

# **Report on budgetary and financial management**

## **Financial year 2014**

Agency report pursuant to Art. 93  
of the Agency's financial rules

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## Introduction

### *1.1 Legal basis*

Article 93 of the financial rules applicable to the Agency's budget stipulates that "[t]he Agency shall prepare a report on budgetary and financial management for the financial year." Based on the same article, the report "[...] shall give an account, both in absolute terms and expressed as a percentage, at least, of the rate of implementation of the appropriations together with summary information on the transfers of appropriations among the various budget items."

The present report analyses the appropriations managed by the European Union Agency for Fundamental Rights in 2014. These appropriations consist of Title I – Staff expenditure, Title II – Operating expenditure and Title III – Operational expenditure.

The analysis follows the European Union's accounting rule 16 on the presentation of budget information in annual accounts. According to this rule, the comparison of budget and actual amounts shall be presented separately, for each area of activity. The original and final budget amounts explaining all changes approved by the Budgetary Authority and the Management Board to revise the original budget and the actual implemented amounts shall also be explained.

### *1.2 Content of the report*

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

- a summary of the various stages of the budgetary procedure 2014, explaining how the appropriations for the 2014 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
- an overview of the implementation of expenditure in 2014, 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.

### *1.3 Definitions applied to this report*

The implementation tables consist of:

## Total appropriations of the year

- **Initial budget:** appropriations voted by the Budget Authority (BA) and adopted by the Management Board (MB).
- **Amending budgets (AB):** it is an increase or a decrease on the Agency's initial adopted budget.
- **Management Board transfers:** transfers submitted to the Management Board for decision.
- **Agency transfers:** transfers decided by the Agency on its own authority.
- **Carryover from 2013:** refers to budgetary appropriations carried forward by decision or automatically.
- Assigned revenue:
  - o refunds, and
  - o third party appropriations.

The terminology is shown in the schematic table on types of appropriation below:

| <b>Fund source code</b> | <b>Concept</b>   | <b>Financial Rules</b>                       | <b>Presentation in this report</b>                                  |
|-------------------------|--|--|---|
| C1                      | Initial budget   | Art. 2, 6, 9, 10, 11, 12, 13, 33, 69, 70, 71 | Adopted budget  |
|                         | Amending budget  | Art. 20, 34                                  | Own table   |
|                         | Budgetary transfers  | Art. 27, 92                                  | Separate tables for Management Board transfers and Agency transfers |
| C4                      | Refunds  | Art. 23.3.a, b, c, d, e, f, g and h          | Belongs to assigned revenue   |
| C5                      | Refunds carried over   | Art. 15                                      | Belongs to assigned revenue   |
| C8                      | Automatic carryovers of payment appropriations corresponding to commitments of non-differentiated appropriations | Art. 12.3                                    | Carry over from 2013 to 2014  |
| R0                      | Other earmarked revenue  | Art. 23.2.a and b                            | Belongs to assigned revenue   |

Budgetary appropriations are C1, C8 and R0s.

## Date of Extraction

The implementation data is based on the preliminary data serving as a basis for the provisional accounts at the end of February 2014. Unless otherwise stated, amounts are provided in Euro (€) and have been rounded to the nearest whole number.

#### *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
- ISILOG fixed asset management – inventory software
- MATRIX Annual Work Programme & Administrative Autonomy Activities – software assisting in the estimation of the financial and human resources per area of activity
- MATRIX Activity Based Budget (ABB) Module –software for the planning and actual recording of time worked per area of activity
- MATRIX Budget Module (BM) – Budget management software
- MATRIX Project Module (PM) – Project management software, and
- MATRIX Tenders and Contracts Module (TCM) – Tenders and Contracts back office management software.

NOTE: The information contained in this report is without prejudice to the content of the official Agency documents on the closure of the accounts. Readers should refer in particular to the final Revenue and Expenditure Account for the official figures on the 2014 budget outturn.

# ***Part A***

## **Overview: Budget 2014**

## **A.1 Establishment of the initial budget**

### *A.1.1 Budgetary procedure 2014*

#### **Draft Estimate**

During its 16<sup>th</sup> meeting that took place on 13<sup>th</sup> and 14<sup>th</sup> December 2012, the Management Board adopted the 2014 Draft Estimate (DE). Following the Commission's recommendation, three scenarios are proposed to the Management Board. For each scenario Title I and Title II remain the same (i.e. 13,959,000 EUR representing an increase of 2% compared to 2013 budget). The differences occur only in Title III.

In particular, the first scenario amounted to a total budget of 20,196,000 EUR (i.e. equal to the 2012 Budget) representing a decrease of 5% compared to 2013 budget. In this scenario 6,237,000 EUR were allocated to Title III.

The second scenario amounted to a total of 21,112,000 EUR (i.e. similar to the 2013 Draft Budget Council position) representing a decrease of 1% compared to 2013 budget. In this scenario 7,153,000 EUR were allocated to Title III.

The third scenario amounted to a total of 22,000,000, which is the amount foreseen for 2014 in the Multiannual Financial Framework, representing an increase of 3% compared to 2013 budget. In this scenario 8,041,000 EUR were allocated to Title III.

No new Temporary Agent posts were requested for 2014.

#### **Draft Budget**

At its 17<sup>th</sup> meeting, held on 22<sup>nd</sup>, 23<sup>rd</sup> and 24<sup>th</sup> May 2013, the Management Board adopted the 2014 Draft Budget (DB). In this version, the 2014 Draft Budget was revised compared to the Draft Estimate, taking into consideration the amount available for the Agency in the draft General Budget (i.e. 22,000,000 – third scenario).

In comparison to the Draft Estimate, Title I was increased by 122,000 EUR. This increase was not definite as the decision on the 2012 RAPPEL was still on-going and the adoption of the new Staff Regulations was pending. Consequently, and in order to cover the deficit of Title I, Title II was revised and decreased accordingly.

#### **Adopted budget**

On 20 November 2013, the European Parliament adopted the Union's budget where, in-line with the financial perspectives, 21,229,000 EUR were reserved for the Agency. Therefore, during its 18<sup>th</sup> meeting that took place on 12<sup>th</sup>

and 13<sup>th</sup> December 2013 the Management Board adopted a revised version of the 2014 Draft Budget taking into consideration the above as follows:

- Title I was revised and increased by 437,000 EUR (i.e. 4%) due to the fact that the 2011 and 2012 salaries increase (RAPPEL) were still pending
- Title II was increased by 33,000 EUR (i.e. 1%)
- Title III was reduced by 1,241,000 EUR (i.e. -15%) in order for the Agency's budget to match the budget adopted by the Budgetary Authority, and
- the total budget was reduced by 771,000 EUR representing a decrease of 4% compared to its previous version.

### *A.1.2 The evolution from the Draft Budget to the final Adopted Budget*

The evolution is presented in the table below.

| <b>Title</b> | <b>Final budget 2013 (adopted budget plus amending budgets)</b> | <b>2014 DE 16<sup>th</sup> MB meeting (December 2012)</b> | <b>2014 DB 17<sup>th</sup> MB meeting (May 2013)</b> | <b>Adopted budget 18<sup>th</sup> MB meeting (December 2013)</b> | <b>Difference (adopted budget 2014/final budget 2013)</b> |
|--------------|---|---|--|--|---|
| Title I      | 11,513,000  | 11,626,000  | 11,748,000   | 12,185,000   | 5.84%   |
| Title II     | 2,451,000   | 2,333,000   | 2,211,000  | 2,244,000  | -8.45%  |
| Title III    | 7,655,850.22  | 8,041,000   | 8,041,000  | 6,800,000  | -11.18%   |
| <b>Total</b> | <b>21,619,850.22</b>  | <b>22,000,000</b>   | <b>22,000,000</b>                                    | <b>21,229,000</b>  | <b>-1.81%</b>   |

## **A.2 Carryover from the previous financial year**

The Agency carried over from 2013 the total amount of 244,000 EUR that refers to the rent subsidy that was received from the Austrian Authorities.

No 2013 appropriations were carried over in 2014 under the meaning of paragraph 1 article 10 of the Agency's financial rules (i.e. C2 fund source).

### *A.2.1 Implementation of Carryover from 2013*

97.68% of the appropriations carried over (i.e. 2014 C8s) were used. The cancellation rate remained low at 2.32%. Further details are provided in Annex 5.

## **A.3 Amending budgets**

As shown below in the summary table one amending budget took place during the financial year.



### A.3.1 Summary table of amending budget

| AB | Date of adoption | Main subject   | Official Journal   | Impact on appropriations  |
|----|------------------|--|--------------------|---|
| 1  | 13/12/2013       | In accordance with Article 32§1 of the Agency's financial rules, the Management Board modified the establishment plan. The reason was to comply with the Budget Authority's decision (i.e. to delete one AST post), as well as to facilitate the 2014 career advancement exercise. | C 90<br>28/3/2014  | One AD6 post was downgraded to AST6.<br>One AST2 post was upgraded to AST4.<br>One AST4 post was upgraded to AST6 |
| 2  | 22/05/2014       | The Agency received from the Austrian Authorities one third of the monthly rent for the period January - December 2014.<br><br>The Austrian government contributed 35,000 EUR for the Heads of Agencies meeting that took place in October 2013.                                   | C 322<br>18/9/2014 | Chapter 20 +244,000<br><br>Chapter 37 +35,000   |

### A.3.2 Impact of amending budget between chapters

| Chapter                                       | Appropriations |
|---|----------------|
| 20 – Rental of buildings and associated costs | 244,000        |
| 37 – Communication and awareness-raising      | 35,000         |
| Total   | 279,000        |

## A.4 Transfers made during the financial year

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

### A.4.1 Transfers adopted by the Management Board

In 2014, three budgetary transfers were submitted to the Management Board for approval. The total amount transferred among Titles through these transfers was 947,932 EUR.

These transfers were linked to the reallocation of the surplus under the administrative expenditure (i.e. Title I and II), to operational projects or within operational expenditure, from one project to another or within administrative expenditure (Title II) in order to cover the expenditure for the ICT storage and equipment replacement, as well as the upgrade of the datacentre's cooling system.

The impact of transfers is summarised in the table below.

| Title<br>Chapter | Heading   | Transfers from<br>the chapter<br>€ | Transfers to<br>the chapter<br>€ | Impact between<br>chapters<br>€ |
|------------------|---|------------------------------------|----------------------------------|---------------------------------|
| <b>1</b>         | <b>Staff</b>  | -909,932                           | 0                                | -909,932                        |
| 11               | Staff in active employment  | -722,672                           | 0                                | -722,672                        |
| 12               | Expenditure on staff recruitment and transfer                       | -41,635                            | 4,840                            | -36,795                         |
| 13               | Missions and duty travel  | -73,000                            | 0                                | -73,000                         |
| 14               | Legal, medical and training expenditure                             | -80,569                            | 0                                | -80,569                         |
| 15               | Mobility, exchanges of civil servants and experts                   | -28,736                            | 0                                | -28,736                         |
| 16               | Social welfare  | -365                               | 30,705                           | 30,340                          |
| 17               | Entertainment and representation                                    | 0                                  | 1,500                            | 1,500                           |
| 19               | Reserve for Title I   | 0                                  | 0                                | 0                               |
| <b>2</b>         | <b>Buildings, equipment and miscellaneous operating expenditure</b> | -38,000                            | 0                                | -38,000                         |
| 20               | Rental of buildings and associated costs                            | -59,098                            | 0                                | -59,098                         |

|              |   |          |         |          |
|--------------|---|----------|---------|----------|
| 21           | Data processing                           | 0        | 30,200  | 30,200   |
| 22           | Movable property and associated costs     | -1,000   | 85,767  | 84,767   |
| 23           | Current administrative expenditure        | -32,545  | 0       | -32,545  |
| 24           | Postage and telecommunication expenditure | -36,696  | 0       | -36,696  |
| 25           | Expenditure on meetings                   | -4,878   | 0       | -4,878   |
| 26           | Studies, surveys, consultations           | -19,750  | 0       | -19,750  |
| 29           | Reserve for Title II                      | 0        | 0       | 0        |
| <b>3</b>     | <b>Operational expenditure</b>            | 0        | 947,932 | 947,932  |
| 31           | Dignity                                   | 0        | 0       | 0        |
| 32           | Freedoms                                  | 0        | 829,505 | 829,505  |
| 33           | Equality                                  | -100,000 | 294,742 | 194,742  |
| 34           | Solidarity                                | 0        | 0       | 0        |
| 35           | Citizens' rights                          | 0        | 0       | 0        |
| 36           | Justice                                   | -62,646  | 155,049 | 92,403   |
| 37           | Horizontal operational activities         | -333,618 | 226,500 | -107,118 |
| 38           | Bodies of the Agency                      | -30,600  | 0       | -30,600  |
| 39           | Reserve for Title III                     | -82,500  | 51,500  | -31,000  |
| <b>Total</b> |   | -947,932 | 947,932 | 0        |

#### A.4.2 Agency transfers

In 2014, the Director authorised eight budgetary transfers. The total amount transferred among Titles through these transfers was 39,187 EUR.

The Agency transfers of appropriations between Titles and commitment items mainly refer to corrective actions required for the efficient implementation of the Annual Work Programme as well as for administrative expenditure. The amounts transferred among Titles and chapters are provided in the table below.

| Title<br>Chapter | Heading | Transfers from<br>the chapter<br>€ | Transfers to<br>the chapter<br>€ | Impact between<br>chapters<br>€ |
|------------------|---------|------------------------------------|----------------------------------|---------------------------------|
|------------------|---------|------------------------------------|----------------------------------|---------------------------------|

|          |   |          |         |          |
|----------|---|----------|---------|----------|
| <b>1</b> | <b>Staff</b>  | -39,187  | 0       | -39,187  |
| 11       | Staff in active employment  | -54,800  | 1,561   | -53,239  |
| 12       | Expenditure on staff recruitment and transfer                       | -284     | 16,800  | 16,516   |
| 13       | Missions and duty travel  | 0        | 0       | 0        |
| 14       | Legal, medical and training expenditure                             | -1,143   | 12,000  | 10,858   |
| 15       | Mobility, exchanges of civil servants and experts                   | 0        | 0       | 0        |
| 16       | Social welfare  | -38,260  | 25,000  | -13,260  |
| 17       | Entertainment and representation                                    | -62      | 0       | -62      |
| 19       | Reserve for Title I   | 0        | 0       | 0        |
| <b>2</b> | <b>Buildings, equipment and miscellaneous operating expenditure</b> | 0        | 22,866  | 22,866   |
| 20       | Rental of buildings and associated costs                            | -69      | 16,000  | 15,931   |
| 21       | Data processing   | -6,998   | 0       | -6,998   |
| 22       | Movable property and associated costs                               | -6,000   | 30,166  | 24,166   |
| 23       | Current administrative expenditure                                  | -219     | 5,000   | 4,781    |
| 24       | Postage and telecommunication expenditure                           | -7       | 0       | -7       |
| 25       | Expenditure on meetings   | -15,006  | 0       | -15,006  |
| 26       | Studies, surveys, consultations                                     | 0        | 0       | 0        |
| 29       | Reserve for Title II  | 0        | 0       | 0        |
| <b>3</b> | <b>Operational expenditure</b>                                      | 0        | 16,321  | 16,321   |
| 31       | Dignity   | 0        | 0       | 0        |
| 32       | Freedoms  | -54,160  | 423,550 | 369,390  |
| 33       | Equality  | -24,653  | 76,049  | 51,396   |
| 34       | Solidarity  | 0        | 0       | 0        |
| 35       | Citizens' rights  | 0        | 0       | 0        |
| 36       | Justice   | -58,200  | 44,395  | -13,805  |
| 37       | Horizontal operational activities                                   | -329,055 | 29,304  | -299,751 |
| 38       | Bodies of the Agency  | -16,909  | 0       | -16,909  |

|              |                       |  |         |        |         |
|--------------|-----------------------|--|---------|--------|---------|
| 39           | Reserve for Title III |  | -74,000 | 0      | -74,000 |
| <b>Total</b> |                       |  | -39,187 | 39,187 | 0       |

#### A.4.3 Overall summary of the transfers (Agency and Management Board)

| Title Chapter | Heading   | Initial budget | Total transfers € | Final budget € | Difference (between initial and final budget) |
|---------------|---|----------------|-------------------|----------------|---|
| <b>1</b>      | <b>Staff</b>  | 12,185,000     | -949,119          | 11,235,881     | -7.79 %                                       |
| 11            | Staff in active employment  | 10,557,000     | -775,911          | 9,781,089      | -7.35%  |
| 12            | Expenditure on staff recruitment and transfer                       | 45,000         | -20,278           | 24,722         | -45.06%                                       |
| 13            | Missions and duty travel  | 270,000        | -73,000           | 197,000        | -27.04%                                       |
| 14            | Legal, medical and training expenditure                             | 368,000        | -69,712           | 298,289        | -18.94%                                       |
| 15            | Mobility, exchanges of civil servants and experts                   | 350,000        | -28,736           | 321,264        | -8.21%  |
| 16            | Social welfare  | 592,000        | 17,080            | 609,080        | 2.89%   |
| 17            | Entertainment and representation                                    | 3,000          | -1,438            | 4,438          | 47.95%  |
| 19            | Reserve for Title I   | 0              | 0                 | 0              | 0%  |
| <b>2</b>      | <b>Buildings, equipment and miscellaneous operating expenditure</b> | 2,244,000      | -15,134           | 2,228,866      | -0,67 %                                       |
| 20            | Rental of buildings and associated costs                            | 1,096,000      | -43,167           | 1,052,833      | -3.94%  |
| 21            | Data processing   | 819,000        | 23,202            | 842,202        | 2.83%   |
| 22            | Movable property and associated costs                               | 42,000         | 108,933           | 150,933        | 259.36%                                       |
| 23            | Current administrative expenditure                                  | 74,000         | -27,764           | 46,236         | -37.52%                                       |
| 24            | Postage and telecommunication expenditure                           | 157,000        | -36,704           | 120,296        | -23.38%                                       |
| 25            | Expenditure on meetings   | 26,000         | -19,884           | 6,116          | -76.48%                                       |
| 26            | Studies, surveys, consultations                                     | 30,000         | -19,750           | 10,250         | -65.83%                                       |
| 29            | Reserve for Title II  | 0              | 0                 | 0              | 0 %   |

|              |                                   |            |           |           |          |
|--------------|-----------------------------------|------------|-----------|-----------|----------|
| <b>3</b>     | <b>Operational expenditure</b>    | 6,800,000  | 964,252   | 7,764,252 | 14,18 %  |
| 31           | Dignity                           | 0          | 0         | 0         | 0%       |
| 32           | Freedoms                          | 470,000    | 1,198,895 | 1,668,895 | 255.08%  |
| 33           | Equality                          | 3,715,000  | 246,137   | 3,961,137 | 6.63%    |
| 34           | Solidarity                        | 0          | 0         | 0         | 0%       |
| 35           | Citizens' rights                  | 0          | 0         | 0         | 0%       |
| 36           | Justice                           | 400,000    | 78,598    | 478,598   | 19.65%   |
| 37           | Horizontal operational activities | 1,635,000  | -406,869  | 1,228,131 | -24.88%  |
| 38           | Bodies of the Agency              | 475,000    | -47,509   | 427,491   | -10%     |
| 39           | Reserve for Title III             | 105,000    | -105,000  | 0         | -100.00% |
| <b>Total</b> |                                   | 21,229,000 | 0         | 0         | 0%       |

## A.5 Implementation Overview

### A.5.1 Implementation of authorised appropriations

The implementation of consolidated authorised appropriations is provided below.

| Initial budget | Carry-over from 2013 | Amending budgets | MB transfers | Agency transfers | Final budget | CA Actual 2014 | CA Rate | PA Actual 2014 | PA Rate |
|----------------|----------------------|------------------|--------------|------------------|--------------|----------------|---------|----------------|---------|
| 21,229,000     | 244,000              | 279,000          | 0            | 0                | 21,752,000   | 21,497,258     | 99%     | 15,008,498     | 69%     |

The implementation rate of C1 payment appropriations (PA) under Title III was 25%. This level of implementation is in line with the Agency's planning of automatically carry forward (i.e. C8s) as it was estimated during the first quarter of 2014 and evolved during the financial year.

It should be noted that most of the Agency's operational projects have an implementation period of at least one year. In this case the Agency is anyway compelled to automatic carrying forward high levels of outstanding amounts at the end of the financial year.

### A.5.2 Participation of candidate countries in the Agency's work

In 2014 no candidate countries participated in the work of the Agency.

### *A.5.3 Implementation of internal assigned revenue*

In 2014 the Agency did not have to its disposal and did not receive any internal assigned revenue.

### *A.5.4 Implementation of earmarked revenue*

In 2014, the Agency received one third of the monthly rent for the period January – December 2014 from the Austrian authorities. This contribution amounts to 244,000 EUR.

The Austrian authorities also contributed the amount of 27,340 EUR to the Management Board retreat that took place in September 2012. This amount was received at the end of 2012 and was introduced in the 2013 budget through an amending budget during the first MB meeting of the year. By the end of 2013 this amount had been committed and 12,340 EUR were paid. The remaining 15,000 EUR were paid by the end of 2014.

In 2012 the Danish government contributed to the disability project with an amount of 26,887 EUR. This amount was committed in 2013 and 20,985 EUR were paid during the financial year. In 2014, the amount of 5,825 EUR was paid and 77 EUR were de-committed.

In December 2013 the Austrian authorities made a contribution of €35,000 to the Heads of Agencies' Meeting that took place in 2014. This amount was introduced into the 2014 budget through an amending budget during the first MB meeting of 2014. The amount of 24,258 EUR was committed in 2014.

The appropriations not committed in 2014 (i.e. 254,819 EUR) were carried over to 2015 where they will be consumed in priority.

### *A.5.5 Implementation of recovery orders*

No recovery orders were carried over from previous financial years to 2014. During the financial year, six (6) recovery orders were issued and were all cashed during 2014. Four of the recovery orders related to the European Union subsidy and two related to the 2014 rent subsidy from the Austrian authorities.

### *1.5 Comparison of budget and actual amounts*

Implementation rate of the European Union subsidy followed last years' trend and remained at 100.00%. The main reallocations of appropriations were made via Management Board transfers referring to the reduction of the administrative expenditure (i.e. Title I & II) by 947,932 EUR that was transferred to Title III – Operational expenditure in order to further support the Agency's core activities.

### A.5.6 Implementation compared to the initial budget

| Heading   | Implementation 2014 |            | As % of the initial budget |        | As % of the final budget |        |
|---|---------------------|------------|----------------------------|--------|--------------------------|--------|
|   | CA                  | PA         | CA                         | PA     | CA                       | PA     |
| Title I – Staff expenditure   | 11,235,881          | 11,150,976 | 92.21%                     | 91.51% | 92.21%                   | 91.51% |
| Title II – Buildings, equipment and miscellaneous operating expenditure | 2,472,866           | 1,921,401  | 110.20%                    | 85.62% | 99.39%                   | 77.23% |
| Title III – Operational expenditure                                     | 7,788,510           | 1,915,296  | 114.54%                    | 28.17% | 114.13%                  | 28.07% |
| Total   | 21,497,258          | 15,008,498 | 101.26%                    | 70.60% | 100.00%                  | 69.72% |



## A.6 RAL-Situation

|   | <b>Commitments<br/>made during<br/>the year</b> | <b>Payments</b>   | <b>Commitments<br/>outstanding at<br/>the end of the<br/>year</b> | <b>Carry<br/>forward rate<br/>(%)</b> |
|---|---|-------------------|---|---------------------------------------|
| Title I – Staff expenditure   | 11,235,881                                      | 11,150,976        | 84,906  | 0.76%                                 |
| Title II – Buildings, equipment<br>and miscellaneous operating<br>expenditure | 2,472,866                                       | 1,921,401         | 551,466   | 22,30%                                |
| Title III – Operational<br>expenditure  | 7,788,510                                       | 1,936,121         | 5,859,698   | 75,24%                                |
| <b>Total</b>  | <b>21,497,258</b>                               | <b>15,008,498</b> | <b>6,496,069</b>  | <b>30,22%</b>                         |

The outstanding commitments at the end of the year were automatically carried forward to 2015.

|   | <b>Commitments<br/>carried forward<br/>from 2013</b> | <b>Payments</b>  | <b>Cancelled</b> | <b>Cancellation<br/>rate (%)</b> |
|---|--|------------------|------------------|----------------------------------|
| Title I – Staff expenditure   | 141,523  | 92,460           | 49,063           | 34.67%                           |
| Title II – Buildings,<br>equipment and miscellaneous<br>operating expenditure | 579,429  | 574,598          | 4,831            | 0.83%                            |
| Title III – Operational<br>expenditure  | 5,625,444  | 5,531,907        | 93,536           | 0.06%                            |
| <b>Total</b>  | <b>6,346,396</b>                                     | <b>6,198,965</b> | <b>147,430</b>   | <b>2.32%</b>                     |

The implementation rate of appropriations carried forward automatically from 2013 to 2014 (i.e. C8) reached 97.68% in 2014, with only 147,430 EUR having been cancelled, representing 2.32% out of the total amount. This low level of cancellation is well below the Agency's target.

# ***Part B***

## **Overview: Budget 2014**

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

## Title I – Staff expenditure

### Chapter 11 – Staff in active employment

| Item   | Description  | Initial budget | Amending budgets | MB transfers | Agency transfers | Final budget | Actual 2014 | Rate |
|--------|--|----------------|------------------|--------------|------------------|--------------|-------------|------|
| A01100 | Basic salaries                                       | 5,971          | -                | -469         | -60              | 5,442        | 5,442       | 100% |
| A01101 | Family allowances                                    | 814            | -                | -78          | -                | 736          | 736         | 100% |
| A01102 | Expatriation and foreign-residence allowances        | 878            | -                | -41          | -13              | 825          | 825         | 100% |
| A01103 | Secretarial allowances                               | 8              | -                | -            | -                | 8            | 8           | 100% |
| A01113 | Trainees   | 362            | -                | 3            | -7               | 357          | 357         | 100% |
| A01115 | Contract Agents                                      | 1,471          | -                | -13          | -                | 1,458        | 1,458       | 100% |
| A01130 | Insurance against sickness                           | 200            | -                | -6           | -                | 194          | 194         | 100% |
| A01131 | Insurance against accidents and occupational disease | 43             | -                | -10          | -4               | 29           | 29          | 100% |
| A01132 | Insurance against unemployment                       | 77             | -                | -5           | -                | 72           | 72          | 100% |
| A01140 | Childbirth and death grants                          | 2              | -                | -1           | -                | 1            | 1           | 100% |
| A01141 | Travel expenses for annual leave                     | 110            | -                | -2           | 2                | 110          | 110         | 100% |
| A01175 | Interim services                                     | 100            | -                | -49          | -50              | 1            | 1           | 100% |
| A01178 | External services                                    | 60             | -                | -            | -1               | 59           | 59          | 100% |
| A01190 | Salary weightings                                    | 461            | -                | -49          | 80               | 492          | 492         | 100% |
| Total  |  | 10,557         | -                | -723         | -53              | 9,781        | 9,781       | 100% |

During the financial year the total amount allocated to Chapter 11 was reduced by 7%. On 16th April 2014 the European Parliament and the Council adjusted the remuneration and pensions of officials and other servants of the European Union and the correction coefficients applied thereto with effect from 1st July 2011 and from 1st July 2012. This adjustment had a much lower budgetary impact than expected based on the formula that is normally used for the calculation of the salaries increase. Therefore, a surplus of 350,000 EUR was generated.

During the preparation of the 2014 Budget it was foreseen to launch a call for interim services early in 2014. However, the launch of this tender was cancelled. Therefore, the amount budgeted for the interim services was released.

Following regular budget revisions that took place during the year, further surpluses were identified due to:

- the increased number of part-time working, parental leave, unpaid leave
- the new way of estimating the distance between the place of employment and the place of origin
- the adjustment of the rate of pension contribution, and
- the end of the contract of one temporary agent.

These funds were transferred within Title I and to Title III in order to support operational activities.

In addition, the increase of the country weighting factor for Austria affected the chapter.

### *Chapter 12 – Expenditure on staff recruitment and transfer*

| <b>Item</b>  | <b>Description</b>                                 | <b>Initial budget</b> | <b>Amending budgets</b> | <b>MB transfers</b> | <b>Agency transfers</b> | <b>Final budget</b> | <b>Actual 2014</b> | <b>Rate</b> |
|--------------|--|-----------------------|-------------------------|---------------------|-------------------------|---------------------|--------------------|-------------|
| A01200       | Recruitment expenses                               | 8                     | -                       | -14                 | 17                      | 11                  | 11                 | 100%        |
| A01201       | Travel expenses                                    | 2                     | -                       | -2                  | -                       | -                   | -                  | 100%        |
| A01202       | Installation, resettlement and transfer allowances | 15                    | -                       | -10                 | -                       | 5                   | 5                  | 100%        |
| A01203       | Removal expenses                                   | 10                    | -                       | -5                  | -                       | 5                   | 5                  | 100%        |
| A01204       | Temporary daily subsistence allowances             | 10                    | -                       | -6                  | -                       | 4                   | 4                  | 100%        |
| <b>Total</b> |  | <b>45</b>             | <b>-</b>                | <b>-37</b>          | <b>17</b>               | <b>25</b>           | <b>25</b>          | <b>100%</b> |

This chapter was reduced by 45%. The costs linked to the new recruitments (i.e. removals, resettlement, installation allowances, and temporary daily subsistence allowances) were recalculated based on the latest available information and the funds under the related budget lines were updated to cover the Agency's needs.

Two sets of interviews were planned to take place in December 2014 for the published positions of Legal Research Officer and Research Officer – Information Society, Privacy and Data Protection. The related recruitment expenses were budgeted for at least eight candidates per position. However, the recruitment process was delayed. In the first case, a higher than expected number of applications was received and the pre-screening and selection stages took longer. In the second case, the publication notice was

extended by fifteen days due to the fact that the Agency received a very low number of applications. The candidates are expected to be invited for interview during the first weeks of 2015. Therefore, the funds reserved for this purpose were released.

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

| <b>Item</b> | <b>Description</b>   | <b>Initial budget</b> | <b>Amending budgets</b> | <b>MB transfers</b> | <b>Agency transfers</b> | <b>Final budget</b> | <b>Actual 2014</b> | <b>Rate</b> |
|-------------|--|-----------------------|-------------------------|---------------------|-------------------------|---------------------|--------------------|-------------|
| A01300      | Mission expenses, duty travel expenses and other ancillary expenditure | 270                   | -                       | -73                 | -                       | 197                 | 197                | 100%        |
| Total       |  | 270                   | -                       | -73                 | -                       | 197                 | 197                | 100%        |

There was a decrease of 27% during the financial year under chapter 13. At the beginning of the financial year the Agency reinforced the implementation of Activity Based Management (ABM), Budgeting (ABB) and Costing (ABC) principles. Within this framework, the missions directly linked to operations are now charged under Title III, where in the past they were charged under TI. However, the initial estimation of funds included project related missions under Title I. Therefore, the amount referring to Title III missions was reallocated to the operational budget.

### *Chapter 14 – Legal, medical and training expenditure*

| <b>Item</b> | <b>Description</b>             | <b>Initial budget</b> | <b>Amending budgets</b> | <b>MB transfers</b> | <b>Agency transfers</b> | <b>Final budget</b> | <b>Actual 2014</b> | <b>Rate</b> |
|-------------|--------------------------------|-----------------------|-------------------------|---------------------|-------------------------|---------------------|--------------------|-------------|
| A01400      | Restaurants and canteens       | -                     | -                       | -                   | -                       | -                   | -                  | -           |
| A01410      | Medical service                | 48                    | -                       | -                   | -1                      | 47                  | 47                 | 100%        |
| A01420      | Professional training of staff | 250                   | -                       | -75                 | -                       | 175                 | 175                | 100%        |
| A01430      | Legal service                  | 70                    | -                       | -6                  | 12                      | 76                  | 76                 | 100%        |
| Total       |                                | 368                   | -                       | -81                 | 11                      | 298                 | 298                | 100%        |

Chapter 14 was decreased by 19%. A number of initially foreseen staff training and info sessions were eventually moved to 2015, either because the date at the end of 2014 was not available for the trainers or did not suit the participants. Furthermore, the FRA did not make large use of the new framework contract for coaching as initially expected.

### *Chapter 15 – Mobility, exchanges of civil servants and experts*

| <b>Item</b> | <b>Description</b> | <b>Initial budget</b> | <b>Amending budgets</b> | <b>MB transfers</b> | <b>Agency transfers</b> | <b>Final budget</b> | <b>Actual 2014</b> | <b>Rate</b> |
|-------------|--------------------|-----------------------|-------------------------|---------------------|-------------------------|---------------------|--------------------|-------------|
| A01520      | Staff exchanges    | 350                   | -                       | -29                 | -                       | 321                 | 321                | 100%        |

|       |  |     |   |     |   |     |     |      |
|-------|--|-----|---|-----|---|-----|-----|------|
| Total |  | 350 | - | -29 | - | 321 | 321 | 100% |
|-------|--|-----|---|-----|---|-----|-----|------|

Chapter 15 was decreased by 8%. Compared to the 2014 recruitment plan one SNE less than originally foreseen was recruited. Therefore, the funds reserved for this purpose were released.

### *Chapter 16 – Social welfare*

| Item   | Description                         | Initial budget | Amending budgets | MB transfers | Agency transfers | Final budget | Actual 2014 | Rate |
|--------|-------------------------------------|----------------|------------------|--------------|------------------|--------------|-------------|------|
| A01610 | Social contacts between staff       | 22             | -                | -            | -4               | 18           | 18          | 100% |
| A01620 | Other welfare expenditure           | 550            | -                | 29           | -9               | 569          | 569         | 100% |
| A01630 | Early childhood centres and crèches | 20             | -                | 2            | -                | 22           | 22          | 100% |
| Total  |                                     | 592            | -                | 30           | -13              | 609          | 609         | 100% |

Chapter 16 was increased by 3%. Schooling costs were revised and increased due to a number of new enrolments.

In addition, the costs of the mother tongue programme was expected to be covered under this chapter. However, the Director's decision on that matter was not to reimburse this expenditure to the staff members. Therefore, funds found to be in surplus under budget item A01620.

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

| Item   | Description                               | Initial budget | Amending budgets | MB transfers | Agency transfers | Final budget | Actual 2014 | Rate |
|--------|---|----------------|------------------|--------------|------------------|--------------|-------------|------|
| A01700 | Entertainment and representation expenses | 3              | -                | 2            | -                | 4            | 4           | 100% |
| Total  |   | 3              | -                | 2            | -                | 4            | 4           | 100% |

No significant changes took place under chapter 17 during the financial year.

### *Chapter 19 – Reserve for Title I*

| Item   | Description         | Initial budget | Amending budgets | MB transfers | Agency transfers | Final budget | Actual 2014 | Rate |
|--------|---------------------|----------------|------------------|--------------|------------------|--------------|-------------|------|
| A01900 | Reserve for Title I | -              | -                | -            | -                | -            | -           | -    |
| Total  |                     | -              | -                | -            | -                | -            | -           | -    |

No changes took place under chapter 29.

## Title II – Buildings, equipment and miscellaneous operating expenditure

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

| Item   | Description                            | Initial budget | Amending budgets | MB transfers | Agency transfers | Final budget | Actual 2014 | Rate |
|--------|--|----------------|------------------|--------------|------------------|--------------|-------------|------|
| A02000 | Rent                                   | 545            | 244              | -1           | 16               | 804          | 560         | 70%  |
| A02010 | Insurances                             | 13             | -                | -3           | -                | 10           | 10          | 100% |
| A02020 | Water, gas, electricity and heating    | 81             | -                | -9           | -                | 72           | 72          | 100% |
| A02030 | Cleaning and maintenance               | 317            | -                | -15          | -                | 302          | 302         | 100% |
| A02040 | Fitting-out of premises                | 25             | -                | -25          | -                | -            | -           | 100% |
| A02050 | Security and surveillance of buildings | 115            | -                | -6           | -                | 109          | 109         | 100% |
| A02090 | Other expenditure on buildings         | -              | -                | -            | -                | -            | -           | 100% |
| Total  |  | 1,096          | 244              | -59          | 16               | 1,297        | 1,053       | 81%  |

Chapter 20 was increased by 18%. This increase refers mainly to the rent subsidy received from the Austrian authorities. As the rent was already paid in full from C1 and R0 funds that were carried over from 2013, the amount received in 2014 could not be used during the financial year. Therefore, it has been carried over in 2015 where it will be implemented in priority.

During the financial year a rent indexation took place. Therefore, the amount of 16,000 EUR was transferred to chapter 20 for this reason.

Furthermore, funds were also decreased from the chapter. The Agency changed the electricity provider resulting to economies. The initially budgeted amount for the fitting out of premises was based on the previous years' use. However, as no major expenditures took place the available budget was released.

The initial budget for cleaning and maintenance included an estimation for the price indexation of the related framework contract. As no indexation took place in 2014 and the consumption (fine tuning of the working hours resulting in economies) was slightly less, part of the budget was released.

## Chapter 21 – Data processing

| Item   | Description          | Initial budget | Amending budgets | MB transfers | Agency transfers | Final budget | Actual 2014 | Rate |
|--------|----------------------|----------------|------------------|--------------|------------------|--------------|-------------|------|
| A02100 | Hardware/software    | 425            | -                | 40           | -                | 465          | 465         | 100% |
| A02101 | Software development | 364            | -                | -            | -7               | 357          | 357         | 100% |
| A02102 | IT services          | 30             | -                | -10          | -                | 20           | 20          | 100% |
| Total  |                      | 819            | -                | 30           | -7               | 842          | 842         | 100% |

This chapter was increased by 3%. The reasons for this increase were (1) the enhancements of the datacentre concerning Information Communication Technology (ICT) storage and (2) security equipment replacement. .

Following the contracting of related IT services and taking into consideration that no further needs were foreseen, the remaining available and uncommitted budget was released from budget item A02101.

## Chapter 22 – Movable property and associated costs

| Item   | Description  | Initial budget | Amending budgets | MB transfers | Agency transfers | Final budget | Actual 2014 | Rate |
|--------|--|----------------|------------------|--------------|------------------|--------------|-------------|------|
| A02200 | Technical equipment and installations                                | 15             | -                | 106          | 30               | 151          | 151         | 100% |
| A02203 | Maintenance, use and repair of technical equipment and installations | 8              | -                | -8           | -                | -            | -           | 100% |
| A02210 | Furniture  | 15             | -                | -9           | -6               | -            | -           | 100% |
| A02230 | Hire of vehicles   | 2              | -                | -2           | -                | -            | -           | 100% |
| A02250 | Library stocks, purchase of books                                    | 1              | -                | -1           | -                | -            | -           | 100% |
| A02252 | Subscriptions to newspapers and periodicals                          | 1              | -                | -1           | -                | -            | -           | 100% |
| Total  |  | 42             | -                | 85           | 24               | 151          | 151         | 100% |

In 2014 the chapter was increased by 259%. During the year, a study and assessment of the datacentre cooling system was commissioned by the Agency. The assessment, which was conducted by an independent expert, concluded that a major upgrade, as well as enhancements, of the datacentre cooling system were deemed necessary and urgently.

Moreover, the better use of the available furniture together with an office reallocation that took place during the year, resulted in reduced needs of furniture.



### Chapter 23 – Current administrative expenditure

| Item   | Description                                   | Initial budget | Amending budgets | MB transfers | Agency transfers | Final budget | Actual 2014 | Rate |
|--------|---|----------------|------------------|--------------|------------------|--------------|-------------|------|
| A02300 | Stationery and office supplies                | 31             | -                | -11          | 1                | 21           | 21          | 100% |
| A02320 | Bank charges                                  | 5              | -                | -2           | -1               | 2            | 2           | 100% |
| A02330 | Legal expenses                                | -              | -                | -2           | 5                | 3            | 3           | 100% |
| A02353 | Departmental removals and associated handling | 27             | -                | -10          | -                | 17           | 17          | 100% |
| A02355 | Publications reproduction and of documents    | 11             | -                | -8           | -1               | 3            | 3           | 100% |
| Total  |   | 74             | -                | -33          | 5                | 46           | 46          | 100% |

Chapter 23 was decreased by 38%. The Agency made significant savings in internal logistics reducing the costs under departmental removals and associated handling. Similarly, costs were kept low for stationery and office supplies.

The amount for the publication of the budget and the amending budgets of the year were lower than initially foreseen. In addition, the first amending budget was combined together with the publication of the 2014 budget therefore, with less cost. Funds were allocated under legal expenses to cover the needs related to legal advice on public procurement.

### Chapter 24 – Postage and Telecommunications

| Item   | Description                  | Initial budget | Amending budgets | MB transfers | Agency transfers | Final budget | Actual 2014 | Rate |
|--------|------------------------------|----------------|------------------|--------------|------------------|--------------|-------------|------|
| A02400 | Postage and delivery charges | 26             | -                | -9           | -                | 17           | 17          | 100% |
| A02410 | Telecommunication charges    | 131            | -                | -28          | -                | 103          | 103         | 100% |
| A02411 | Telecommunication equipment  | -              | -                | -            | -                | -            | -           | -    |
| Total  |                              | 157            | -                | -37          | -                | 120          | 120         | 100% |

This chapter was decreased by 23%. The Agency's telecommunication costs were optimised. Similarly, by changing internal practice and sending non-urgent mail by normal post, instead of courier services, savings were also obtained under budget item A02400.

*Chapter 25 – Expenditure on meetings*

| <b>Item</b> | <b>Description</b>                     | <b>Initial budget</b> | <b>Amending budgets</b> | <b>MB transfers</b> | <b>Agency transfers</b> | <b>Final budget</b> | <b>Actual 2014</b> | <b>Rate</b> |
|-------------|--|-----------------------|-------------------------|---------------------|-------------------------|---------------------|--------------------|-------------|
| A02550      | Miscellaneous expenditure for meetings | 26                    | -                       | -5                  | -15                     | 6                   | 6                  | 100%        |
| Total       |  | 26                    | -                       | -5                  | -15                     | 6                   | 6                  | 100%        |

The Agency managed to reduce the expenditure under chapter 25 by 76% in its attempt to maintain the costs for meetings as low as possible.

*Chapter 26 – Studies, surveys, consultations*

| <b>Item</b> | <b>Description</b>              | <b>Initial budget</b> | <b>Amending budgets</b> | <b>MB transfers</b> | <b>Agency transfers</b> | <b>Final budget</b> | <b>Actual 2014</b> | <b>Rate</b> |
|-------------|---------------------------------|-----------------------|-------------------------|---------------------|-------------------------|---------------------|--------------------|-------------|
| A02601      | Studies, surveys, consultations | 30                    | -                       | -20                 | -                       | 10                  | 10                 | 100%        |
| Total       |                                 | 30                    | -                       | -20                 | -                       | 10                  | 10                 | 100%        |

This chapter was decreased by 66%. Following the conclusion of the contract for the auditing of accounts, which is based on a framework contract with reopening of competition, part of the budget was released.

*Chapter 29 – Reserve for Title II*

| <b>Item</b> | <b>Description</b>   | <b>Initial budget</b> | <b>Amending budgets</b> | <b>MB transfers</b> | <b>Agency transfers</b> | <b>Final budget</b> | <b>Actual 2014</b> | <b>Rate</b> |
|-------------|----------------------|-----------------------|-------------------------|---------------------|-------------------------|---------------------|--------------------|-------------|
| A02900      | Reserve for Title II | -                     | -                       | -                   | -                       | -                   | -                  | -           |
| Total       |                      | -                     | -                       | -                   | -                       | -                   | -                  | -           |

No changes took place under chapter 29.

## Title III – Operational activities

### Chapter 31 – Dignity

No funds were allocated and implemented under this chapter during the financial year.

### Chapter 32 – Freedoms

| Item   | Description  | Initial budget | Amending budgets | MB transfers | Agency transfers | Final budget | Actual 2014 | Rate |
|--------|--|----------------|------------------|--------------|------------------|--------------|-------------|------|
| B03211 | Information society and, in particular, respect for private life and protection of personal data | 10             | -                | 123          | 112              | 244          | 244         | 100% |
| B03221 | Visa and border control  | -              | -                | -            | -                | -            | -           | -    |
| B03230 | Immigration and integration of migrants, visa and border control                                 | 460            | -                | 707          | 257              | 1,424        | 1,424       | 100% |
| Total  |  | 470            | -                | 830          | 369              | 1,669        | 1,669       | 100% |

Chapter 32 was increased by 255%. In the context of the project “Biometric data in large EU IT systems in the areas of borders, visa and asylum – fundamental rights implications”, and following discussions with stakeholders and steps taken by the Agency to conceptualise the field work, it became evident that it was necessary to collect certain information about the legal framework and practices in all EU Member States. This increased the budget allocated for these activities by 150,000 EUR.

Furthermore, this project was initially planned to be implemented through a Short Thematic Report. Instead, it was decided to use an Extensive Thematic Report in order to provide an in-depth elaboration and thorough analysis. The research was focus on fundamental rights sensitive aspects of not only inserting data in the Visa Information System (VIS), the Schengen Information System (SIS II) and Eurodac, but also accessing and using data stored in these information systems. It also mapped out whether biometric information is collected for other immigration related purposes. Due to these changes the budget was increased by 649,600 EUR.

Part of the funds transferred to this chapter were used to cover the translation, layout/prepress and printing of the “Handbook on European Data Protection Law” into two (2) additional languages as well as the reprints of the English version plus twelve translated versions. This action was necessary to cover the distribution needs, in line with the requests of the Management Board and Scientific Committee, which arose from the increased demand for this publication.

Moreover, the new project "National intelligence authorities and surveillance in the EU: Fundamental rights safeguards and remedies" was introduced in the Annual Work Programme. Therefore, the amount of 68,500 EUR was transferred to this chapter.

The Fundamental Rights Conference (FRC) was initially budgeted under B03711 – Communication and awareness-raising. During the year the main topic of the FRC was decided to be dedicated to Fundamental Rights aspects of EU policies in the area of migration, integration and border management. Therefore, in order to respect the principle of specification, the amount budgeted for the FRC was transferred to chapter 32.

Funds were also transferred to chapter 32 in order to support the needs of the operational missions as well as the translation of Asylum handbook into all EU languages.

### *Chapter 33 – Equality*

| <b>Item</b> | <b>Description</b>                         | <b>Initial budget</b> | <b>Amending budgets</b> | <b>MB transfers</b> | <b>Agency transfers</b> | <b>Final budget</b> | <b>Actual 2014</b> | <b>Rate</b> |
|-------------|--|-----------------------|-------------------------|---------------------|-------------------------|---------------------|--------------------|-------------|
| B03311      | Racism, xenophobia and related intolerance | 25                    | -                       | 32                  | -29                     | 29                  | 29                 | 100%        |
| B03321      | Discrimination                             | 2,871                 | -                       | -27                 | 74                      | 2,918               | 2,918              | 100%        |
| B03340      | Roma integration                           | 229                   | -                       | 291                 | 99                      | 619                 | 619                | 100%        |
| B03350      | The rights of the child                    | 590                   | -                       | -102                | -93                     | 395                 | 395                | 100%        |
| Total       |  | 3,715                 | -                       | 195                 | 51                      | 3,961               | 3,961              | 100%        |

This chapter was increased by 7%. During the course of the year funds were reallocated to the Roma multi annual programme. This budget item was increased by 144,000 EUR following the feasibility analysis reports and information from relevant Member State authorities and stakeholders indicated that there are particular issues concerning delays in the disbursement of EU Structural Funds (ERDF and ESF) from the programming period 2014-2018 on Roma integration that affect the implementation of the LERI project. In these cases it is essential to support small-scale local projects testing the application of action research tools through community involvement in monitoring use of funds. In addition, it was found necessary to engage in further capacity building with local public authorities to speed-up the use and absorption of relevant EU funds. These actions are carried out in close coordination with other local initiatives funded through national, EU or international sources, particularly those implemented by the Council of Europe (ROMED II and ROMACT).

Furthermore, the Roma multi annual programme was increased by 147,166 EUR. In 2014 one of the components of the Roma Programme, the qualitative action research project (LERI), was piloted in two municipalities,

Mantua in Italy and Hrabusice in Slovakia. Based on the results and the local project plans developed for all localities in 2014 a reader-friendly information communication material needed to be developed describing the aims and process of the project in each locality. Furthermore, the results of the pilot revealed a need for additional services that will facilitate the revision of the local project plans based on the piloting experience, which will be carried out in all localities.

Based on the Commission's proposal adopted by Council on 29 May 2013 five (5) Member States receive Country Specific Recommendations relevant to Roma inclusion. These recommendations address specific policy developments in the field of education and employment. It was therefore decided to translate the Agency's "Roma survey reports on education and employment" into the five languages of these countries, in addition to German and French, which are part of Agency's language policy. Therefore, this action increased the budget of the chapter by 98,814 EUR.

The budget under the project rights of child was decreased. In 2013 it was initially planned to survey three (3) countries out of a total of ten (10) countries for the project "Child Participation in Civil and Criminal Justice". However, due to budget availability and after having concluded the project preparatory phase, it was possible to survey seven (7) countries by the end of 2013. This resulted to a surplus of funds under the 2014 budget where the additional four (4) countries had been initially budgeted.

The Agency concluded an agreement with the Italian Presidency of the Council of the EU to organise an awareness raising event on the thematic area LGBT. Funds were transferred to the Discrimination budget item to support this event.

In addition, the FRA EU LGBT survey and LGBT research found that in the EU Member States, public officials and duty bearers, people, as well as the general public may not be always fully aware of the terms, their meaning and their use, and cannot easily translate them into their national language. In this concept the Agency translated the terminology. FRA aims through this work to strengthen awareness of the issues and knowledge of the terms related to LGBT persons' rights throughout the EU. This terminology translation will be a valuable complement of the FRA LGBT publications and in particular of the recent publication "Being a Trans in the EU: Summary" which is translated in all EU languages.

### *Chapter 34 – Solidarity*

No funds were allocated and implemented under this chapter during the financial year.

## Chapter 35 – Citizens’ rights

No funds were allocated and implemented under this chapter during the financial year.

## Chapter 36 – Justice

| Item   | Description  | Initial budget | Amending budgets | MB transfers | Agency transfers | Final budget | Actual 2014 | Rate |
|--------|--|----------------|------------------|--------------|------------------|--------------|-------------|------|
| B03620 | Access to justice  | 340            | -                | 51           | -12              | 379          | 379         | 100% |
| B03630 | Victims of crime, including compensation to victims of crime | 60             | -                | 41           | -2               | 100          | 100         | 100% |
| Total  |  | 400            | -                | 92           | -14              | 479          | 478         | 100% |

This chapter was increased by 20%. Following a stakeholders’ request the Agency needed to draft a summary of the full report on Victim Support Services (titled: Victims of Crime in the EU). Moreover, in order to reach more Member States, the summary report was translated into several languages. The report was presented at an event organised by the European Commission in February 2015. Part of these funds were also used for a press release, which due to the above mentioned reasons, had also to be translated into multiple languages.

The Agency was planning to translate a tool developed under the CLARITY project. However, an agreement was concluded with the European Commission (DG Justice) to work together with the Agency in order to integrate the tool in its e-Justice Portal. Therefore, the translation costs are to be covered by the European Commission.

Furthermore, funds were transferred to chapter 36 in order to cover the expenses for the conference in the context of the Gender-based violence against women: from childhood to adulthood launch project. This chapter was also increased to cover the expenses for the joint meeting on the follow up of the Agency’s survey on violence against women with the European Network of Equality Bodies (Equinet).

The event on the Agency’s cooperation with national human rights bodies was initially budgeted under B03711 – Communication and awareness-raising. The main topic of this event was dedicated to violence against women. Therefore, in order to respect the principle of specification, the amount budgeted for the FRC was transferred to this chapter.

Through an amendment, the project “The right to interpretation and translation and the right to information in criminal proceedings in the EU” was added in the Annual Work Programme with both first and third priority budget. The Agency also implemented the third priority budget of this project.

## Chapter 37 – Horizontal operational activities

| Item   | Description                            | Initial budget | Amending budgets | MB transfers | Agency transfers | Final budget | Actual 2014 | Rate |
|--------|--|----------------|------------------|--------------|------------------|--------------|-------------|------|
| B03701 | Research and data collection           | 475            | -                | -249         | -                | 226          | 226         | 100% |
| B03711 | Communication awareness-raising and    | 1,160          | 35               | 142          | -300             | 1,037        | 1,026       | 99%  |
| B03721 | Networking and stakeholder cooperation | -              | -                | -            | -                | -            | -           | -    |
| Total  |  | 1,635          | 35               | -107         | -300             | 1,263        | 1,252       | 99%  |

During the financial year a decrease of 25% took place under chapter 37. The transfer of funds within this chapter took place in order to respect the budgetary principle of specification as mentioned under chapter 32 and 37 above.

The budget item Research and data collection was decreased. The data collection concerning the Annual Report was conducted via the new FRANET framework contractors. The prices offered were significantly lower compared to the prices offered by the previous framework contractors in similar cases. Additionally, during its previous meeting the Management Board recommended that efforts are taken into considerably reducing the length of the report while keeping a balance between a more opinionated approach and the descriptive presentation of evidence. Finally, the Management Board recommended that the Agency ensures a higher accessibility and user-friendliness of the Annual Report. Following recommendations of the Management Board this impacts considerably the contractors' contribution to the Annual Report. Therefore, the cost of the data collection exercise is lower than initially planned and the related appropriations were released.

Furthermore, the budget allocated to the project Online Communication and Documentation was increased to enhance the Agency's online data visualisation and interactive capabilities, by developing a new tool - the Agency Multidimensional Data Explorer (FRA-MDX). This will be in principle a universal tool that can be used to visualize the results of any Agency project. By focussing on the project data this would enable greater re-use of the data and its integration into the EU Open Data Portal. Making data available on this portal would be in line with the overall EU open data policy (Directive 2003/98/EC on reuse of public sector information and Decision on the reuse of Commission document 2006/291/EC amended 2011/833/EU).

Several Agency stakeholders, including national liaison officers and scientific committee members, have requested for an increased number of translations of the Agency's publications to allow for a wider dissemination and understanding of its material in EU Member States. Furthermore, the Agency translated the 'Fundamental rights-based police training. A manual

for trainers into Spanish and Polish to serve those EU languages that are the most widely spoken mother tongues in the Union in accordance with the EU population.

Funds were also transferred to chapter 32 in order to support the needs of the operational missions.

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

| <b>Item</b> | <b>Description</b>      | <b>Initial budget</b> | <b>Amending budgets</b> | <b>MB transfers</b> | <b>Agency transfers</b> | <b>Final budget</b> | <b>Actual 2014</b> | <b>Rate</b> |
|-------------|-------------------------|-----------------------|-------------------------|---------------------|-------------------------|---------------------|--------------------|-------------|
| B03801      | Bodies of the Agency    | 255                   | -                       | -9                  | -9                      | 237                 | 237                | 100%        |
| B03802      | Consultation mechanisms | 220                   | -                       | -21                 | -8                      | 191                 | 191                | 100%        |
| Total       |                         | 475                   | -                       | -31                 | -17                     | 428                 | 428                | 100%        |

This chapter was decreased by 10%. The 15<sup>th</sup> and 16<sup>th</sup> NLO meetings did not generate any follow up activities requiring budgetary needs. In addition, the needs for translation were reduced. Therefore, the amount earmarked for these actions was released.

Due to the fact that during Management Board (MB), Executive Board (EB) and Scientific Committee (SC) meetings no full participation is reached a surplus was generated. In addition, less contributions to SC opinions were requested than initially foreseen. Furthermore, the estimated MB budget for translations was not needed in full.

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

| <b>Item</b> | <b>Description</b>    | <b>Initial budget</b> | <b>Amending budgets</b> | <b>MB transfers</b> | <b>Agency transfers</b> | <b>Final budget</b> | <b>Actual 2014</b> | <b>Rate</b> |
|-------------|-----------------------|-----------------------|-------------------------|---------------------|-------------------------|---------------------|--------------------|-------------|
| B03900      | Reserve for Title III | 105                   | -                       | -31                 | -74                     | -                   | -                  | -           |
| Total       |                       | 105                   | -                       | -31                 | -74                     | -                   | -                  | -           |

During the financial year the part of the budget that was allocated under the operational reserves and that was earmarked for the evaluation of the Agency's activities, was reallocated under chapter 37 for execution. The remaining amount was used to finance operational projects as explained under chapter 33 and 32.



## Annex 1 – Budget Outturn Statement

|   |     | 2014<br>€            | 2013<br>€            |
|---|-----|----------------------|----------------------|
| <b>REVENUE</b>  |     |                      |                      |
| Commission subsidy (for the operating budget Titles 1,2 and 3   | +   | 21,229,000.00        | 21,348,510.00        |
| PHARE funds from the Commission   | +   | -                    | -                    |
| Other contributions and funding received via the Commission   |     |                      |                      |
| Other donors  |     |                      |                      |
| Fee income  |     |                      |                      |
| Other revenue   | +   | 254,148.83           | 279,000.00           |
| <b>TOTAL REVENUE (a)</b>  |     | <b>21,483,148.83</b> | <b>21,627,510.00</b> |
| <b>EXPENDITURE</b>  |     |                      |                      |
| Title I: Staff  |     |                      |                      |
| Payments  | -   | 11,150,975.59        | 10,949,608.58        |
| Appropriations carried over   | -   | 84,905.60            | 141,522.97           |
| Title II: Administrative Expenses   |     |                      |                      |
| Payments  | -   | 1,921,400.61         | 1,813,381.51         |
| Appropriations carried over   | -   | 551,465.76           | 823,429.10           |
| Title III: Operating Expenditure  |     |                      |                      |
| Payments  | -   | 1,936,121.33         | 2,516,449.40         |
| Appropriations carried over   | -   | 6,128,033.35         | 5,681,345.80         |
| <b>TOTAL EXPENDITURE (b)</b>  | -   | <b>21,772,902.24</b> | <b>21,925,737.36</b> |
| <b>OUTTURN FOR THE FINANCIAL YEAR (a-b)</b>   |     | <b>-289,753.41</b>   | <b>-298,227.36</b>   |
| Cancellation of unused payment appropriations carried over from previous year                                       | +   | 147,429.64           | 75,751.46            |
| Adjustment for carry-over from the previous year of appropriations available at 31.12 arising from assigned revenue | +   | 299,902.24           | 298,227.36           |
| Exchange differences for the year (gain +/- loss -) *   | +/- | -632.41              | -1,060.30            |
| <b>BALANCE OF THE OUTTURN ACCOUNT FOR THE FINANCIAL YEAR</b>  |     | <b>156,946.06</b>    | <b>74,691.15</b>     |
| Balance year N-1  | +/- | 74,691.15            | 120,445.12           |
| Positive balance from year N-1 reimbursed in year N to the Commission   | -   | -74,691.15           | -120,445.12          |
| Result used for determining amounts in general accounting   |     | 156,946.06           | 74,691.15            |
| Commission subsidy - agency registers accrued revenue and Commission accrued expense                                |     | 21,072,053.94        | 21,373,818.85        |
| Pre-financing remaining open to be reimbursed by agency to Commission in year N+1                                   |     | 156,946.06           | 74,691.15            |

Not included in the budget outturn:

|   |   |     |           |
|---|---|-----|-----------|
| Interest received by 31/12/N on the Commission subsidy funds and to be reimbursed to the Commission | + | N/A | 32,050.54 |
|---|---|-----|-----------|

## Annex 2 – Budget Execution of C1 Appropriations

| Budget Item | Budget Item Description  | Appropriations 2014 € | Commitments 2014 € | % committed | Payments 2014 € | % paid  |
|-------------|--|-----------------------|--------------------|-------------|-----------------|---------|
| A-1100      | Basic salaries   | 5,442,007.28          | 5,442,007.28       | 100.00%     | 5,442,007.28    | 100.00% |
| A-1101      | Family allowances  | 735,503.00            | 735,503.00         | 100.00%     | 735,503.00      | 100.00% |
| A-1102      | Expatriation and foreign-residence allowances                          | 824,609.64            | 824,609.64         | 100.00%     | 824,609.64      | 100.00% |
| A-1103      | Secretarial allowances   | 7,660.58              | 7,660.58           | 100.00%     | 7,660.58        | 100.00% |
| A-1113      | Trainees   | 357,076.24            | 357,076.24         | 100.00%     | 354,015.50      | 99.14%  |
| A-1115      | Contract Agents  | 1,458,006.10          | 1,458,006.10       | 100.00%     | 1,458,006.10    | 100.00% |
| A-1130      | Insurance against sickness   | 193,771.92            | 193,771.92         | 100.00%     | 193,771.92      | 100.00% |
| A-1131      | Insurance against accidents & occupational disease                     | 28,525.90             | 28,525.90          | 100.00%     | 28,525.90       | 100.00% |
| A-1132      | Insurance against unemployment   | 71,685.29             | 71,685.29          | 100.00%     | 71,685.29       | 100.00% |
| A-1140      | Childbirth and death grants  | 991.55                | 991.55             | 100.00%     | 991.55          | 100.00% |
| A-1141      | Travel expenses for annual leave                                       | 110,261.75            | 110,261.75         | 100.00%     | 110,261.75      | 100.00% |
| A-1175      | Interim services   | 525.00                | 525.00             | 100.00%     | 525.00          | 100.00% |
| A-1178      | External services  | 58,891.89             | 58,891.89          | 100.00%     | 58,891.89       | 100.00% |
| A-1190      | Salary weightings  | 491,572.52            | 491,572.52         | 100.00%     | 491,572.52      | 100.00% |
| A-1200      | Recruitment expenses   | 10,583.68             | 10,583.68          | 100.00%     | 10,583.68       | 100.00% |
| A-1201      | Travel expenses  | 464.51                | 464.51             | 100.00%     | 464.51          | 100.00% |
| A-1202      | Installation resettlement and transfer allowances                      | 5,417.68              | 5,417.68           | 100.00%     | 5,417.68        | 100.00% |
| A-1203      | Removal expenses   | 4,560.00              | 4,560.00           | 100.00%     | 4,560.00        | 100.00% |
| A-1204      | Temporary daily subsistence allowances                                 | 3,695.73              | 3,695.73           | 100.00%     | 3,695.73        | 100.00% |
| A-1300      | Mission expenses, duty travel expenses and other ancillary expenditure | 197,000.00            | 197,000.00         | 100.00%     | 160,178.21      | 81.31%  |
| A-1410      | Medical service  | 47,004.50             | 47,004.50          | 100.00%     | 33,218.52       | 70.67%  |
| A-1420      | Professional training of staff   | 175,000.00            | 175,000.00         | 100.00%     | 170,358.86      | 97.35%  |
| A-1430      | Legal services   | 76,284.00             | 76,284.00          | 100.00%     | 59,584.00       | 78.11%  |
| A-1520      | Staff exchanges  | 321,264.11            | 321,264.11         | 100.00%     | 321,264.11      | 100.00% |
| A-1610      | Social contacts between staff  | 17,809.26             | 17,809.26          | 100.00%     | 8,519.76        | 47.84%  |
| A-1620      | Other welfare expenditure  | 569,180.63            | 569,180.63         | 100.00%     | 569,119.18      | 99.99%  |

|        |  |               |               |         |               |         |
|--------|--|---------------|---------------|---------|---------------|---------|
| A-1630 | Early childhood centres and crèches                            | 22,090.00     | 22,090.00     | 100.00% | 21,545.00     | 97.53%  |
| A-1700 | Entertainment and representation expenses                      | 4,438.43      | 4,438.43      | 100.00% | 4,438.43      | 100.00% |
| A-1900 | Reserve for Title 1  | 0.00          | 0.00          | 0.00%   | 0.00          | 0.00%   |
|        | Total Title I  | 11,235,881.19 | 11,235,881.19 | 100.00% | 11,150,975.59 | 99.24%  |
| A-2000 | Rent   | 560,245.85    | 560,245.85    | 100.00% | 560,245.85    | 100.00% |
| A-2010 | Insurance  | 9,874.72      | 9,874.72      | 100.00% | 9,874.72      | 100.00% |
| A-2020 | Water Gas Electricity and Heating                              | 72,208.74     | 72,208.74     | 100.00% | 72,208.74     | 100.00% |
| A-2030 | Cleaning and maintenance                                       | 301,979.78    | 301,979.78    | 100.00% | 293,920.90    | 97.33%  |
| A-2040 | Fitting-out of premises  | 0.00          | 0.00          | 0.00%   | 0.00          | 0.00%   |
| A-2050 | Security and surveillance of buildings                         | 108,524.09    | 108,524.09    | 100.00% | 100,170.57    | 92.30%  |
| A-2090 | Other expenditure on buildings                                 | 0.00          | 0.00          | 0.00%   | 0.00          | 0.00%   |
| A-2100 | Hardware/Software  | 465,199.34    | 465,199.34    | 100.00% | 306,022.42    | 65.78%  |
| A-2101 | Software Development   | 357,003.00    | 357,003.00    | 100.00% | 189,752.00    | 53.15%  |
| A-2102 | Other external services for data processing                    | 20,000.00     | 20,000.00     | 100.00% | 20,000.00     | 100.00% |
| A-2200 | New purchases of equipment and installations                   | 150,933.08    | 150,933.08    | 100.00% | 2,933.08      | 1.94%   |
| A-2203 | Maintenance use & repair of technical equipment & installation | 0.00          | 0.00          | 0.00%   | 0.00          | 0.00%   |
| A-2210 | Furniture  | 0.00          | 0.00          | 0.00%   | 0.00          | 0.00%   |
| A-2230 | Hire of vehicles   | 0.00          | 0.00          | 0.00%   | 0.00          | 0.00%   |
| A-2250 | Library stocks purchase of books                               | 0.00          | 0.00          | 0.00%   | 0.00          | 0.00%   |
| A-2252 | Subscriptions to newspapers and periodicals                    | 0.00          | 0.00          | 0.00%   | 0.00          | 0.00%   |
| A-2300 | Stationery and office supplies                                 | 21,250.19     | 21,250.19     | 100.00% | 19,850.83     | 93.41%  |
| A-2320 | Bank charges   | 2,107.44      | 2,107.44      | 100.00% | 107.44        | 5.10%   |
| A-2330 | Legal expenses   | 3,000.00      | 3,000.00      | 0.00%   | 3,000.00      | 100.00% |
| A-2353 | Departmental removals and associated handling                  | 17,270.00     | 17,270.00     | 100.00% | 14,945.00     | 86.54%  |
| A-2355 | Publications and reproduction of documents                     | 2,607.97      | 2,607.97      | 100.00% | 2,407.97      | 92.33%  |
| A-2400 | Postage and delivery charges                                   | 17,000.00     | 17,000.00     | 100.00% | 15,929.30     | 93.70%  |
| A-2410 | Telecommunications charges                                     | 103,296.08    | 103,296.08    | 100.00% | 59,915.70     | 58.00%  |
| A-2550 | Miscellaneous expenditure for meetings                         | 6,116.09      | 6,116.09      | 100.00% | 6,116.09      | 100.00% |

|        |  |               |               |         |               |        |
|--------|--|---------------|---------------|---------|---------------|--------|
| A-2601 | Studies surveys consultations  | 10,250.00     | 10,250.00     | 100.00% | 0.00          | 0.00%  |
| A-2900 | Reserve for Title 2  | 0.00          | 0.00          | 0.00%   | 0.00          | 0.00%  |
|        | Total Title II   | 2,228,866.37  | 2,228,866.37  | 100.00% | 1,677,400.61  | 75.26% |
| B3-201 | Asylum, immigration and integration of migrants  | 0.00          | 0.00          | 0.00%   | 0.00          | 0.00%  |
| B3-211 | Information society and, in particular, respect for private life and protection of personal data | 244,499.16    | 244,499.16    | 100.00% | 187,255.23    | 76.59% |
| B3-221 | Visa and border control  | 0.00          | 0.00          | 0.00%   | 0.00          | 0.00%  |
| B3-230 | Immigration and integration of migrants  | 1,424,396.20  | 1,424,396.20  | 100.00% | 187,755.21    | 13.18% |
| B3-311 | Racism xenophobia and related intolerance  | 28,909.51     | 28,909.51     | 100.00% | 11,561.06     | 39.99% |
| B3-321 | Discrimination   | 2,917,832.53  | 2,917,832.53  | 100.00% | 192,980.22    | 6.61%  |
| B3-331 | The rights of child, including the protection of children  | 0.00          | 0.00          | 0.00%   | 0.00          | 0.00%  |
| B3-340 | Roma integration   | 618,975.31    | 618,975.31    | 100.00% | 67,708.04     | 10.94% |
| B3-350 | Rights of the child  | 395,420.14    | 395,420.14    | 100.00% | 224,451.21    | 56.76% |
| B3-601 | Access to efficient and independent justice  | 0.00          | 0.00          | 0.00%   | 0.00          | 0.00%  |
| B3-620 | Access to justice  | 378,945.39    | 378,945.39    | 100.00% | 157,743.13    | 41.63% |
| B3-630 | Victims of crime, including compensation to victims of crime                                     | 99,652.55     | 99,652.55     | 100.00% | 11,242.99     | 11.28% |
| B3-701 | Research and data collection   | 226,320.95    | 226,320.95    | 100.00% | 7,930.73      | 3.50%  |
| B3-711 | Communication and awareness-raising  | 1,001,809.59  | 1,001,809.59  | 100.00% | 513,518.84    | 51.26% |
| B3-801 | Bodies of the Agency   | 236,955.94    | 236,955.94    | 100.00% | 164,900.53    | 69.59% |
| B3-802 | Consultation mechanisms  | 190,535.17    | 190,535.17    | 100.00% | 188,249.32    | 98.80% |
| B3-900 | Reserve for Title 3  | 0.00          | 0.00          | 0.00%   | 0.00          | 0.00%  |
|        | Total Title III  | 7,764,252.44  | 7,764,252.44  | 100.00% | 1,915,296.51  | 24.67% |
|        | TOTAL C1   | 21,229,000.00 | 21,229,000.00 | 100.00% | 14,743,672.71 | 69.45% |

### **Annex 3 – Budget Execution of C5 Appropriations**

No C5 funds were available for implementation during the financial year.

## Annex 4 – Budget Execution of C8 Appropriations

| Budget Item | Budget Item Description  | Appropriations 2014 € | Commitments 2014 € | % committed | Payments 2014 € | % paid  |
|-------------|--|-----------------------|--------------------|-------------|-----------------|---------|
| A-1113      | Trainees   | 4,109.29              | 594.67             | 14.47%      | 594.67          | 14.47%  |
| A-1178      | External services  | 142.69                | 84.18              | 59.00%      | 84.18           | 59.00%  |
| A-1200      | Recruitment expenses   | 3,020.89              | 3,020.89           | 100.00%     | 3,020.89        | 100.00% |
| A-1203      | Removal expenses   | 1,801.09              | 1,801.09           | 100.00%     | 1,801.09        | 100.00% |
| A-1300      | Mission expenses, duty travel expenses and other ancillary expenditure | 67,540.08             | 56,701.31          | 83.95%      | 56,701.31       | 83.95%  |
| A-1410      | Medical service  | 9,262.56              | 7,448.75           | 80.42%      | 7,448.75        | 80.42%  |
| A-1420      | Professional training of staff   | 21,828.75             | 15,000.87          | 68.72%      | 15,000.87       | 68.72%  |
| A-1430      | Legal services   | 10,193.75             | 7,793.75           | 76.46%      | 7,793.75        | 76.46%  |
| A-1620      | Other welfare expenditure  | 23,405.67             | 14.84              | 0.06%       | 14.84           | 0.06%   |
| A-1700      | Entertainment and representation expenses                              | 218.20                | 0.00               | 0.00%       | 0.00            | 0.00%   |
|             | Total Title I  | 141,522.97            | 92,460.35          | 65.33%      | 92,460.35       | 65.33%  |
| A-2030      | Cleaning and maintenance   | 8,058.88              | 7,736.21           | 96.00%      | 7,736.21        | 96.00%  |
| A-2050      | Security and surveillance of buildings                                 | 6,850.00              | 6,568.28           | 95.89%      | 6,568.28        | 95.89%  |
| A-2100      | Hardware/Software  | 253,365.91            | 251,867.14         | 99.41%      | 251,867.14      | 99.41%  |
| A-2101      | Software Development   | 149,460.00            | 148,660.00         | 99.46%      | 148,660.00      | 99.46%  |
| A-2102      | Other external services for data processing                            | 49,950.00             | 49,950.00          | 100.00%     | 49,950.00       | 100.00% |
| A-2200      | New purchases of equipment and installations                           | 8,584.90              | 8,584.90           | 100.00%     | 8,584.90        | 100.00% |
| A-2320      | Bank charges   | 2,000.00              | 2,000.00           | 100.00%     | 2,000.00        | 100.00% |
| A-2353      | Departmental removals and associated handling                          | 2,600.00              | 2,600.00           | 100.00%     | 2,600.00        | 100.00% |
| A-2400      | Postage and delivery charges   | 1,717.02              | 890.76             | 51.88%      | 890.76          | 51.88%  |
| A-2410      | Telecommunications charges   | 19,292.39             | 18,190.88          | 94.29%      | 18,190.88       | 94.29%  |
| A-2601      | Studies surveys consultations  | 77,550.00             | 77,550.00          | 100.00%     | 77,550.00       | 100.00% |
|             | Total Title II   | 579,429.10            | 574,598.17         | 99.17%      | 574,598.17      | 99.17%  |

|        |  |              |              |         |              |         |
|--------|--|--------------|--------------|---------|--------------|---------|
| B3-201 | Asylum immigration and integration of migrants   | 1,265,524.67 | 1,235,744.25 | 97.65%  | 1,235,744.25 | 97.65%  |
| B3-211 | Information society and, in particular, respect for private life and protection of personal data | 475,612.91   | 471,876.60   | 99.21%  | 471,876.60   | 99.21%  |
| B3-311 | Racism xenophobia and related intolerance  | 125,036.91   | 124,573.70   | 99.63%  | 124,573.70   | 99.63%  |
| B3-321 | Discrimination   | 912,773.01   | 897,478.35   | 98.32%  | 897,478.35   | 98.32%  |
| B3-331 | The rights of the child including the protection of children                                     | 818,557.82   | 801,227.06   | 97.88%  | 801,227.06   | 97.88%  |
| B3-601 | Access to efficient and independent justice  | 807,630.55   | 801,352.36   | 99.22%  | 801,352.36   | 99.22%  |
| B3-701 | Research and data collection   | 657,004.50   | 654,798.06   | 99.66%  | 654,798.06   | 99.66%  |
| B3-711 | Communication and awareness-raising  | 507,158.95   | 489,612.85   | 96.54%  | 489,612.85   | 96.54%  |
| B3-801 | Bodies of the Agency   | 50,324.24    | 49,424.24    | 98.21%  | 49,424.24    | 98.21%  |
| B3-802 | Consultation mechanisms  | 5,820.00     | 5,820.00     | 100.00% | 5,820.00     | 100.00% |
|        | Total Title III  | 5,625,443.56 | 5,531,907.47 | 98.34%  | 5,531,907.47 | 98.34%  |
|        | TOTAL C8   | 6,346,395.63 | 6,198,965.99 | 97.68%  | 6,198,965.99 | 97.68%  |

## Annex 5 – Budget Execution of R0 Appropriations

| <b>Budget Item</b> | <b>Budget Item Description</b>      | <b>Appropriations<br/>2014 €</b> | <b>Commitments<br/>2014 €</b> | <b>%<br/>committed</b> | <b>Payments<br/>2014 €</b> | <b>%<br/>paid</b> |
|--------------------|-------------------------------------|----------------------------------|-------------------------------|------------------------|----------------------------|-------------------|
| A-2000             | Rent                                | 488,000.00                       | 244,000.00                    | 50.00%                 | 244,000.00                 | 50.00%            |
| B-3321             | Discrimination                      | 5,902.24                         | 5,824.82                      | 98.69%                 | 5,824.82                   | 98.69%            |
| B-3711             | Communication and awareness raising | 35,000.00                        | 24,258.03                     | 69.31%                 | 0.00                       | 0.00%             |
| B-3801             | Bodies of the Agency                | 15,000.00                        | 15,000.00                     | 100.00%                | 15,000.00                  | 100.00%           |
| TOTAL              |                                     | 543,902.24                       | 289,082.85                    | 53.15%                 | 264,824.82                 | 48.69%            |



## Annex 6 – Implementation of the establishment plan

| Category and grade | Permanent posts            |                           | Temporary posts            |   |
|--------------------|----------------------------|---------------------------|----------------------------|---|
|                    | 2014<br>(authorised posts) | 2014<br>(actually filled) | 2014<br>(authorised posts) | 2014<br>(actually filled as of<br>31/12/2014) |
| AD 16              | -                          | -                         | -                          | -   |
| AD 15              | -                          | -                         | 1                          | 1   |
| AD 14              | -                          | -                         | -                          | -   |
| AD 13              | -                          | -                         | 3                          | 1   |
| AD 12              | -                          | -                         | 9                          | -   |
| AD 11              | -                          | -                         | -                          | 6   |
| AD 10              | -                          | -                         | 15                         | 2   |
| AD 9               | -                          | -                         | 11                         | 5   |
| AD 8               | -                          | -                         | 1                          | 9   |
| AD 7               | -                          | -                         | 5                          | 15  |
| AD 6               | -                          | -                         | 3                          | 7   |
| AD 5               | -                          | -                         | -                          | -   |
| Total AD           | -                          | -                         | 48                         | 46  |
| AST 11             | -                          | -                         | -                          | -   |
| AST 10             | -                          | -                         | 1                          | -   |
| AST 9              | -                          | -                         | -                          | -   |
| AST 8              | -                          | -                         | 3                          | 3   |
| AST 7              | -                          | -                         | 8                          | 4   |
| AST 6              | -                          | -                         | 4                          | 2   |
| AST 5              | -                          | -                         | 1                          | 9   |
| AST 4              | -                          | -                         | 9                          | 8   |
| AST 3              | -                          | -                         | -                          | 2   |
| AST 2              | -                          | -                         | 1                          | -   |
| AST 1              | -                          | -                         | -                          | -   |
| Total AST          | -                          | -                         | 27                         | 28  |
| AST/SC 6           | -                          | -                         | -                          | -   |
| AST/SC 5           | -                          | -                         | -                          | -   |
| AST/SC 4           | -                          | -                         | -                          | -   |
| AST/SC 3           | -                          | -                         | -                          | -   |
| AST/SC 2           | -                          | -                         | -                          | -   |
| AST/SC 1           | -                          | -                         | -                          | -   |
| Total AST/SC       | -                          | -                         | -                          | -   |
| Total              | -                          | -                         | 75                         | 74  |