



GA - General Assembly 2017

GA30/09

Interim financial report for the biennium 2016-2017 as at 30 September 2017

(Not audited - for information)

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(ALL FIGURES IN EURO)

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TABLE 1: STATEMENT OF ASSETS, LIABILITIES, AND RESERVES BALANCES AT 31 DECEMBER 2015 AND 30 SEPTEMBER 2017

	Section/Table	At 31 Dec. 2015	At 30 Sep. 2017
ASSETS			
Current bank accounts	Table 3	1,244,983	1,226,223
Short-term deposit investment accounts	Table 3	2,557,478	2,620,944
Long-term deposit investment accounts	Table 3	5,594,180	5,470,724
CASH IN HAND AND IN BANKS		9,396,642	9,317,891
Contributions receivable	Table 4	210,689	1,201,552
Receivable on contracts		969,898	2,049,820
Other receivables		5,508	6,994
RECEIVABLES		1,186,095	3,258,366
TOTAL ASSETS		10,582,737	12,576,256
LIABILITIES AND RESERVES			
Current liabilities	Table 6	225,668	36,222
Provisions for staff benefits	Table 7	3,568,556	3,902,565
Funds in trust (external funding to be spent)	Table 11	1,247,837	1,651,190
Endowment (EPA Fund)	Section 8	2,557,478	2,620,944
TOTAL LIABILITIES		7,599,539	8,210,921
Reserves	Table 8	2,316,468	3,150,138
Surplus/(Deficit) of Income and Expenditure		666,731	1,215,197
TOTAL RESERVES AND SURPLUS		2,983,199	4,365,335
TOTAL LIABILITIES AND RESERVES		10,582,738	12,576,256

**TABLE 2: STATEMENT OF INCOME AND EXPENDITURE FOR THE BIENNIUM
2016-2017 NOT ENDED AS AT 30 SEPTEMBER 2017**

Details of restricted and unrestricted funds - Income and expenditure

	ICCROM Funds	Grants (External Funds) (Earmarked)	Total
INCOME			
Member State contributions	7,144,189	-	-
Other contributions (VCs)	25,635	5,167,281	5,192,916
Other income	585,907	-	585,907
Other Sources of Funds	338,577	-	338,577
TOTAL INCOME	8,094,309	5,167,281	13,261,589
EXPENDITURE			
Personnel costs	5,343,518	1,588,766	6,932,285
Consulting and other services	580,908	1,392,822	1,973,730
Travel and training	377,088	1,269,310	1,646,398
Administrative services	318,639	151,381	470,019
Physical facilities and vehicles	146,326	332,596	478,923
Equipment	47,503	173,243	220,745
Financial operations	-	2,747	2,747
TOTAL EXPENDITURE	6,813,982	4,910,864	11,724,846
OPERATING SURPLUS/(DEFICIT)			
Unrealized foreign exchange differences	38,894	-	38,894
Transfer of contribution in arrears to operational reserve	360,440	-	360,440
SURPLUS/(DEFICIT)	958,781	256,416	1,215,197

1. PRINCIPAL ACTIVITIES OF ICCROM

ICCROM was established as an intergovernmental organization headquartered in Rome following an agreement signed between UNESCO and the government of Italy in 1957 and ratified in 1960. The mission of ICCROM is to contribute to the conservation and restoration of cultural property worldwide by initiating, developing, promoting and facilitating conditions for such conservation and restoration. Originally created to answer the urgent need of heritage reconstruction following the end of World War II, over half a century later, ICCROM is yet again asked to meet critical and growing global challenges to cultural heritage conservation.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

a) Basis of accounting

ICCROM's financial statements are prepared as required by the ICCROM Financial Regulation as revised and approved by the General Assembly in April 2000, based on the version adopted by the Provisional Council in its 2nd session in April 1959.

ICCROM's financial period is of two consecutive calendar years, from 1 January of the first year until 31 December of the second year. The financial statements are prepared on a historical cost basis, and assumes ICCROM will continue as a going concern, which presumes that the Member States will continue to provide ICCROM with contributions sufficient to ensure that it may maintain, substantially, its current level of activities for the foreseeable future.

b) Member State Contributions

ICCROM's operating budget is funded primarily by contributions from its 135 Member States. Member State contributions for the 2016/2017 biennium are calculated on the basis of the scale of assessment adopted by the United Nations General Assembly. The ICCROM scale is established with the same minimum and maximum rates, all the other rates being adjusted to take into account the difference in membership between the two organizations in order to derive an ICCROM scale of 100%. Contributions are determined on the basis of the rate of assessment assigned to each Member State, taken in proportion to the total of these rates.

Member State contributions are recognized as income and receivables at the beginning of the calendar year to which they refer.

When a Member State does not pay its annual contribution for three consecutive years, its entire outstanding balance is included in the Provision for Member States in Arrears - Doubtful Contributions. Such countries are, however, excluded from this provision if a payment has been made during the period, or if they have a repayment plan with ICCROM which is being respected by them.

In accordance with the amendment to Article 9 of ICCROM Statutes, approved by the General Assembly in November 2003, a Member State shall be deemed to have suspended its membership if it has not paid its contributions during six consecutive calendar years. When this occurs, all contributions outstanding are written off in the financial statements.

In the event of readmission of the Member State, which requires payment of all contributions in arrears, the written off contributions are recorded as an extraordinary addition to the operational reserve.

c) Expenditures

Expenditures are recorded on an accrual basis when services are rendered.

d) External Funding (Voluntary Contributions)

In addition to its Member State contributions, ICCROM receives grants (voluntary contributions) defined as being extra-budgetary. Most of these funds are in effect contributions received for specified projects, and are deemed to be earned and reported as revenues when ICCROM has incurred expenditures in compliance with the specific restrictions (earmarking). Such amounts pledged to ICCROM but not yet earned are reported as “Funds in trust (external funding to be spent)”.

e) Currency translation

As from 1 January 2004, in accordance with a decision of the General Assembly on 20 November 2003, the functional currency of ICCROM is the Euro. For the preparation of the financial statements, the following criteria are applied:

- Extra-budgetary funds denominated in USD have been converted into Euro at the United Nations monthly rate of exchange. Extra-budgetary contributions receivable and funds in trust are converted into Euro at the same exchange rate used when the transactions were initially recorded. Differences in the statement of income and expenditure between the initial exchange rate and the actual exchange rate are recorded when ICCROM receives payment and is included in Member Contributions.
- All assets, liabilities and reserves balances were converted into Euro at a rate of US\$ 1.248 = Euro 1, which was the official United Nations rate prevailing on 1 January 2004.
- Other income and expenditure denominated in currencies other than the Euro have been converted into Euro at the United Nations monthly rate of exchange.
- Gains or losses arising on the translation into Euro of US\$ denominated bank and deposit balances at the financial statement date are recorded in “Unrealized foreign exchange differences” in the statement of income and expenditure.

f) Fixed assets

In accordance with ICCROM’s policies, all fixed assets are expensed when acquired.

g) Deposit investments accounts

Deposit investment accounts represent financial instruments issued by financial institutions, primarily certificates of deposit, and are stated at their fair market value with changes recorded in “other income” in the statement of income and expenditure. Purchases and sales of investments are recognized on a trade-date basis, the date on which ICCROM commits to purchase or sell the assets.

h) Publications

Income from publications is recorded when received; expenditure related to publications is expensed as incurred and no value is attributed to the stock of publications on hand.

i) General service separation payments

The liability for general service separation payments is fully provided for and is charged against income in the period in which it accrues. ICCROM also reimburses general service employees in respect of income taxes due and paid on separation payments received. This amount is also fully provided for and charged to income in the period in which it accrues.

3. TABLE 3: CASH IN HAND AND IN BANKS

All bank and cash accounts are reported at face value. Short-term deposit accounts all mature within one year of the balance sheet date.

	At 31 Dec. 2015	At 30 Sep. 2017
A. Current bank accounts		
Bank accounts Intesa Sanpaolo ex BancaIntesa (Euro and US\$)	693,118	715,976
Bank accounts Banca Popolare di Sondrio (Euro and US\$)	539,516	501,288
Bank accounts UBS (Euro)	7,517	7,459
Cash in hand (Euro and US\$)	4,832	1,500
Total current bank accounts	1,244,983	1,226,223
B. Short-term deposit accounts		
Deposits Intesa Sanpaolo ex BancaIntesa (Euro and US\$)	-	-
Deposits Fineco Bank	-	-
BPS - Invest. Deposit Time (Euro)	10,145	184
BPS - Assets Management (Euro)	2,044,711	2,099,672
Ecobank Benin	502,623	521,088
Total short-term deposit investment accounts	2,557,478	2,620,944
C. Long-term deposit account		
BPM - Investment Deposit Time (Euro)	-	-
BPS - Investment Deposit Time (Euro)	3,000,000	2,550,000
BPS - GPM ICCROM	636,836	877,112
Acct UBS Reserves	1,945,400	2,042,578
Acct UNFCU Reserves (US\$)	11,944	1,034
Total long-term deposit investment account	5,594,180	5,470,724
Total cash in hand and in banks	9,396,642	9,317,891

4. TABLE 4: SUMMARY OF CONTRIBUTIONS RECEIVABLE

	At 30 Sep. 2017
Current Biennium (2016/17)	1,323,238
Previous Biennia	208,416
Long Standing Debts (before 2004)	37,516
Contributions receivable	1,569,170
Less: doubtful contributions	(367,618)
Total contributions receivable	1,201,552

TABLE 5: MEMBER STATE CONTRIBUTIONS RECEIVABLE AS AT 30 SEPT. 2017

Member State	Contribution Receivable as at 30 Sept. 2017	Member State	Contribution Receivable as at 30 Sept. 2017
AFGHANISTAN	-	CAMEROON	886
ALBANIA	-	CANADA	-
ALGERIA	5,131	CHAD	-
ANDORRA	17	CHILE	-
ANGOLA	369	CHINA	-
ARGENTINA	16,241	COLOMBIA	9,745
ARMENIA	-	CONGO	3,208
AUSTRALIA	-	COTE D'IVOIRE	406
AUSTRIA	-	CROATIA	-
AZERBAIJAN	15	CUBA	-
BAHRAIN	-	CYPRUS	-
BARBADOS	-	CZECH REP	-
BANGLADESH	1,458	DENMARK	-
BELGIUM	-	DOMINICAN REP	-
BENIN	738	ECUADOR	-
BOLIVIA	369	EGYPT	5,020
BOSNIA HERZEGOVINA	-	ESTONIA	-
BOTSWANA	527	ETHIOPIA	1,098
BRAZIL	332,933	FINLAND	-
BRUNEI DARUSSALAM	1,920	FRANCE	-
BULGARIA	-	GABON	-
BURKINA FASO	738	GAMBIA	369
CAMBODIA	12	GEORGIA	-
		GERMANY	-

Member State	Contribution Receivable as at 30 Sept. 2017	Member State	Contribution Receivable as at 30 Sept. 2017
GHANA	1,394	MACEDONIA	-
GREECE	-	MADAGASCAR	363
GUATEMALA	-	MALAWI	1,239
GUYANA	-	MALAYSIA	21,175
HAITI	-	MALDIVES	369
HONDURAS	1,352	MALI	-
HUNGARY	-	MALTA	-
INDIA	12,706	MAURITANIA	1,798
IRAN	13,362	MAURITIUS	-
IRAQ	2,547	MEXICO	-
IRELAND	-	MONACO	-
ISRAEL	14,875	MONGOLIA	23
ITALY	-	MONTENEGRO	-
JAPAN	-	MOROCCO	2,325
JORDAN	-	MOZAMBIQUE	2,422
KENYA	20	MYANMAR	-
KINGD. SAUDI ARABIA	66	NAMIBIA	369
KOREA REP	74,893	NEPAL	778
KUWAIT	-	NETHERLANDS	-
LAOS	9	NEW ZEALAND	-
LATVIA	-	NICARAGUA	3,208
LEBANON	3,174	NIGERIA	6,792
LESOTHO	-	NORWAY	-
LYBIA	-	OMAN	-
LITHUANIA	-	PAKISTAN	1,205
LUXEMBOURG	-	PARAGUAY	-

Member State	Contribution Receivable as at 30 Sept. 2017	Member State	Contribution Receivable as at 30 Sept. 2017
PERU	8,784	SWEDEN	-
PHILIPPINES	-	SWITZERLAND	-
POLAND	-	SYRIA	2,732
PORTUGAL	-	TANZANIA UNITED REP	738
QATAR	7,862	THAILAND	-
ROMANIA	-	TOGO	369
RUSSIAN FEDERATION	-	TRINIDAD AND TOBAGO	-
RWANDA	738	TUNISIA	4,100
SENEGAL	2,537	TURKEY	-
Former Federal Republic of Yugoslavia	37,516	UNITED ARAB EMIRATES	-
SEYCHELLES	-	UNITED KINGDOM	-
SLOVAKIA	-	URUGUAY	-
SLOVENIA	-	USA	812,046
SOUTH AFRICA	27,978	VENEZUELA	115,348
SPAIN	-	VIETNAM	-
SRI LANKA	-	YEMEN	369
SUDAN	-	ZAMBIA	-
SWAZILAND	369	ZIMBABWE	20

TOTAL CONTRIBUTIONS RECEIVABLE EUR 1,569,170

5. TABLE 6: CURRENT LIABILITIES

	At 31 Dec. 2015	At 30 Sep. 2017
Insurance	15,819	9,990
Member states contributions in advance	38,061	24,232
Course fees received in advance	5,715	-
Accrued liabilities	166,073	2,000
Total current liabilities	225,668	36,222

Accrued liabilities represent expenses committed during the biennium that will be paid in the following biennium.

6. TABLE 7: PROVISION FOR STAFF BENEFITS

	At 31 Dec. 2015	At 30 Sep. 2017
GS separation payments	844,196	951,967
Repatriation grant	137,129	144,629
After service coverage	2,294,702	2,571,640
Income tax reimbursement	292,529	234,330
Total provisions for staff benefits	3,568,556	3,902,565

a) General Service Separation Payments

In accordance with ICCROM Staff Rules Regulations (Article 24), general service employees are entitled to a “separation payment”, which is due to them upon termination of employment for any reason. The amount payable is based on the length of service of the employee and the current rate of remuneration. Employees hired before 1 January 1991 receive one month of net base salary for each twelve months spent working in ICCROM. Employees hired after 1 January 1991 receive one month of net base salary for every thirteen and one-half months of employment.

As of 31 December of each year, the liability accrued in previous years is revalued at an annual rate of 1,5% plus 75% of the annual inflation rate of the consumer price index for families of workers and employees (FOI) published by the Italian National Institute of Statistics (ISTAT).

Staff members may request an advance against the accrued separation payment, which is recorded as a deduction of the liability. Effective 1 November 2014, the option to repay advances was discontinued.

b) Repatriation grant

For those employees recruited outside Italy, ICCROM has an obligation at the termination of their respective contracts of employment to pay a repatriation grant. In order to qualify, the individuals must be employed by ICCROM for a minimum period of two years. The amount of the benefit is dependent on factors such as years of service and salary and can only be claimed when the individuals return to their country of home leave.

c) After Service Health Insurance coverage (ASHI)

ICCROM participates in a multi-employer after service medical coverage plan administered by the FAO for staff receiving a pension from the United Nations Joint Staff Pension Fund and eligible to participate in the plan on a shared-cost basis. The After Service Health Insurance coverage plan (ASHI) operates on a pay-as-you-go basis, meeting annual costs out of annual budgets and staff contributions. The actuarial valuation of the plan requires the Organization to make certain assumptions in order to best estimate the cost of providing these benefits to its staff members in the future. It is based on an approach developed by the actuarial profession and endorsed by accounting standard setters as being the most accurate method for projecting the amount of the Organization's future obligation. The ASHI liability valuation is highly sensitive and year-to-year variances can be very significant. The principal factors which cause the change in the annual value of the liability, collectively referred to as actuarial financial assumptions include demographic (e.g. mortality rates/estimates, rates of staff member turnover, claim rates under medical plans, etc.) and financial factors (e.g. discount rate, future salaries and benefits, future medical costs, etc.). Owing to changes in factors, both internal and external, the Organization, together with the actuaries, performs an annual review of the assumptions used in the actuarial valuation and adjusts them where it is deemed necessary for a more accurate calculation of the ASHI liabilities. Again, like most actuarial calculations, annual valuations are subject to significant uncertainty and unpredictability. In particular, the values of liabilities for the plan are highly sensitive to changes in the EUR-USD exchange rate, the discount rate, and medical claims and anticipated medical inflation.

Until the biennium ended 31 December 2013, ICCROM accrued for the 100% of the estimated liabilities in respect of its ASHI taking into account the results of an independent actuarial valuation (Aon Hewitt) commissioned by United Nations organizations following the implementation of International Accounting Standard No. 19 (IAS 19).

However, for the biennium ended 31 December 2015 and current and future biennia, ICCROM commissioned an actuarial valuation of the ASHI liability determined by another independent actuarial firm (Parametrica) using assumptions specifically applicable to ICCROM staff. This allowed ICCROM to considerably reduce its ASHI liability and the corresponding financial allocation while still accruing 100% of the estimated liabilities. Based on new actuarial valuation at 31 December 2015, no addition to the ASHI liability was required. In 2016, in order to continue funding 100% of the estimated liabilities in respect to its ASHI as determined by its actuaries, a provision of Euro 276,938 has been accrued. The projected provision for the year 2017 (not yet recorded) is Euro 93,475, bringing the total estimated provision for the liability to Euro 370,413 in the current biennium. In 2015, the total assumption for ASHI estimated by Hewitt was Euro 3,566,451 while the liability estimated by Parametrica was Euro 2,161,341. As at end 2015, when the change of actuarial assumptions was approved by Council, ICCROM's auditors reported that the Organization had already accrued Euro 2,294,702 against its ASHI liability.

Funds destined to be used to satisfy the ASHI liability are included in the overall assets of ICCROM (current bank accounts, short-term deposit accounts and long-term deposit accounts).

d) Tax refunds payable by ICCROM to Italian employees and employees who are deemed tax resident of Italy

In 1978, ICCROM Council introduced a reimbursement system in order to place Italian staff members or staff members who were deemed tax residents of Italy and who were subject to taxation in Italy, in the position they would have been if their official emoluments were not taxed. In 1992, as the Convention on the Privileges and Immunities of the Specialized Agencies of the United Nations went into effect following the adhesion by Italy to the Convention in 1985, the government of Italy listed ICCROM as an organization to which the provisions of the Convention were applicable. In particular, under Art. VI,

sect. 19 of the Convention, all employees should have benefited from tax exemption on their income tax due on their salary and emoluments. However, Italian staff members continued to be subject to taxation and the practice of reimbursing staff continued. Since 2011, ICCROM has held discussions with the Government of Italy regarding the full applicability of the Convention regarding tax exemption to ICCROM staff. In October 2015, it sought an opinion from Ludovici and Partners, a law firm specializing in international taxation matters. The firm's legal opinion was presented to Council during its 85th session. It provided strong legal arguments in support of ICCROM's claims on the basis of the Italian Constitution and international law. Earlier this year, after several years of discussion, the Government of Italy presented a draft legislation (Disegno di Legge) to the Parliament, seeking the ratification of a revised Host Country Agreement to include the full application to ICCROM of the Convention on the Privileges and Immunities of the Specialized Agencies of the United Nations with regard to tax exemption for all ICCROM staff.

For the year 2016 and 2017 as at 30 September, Euro 435,672 has been accrued. The projected provision for the remainder of the year 2017 (not yet accrued) is Euro 70,000 bringing the total estimated cost of tax reimbursement for the biennium to Euro 505,672 including the estimated accrual for the separation payment scheme for GS staff. This item was not foreseen in the budget approved by the General Assembly in November 2015. However, the Organization recovered Euro 145,077 from unclaimed tax reimbursement on the separation payment scheme from 3 retirees who have not requested the reimbursement from ICCROM within the 24 months stated in the Staff Regulations.

7. EXTERNAL FUNDING/VOLUNTARY CONTRIBUTIONS - CONTRIBUTIONS, EXPENSES, RECEIVABLES AND OUTSTANDING BALANCE

As referred to in Note 2(d), funds committed (pledged) to ICCROM but not yet earned because expenditures have not been incurred in compliance with the specific restrictions set forth for the project are recorded in "Funds in trust (external funds to be spent)".

Funds earned but yet to be received from donors are recorded in "Receivable on contracts".

8. ENDOWMENT (EPA FUND)

The Fund for the "Ecole du Patrimoine Africain" (EPA) was established in May 2001 for the specific purpose of supporting the School in achieving its training activities in the conservation and enhancement of cultural heritage in sub-Saharan French-speaking as well as Portuguese-speaking and Spanish-speaking African countries. Only the interests produced by the Fund can be allocated partially or in full to cover all operational costs of EPA.

The EPA Fund is under the fiduciary responsibility of ICCROM and its Director-General. It is managed through a Management Committee composed of the following four members; the Director General of ICCROM, the Dean of the University of Abomey-Calavi in Benin and two investment advisors.

Between 2000 and 2013, contributions were received from 24 donors including governments, institutions and various private individuals. The change in the endowment balance relates to the change in the fair market value of the related deposit investment account. As at 30 September 2017, the endowment fund reached a total amount of EUR 2,620,944.

In Article 11 of the EPA Fund Statutes, it is stated that the Management Committee of the EPA Fund may wind up and close the EPA Fund after consultation with the Council of ICCROM. This decision must be taken unanimously by the members of the EPA Fund Management Committee. In the event of winding up the resources shall be returned to the donors, if they so wish, in an amount proportional to their contributions.

9. TABLE 8: RESERVES

	Operational reserve and period surplus/ (deficit)	San Michele reserve	Scholarship fund	H.J. Plenderleith reserve	Total reserves
Balance, 31 Dec. 2011	1,293,571	27,158	118,568	19,550	1,458,847
Balance, 31 Dec. 2013	1,233,230	133,917	138,568	19,550	1,525,265
Balance, 31 Dec. 2015	2,647,636	133,917	182,096	19,550	2,983,198
Balance, 30 Sep. 2017	2,828,075	133,918	168,596	19,550	3,150,138

a) Operational Reserve

As a legislative requirement, ICCROM maintains a financial reserve to cover financial liabilities arising from operations funded from extra-budgetary resources. It protects ICCROM against unforeseen shortfalls in delivery, inflation and currency adjustments, or to liquidate legal obligations in the cases of abrupt terminations of activities financed by extra-budgetary funds. It also covers delays in the payment of pledged contributions and to meet any shortfalls of income in funds. The financial reserve is also used as a cash-flow tool. When pledges have been received from a donor but the funds are not actually in hand, an advance from the operating reserve may be extended to the project to allow work to commence or continue. Once donor funds are received the operating reserve is reimbursed and the funds are again available to meet a future need of the same nature. A substantial financial reserve is needed to ease the cash flow at the start of each annual cycle before Member State contributions have been paid and for other unforeseen costs. The level of the reserve is increased through potential surplus matured at the end of each biennium, and through the payment of long-standing arrears due from Member States.

The current level of the operational reserve as at 30 September 2017 is Euro 2,828,075.

The movement in the current biennium to-date comes from:

- an increase for Euro 360,439 related to the arrears partially paid by Russian Federation in the current biennium;
- an increase for Euro 666,731 related to the surplus in the previous biennium as a result of the change in the actuarial valuation of the ASHI;
- a decrease for Euro 100,000 related to a transfer to payment of the migration to SAP (financial management and accounting system) approved by Council in November 2015;
- a decrease for Euro 80,000 related to a transfer to payment of the executive search company contracted by the Council for the recruitment of the Director-General and related expenses.

b) San Michele Reserve

To-date no movement occurred in the current biennium.

c) Scholarship Fund

The Scholarship Fund was utilized for Euro 13,500 to fund the Internship programme during 2017.

d) H.J. Plenderleith Reserve

To-date no movement occurred in the current biennium.

10. MEMBER CONTRIBUTIONS

Member contributions refer to the contributions received from Member States.

For the biennia ended 31 December 2017 member contributions (in Euro) may be analyzed as follows in **Appendix 1**.

11. TABLE 9: OTHER CONTRIBUTIONS

Other contributions refer to external funding from donors or member countries for projects.

	2014-2015 biennium	2016-2017 as at 30 Sep. 2017
Japan - secondment	134,218	109,043
Italy - secondment	36,414	25,635
Other external funding (voluntary contributions)	2,638,786	4,535,467
Italy –contribution for maintenance (HQ Agreement)	192,861	266,354
Administrative cost recovery	143,735	256,416
Total other contributions	3,146,014	5,192,916

The Council, at its meeting in November 2003, approved a minimum rate of 10% to be applied for administrative cost recovery for all projects financed from external funds.

12. TABLE 10: PERSONNEL COSTS

	2014-2015 biennium	2016-2017 as at 30 Sep.
Base salary	4,705,004	4,606,095
Overtime	16,473	6,600
Allowances and benefits (incl. tax refund)	529,930	443,944
Termination benefits (G.S. separation fund)	189,362	134,646
Benefit plans (UNJSPF and medical plan)	1,061,569	1,114,296
After service medical insurance plan	61,738	57,771
After service medical insurance fund (Contribution to ASHI Fund)	-	276,938
International staff benefits (education and repatriation grants)	183,092	277,404
Other non-salary benefits	5,198	4,999
Temporary assistance	-	9,590
Total personnel costs	6,752,365	6,932,285

ICCROM is a member organization of the United Nations Joint Staff Pension Fund (UNJSPF), which was established to provide retirement, death, disability and related benefits to the eligible staff. The UNJSPF is a funded defined benefit plan, providing benefits based on retirement age, pensionable remuneration and length of contributory service. The financial obligation of the organization to the UNJSPF consists of its mandated contribution at the rate established by the United Nations General Assembly, together with any share of any actuarial deficiency payments under Article 26 of the Regulations of the Fund. Such deficiency payments are only payable if and when the United Nations General Assembly has invoked the provisions of Article 26, following determination that there is a requirement for deficiency payments based on an assessment of the actuarial sufficiency of the Fund as of the valuation date. At the time of this report the United Nations General Assembly has not invoked this provision.

ICCROM makes contributions on behalf of its staff (currently payable by the participant and ICCROM at 7.9% and 15.8%, respectively, of the staff member's pensionable remuneration) and would in accordance with IAS 19 (revised) be liable for its share of the unfunded liability, if any. The total retirement contributions made during the biennium 2016-2017 not ended (as at 30 Sept 2017) amount to Euro 941,084 (2014/2015 biennium – Euro 866,923), which are included in total retirement compensation of Euro 1,114,296 (2014/2015 biennium – Euro 1,061,569). ICCROM is not able to identify its share of the underlying financial position and performance of the plan with sufficient reliability for accounting purposes and hence has not recorded any assets in its accounts in this regard, nor included other related information such as the return on plan assets.

The line item "After service medical insurance plan" represents the total cost sustained by ICCROM for retired staff, while the line item "After service medical insurance plan (fund)" represents the increase in the after service medical liability.

13. FIXED ASSETS

During the biennium as at 30 September, fixed assets acquired and expensed amounted to Euro 220,745 (2014/2015 biennium – Euro 46,537)

TABLE 11: STATEMENT OF COMPARISON OF BUDGETS TO ACTUAL AMOUNTS FOR THE PERIOD ENDED 30 SEPTEMBER 2017

<i>All amounts are in Euro</i>	ICCROM Budget Approved Operational A.	ICCROM Budget Approved Staff B.	ICCROM Supplementary Budget Bdg. Adjustment C.	ICCROM Expenditure on Regular Budget D.	% Exp. on Regular Budget	ICCROM Expenditure on Staff Budget E.	% Staff Costs on Regular Budget	Outstanding Regular Budget Balance F.(A+B+C-D-E)	Progr. Budget from Ext. Fund. at disposal for the Biennium G.	Staff Budget paid from Ext. Funding Allocated H.	Total Expenses from External Funding I.	Outstanding External Funding Balance J.(G+H-I)	External Funding not Allocated K.	Total free Balance L.(F+J+K)
I. CORPORATE OPERATIONAL COSTS														
General Assembly	70,000	-	-	28,983	41,40%	-	-	41,017	-	-	-	-	-	41,017
Council/Bureau	40,000	-	-	59,185	147,96%	1,063	-	(20,248)	10,000	-	7,353	2,647	-	(17,601)
General Mgt. Coord. - Tax Reimb - Prg. Reserve	28,000	1,653,161	375,308 (1)	350,820	1252,93%	1,662,320	100,55%	43,329	214,675	-	3,243	211,432	-	254,761
Logistics	512,000	223,233	(70,000) (2)	277,355	54,17%	158,204	70,87%	229,675	266,354 (3)	-	306,389	(40,035)	-	189,640
LAN Administration	196,000	238,649	(46,000) (3)	114,024	58,18%	233,847	97,99%	40,778	-	-	-	-	-	49,778
Finance and Administration	94,000	428,011	-	31,946	33,98%	359,630	84,02%	130,436	-	-	-	-	-	130,436
Total: Corporate Operational Costs	940,000	2,543,054	259,308	862,313	91,74%	2,415,062	94,97%	464,987	491,029	-	316,985	174,044	-	639,030
II. PROGRAMME COSTS														
B.1 DEVELOPING & PROMOT DISASTER & RISK		342,367	-	88,037	67,45%	277,755	81,13%	64,612	-	28,890	22,632	6,258	-	70,871
B1.1 Training	130,522	-	13,247	88,037	67,45%	-	-	55,732	186,829	-	114,236	72,593	-	128,325
B1.2 Research	-	-	-	-	-	-	-	-	-	-	-	-	-	-
B1.3 Communication	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	130,522	342,367	13,247	88,037	67,45%	277,755	81,13%	120,344	186,829	28,890	136,868	78,852	-	199,196
B.2 INTEGRATING MAT SCIENCE & TECHN		490,076	-	133,578	80,47%	386,335	78,83%	103,741	-	31,231	27,989	3,243	-	106,984
B2.1 Training	166,000	-	41,465 (4)	133,578	80,47%	-	-	73,887	40,893	-	13,027	27,866	-	101,753
B2.2 Research	12,000	-	(11,808) (2)	192	1,60%	-	-	0	-	-	-	-	-	0
B2.3 Communication	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	178,000	490,076	29,657	133,770	75,15%	386,335	78,83%	177,628	40,893	31,231	41,016	31,109	-	208,737
B.3 IMPROVING CONS & MGT PRACTICES WHC		452,013	-	69,000	87,34%	423,811	93,76%	28,203	-	115,885	91,872	24,013	-	52,216
B3.1 Training	79,000	-	-	69,000	87,34%	-	-	10,000	185,164	-	145,415	39,749	-	49,749
B3.2 Research	-	-	-	-	-	-	-	-	27,416	-	27,416	-	-	-
B3.3 Communication	-	-	-	-	-	-	-	-	387,642	-	244,755	142,888	-	142,888
	79,000	452,013	-	69,000	87,34%	423,811	93,76%	38,203	600,222	115,885	509,458	206,650	-	244,852
B.4 PROMOT PEOPLE-CENT APPR TO CONS		89,329	-	34,884	99,67%	94,980	106,33%	(5,651)	-	32,442	27,727	4,715	-	(935)
B4.1 Training	35,000	-	-	34,884	99,67%	-	-	116	-	-	-	-	-	116
B4.2 Research	5,000	-	-	-	-	-	-	5,000	-	-	-	-	-	5,000
B4.3 Communication	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	40,000	89,329	-	34,884	87,21%	94,980	106,33%	(535)	-	32,442	27,727	4,715	-	4,181
B.5 BUILDING REGIONAL COLLABORATION		255,182	-	11,715	46,86%	262,926	103,03%	(7,744)	-	1,611,998	1,336,569	275,429	-	267,685
B5.1 ATHAR	-	-	-	-	-	-	-	-	2,360,705	-	1,876,321	484,384	-	484,384
B5.2 LATAM	15,000	-	-	6,693	44,62%	-	-	8,307	18,051	-	8,146	9,905	-	18,212
B5.3 MOSAICON	-	-	-	-	-	-	-	-	90,566	-	-	-	-	90,566
B5.4 CHA-ICCROM Fund Programme for ASIA	-	-	-	-	-	-	-	-	451,869	-	273,677	178,191	-	178,191
B5.5 Collaborations with Regional Institutions	10,000	-	-	5,022	50,22%	-	-	4,978	-	-	-	-	-	4,978
B5.6 Collaborations with Regional Org. Europe	-	-	-	-	-	-	-	-	18,048	-	13,200	4,848	-	4,848
	25,000	255,182	-	11,715	46,86%	262,926	103,03%	5,541	2,939,239	1,611,998	3,524,627	1,026,610	-	1,032,151
C KNOWLEDGE AND COMMUN SERVICES		1,193,507	-	75,918	71,62%	1,020,471	85,50%	173,036	-	-	-	-	-	173,036
C1 Library Activities	106,000	-	(16,500) (2)	75,918	71,62%	-	-	13,582	1,141	-	561	581	-	14,162
C2 Archives activities	33,000	-	(15,000) (2)	9,202	27,88%	-	-	8,798	-	-	-	-	-	8,798
C3 Communications activities	130,000	-	(36,000) (2)	85,342	65,65%	-	-	8,658	5,181	-	5,181	-	-	8,658
C3.1 FORUM	269,000	1,193,507	(67,500)	170,462	63,37%	1,020,471	85,50%	204,074	6,322	-	5,742	581	-	204,655
D CENTRAL PRIORITY FUND		-	-	-	-	-	-	-	257,914	81,977	177,224	80,691	-	80,691
D1 Africa Strategy	-	-	-	-	-	-	-	-	257,914	81,977	177,224	80,691	-	80,691
INTERNATIONAL FELLOWSHIPS	67,040	-	9,000	52,604	78,47%	-	-	23,436	117,900	-	69,993	47,907	-	71,343
ADV TO INT & REG CONS NETW & INST	52,000	-	-	47,678	91,69%	-	-	4,322	19,282	-	19,248	34	-	4,356
Total: Programme Implem. Costs	840,562	2,822,474	(15,595)	608,150	72,35%	2,466,277	87,38%	573,014	4,168,601	1,902,425	4,593,879	1,477,147	-	2,050,161
III. PERSONNEL COSTS														
Personnel costs (not allocated)	-	500,000	-	-	-	462,179	92,44%	37,821	-	-	-	-	-	37,821
Total: Personnel Costs	-	500,000	-	-	-	462,179	92,44%	37,821	-	-	-	-	-	37,821
IV. FINANCIAL OPERATIONS														
Doubtful Contributions	-	-	-	245,339 (5)	-	-	-	(245,339)	-	-	-	-	-	(245,339)
Adjustments Rate of Exchange	-	-	-	(38,894) (6)	-	-	-	38,894	-	-	-	-	-	38,894
General Management (Bad debts)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned to Sponsors	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase of Funds	-	-	-	360,440 (7)	-	-	-	(360,440)	-	-	-	-	-	(360,440)
Administrative Support Costs	-	-	-	-	-	-	-	-	256,416	-	256,416	-	-	-
Total: Financial Operations	-	-	-	566,885	-	-	-	(566,885)	256,416	-	256,416	-	-	(566,885)
Total: General Expenditures	1,780,562	5,865,528	243,712	2,037,348	100,65%	5,343,518	91,10%	508,936	4,916,046	1,902,425	5,167,281	1,651,190	-	2,160,126
		7,646,090								6,818,471		1,651,190		

APPENDIX 1: MEMBER STATE CONTRIBUTIONS

Country	2014/2015	2016/2017	Country	2014/2015	2016/2017
AFGHANISTAN	720	738	COLOMBIA	19.58	19,490
ALBANIA	720	738	CONGO	0 -	
ALGERIA	10,366	10,262	COTE IVOIRE	864	812
ANDORRA	720	738	CROATIA	9,502	9,450
ANGOLA	720	738	CUBA	5,254	5,168
ARGENTINA	32.68	32,482	CYPRUS	3,528	3,544
ARMENIA	720	738	CZECH REP	29,226	29,012
AUSTRALIA	156,924	155,840	DENMARK	51,036	50,716
AUSTRIA	60,394	59,944	DOMINICAN REPUBLIC	3,384	3,396
AZERBAIJAN	3,024	3,026	ECUADOR	3,312	3,322
BAHRAIN	2,952	2,952	EGYPT	10.15	10,040
BANGLADESH	720	738	ESTONIA	3,024	3,026
BARBADOS	720	738	ETHIOPIA	720	738
BELGIUM	75,512	75,004	FINLAND	39,304	38,978
BENIN	720	738	FRANCE	423,194	420,196
BOLIVIA	720	738	GABON	1,512	1,476
BOSNIA HERZEGOVINA	1,296	1,254	GAMBIA	720	738
BOTSWANA	1,296	1,254	GEORGIA	720	738
BRAZIL	221,998	220,434	GERMANY	540,312	536,468
BRUNEI DARUSSALAM	1,944	1,920	GHANA	1080	1,034
BULGARIA	3,528	3,544	GREECE	48,302	47,910
BURKINA FASO	720	738	GUATEMALA	2,016	1,994
CAMBODIA	720	738	GUYANA	720	738
CAMEROON	936	886	HAITI	720	738
CANADA	225,742	224,198	HONDURAS	720	738
CHAD	720	738	HUNGARY	0 -	
CHILE	25,266	25,100	INDIA	50,388	50,052
CHINA	389,506	386,756	IRAN	26,922	26,724

Country	2014/2015	2016/2017
IRAQ	5,110	5,094
IRELAND	31,600	31,374
ISRAEL	29,946	29,750
ITALY	336,528	334,120
JAPAN	819,680	813,826
JORDAN	1,656	1,624
KENYA	1008	960
KINGDOM SAUDI ARABIA	65,362	64,890
KOREA REPUBLIC	150,878	149,786
KUWAIT	20,660	20,522
LAOS	720	738
LATVIA	3,528	3,544
LEBANON	3,168	3,174
LESOTHO	720	738
LIBYA	10,726	10,704
LITHUANIA	5,542	5,462
LUXEMBOURG	6,118	6,054
MACEDONIA	720	738
MADAGASCAR	720	738
MALAWI	720	738
MALAYSIA	21,236	21,114
MALDIVES	720	738
MALI	720	738
MALTA	1,224	1,182
MAURITANIA	720	738
MAURITIUS	1008	960
MEXICO	139,360	138,344
MONACO	936	886
MONGOLIA	720	738
MONTENEGRO	720	738

Country	2014/2015	2016/2017
MOROCCO	4,678	4,650
MOZAMBICO	720	738
MYANMAR	720	738
NAMIBIA	720	738
NEPAL	720	738
NETHERLANDS	125,180	124,244
NEW ZEALAND	19,148	18,972
NICARAGUA	0	-
NIGERIA	6,838	6,792
NORWAY	64,354	63,930
OMAN	7,702	7,678
PAKISTAN	6,406	6,348
PARAGUAY	720	738
PERU	8,854	8,784
PHILIPPINES	11,662	11,590
POLAND	69,680	69,172
PORTUGAL	35,848	35,582
QATAR	15,836	15,724
ROMANIA	17,132	16,980
RUSSIAN FEDERATION	153,722	183,154
RWANDA	720	738
SENEGAL	720	738
SERBIA	3,024	3,026
SEYCHELLES	720	738
SLOVAKIA	12,958	12,846
SLOVENIA	7,558	7,530
SOUTH AFRICA	28,146	27,978
SPAIN	224,950	223,312
SRI LANKA	1,872	1,846
SUDAN	720	738

Country	2014/2015	2016/2017
SWAZILAND	720	738
SWEDEN	72,632	72,124
SWITZERLAND	79,254	78,620
SYRIA	2,736	2,732
TANZANIA	720	738
THAILAND	18,068	17,938
TOGO	720	738
TRINIDAD AND TOBAGO	3,312	3,322
TUNISIA	2,736	2,732
TURKEY	100,490	99,734
UKRAINE	-	7,438
UNITED ARAB EMIRATES	44,990	44,662
UNITED KINGDOM	391,880	389,044
URUGUAY	3,960	3,912
USA	1,583,646	1,624,092

Country	2014/2015	2016/2017
VENEZUELA	47,438	47,098
VIETNAM	3,168	3,174
YEMEN	720	738
ZAMBIA	720	738
ZIMBABWE	720	738
TOTAL	7,351,346	7,389,528
Increase/decrease in provision for doubtful contributions	(21,268)	(245,339)
TOTAL MEMBER STATE CONTRIBUTIONS	7,330,078	7,144,189

APPENDIX 2: OTHER CONTRIBUTIONS (VOLUNTARY CONTRIBUTIONS)

DONORS	Expenses at 31 Dec. 2015	Expenses at 30 Sep. 2017
UNESCO	119,028	102,796
UNESCO World Heritage Centre – World Heritage Fund	220,035	195,126
ICOM	-	-
JPN - Agency Cult. Affairs	135,202	109,886
ISR - Israel National Commission UNESCO	-	9,410
GRC - MAE Greece Athens	58,513	991
ITA - Government	36,414	25,635
FRA - Ministère de la Culture et de la Communication	58,015	63,830
SAF - South Asia Foundation	146	-
ITA – Fondazione Hallgarten	-	4,134
NOR - Ministry for Environment	55,000	211,991
NLD - Netherlands Inst. of Sound Vision	10,000	-
CHN - Chinese Government	53,410	69,993
Welfare Association	-	3,520
ITA - Ministero Affari Esteri	4,660	149,757
ITA - Ministero Beni Culturali (MIBACT)	192,861	306,389
Invitalia	-	2,596
USA - Getty Conservation Institute	229,592	24,076
Arab league Education Cult. Sc. Org. (ALECSO)	334	-
BEL – Inst. Royal du Patrimoine Artistique	-	13,027
MLT - Heritage Malta	432	-
YEM - Social Fund for Development	9,593	-
USA - Annenberg Foundation	10,000	-
ARE – The National Council for Tourism and Antiquities	4,702	97,497
USA - IRAQ Reconstruction	14,368	3,629
USA - Libya Meeting in Tunis	-	68,866
CHE - Office Fédéral de la Culture	28,852	241,544
ARE – Sharjah (UAE)	1,335,819	3,052,301
EGY - Fayoum University	1,044	-
USA - AV Preserve	2,295	-
NLD - Prince Claus Fund	13,709	10,121
ITA- University of Urbino "Carlo Bo"	3,630	-
USA - Global Heritage Fund	11,558	-
BHR - Arab Regional Centre for World Heritage	108,441	5,325
USA - Smithsonian Institution	27,264	6,830
USA- Ambassadors Fund	-	66,747
POL - National Heritage Board	725,00	1,397
PER – Ministerio de Cultura	-	5,184
CHE - FDFA Political Affairs	68,195	-
CHA – Korea	311,058	306,909
GEO- State Treasury National Agency	-	15,141
FICLU (Italian Federation of UNESCO Clubs and Centers)	-	2,115
Inter- American Development Bank	-	9,970
MON- Gouvernement	-	1,000
VARIOUS - Consortium Sponsors FORUM 13	21,119	5,181
TOTAL	3,146,014	5,192,916

