its activities on research and analyses, data collection and documentation. In order to address more resource demanding issues, the Agency's working methods included multi-annual rolling projects. The Agency's work aimed at providing stakeholders with a sound knowledge basis and analyses of the situation, based on robust and comparable data, for policy development in the context of European Union priorities and in response to significant events. Moreover, consultation and feedback being integral parts of the Agency's working methods, the Agency aimed at promoting dialogue with civil society and cooperation with its stakeholders.

In order to ensure the highest possible quality of the Agency's products, an integrated project management approach to the planning and implementation of its activities was introduced. In short, projects had three main components: (a) research and analysis, (b) communication and awareness raising, and (c) and networking and education. In addition a number of horizontal activities allowed the Agency to cover comprehensively a broad spectrum of fundamental rights issues and respond to needs arising during the year.

The Annual Work Programme 2009 also introduced the idea of “first priority” and “second priority” projects. The operational services identified as “first priority projects”: (a) projects whose research component has been completed in 2008 and follow-up communication and

networking components are scheduled for 2009; (b) projects that are in line with key EU priorities and have been requested by MB members or other key stakeholders.

### **3 Establishment of the initial budget**

#### **3.1 Budgetary procedure 2009**

The Management Board adopted the 2009 Preliminary Draft Budget (PDB) on 7 March 2008 subject to future discussion and update, in particular under Title III, following the Director's appointment. Based on this version, 11,653,000 EUR were allocated to administrative expenses and 5,347,000 EUR were allocated to the Agency's operational expenditure. These figures represented an increase of 27% for administrative expenditure and a decrease of 8% for operational expenditure compared to the 2008 adopted budget. The total amount proposed for the 2009 PDB (i.e. 17,000,000 EUR) was in line with the Financial Perspectives as well as the framework of the Agency's mandate.

The reason for this is that during the previous financial year the Agency requested new Temporary Agent posts. Recruitment for these posts, following the European Parliament's recommendation and in agreement with the Agency's Management Board remained in abeyance until the Director took his post. Therefore, the recruitment of the 2007, 2008 and the 2009 new Temporary Agent posts was budgeted in full under the 2009 PDB, taking into consideration that the Director would have taken his post early in 2008. This version of the 2009 draft budget was also submitted to the 4<sup>th</sup> Management Board meeting on 4 June 2008, following the appointment of the Director.

An updated version of the 2009 draft budget was submitted to the Management Board on 24 October 2008 for adoption. Based on this version, 12,382,000 EUR were allocated to administrative expenses and 4,618,000 EUR were allocated to the Agency's operational expenditure. These figures represented an increase of 6% for administrative expenditure and a decrease of 14% for operational expenditure compared to the previous version of the 2009 PDB adopted by the Management Board on 7 March 2008. The total amount proposed remained at 17,000,000 EUR.

The reason of this increase under Title I and II, and the consequent decrease under Title III, was the accumulated needs in the recruitment for the 2007 and 2008 new posts, which were postponed until the Director took up his post in June 2008.

In 2007, as a result of the delay in recruitment, a surplus was generated in Title I and II which was transferred to Title III, thus increasing in 2007 the Agency operations by 951,200 EUR. Similarly, in 2008 the Agency increased its operational expenses by 1,336,844 EUR. Therefore, over the two financial years the total amount of 2,288,044 EUR was added to the Agency's operations whereas staff expenditure for 2009 was only increased by 729,000 EUR.

The Management Board adopted the 2009 budget in December 2009. Based on the adopted version, 12,104,000 EUR were allocated to administrative expenses and 4,896,000 EUR were allocated to the Agency's operational expenditure. These figures represented a decrease of 2% for administrative expenditure and an increase of 6% for operational expenditure compared to

the version submitted to the Management Board on 24 October 2008. The total amount proposed remained at 17,000,000 EUR.

The reason of this decrease under Title I and II, and the consequent increase under Title III, was the fact that the draft budget submitted to the October MB meeting assumed that all recruitments planned for 2008 would have been finalised by the end of the year. Therefore, these positions were budgeted in 2009 for the whole of the year. However, due to the fact that the Director took up his post only in June 2008, and that the Agency's new organisational chart was adopted in August 2008, a revised recruitment planning schedule was introduced in order to accommodate these facts. Based on this schedule, recruitments would be concluded later in 2009, hence the reduced Title I.

Moreover, the increase under Title II was deemed necessary owing to the latest developments in the conclusion of the Inter-Institutional Call for Tenders for the purchase of furniture for the new staff members and the conference room. The contract was initially expected to be signed in 2008 but based on the evolution of this tender it was now expected to be signed in 2009. Therefore, the amount foreseen for the purchase of new furniture under this framework contract for 2008 would be used in 2009. In addition, 100,000 EUR were added to business consulting services. These services were considered essential for the development of the Agency.

The remaining funds were allocated to Title III – Operational expenditure. This increase was deemed necessary in order to accommodate the necessary changes in the Annual Work Programme.

### ***3.2 The evolution from the Preliminary Draft Budget to the final Adopted Budget***

The evolution is presented in the table below.

<b>Title</b>	<b>Final budget 2008</b>	<b>PDB 2009</b>	<b>4<sup>th</sup> MB meeting (June 2008)</b>	<b>5<sup>th</sup> MB meeting (October 2008)</b>	<b>Adopted budget 2009 (December 2008)</b>	<b>Difference (adopted budget 2009/final budget 2008)</b>
Title I	4,700,903	9,464,000	9,464,000	9,748,000	8,811,000	+87%
Title II	2,515,741	2,189,000	2,189,000	2,634,000	3,293,000	+31%
Title III	7,783,356	5,347,000	5,347,000	4,618,000	4,896,000	-37%
Total	15,000,000	17,000,000	17,000,000	17,000,000	17,000,000	+13%

## **4 Human resources**

The Agency implemented its Annual Work Programme and delivered the expected results with 79% of the posts in the establishment plan filled. The establishment plan consisted of 61 Temporary Agent posts out of which 48 were occupied by the end of 2009. At that moment,

five (5) candidates had been offered and accepted a post and are expected to take up duties by March 2010. Moreover, the recruitment procedures of 8 Temporary Agent posts were in the process of being finalised. Thus all the remaining posts will be filled in 2010.

The Agency is closely monitoring the budgetary execution and revises accordingly its budget taking into consideration the influences from its internal and external environments.

## 5 Carryover from 2009

The Agency carried over from 2009 the total amount of 165,087 EUR. 162,667 EUR refer to the rent subsidy that was received from the Austrian Authorities during the financial year (i.e. R0 fund source). The amount of 2,420 EUR related to a repayment (i.e. C4 fund source).

No 2009 appropriations were carried over in 2010 under the meaning of paragraph 1 article 10 of the Agency's financial rules (i.e. C2 fund source).

## 6 Amending budgets

As shown below in the summary table two amending budgets took place during the financial year.

### 6.1 Summary table of amending budgets

AB	Date of adoption	Main subject	Official Journal	Impact on appropriations
1	05/03	The Agency received from the Austrian Authorities one third of November's and December's 2008 monthly rent.	L 99 17/04/2009	Chapter 20 +40,667
2	14/12	The Agency received from the Austrian Authorities one third of the monthly rent for the period January - June 2009.	L 22/01/2010	Chapter 20 +122,000

### 6.2 Impact of amending budgets between chapters

Chapter	Appropriations
20 – Rental of buildings and associated costs	162,667
<b>Total</b>	<b>162,667</b>

## 7 Transfers 2009

There are two types of transfers:

- Transfers adopted by the Management Board (mainly transfers from one Title to another and above the 10% of the adopted budget);

- Agency transfers within the 10% (transfers from one Title to another and within the 10% of the adopted budget, and transfers between items within the same Title).

### **7.1 Transfers adopted by the Management Board**

In 2009, two budgetary transfers were submitted to the Management Board for approval. The total amount transferred between Titles with these transfers was €1,954,000. These transfers were linked to the allocation of the surplus, which was mainly generated under Title I – Staff expenditure, to operational projects. This surplus related to delays in recruitments.

<b>Title</b>	<b>Heading</b>	<b>Transfers from the chapter €</b>	<b>Transfers to the chapter €</b>	<b>Impact between chapters</b>
<b>Chapter</b>				
<b>1</b>	<b>Staff</b>	<b>-1,854,000</b>	<b>22,000</b>	<b>-1,832,000</b>
11	Staff in active employment	-1,550,462	0	-1,550,462
13	Missions and duty travel	-60,538	0	-60,538
14	Sociomedical infrastructure	0	3,000	3,000
15	Mobility, exchanges of civil servants and experts	-214,000	0	-214,000
16	Social welfare	-29,000	19,000	-10,000
17	Entertainment and representation	0	0	0
19	Reserve for Title I	0	0	0
<b>2</b>	<b>Buildings, equipment and miscellaneous operating expenditure</b>	<b>-100,000</b>	<b>0</b>	<b>-100,000</b>
20	Rental of buildings and associated costs	0	0	0
21	Data processing	0	0	0
22	Movable property and associated costs	0	0	0
23	Current administrative expenditure	0	0	0
24	Postage and telecommunication expenditure	0	0	0
25	Expenditure on meetings	0	0	0
26	Studies, surveys, consultations	-100,000	0	-100,000
29	Reserve for Title II	0	0	0
<b>3</b>	<b>Operational expenditure</b>	<b>0</b>	<b>1,932,000</b>	<b>1,932,000</b>
31	Dignity	0	0	0
32	Freedoms	0	45,000	45,000
33	Equality	0	737,000	737,000
34	Solidarity	0	0	0

35	Citizens' rights	0	0	0
36	Justice	0	535,000	535,000
37	Horizontal operational activities	0	615,000	615,000
38	Bodies of the Agency	0	0	0
39	Reserve for Title III	0	0	0
<b>Total</b>		<b>-1,954,000</b>	<b>1,954,000</b>	<b>0</b>

## 7.2 Agency transfers

In 2009, the Director authorised fifteen budgetary transfers. The total amount transferred between Titles with these transfers was 582,814 EUR. The Agency transfers of appropriations between Titles and commitment items mainly refer to the allocation of the operational reserves to items of expenditure and to corrective actions required for the efficient implementation of the Annual Work Programme as well as for administrative expenditure. The amounts transferred between Titles and chapters are provided in the table below:

<b>Title</b>	<b>Heading</b>	<b>Transfers from the chapter €</b>	<b>Transfers to the chapter €</b>	<b>Impact between chapters</b>
<b>Chapter</b>				
<b>1</b>	<b>Staff</b>	<b>-371,963</b>	<b>19,040</b>	<b>-352,924</b>
11	Staff in active employment	-360,006	4,000	-356,006
13	Missions and duty travel	-1,492	0	-1,492
14	Sociomedical infrastructure	-42	7,492	7,450
15	Mobility, exchanges of civil servants and experts	0	7,548	7,548
16	Social welfare	-10,424	0	-10,424
17	Entertainment and representation	0	0	0
19	Reserve for Title I	0	0	0
<b>2</b>	<b>Buildings, equipment and miscellaneous operating expenditure</b>	<b>-388,348</b>	<b>741,272</b>	<b>352,924</b>
20	Rental of buildings and associated costs	-297	179,479	179,182
21	Data processing	-132,453	80,000	52,453
22	Movable property and associated costs	0	459,568	459,568
23	Current administrative expenditure	-52,958	13,439	-39,519
24	Postage and telecommunication expenditure	-77,014	0	-77,014
25	Expenditure on meetings	-495	8,786	8,291
26	Studies, surveys, consultations	-125,132	0	-125,132

29	Reserve for Title II	0	0	0
<b>3</b>	<b>Operational expenditure</b>	<b>-582,844</b>	<b>582,844</b>	<b>0</b>
31	Dignity	0	0	0
32	Freedoms	-136,139	10,695	-125,444
33	Equality	-131,560	160,891	29,330
34	Solidarity	0	0	0
35	Citizens' rights	0	0	0
36	Justice	-1,047	17,467	16,420
37	Horizontal operational activities	0	393,791	393,791
38	Bodies of the Agency	-64,097	0	-64,097
39	Reserve for Title III	-250,000	0	-250,000
<b>Total</b>		<b>-1,343,156</b>	<b>1,343,156</b>	<b>0</b>

### ***7.3 Overall summary of the transfers (Agency and Management Board)***

<b>Title</b>	<b>Heading</b>	<b>Initial budget</b>	<b>Total transfers</b>	<b>Final budget</b>	<b>Difference (between initial and final budget)</b>
<b>Chapter</b>			<b>€</b>	<b>€</b>	
<b>1</b>	<b>Staff</b>	<b>8,811,000</b>	<b>-2,184,924</b>	<b>6,626,076</b>	<b>-25%</b>
11	Staff in active employment	7,818,000	-1,906,467	5,911,533	-24%
13	Missions and duty travel	360,000	-62,030	297,970	-17%
14	Sociomedical infrastructure	16,000	10,450	26,450	65%
15	Mobility, exchanges of civil servants and experts	365,000	-206,452	158,548	-57%
16	Social welfare	244,000	-20,424	223,576	-8%
17	Entertainment and representation	8,000	0	8,000	—
19	Reserve for Title I	0	0	0	—
<b>2</b>	<b>Buildings, equipment and miscellaneous operating expenditure</b>	<b>3,293,000</b>	<b>252,924</b>	<b>3,545,924</b>	<b>8%</b>
20	Rental of buildings and associated costs	1,385,000	179,182	1,564,182	13%
21	Data processing	841,000	-52,453	788,547	-6%
22	Movable property and associated costs	444,000	459,568	903,568	104%

23	Current administrative expenditure	197,000	-39,519	157,481	-20%
24	Postage and telecommunication expenditure	176,000	-77,014	98,986	-44%
25	Expenditure on meetings	0	8,291	8,291	—
26	Studies, surveys, consultations	250,000	-225,132	24,868	-90%
29	Reserve for Title II	0	0	0	—
<b>3</b>	<b>Operational expenditure</b>	<b>4,896,000</b>	<b>1,932,000</b>	<b>6,828,000</b>	<b>39%</b>
32	Networks	695,000	-80,444	614,556	-12%
33	Research and studies	1,784,200	766,330	2,550,530	43%
36	Information and communication	245,000	551,420	796,420	225%
37	Relations with the European Communities	1,501,800	1,008,791	2,510,591	67%
38		420,000	-64,097	355,903	-15%
39	Reserve for Title III	250,000	-250,000	0	-100%
<b>Total</b>		<b>17,000,000</b>	<b>0</b>	<b>17,000,000</b>	<b>0%</b>

## 8 Other revenue

### 8.1 Internal assigned revenue

In 2009, the Agency received 2,420 EUR of internal assigned revenue. This amount refers to a repayment and has been carried over to the 2010 budget.

### 8.2 Rent reimbursement

The Agency negotiated with the Austrian Authorities a contribution to the monthly rent. The result of this agreement was that the host country will contribute, initially, one third of the monthly rent. As soon as the Agency's personnel exceeds 100 staff members this contribution will be increased to 50% of the monthly rent.

In this context, in 2009, the Agency received from the Austrian authorities one third of the monthly rent for the period November 2008 – June 2009. This contribution amounts to 162,667 EUR.

## 9 Recovery orders

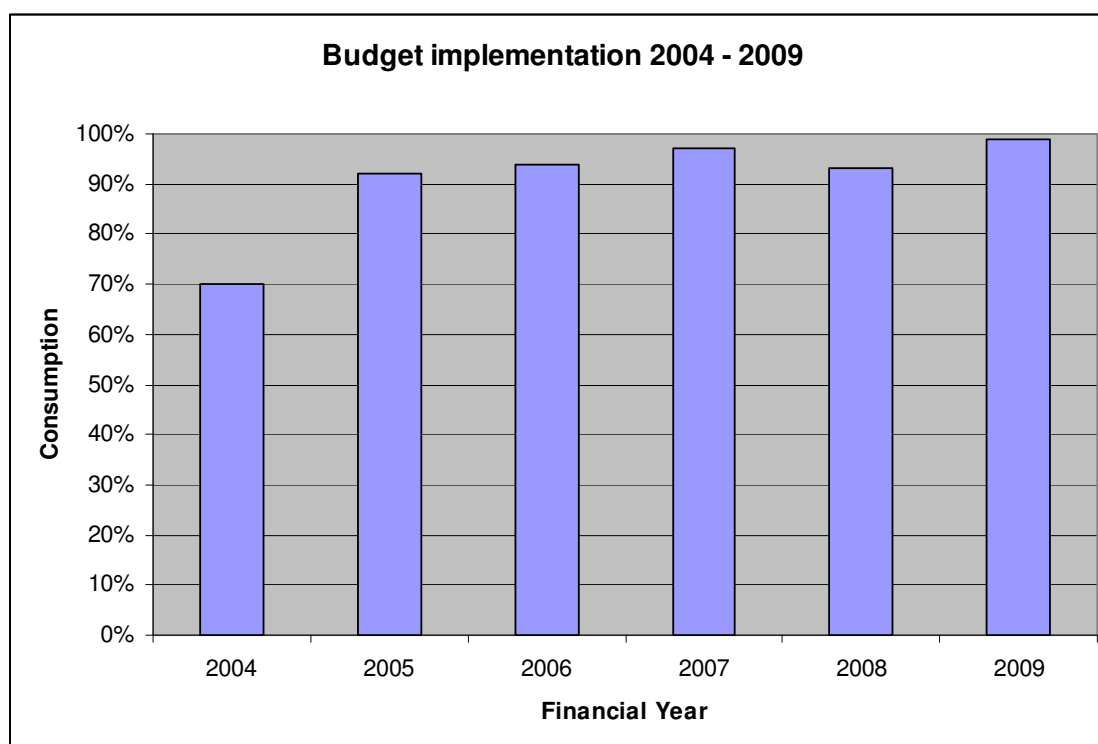
In 2009, the Agency issued seven (7) recovery orders. Three of these recovery orders refer to the EU subsidy. One recovery order refers to a repayment. The remaining three refer to the

rent subsidy from the Austrian Authorities. At the end of the financial year six of the recovery orders were cashed and one remained open.

## 10 Overview of the budget implementation 2004-2009

This section gives a brief overview of the implementation of appropriations during the last six financial years.

	2004	2005	2006	2007	2008	2009
	(Outturn)	(Outturn)	(Outturn)	(Outturn)	(Outturn)	(based on committed appropriations)
Title I	80%	97%	95%	97%	94%	100%
Title II	61%	92%	94%	97%	99%	99%
Title III	63%	89%	93%	97%	91%	99%
<b>Total</b>	<b>70%</b>	<b>92%</b>	<b>94%</b>	<b>97%</b>	<b>93%</b>	<b>99%</b>



## 11 Conclusions of the budget implementation

Based on the information presented in this report, certain conclusions can be reached concerning the Agency's budgetary and financial management.

- In 2009, the Agency achieved, in terms of budgetary commitments, an implementation rate of 99%, maintaining the high percentage trend since 2005;
- The Agency fully implemented its Annual Work Programme with 79% of its establishment plan filled (48 Temporary Agent posts filled instead of 61). This staff implemented an increased budget by 13% in 2009 (from 15,000,000 EUR in 2008 to 17,000,000 EUR in 2009). The establishment plan was unable to be utilised fully due to the fact that the recruitment procedures were in abeyance the previous years; and
- The Agency reduced the level of automatic carry-overs at the year's end by 5% (i.e. from 44% in 2008 to 39% in 2009). This is the result of improved planning in project management and close monitoring of the budgetary execution.

## ***Part B***

### **Overview: Budget 2009**

## Title I – Staff expenditure

In all tables below the amounts are provided in thousands of Euros and have been rounded to the nearest whole thousand.

### Chapter 11 – Staff in active employment

Item	Description	Initial FRA budget	MB transfers	Agency transfers	Total budget	Implement -ation 2009	Rate	Carried over to 2010
A01100	Basic salaries	3 629	-295	-282	3 052	3 052	100%	0
A01101	Family allowances	554	-226	-54	274	274	100%	0
A01102	Expatriation and foreign-residence allowances	507	-84	-4	419	419	100%	0
A01103	Secretarial allowances	9	0	2	11	11	100%	0
A01113	Trainees	166	-5	-3	158	158	100%	0
A01115	Contract Agents	673	-25	-99	549	549	100%	0
A01120	Professional training of staff	235	-82	-16	137	133	97%	53
A01130	Insurance against sickness	122	-15	-1	106	106	100%	0
A01131	Insurance against accidents and occupational disease	32	-7	-1	24	24	100%	0
A01132	Insurance against unemployment	59	-17	-2	40	40	100%	0
A01140	Childbirth and death grants	1	0	-1	0	0	100%	0
A01141	Travel expenses for annual leave	113	-17	-49	47	47	100%	0
A01175	Interim services	330	-1	162	491	491	100%	52
A01178	External services	39	-7	0	32	32	100%	0
A01180	Miscellaneous expenditure on staff recruitment	98	-23	5	80	75	94%	5
A01181	Travel expenses	38	-28	0	10	7	72%	0
A01182	Installation, resettlement and transfer allowances	276	-176	3	103	103	100%	0
A01183	Removal expenses	366	-307	23	82	82	100%	24
A01184	Temporary daily subsistence allowances	201	-136	-32	33	33	100%	0
A01190	Salary weightings	370	-99	-6	265	265	100%	0

<b>Total</b>	<b>7 818</b>	<b>-1 550</b>	<b>-356</b>	<b>5 912</b>	<b>5 900</b>	<b>100%</b>	<b>134</b>
--------------	--------------	---------------	-------------	--------------	--------------	-------------	------------

The implementation rate of budgetary commitment appropriations reached 100%. During the financial year the chapter was decreased by 24%. The Agency's 2009 budget was prepared in September 2008 and submitted to the 5<sup>th</sup> Management Board meeting in October 2008 for its adoption. At that time the Agency planned to have finalised its recruitment procedures within a certain timeframe. Due to the fact that certain recruitment procedures took longer than expected and that successful candidates were able to take up post later than foreseen, a surplus of funds was created. This surplus was exploited under Title II and III.

### ***Chapter 13 – Missions and duty travel***

<b>Item</b>	<b>Description</b>	<b>Initial FRA budget</b>	<b>MB transfers</b>	<b>Agency transfers</b>	<b>Total budget</b>	<b>Implement ation 2009</b>	<b>Rate</b>	<b>Carried over to 2010</b>
A01300	Mission expenses, duty travel expenses and other ancillary expenditure	360	-61	-1	298	289	97%	58
<b>Total</b>		<b>360</b>	<b>-61</b>	<b>-1</b>	<b>298</b>	<b>289</b>	<b>97%</b>	<b>58</b>

During the financial year chapter 13 was reduced by 17%. The same reasons influencing the consumption under Chapter 11 resulted in a surplus of funds under this chapter as well.

### ***Chapter 14 – Socio - medical infrastructure***

<b>Item</b>	<b>Description</b>	<b>Initial FRA budget</b>	<b>MB transfers</b>	<b>Agency transfers</b>	<b>Total budget</b>	<b>Implement ation 2009</b>	<b>Rate</b>	<b>Carried over to 2010</b>
A01400	Restaurants and canteens	16	0	6	22	22	100%	6
A01410	Medical service	0	3	1	4	4	100%	2
<b>Total</b>		<b>16</b>	<b>3</b>	<b>7</b>	<b>26</b>	<b>26</b>	<b>100%</b>	<b>8</b>

The implementation rate of budgetary commitment appropriations reached 100%. Chapter 14 was increased by 65% during the financial year. Since the Agency moved to its new premises the number of meetings and conferences organised internally increased. This, on the one hand, increased the consumption under chapter 14, and, on the other hand, considerably decreased the consumption in other items of expenditure taking into account that these events were previously organised externally occurring higher costs.

In addition, in 2009 the Agency put in place a measure for implementing article 59 paragraph 6 of the Staff Regulations concerning the annual medical check-up. To this extent the Agency needed to adapt the available and uncommitted funds under item A01410 accordingly.

### ***Chapter 15 – Other staff related expenditure***

<b>Item</b>	<b>Description</b>	<b>Initial FRA budget</b>	<b>MB transfers</b>	<b>Agency transfers</b>	<b>Total budget</b>	<b>Implement ation 2009</b>	<b>Rate</b>	<b>Carried over to 2010</b>
-------------	--------------------	-----------------------------------	-------------------------	-----------------------------	-------------------------	---------------------------------	-------------	-------------------------------------

A01520	Staff exchanges	365	-214	8	159	159	100%	0
<b>Total</b>		<b>365</b>	<b>-214</b>	<b>8</b>	<b>159</b>	<b>159</b>	<b>100%</b>	<b>0</b>

The implementation rate of budgetary commitment appropriations reached 100%. Chapter 15 was decreased by 57%. The Agency faced difficulties, in the first place, in attracting candidates to respond to the call for expression of interest for the Seconded National Experts and, in the second place, in obtaining within a reasonable timeframe the secondment of the selected candidates from their employer. To overcome the first difficulty the Agency extended the deadline of the publication. The number of the successful candidates was not enough to cover all available positions and the Agency was obliged to re-publish the call. Moreover, one of the successful candidates withdrew his interest to be seconded at FRA at the very end of the secondment procedure. All these had a negative impact in the consumption of the budget and a surplus of funds was created.

### ***Chapter 16 – Social welfare***

Item	Description	Initial FRA budget	MB transfers	Agency transfers	Total budget	Implement ation 2009	Rate	Carried over to 2010
A01610	Social contacts between staff	8	22	0	30	26	85%	12
A01620	Other welfare expenditure	162	14	0	176	174	99%	0
A01630	Early childhood centres and crèches	74	-46	-10	18	14	78%	0
<b>Total</b>		<b>244</b>	<b>-10</b>	<b>-10</b>	<b>224</b>	<b>213</b>	<b>95%</b>	<b>12</b>

Chapter 16 was decreased by 8% during the financial year. In 2009 the Austrian authorities decided to subsidise the early childhood centres and crèches in the region of Vienna. This decision decreased considerably the funds foreseen under item AO1630.

### ***Chapter 17 – Entertainment and representation expenses***

Item	Description	Initial FRA budget	MB transfers	Agency transfers	Total budget	Implement ation 2009	Rate	Carried over to 2010
A01700	Entertainment and representation expenses	8	0	0	8	7	93%	0
<b>Total</b>		<b>8</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>7</b>	<b>93%</b>	<b>0</b>

No change occurred under chapter 17 during the financial year.

## Title 2 – Buildings, equipments and miscellaneous operating expenditure

### Chapter 20 – Rental of buildings and associated costs

Item	Description	Initial FRA budget	MB transfers	Agency transfers	Total budget	Implementation 2009	Rate	Carried over to 2010
A02000	Rent	752	0	-20	732	732	100%	0
A02010	Insurances	9	0	-5	4	4	100%	0
A02020	Water, gas, electricity and heating	103	0	-12	91	91	100%	10
A02030	Cleaning and maintenance	259	0	68	327	327	100%	10
A02040	Fitting-out of premises	165	0	160	325	324	100%	297
A02050	Security and surveillance of buildings	92	0	-7	85	85	100%	7
A02090	Other expenditure on buildings	5	0	-5	0	0	N/A	0
<b>Total</b>		<b>1 385</b>	<b>0</b>	<b>179</b>	<b>1 564</b>	<b>1 564</b>	<b>100%</b>	<b>323</b>

The overall implementation of budgetary commitment appropriations reached 100%. During the financial year chapter 20 was increased by 13%. This increase deemed necessary in order to improve the acoustics of the atrium. This area of the building will accommodate the information point where conferences and meetings will be hosted. For this reason the Agency needed to install sound-absorbing equipment to ensure that when large groups are present there is no undue interference from echoes and poor sound quality. Moreover, basic and ambient lighting system was installed in this area. In addition, the Agency's needs in cleaning services were increased during the year.

### Chapter 21 – Data processing

Item	Description	Initial FRA budget	MB transfers	Agency transfers	Total budget	Implementation 2009	Rate	Carried over to 2010
A02100	Hardware/software	362	0	-12	350	340	97%	264
A02101	Software development	399	0	-130	269	264	98%	214
A02102	IT services	80	0	89	169	169	100%	122
<b>Total</b>		<b>841</b>	<b>0</b>	<b>-52</b>	<b>789</b>	<b>773</b>	<b>98%</b>	<b>600</b>

Following a reduction of 6% the implementation rate reached 98% leaving 2,854 EUR uncommitted. This chapter was initially increased by 80,000 EUR to cover the costs for the revision of the Agency's business continuity plan and the ICT Governance services. These

two projects were foreseen in the 2009 management plan as ‘third priority’ projects, meaning that could be implemented only in case of availability in financial and human resources.

During the financial year, changes in the Communication activities influence the planned web development. This, together with some adjustments under this chapter, resulted in a decrease of 91,000 EUR.

Finally, after the acquisition of the necessary software licences, a deduction occurred under this chapter. The actual cost of licenses concerning software was lower than estimated. The reasons for this are linked to delay in recruitments as these are discussed under chapter 11.

## ***Chapter 22 – Movable property and associated costs***

<b>Item</b>	<b>Description</b>	<b>Initial FRA budget</b>	<b>MB transfers</b>	<b>Agency transfers</b>	<b>Total budget</b>	<b>Implement ation 2009</b>	<b>Rate</b>	<b>Carried over to 2010</b>
A02200	Technical equipment and installations	256	0	61	317	315	99%	295
A02203	Maintenance, use and repair of technical equipment and installations	25	0	-15	10	10	100%	5
A02210	Office, accommodation and residence	160	0	414	574	573	100%	557
A02230	Hire of vehicles	3	0	-1	2	2	85%	0
A02250	Library stocks, purchase of books	0	0	1	1	1	89%	0
<b>Total</b>		<b>444</b>	<b>0</b>	<b>460</b>	<b>904</b>	<b>901</b>	<b>100%</b>	<b>857</b>

Further to a reinforcement of 104% the final implementation rate reached 100%. The main reason for this increase is the need to purchase furniture for offices, waiting areas, meeting rooms and reception. The relevant framework contract was expected to have been finalised during 2008. However, several reasons delayed its conclusion making it difficult to assess whether it would have been concluded in 2009. Therefore, as soon as the contract was signed a budget revision took place and adequate surpluses were identified in order to cover the particular needs.

## ***Chapter 23 – Current administrative expenditures***

<b>Item</b>	<b>Description</b>	<b>Initial FRA budget</b>	<b>MB transfers</b>	<b>Agency transfers</b>	<b>Total budget</b>	<b>Implement ation 2009</b>	<b>Rate</b>	<b>Carried over to 2010</b>
A02300	Stationery and office supplies	47	0	13	60	59	98%	7
A02320	Bank charges	25	0	-15	10	6	65%	2
A02330	Legal expenses	12	0	15	27	27	100%	25

A02353	Departmental removals and associated handling	50	0	0	50	50	100%	0
A02355	Publications and reproduction of documents	63	0	-53	10	10	95%	2
<b>Total</b>		<b>197</b>	<b>0</b>	<b>-40</b>	<b>157</b>	<b>152</b>	<b>97%</b>	<b>36</b>

During the financial year chapter 23 was reduced by 20%. The Agency tried to exploit joint publications for its amending budgets, where possible. The number of publications as well as the number of documents for translation was kept low. This resulted in an overall surplus of 53,000 EUR.

Later, the Agency needed to increase its appropriations allocated to the purchase of stationery and office supplies by 13,500 EUR.

### ***Chapter 24 – Postage and Telecommunications***

Item	Description	Initial FRA budget	MB transfers	Agency transfers	Total budget	Implementation 2009	Rate	Carried over to 2010
A02400	Postage and delivery charges	45	0	-3	42	42	100%	2
A02410	Telecommunication charges	121	0	-71	50	50	100%	23
A02411	Telecommunication equipment	10	0	-3	7	4	55%	0
<b>Total</b>		<b>176</b>	<b>0</b>	<b>-77</b>	<b>99</b>	<b>96</b>	<b>97%</b>	<b>25</b>

Following a decreased by 44% the Agency implemented 97% of the appropriations allocated to this chapter. The reason for this significant decrease is the delay in the recruitments as it is discussed under chapter 11.

### ***Chapter 25 – Expenditure on meetings***

Item	Description	Initial FRA budget	MB transfers	Agency transfers	Total budget	Implementation 2009	Rate	Carried over to 2010
A02550	Miscellaneous expenditure for meetings	0	0	8	8	8	100%	0
<b>Total</b>		<b>0</b>	<b>0</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>100%</b>	<b>0</b>

Chapter 25 was increased by 8 000 EUR to cover the Agency's needs in organising internal meetings. 100% of the allocated funds was implemented. After the removal to its new premises, the Agency hosts conferences and meetings 'in-house'. This reduced the costs of outsourcing the organisation of this kind of events. However, it resulted in a slight increase of the item referring to the expenditure on meetings.

## ***Chapter 26 – Studies, surveys, consultations***

<b>Item</b>	<b>Description</b>	<b>Initial FRA budget</b>	<b>MB transfers</b>	<b>Agency transfers</b>	<b>Total budget</b>	<b>Implement ation 2009</b>	<b>Rate</b>	<b>Carried over to 2010</b>
A02601	Studies, surveys, consultations	250	-100	-125	25	25	100%	9
<b>Total</b>		<b>250</b>	<b>-100</b>	<b>-125</b>	<b>25</b>	<b>25</b>	<b>100%</b>	<b>9</b>

Following a decrease of 90% the implementation rate reached 100%. In 2009 the Agency initiated the preparation of an open call for tender for the provision of business consultancy services. The resulted framework contract was expected to have been concluded in 2009. Due to other that arose during financial year, this tender was postponed for 2010. Therefore, the related consultancy services were not requested thus generating a surplus.

## Title 3 – Operational activities

### Chapter 32 – Freedoms

Item	Description	Initial FRA budget	MB transfers	Agency transfers	Total budget	Implementation 2009	Rate	Carried over to 2010
B03201	Asylum, immigration and integration of migrants	695	45	-128	612	612	100%	296
B03211	Information society and, in particular, respect for private life and protection of personal data	0	0	3	3	3	100%	0
<b>Total</b>		<b>695</b>	<b>45</b>	<b>-125</b>	<b>615</b>	<b>615</b>	<b>100%</b>	<b>296</b>

Overall the implementation rate reached 100%. During the financial year chapter 32 was decreased by 12%.

Initially, 45,000 EUR were added in order to cover additional expenditure for communication and awareness raising tasks in the context of the ‘Respecting and promoting the right to freedom of movement for Roma EU citizens’ project. With this allocation of funds the Agency completed the communication related tasks of the above mentioned project in 2009. Their completion was initially foreseen to take place in 2010.

The research activities related to the ‘Protecting, respecting and promoting the rights of irregular immigrants in voluntary and involuntary return procedures’ will be completed in 2010. As a result the relevant communication activities could not take place in 2009. Therefore, chapter 32 was decreased by 128,000 EUR.

### Chapter 33 – Equality

Item	Description	Initial FRA budget	MB transfers	Agency transfers	Total budget	Implementation 2009	Rate	Carried over to 2010
B03311	Racism, xenophobia and related intolerance	590	537	2	1 129	1 129	100%	815
B03321	Discrimination	1 124	170	99	1 393	1 362	98%	1 057
B03331	The rights of the child, including the protection of children	70	30	-72	28	28	100%	13
<b>Total</b>		<b>1 784</b>	<b>737</b>	<b>29</b>	<b>2 551</b>	<b>2 520</b>	<b>99%</b>	<b>1 886</b>

Following an increase by 43% the implementation rate reached 99%. At a first stage the Agency, through a Management Board decision, added in its Annual Work Programme the ‘The economic crisis and its impact on fundamental rights’ project. The impact of this action was an increase of 100,000 EUR under the relevant item.

30,000 EUR were added to cover the cost of the networking and educational activities associated with the rights of the child in order to engage with stakeholders more effectively promoting the FRA's work including its Report on Child Trafficking and its Child Rights' Indicators through an event involving a wide range of stakeholders.

Moreover, 70,000 EUR were allocated from the operational reserves in order to respond to a Management Board decision to conduct a Media Monitoring Exercise on issues of racism and xenophobia during the European Elections. The relevant report has been produced and will be presented to the Management Board in its first meeting in 2010.

In addition, the amount of 537,000 EUR was transferred from Title I, through a Management Board decision, to cover the cost for the collection of official and unofficial data on racist violence and crime in order to update the Agency's relevant 2005 report at its scheduled interval of five years.

The communication activities of the project 'Housing situation of Roma and Travellers in the EU' were reinforced with 75,000 EUR due to the high demand for the deliverables. Additional funds were also allocated to the 'EU-MIDIS: European Union Minorities and Discrimination Survey' as well as other projects.

The surplus of funds identified under this chapter is due to delays in carrying out certain research activities. As final reports are expected to be ready in 2010 the relevant communication activities are postponed accordingly.

### ***Chapter 36 – Justice***

Item	Description	Initial FRA budget	MB transfers	Agency transfers	Total budget	Implement ation 2009	Rate	Carried over to 2010
B03601	Access to efficient and independent justice	245	535	16	796	796	100%	749
<b>Total</b>		<b>245</b>	<b>535</b>	<b>16</b>	<b>796</b>	<b>796</b>	<b>100%</b>	<b>749</b>

The implementation rate reached 100%. The chapter was reinforced with extra funds resulting to an increase of 225%.

The Agency proposed to its Management Board to start the implementation of the project 'Access to justice and situation for asylum seekers' in Work Programme 2010 already in 2009 using the surplus under Title I. The budget for this project amounted to 535,000 EUR. This measure released funds from 2010 allowing other important projects to be added.

### ***Chapter 37 – Horizontal operational activities***

Item	Description	Initial FRA budget	MB transfers	Agency transfers	Total budget	Implement ation 2009	Rate	Carried over to 2010
B03701	Research and data collection	0	0	170	170	170	100%	57

B03711	Communication and awareness-raising	952	515	255	1 722	1 716	100%	1 089
B03721	Networking and stakeholder cooperation	550	100	-32	618	618	100%	311
<b>Total</b>		<b>1 502</b>	<b>615</b>	<b>394</b>	<b>2 511</b>	<b>2 505</b>	<b>100%</b>	<b>1 456</b>

Further to a reinforcement of 67% full implementation was achieved. Based on a Management Board decision in order to increase the dissemination potential of its work the Agency increased its budget for communication and awareness raising by 515,000 EUR for the following projects: Homophobia, Comparative Employment Study, National Human Rights Institutions Study, Data Protection Institutions and Measures, Legal Study of the Race Equality Directive, Impact of the Race Equality Directive (Social Partners), Legal Study on Child Trafficking, and Separated asylum seeking children in EU Member States.

Furthermore, the Agency increased its budget for Networking and Stakeholder Cooperation by 50,000 EUR. With this amount the Agency organised a meeting with National Human Rights Institutions based in the European Union in order to follow up the work related to the EU-MIDIS survey and homophobia reports. A second meeting was also organised with the newly established advisory panel of the Agency's Fundamental Rights Platform. Moreover, the budget for the organisation of the Fundamental Rights Conference in Stockholm was increased by 50,000 EUR.

Later, communication activities were further reinforced in order to cover expenses in the context of the following projects: Data Protection Institutions and Measures, Legal Study on Child Trafficking, and Assessing the impact of the Racial Equality Directive.

During the year, the Agency prepared three additional bulletins, 27 national flash reports, 1 EU-International and 1 comparative report on fundamental rights. The necessary funds were transferred from the operational reserve.

### ***Chapter 38 – Bodies of the Agency***

Item	Description	Initial FRA budget	MB transfers	Agency transfers	Total budget	Implementation 2009	Rate	Carried over to 2010
B03801	Bodies of the Agency	420	0	-64	356	356	100%	146
<b>Total</b>		<b>420</b>	<b>0</b>	<b>-64</b>	<b>356</b>	<b>356</b>	<b>100%</b>	<b>146</b>

The implementation rate achieved reached 100%. During the year chapter 38 was decreased by 15% due to the fact that the actual cost of the meetings related to the Management Board, Executive Board and Scientific Committee was less than foreseen.

### ***Chapter 39 – Reserve for Title III***

Item	Description	Initial FRA budget	MB transfers	Agency transfers	Total budget	Implementation 2009	Rate	Carried over to 2010
------	-------------	--------------------	--------------	------------------	--------------	---------------------	------	----------------------

B03900	Reserve for Title III	250	0	-250	0	N/A	N/A	N/A
<b>Total</b>		<b>250</b>	<b>0</b>	<b>-250</b>	<b>0</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

The amount of 250,000 EUR was temporarily placed in the reserve for Title III. During the financial year this amount was allocated to operational items. It covered the costs of issues that arose during 2009 such as the preparation of background material, and the organisation of ad-hoc expert meetings.

## Annex 1 – Budget Outturn Statement

		2009	2008
<b>REVENUE</b>			
Commission subsidy (for the operating budget Titles 1,2 and 3	+	12,750,000.00	15,000,000.00
PHARE RAXEN_CT funds from Commission	+	-	-
Other contributions and funding received via the Commission			
Other donors			
Fee income			
Other revenue	+	312,478.82	7,477.38
<b>TOTAL REVENUE (a)</b>		<b>13,062,478.82</b>	<b>15,007,477.38</b>
<b>EXPENDITURE</b>			
<i>Title I: Staff (including PHARE)</i>			
Payments	-	-6,382,250.92	-4,358,484.97
Appropriations carried over	-	-214,674.64	-87,118.49
<i>Title II: Administrative Expenses (including PHARE)</i>			
Payments	-	-1,668,890.94	-1,610,757.72
Appropriations carried over	-	-2,012,631.47	-890,905.11
<i>Title III: Operating Expenditure (including PHARE)</i>			
Payments	-	-2,257,658.90	-2,031,747.86
Appropriations carried over	-	-4,533,513.47	-5,603,878.35
<b>TOTAL EXPENDITURE (b)</b>	-	<b>-17,069,623.34</b>	<b>-14,582,892.50</b>
<b>OUTTURN FOR THE FINANCIAL YEAR (a-b)</b>		<b>-4,007,114.52</b>	<b>424,584.88</b>
Cancellation of unused payment appropriations carried over from previous year	+	283,399.11	187,569.99
Adjustment for carry-over from the previous year of appropriations available at 31.12 arising from assigned revenue	+	-	340,957.02
Exchange differences for the year (gain +/- loss -) *	+/-	5,572.39	-3,964.68
<b>BALANCE OF THE OUTTURN ACCOUNT FOR THE FINANCIAL YEAR</b>		<b>-3,718,173.02</b>	<b>949,147.21</b>
Balance year N-1	+/-	+949,147.21	+328,908.78
Positive balance from year N-1 reimbursed in year N to the Commission	-	-949,147.21	-328,908.78
<b>Result used for determining amounts in general accounting</b>		<b>-3,718,173.02</b>	<b>949,147.21</b>
<b>Commission subsidy - agency registers accrued revenue and Commission accrued expense</b>		<b>12,750,000.00</b>	<b>14,050,852.79</b>
<b>Pre-financing remaining open to be reimbursed by agency to Commission in year N+1</b>		<b>0.00</b>	<b>949,147.21</b>
Not included in the budget outturn:			
Interest received by 31/12/N on the Commission subsidy funds and to be reimbursed to the Commission **	+	55,173.67	172,406.25

## Annex 2 – Summary Execution Table (ECA Format)

REVENUE			EXPENDITURE										
Source of revenue	Revenue entered in the final budget for the financial year	Revenue received	Allocation of expenditure	Final budget appropriations					Appropriations carried over from previous financial year(s)				
				entered	committed	paid	carried over	cancelled	entered	committed	paid	to be carried over	cancelled
Own revenue	0	0	Title Staff I	6,626	6,595	6,382	213	31	78	78	75	0	3
Community subsidies	17,000	12,750	Title Administration II	3,546	3,519	1,669	1,850	27	887	887	874	0	13
Other assigned revenue	0	0	Title Operating activities III	6,828	6,791	2,258	4,533	37	5,579	5,579	5,312	0	267
Other revenue	165	312	Assigned revenue	165	0	0	165	0	42	0	0	0	42
<b>TOTAL</b>	<b>17,165</b>	<b>13,062</b>	<b>TOTAL</b>	<b>17,165</b>	<b>16,905</b>	<b>10,309</b>	<b>6,761</b>	<b>95</b>	<b>6,586</b>	<b>6,544</b>	<b>6,544</b>	<b>0</b>	<b>325</b>

Revenue collected and payments are estimated on a cash basis.

## Annex 3 – Budget Execution – Title I, II and III of C1 Appropriations

Budget Item	Budget Item Description	Appropriations 2009 €	Commitments 2009 €	% committed	Payments 2009 €	% paid
A-1100	Basic salaries	3,051,733.38	3,051,733.38	100.00 %	3,051,733.38	100.00 %
A-1101	Family allowances	273,692.43	273,692.43	100.00 %	273,692.43	100.00 %
A-1102	Expatriation and foreign-residence allowances	418,629.62	418,629.62	100.00 %	418,629.62	100.00 %
A-1103	Secretarial allowances	10,676.42	10,676.42	100.00 %	10,676.42	100.00 %
A-1113	Trainees	158,232.88	158,232.88	100.00 %	158,232.88	100.00 %
A-1115	Contract Agents	548,676.16	548,676.16	100.00 %	548,676.16	100.00 %
A-1120	Professional training of staff	137,399.88	133,494.10	97.16 %	80,818.78	58.82 %
A-1130	Insurance against sickness	105,527.05	105,527.05	100.00 %	105,527.05	100.00 %
A-1131	Insurance against accidents and occupational disease	23,773.08	23,773.08	100.00 %	23,773.08	100.00 %
A-1132	Insurance against unemployment	40,409.24	40,409.24	100.00 %	40,409.24	100.00 %
A-1140	Childbirth and death grants	396.62	396.62	100.00 %	396.62	100.00 %
A-1141	Travel expenses for annual leave	46,939.04	46,939.04	100.00 %	46,939.04	100.00 %
A-1175	Interim services	491,273.30	491,273.30	100.00 %	439,301.29	89.42 %
A-1178	External services	32,018.30	32,018.30	100.00 %	32,018.30	100.00 %
A-1180	Miscellaneous expenditure on staff recruitment	80,000.00	75,000.00	93.75 %	70,016.89	87.52 %
A-1181	Travel expenses	10,000.00	7,186.59	71.87 %	7,186.59	71.87 %
A-1182	Installation, resettlement and transfer allowances	102,959.87	102,959.87	100.00 %	102,959.87	100.00 %
A-1183	Removal expenses	81,553.47	81,553.47	100.00 %	57,663.57	70.71 %
A-1184	Temporary daily subsistence allowances	33,133.65	33,133.65	100.00 %	33,133.65	100.00 %
A-1190	Salary weightings	264,508.30	264,508.30	100.00 %	264,508.30	100.00 %
A-1300	Mission expenses, duty travel expenses and other ancillary expenditure	297,969.68	288,909.43	96.96 %	230,528.45	77.37 %
A-1400	Restaurants and canteens	21,958.14	21,937.54	99.91 %	15,914.89	72.48 %
A-1410	Medical service	4,492.02	4,492.02	100.00 %	2,626.45	58.47 %
A-1520	Staff exchanges	158,547.65	158,547.65	100.00 %	158,547.65	100.00 %
A-1610	Social contacts between staff	30,000.00	25,529.76	85.10 %	13,538.81	45.13 %
A-1620	Other welfare expenditure	175,576.00	173,833.10	99.01 %	173,833.10	99.01 %

A-1630	Early childhood centres and creches	18,000.00	13,963.93	77.58 %	13,773.93	76.52 %
A-1700	Entertainment and representation expenses	8,000.00	7,478.48	93.48 %	7,194.48	89.93 %
<b>Total Title I</b>		<b>6,626,076.18</b>	<b>6,594,505.41</b>	<b>99.52 %</b>	<b>6,382,250.92</b>	<b>96.32 %</b>
A-2000	Rent	732,000.00	732,000.00	100.00 %	732,000.00	100.00 %
A-2010	Insurance	3,954.49	3,954.49	100.00 %	3,954.49	100.00 %
A-2020	Water, gas, electricity and heating	91,000.00	91,000.00	100.00 %	81,225.71	89.26 %
A-2030	Cleaning and maintenance	327,280.66	327,280.66	100.00 %	317,008.66	96.86 %
A-2040	Fitting-out of premises	324,500.00	324,301.95	99.94 %	27,686.95	8.53 %
A-2050	Security and surveillance of buildings	85,446.86	85,446.86	100.00 %	78,883.32	92.32 %
A-2100	Hardware/Software	350,086.67	339,961.27	97.11 %	75,907.38	21.68 %
A-2101	Software Development	269,000.00	263,558.00	97.98 %	50,000.00	18.59 %
A-2102	IT services	169,460.74	169,460.74	100.00 %	47,116.58	27.80 %
A-2200	Technical equipment and installations	317,000.00	315,154.94	99.42 %	20,401.19	6.44 %
A-2203	Maintenance, use and repair of technical equipment and installations	9,952.21	9,952.21	100.00 %	4,952.21	49.76 %
A-2210	Furniture	573,616.07	573,014.51	99.90 %	16,043.32	2.80 %
A-2230	Hire of vehicles	2,000.00	1,700.00	85.00 %	1,384.03	69.20 %
A-2250	Library stocks, purchase of books	1,000.00	892.37	89.24 %	735.23	73.52 %
A-2300	Stationery and office supplies	60,439.00	59,436.12	98.34 %	52,505.16	86.87 %
A-2320	Bank charges	10,000.00	6,461.74	64.62 %	4,461.74	44.62 %
A-2330	Legal expenses	27,000.00	27,000.00	100.00 %	1,519.39	5.63 %
A-2353	Departmental removals and associated handling	50,000.00	49,780.00	99.56 %	49,780.00	99.56 %
A-2355	Publications and reproduction of documents	10,041.65	9,504.81	94.65 %	8,004.81	79.72 %
A-2400	Postage and delivery charges	42,150.00	42,150.00	100.00 %	40,147.62	95.25 %
A-2410	Telecommunications charges	49,836.32	49,836.32	100.00 %	27,029.40	54.24 %
A-2411	Telecommunications equipment	7,000.00	3,852.60	55.04 %	3,852.60	55.04 %
A-2550	Miscellaneous expenditure for meetings	8,291.15	8,291.15	100.00 %	8,291.15	100.00 %
A-2601	Studies, surveys, consultations	24,868.00	24,868.00	100.00 %	16,000.00	64.34 %
<b>Total Title II</b>		<b>3,545,923.82</b>	<b>3,518,858.74</b>	<b>99.24 %</b>	<b>1,668,890.94</b>	<b>47.07 %</b>

B-3201	Asylum, immigration and integration of migrants	611,916.16	611,916.16	100.00 %	315,620.69	51.58 %
B-3211	Information society and, in particular, respect for private life and protection of personal data	2,640.00	2,640.00	100.00 %	2,640.00	100.00 %
B-3311	Racism, xenophobia and related intolerance	1,129,357.75	1,129,357.75	100.00 %	313,946.16	27.80 %
B-3321	Discrimination	1,393,247.45	1,362,357.50	97.78 %	305,525.99	21.93 %
B-3331	The rights of the child, including the protection of children	27,924.96	27,924.96	100.00 %	14,498.33	51.92 %
B-3601	Access to efficient and independent justice	796,419.61	796,419.61	100.00 %	47,429.73	5.96 %
B-3701	Research and data collection	170,178.49	170,178.49	100.00 %	113,285.61	66.57 %
B-3711	Communication and awareness-raising	1,722,049.90	1,716,228.47	99.66 %	627,299.50	36.43 %
B-3721	Networking and stakeholder cooperation	618,362.92	618,246.67	99.98 %	307,668.03	49.76 %
B-3801	Bodies of the Agency	355,902.76	355,902.76	100.00 %	209,744.86	58.93 %
<b>Total Title III</b>		<b>6,828,000.00</b>	<b>6,791,172.37</b>	<b>99.46 %</b>	<b>2,257,658.90</b>	<b>33.06 %</b>
<b>TOTAL C1</b>		<b>17,000,000.00</b>	<b>16,904,536.52</b>	<b>99.44 %</b>	<b>10,308,800.76</b>	<b>60.64 %</b>

## Annex 4 – Budget Execution – Title I, II and III of C4 Appropriations

Budget Item	Budget Item Description	Appropriations 2009 €	Commitments 2009 €	% committed	Payments 2009 €	% paid
A-1520	Staff exchanges	2,420.15	0.00	0.00 %	0.00	0.00 %
<b>TOTAL C4</b>		<b>2,420.15</b>	<b>0.00</b>	<b>0.00%</b>	<b>0.00</b>	<b>0.00%</b>

## Annex 5 – Budget Execution – Title I, II and III of C8 Appropriations

Budget Item	Budget Item Description	Appropriations 2009 €	Commitments 2009 €	% committed	Payments 2009 €	% paid
A-1120	Professional training of staff	11,333.36	10,804.04	95.33 %	10,804.04	95.33 %
A-1175	Interim services	25,245.00	23,762.35	94.13 %	23,762.35	94.13 %
A-1180	Miscellaneous expenditure on staff recruitment	7,292.34	7,292.34	100.00 %	7,292.34	100.00 %
A-1181	Travel expenses	95.00	95.00	100.00 %	95.00	100.00 %
A-1300	Mission expenses, duty travel expenses and other ancillary expenditure	20,723.84	20,723.84	100.00 %	20,723.84	100.00 %
A-1610	Social contacts between staff	5,971.24	5,971.24	100.00 %	5,971.24	100.00 %
A-1620	Other welfare expenditure	6,440.00	5,854.55	90.91 %	5,854.55	90.91 %
A-1630	Early childhood centres and creches	437.98	328.49	75.00 %	328.49	75.00 %
<b>Total Title I</b>		<b>77,538.76</b>	<b>74,831.85</b>	<b>96.51 %</b>	<b>74,831.85</b>	<b>96.51 %</b>
A-2020	Water, gas, electricity and heating	1,850.57	1,850.57	100.00 %	1,850.57	100.00 %
A-2030	Cleaning and maintenance	8,217.60	8,217.60	100.00 %	8,217.60	100.00 %
A-2040	Fitting-out of premises	227,306.56	227,302.91	100.00 %	227,302.91	100.00 %
A-2050	Security and surveillance of buildings	7,278.97	7,278.97	100.00 %	7,278.97	100.00 %
A-2100	Hardware/Software	175,807.62	171,698.17	97.66 %	171,698.17	97.66 %
A-2101	Software Development	196,868.00	193,719.00	98.40 %	193,719.00	98.40 %
A-2102	IT services	122,363.67	118,416.75	96.77 %	118,416.75	96.77 %
A-2200	Technical equipment and installations	16,870.00	16,870.00	100.00 %	16,870.00	100.00 %
A-2203	Maintenance, use and repair of technical equipment and installations	2,000.00	583.58	29.18 %	583.58	29.18 %
A-2210	Furniture	24,960.36	24,960.36	100.00 %	24,960.36	100.00 %
A-2250	Library stocks, purchase of books	764.28	70.86	9.27 %	70.86	9.27 %
A-2300	Stationery and office supplies	1,510.71	1,510.71	100.00 %	1,510.71	100.00 %
A-2320	Bank charges	2,000.00	2,000.00	100.00 %	2,000.00	100.00 %
A-2330	Legal expenses	5,000.00	5,000.00	100.00 %	5,000.00	100.00 %
A-2400	Postage and delivery charges	4,976.50	4,976.50	100.00 %	4,976.50	100.00 %
A-2410	Telecommunications charges	1,028.71	844.07	82.05 %	844.07	82.05 %

A-2411	Telecommunications equipment	19,471.86	19,471.86	100.00 %	19,471.86	100.00 %
A-2601	Studies, surveys, consultations	69,271.00	69,271.00	100.00 %	69,271.00	100.00 %
<b>Total Title II</b>		<b>887,546.41</b>	<b>874,042.91</b>	<b>98.48 %</b>	<b>874,042.91</b>	<b>98.48 %</b>
B-3100	Data Collection and networks	1,902,156.20	1,899,516.20	99.86 %	1,899,516.20	99.86 %
B-3105	Meetings and conferences	18,213.29	10,215.71	56.09 %	10,215.71	56.09 %
B-3200	Research studies and surveys	1,653,496.52	1,653,496.42	100.00 %	1,653,496.42	100.00 %
B-3310	Documentation	221,174.49	219,683.77	99.33 %	219,683.77	99.33 %
B-3340	Cooperation activities	3,793.32	826.32	21.78 %	826.32	21.78 %
B-3344	Policy Development	191,802.60	181,013.04	94.37 %	181,013.04	94.37 %
B-3350	Publications	555,968.32	363,358.78	65.36 %	363,358.78	65.36 %
B-3354	Public Information, media and Communication	244,062.30	242,162.30	99.22 %	242,162.30	99.22 %
B-3400	Management Board and administrative structures	49,149.70	42,635.05	86.75 %	42,635.05	86.75 %
B-3410	Translation and interpretation	739,676.50	699,396.95	94.55 %	699,396.95	94.55 %
<b>Total Title III</b>		<b>5,579,493.24</b>	<b>5,312,304.54</b>	<b>95.21 %</b>	<b>5,312,304.54</b>	<b>95.21 %</b>
<b>TOTAL C8</b>		<b>6,544,578.41</b>	<b>6,261,179.30</b>	<b>95.67 %</b>	<b>6,261,179.30</b>	<b>95.67 %</b>

## Annex 6 – Budget Execution – Title I, II and III of R0 Appropriations

Budget Item	Budget Item Description	Appropriations 2009 €	Commitments 2009 €	% committed	Payments 2009 €	% paid
A-2000	Rent	162,666.67	0.00	0.00 %	0.00	0.00 %
<b>TOTAL R0</b>		<b>162,666.67</b>	<b>0.00</b>	<b>0.00%</b>	<b>0.00</b>	<b>0.00%</b>

## Annex 7 – Types of appropriations

The terminology used in this report to define the different types of appropriations that are used by the Agency is explained below:

Type of appropriations	Use of appropriations	Financial Rules
C1	Initial budget	Art. 4, 6, 7, 9, 10, 11, 77, 156, 157, 179, 183
	Amending budget	Art. 37, 38
	Budgetary transfers	Art. 22-26, 161
C4	Refunds	Art. 10, 18.e, f, g, h, i and g.
C5	Refunds carried over	Art. 10
C8	Automatic carryovers of payment appropriations corresponding to commitments of non-differentiated appropriations	Art. 9.4
R0	Other earmarked revenue	Art. 18.a, b, c and d