NETWORK OF EDUCATION POLICY CENTERS

ANNUAL REPORT 2015



etwork of Education Policy Centers (NEPC) is an international nongovernmental membership organization that gathers 23 institutional members from 18 countries. NEPC has been founded in 2006 and formally established in 2008.

NEPC members are public and civil-society organizations dealing with education at different levels from educational research and policy analysis to teacher training and school-based activities.

NEPC Secretariat, established in Zagreb in 2006, has implemented over a dozen multi-country projects addressing and exploring current issues in education, driven by the need for independent and information-based policy analyses, advocacy for equity, and effective, sustainable solutions in education policy processes in the last couple of years.

The network's contribution to improving education policies in this region is reflected in its highly diverse project portfolio, which includes large projects involving several country.

→ PROJECTS

Project: Support to Pilot Schools for implementing Inclusive

Education policies and practices

NEPC Role: Project Leader

The project aims were to break barriers for all vulnerable groups in the education sector and promote the concept of inclusive education as a reform principle that respects and caters for diversity among all learners. It was implemented in seven countries: Albania, Bosnia and Herzegovina, Croatia, Kosovo, Montenegro, Republic of Macedonia and Serbia. The project was focused on providing supporting mechanisms and resources for 49 pilot inclusive schools, raising awareness on benefits of inclusive education, enhancing capacities of policy makers, improving teacher competencies and making progress on the removal of concrete barriers for vulnerable groups through stronger partnerships.

The project was a joint project of Council of Europe and European Commission and it lasted for 20 months. The implementation started in January 2014. NEPC and partners' role was supporting the pilot schools. However apart from direct support to schools, NEPC experts developed methodology for the qualitative part of the research (focus groups) and produced the comparative report on the findings. Partners conducted research and country report. In addition, the methodology for School development plan and report was developed.

Project Partners

Albania - Children are the future (NEPC Member)

Bosnia and Herzegovina - proMENTE, Social Research (NEPC Member);

Center for Educational Initiatives Step by Step (NEPC Member)

Croatia - Forum for Freedom in Education (NEPC Member)

Kosovo - Kosova Education Center (NEPC Member)

Macedonia – Macedonian Civic Education Center (NEPC Member)

Montenegro - Forum MNE

Serbia - Center for Education Policy (NEPC Member)

Activities in 2015

- 2 project meetings organized
- 49 schools sustainability plans developed according to the principles of Inclusive Education
- 7 peer-learning events organized in 7 beneficiary countries
- 49 evaluation visits implemented in the pilot schools (evaluation of school projects)
- Recommendations on Inclusive Education how to sustain support for inclusion on national and regional level – produced (more details in publication sessions)
- Participation at project conferences (more details in advocacy session)

The project presented a great opportunity for schools to improve inclusive practices at the school level and to build teacher capacity. The major benefits for schools are:

- Raised awareness of the wider understanding of inclusive education and the knowledge gained in designing project proposals and in project management.
- * Increased awareness and better understanding of inclusive education among students, teachers, parents, school administrators and other community members, and development of positive practices of inclusion in the target schools.
- * A wealth of positive practices to be further developed and integrated into our future projects and to be shared with other schools
- * Improved communication and cooperation as well as project management capacity of project team members in each school and increased confidence in their ability to guide other schools into the same development process.
- A stronger network of cooperation and partnerships among the pilot schools
- * A high level of recognition and appreciation of the capacity building support provided by the platform to all the schools and a high interest and motivation of many students, teachers, school administrators and

parents in becoming part of our future interventions and strengthening our cooperation.

During the evaluation meeting organized by NEPC (Sarajevo 6th & 7th November 2015) the platform of organizations designed the recommendations for Council of Europe.

At Network level the project contributed to raise the members' capacity in working with schools and understanding of Inclusive education for the perspective of education for sustainability. Moreover, the 7 NEPC members involved in the project represent a pool of experts in Inclusive Education and may facilitate further search for fundraising opportunity. Some of the projects outputs (Training methodology for designing school development plans) will be used by members in future cooperation with schools, moreover a publication collecting school projects best practices will be published in March 2016.

Project: Professional Capacity Dealing with Diversity – NAOS

NEPC Role: Associate Partner

The central topic of the project is professional capacity concerning dealing with diversity related to migration (in all its different forms). Professional capacity includes innovative forms of cooperation between educational professionals and other professionals dealing with children.

The objective of the Erasmus+ strategic partnership is to strengthen professional capacity in the partner countries and their respective schools. With the ultimate goal to increase educational attainment and reduce drop out and unemployment among groups of migrant children.

Project activities (study visits, publications and advocacy) are organized within 5 content areas (review Severiens, Wolff & Van Herpen, 2014):

- Language development
- Pedagogic/ Didactics
- Social Psychology & Identity development
- Parental Involvement
- School-community relationships

Project Partners

Forum for Freedom in Education (Croatia)

Public Policy and Management Institute (Lithuania)

Tartu International School Mtu (Estonia)

Paidagogiko Institouto Kryprou (Cyprus)

University of Patras (Greece)

Universiteit Antwerpen (Belgium)

Hogskolen i Ostfold (Norway)

Universidade do Porto (Portugal)

Algemeen Pedagogisch Studiecentrum (The Netherlands) APPLICANT

NEPC in 2015:

- Organized the second transnational meeting (ZAGREB, 21st & 22nd October 2015)
- Participated in Study Visit in Greece (May, 2015)
- Participated in developing Methodology of Research
- Conceptualized the Case studies that will be conducted by Collaborative partners

Main conclusions from study visit reports:

- Language issue for students with migrant background is one of the most relevant barrier
- Most of activities and projects are aimed at social inclusion and at raising teachers' capacity for dealing with diversity are organized on voluntary basis – depending on teachers' motivation
- Teacher are mostly self-educated
- * When centralized, the system is the main issue for the equal access to education

→ LEARNING EVENT

SUMMER SCHOOL 2015: Education - incubator for a sustainable future: how can public education empower citizens for global sustainability? (28th June – 2nd July 2015, Sremski Karlovci, Serbia)

The NEPC summer schools 2015 aimed to show that education systems and schools are by default incubators of future and explore whether our education systems today contribute to unsustainability, how education can empower citizens for global sustainability and what step we need to take to make schools incubators for sustainable future a reality.

The Summer School has been organized in 5 days covering 3 thematic areas:

- Environmental limits, social constraints of globally dominant development model
- Societal responses to constraints
- * Sustainable Curricula and school potential for change

The learning path of Summer School 2015 achieved the following objectives:

- Offer various theoretical perspectives of sustainability challenge and appropriate educational responses
- Design specific examples of possibilities for including sustainability in teaching
- * Explore existing barriers for Education for Sustainability and potential for change of schools, teachers and curriculum

In 2015 Summer School was designed to enhance participative learning through different methods, participants at the end of the event presented:

- * Two research ideas: one centred on the implementation of ESD in policy and one centred on children knowledge and reaction in case of natural disaster.
- * Glossary containing the definitions of the most important terms of theories and concepts presented during the lectures.
- Teachers training module on Education for Sustainability
- * Plan of extracurricular activities aiming to develop *'Fashion' Skills for Sustainable Lifestyle*

Summer school 2015 in numbers:

- 19 participants (8 from NEPC members)
- 5 external experts
- 6 lectures
- 2 workshops
- 4 follow-up plans

As Education for Sustainability has a central role in NEPC Strategy 2016-2020, costs of NEPC members participants were covered by Secretariat

→ PUBLICATION

Study: Mapping current school governance polices in NEPC region

NEPC Role: commissioned by

NEPC carried out a study on mapping current school governance policies in the NEPC region. The study will be used to inform policy in individual countries as well as in the NEPC region as a whole. The comparative study will provide a broader context for school governance policies in general and help influence policy in member states with the evidence from similar countries (e.g. good practice, examples, etc.).

The aim of the study is to compare and critically analyse basic models of governance in participating countries with regard to distribution of leadership, management and funding responsibilities, stakeholder participation and partnership, accountability mechanisms and leadership styles of school principals.

The publication is in preparation phase

Project partners

Albania - Children are the future

Bosnia and Herzegovina –Center for Educational Initiatives Step by Step

Croatia – Forum for Freedom in Education

Kosovo - Kosova Education Center

Lithuania – Vilnius University, Education Policy Center

Macedonia - Macedonian Civic Education Center

Macedonia – Foundation for Education and Cultural Initiatives Step by Step

Moldova - Association Educational Centre PRO DIDACTICA

Mongolia - Mongolian Education Alliance

Montenegro – Pedagogical Centre of Montenegro

Russia – Moscow School of Social and Economic Sciences

Slovenia – Centre for Knowledge promotion (Study Expert)

Policy Paper: Recommendations on Inclusive Education - how to sustain

support for inclusion on national and regional level

NEPC Role: commissioned by

The Policy Paper has been produced in order to serve as a guide for schools and other interested parties in sustaining support for Inclusive education beyond the timespan of the project through the work of the pilot schools and the Platform of civil society organizations that implemented school based support to the pilot schools. It is based on the findings and experience that the Platform collected during the two year intervention and hopes to generate recommendations that will help pilot schools sustain and improve their activities as well as the national systems to multiply the positive practices from the pilot schools to other schools in their countries.

List of regional recommendations:

- Organize regional peer learning * events
- Organize study visits within the region
- Collect and publish best practices from the 49 school projects
- Engaging other national,
 regional and international
 stakeholders in supporting
 inclusive education in the region

List of National Recommendations:

- Use the process of school development for inclusion
- Monitor the achievements of the goals set in the long term plans
- Allow for participatory approach in all aspects of education polices
- * Focus national funding on inclusive education
- Enhance offered teacher & school training

NEPC Comparative Studies in education ed.3: Inclusive Education

Publication (working title)

NEPC Role: Commissioned by

Inclusive education is the central topic of the next edition of the NEPC Comparative Studies in Education, as one of the strategic priorities of NEPC - within the social component of Sustainability Education.

The third edition of the NEPC Comparative Studies in Education particularly aims to elaborate and promote the values, potential and benefits of inclusive quality education, bringing vigorous findings from research and practice. We aspire for new ideas and thoughts from the NEPC community: the publication will consist of papers presenting the current research on inclusive practice, examples of good practices, policy analysis and other theoretical and practice issues related to the inclusive education in the NEPC community educational systems.

In 2015 the editor has been selected and the concept elaborated, the publication will be preliminary presented at NEPC conference in April 2016 and published in June 2016.

Project partner:

Macedonia - Macedonian Civic Education Center

→ ADVOCACY

Curriculum Reform in Croatia

NEPC Executive Director, Lana Jurko has been selected as an expert in the work group in charge of the development of the cross curricular subject Sustainable Development. The subject covers the 3 components of sustainability and their connection and inter-dependence.

The aim of the subject is to enhance students' acquisition of knowledge about current challenges at global and local level and to develop skills such as entrepreneurship, critical thinking, and problem solving and change and uncertainty management.

Considering the participatory policy making is one of NEPC priorities in advocacy activities, participation in the process of education reform builds NEPC's capacity in understanding the challenges and the complexity of participatory process in education reforms.

59th Annual Conference of the Comparative and International Education Society 2015 Imagining a Humanist Education Globally UBUNTU!

Organizer: Cornell University

Washington DC 8th - 13th March 2015

The conference gathered over 2700 participants from all over the world. The Conference is an annual event that brings together experts, scholars and practitioners from the education world. This year's conference had a focus on Humanist Education. NEPC organized and hosted 3 panels based on its projects and outputs in 2014.

NEPC Contribution:

Panel on participatory policy making in education

Panellists - Batuhan Aydagul, Lana Jurko, Marko Kovačić, discussant Hugh McLean

* Panel on teachers' policies

Panellists – Lana Jurko, Giorgi Machabeli, Irina Abuladze, discussant Aleesha Taylor

* Panel "Schools as agents of change: Inclusive policies and practices in South East Europe (SEE)"

Panellists – Vesna Atanasova, Lana Jurko, Marko Kovačić – discussant Kate Lapham

2015 NGO FORUM

Organizer: UNESCO / Collective Consultation of NGOs on EFA (CCNGO/EFA) Incheon, republic of Korea – 18th & 19th May 2015

NEPC was represented by Lana Jurko at the Forum and took active part in discussions on the future of education, culminating in the adoption of the 2015 NGO Forum Declaration 'Towards the right to inclusive, quality public education and lifelong learning beyond 2015'. The Declaration re-affirms that education is a fundamental right and public good that is key to promoting social, economic and environmental justice the deceleration was a preparation ahead of the World Education Forum 2015. The forum was attended by the 130 non-governmental organisations (NGOs) from all over the world. http://unesdoc.unesco.org/images/0023/002332/233243E.pdf

WORLD EDUCATION FORUM (WEF) 2015

Organizer: UNESCO / co conveners Republic of Korea, UNDP, UNFPA, UNHCR, UNICEF, UN Women & World Bank

Incheon, republic of Korea – 20th & 21ST May 2015

NEPC was represented by Lana Jurko (Ex Di) at the Forum.

The WEF 2015 was a final event that discussed global education agenda and moved the policy from Education for All agenda to Education 2030.

UNESCO led, in collaboration with six co-conveners, the development of a powerful new education agenda that will transform lives. It had five key themes: Right to Education, Equity in Education, Inclusive

Education, Quality Education and Life Long Learning. The Incheon Declaration http://en.unesco.org/world-education-forum-2015/incheon-

<u>declaration</u> was adopted at WEF. The Forum was attended by over 3000 participants form all over the world

2nd Regional PolicyNet conference within the framework of the Joint European Union and Council of Europe Programme "Regional Support for Inclusive Education".

Organizer: Council of Europe

Skopje, Macedonia 27th & 28th May 2015

NEPC was represented by Lana Jurko. The objectives of the conference were to endorse the regional policy recommendations on inclusive education by the PolicyNet and to develop action plans for inclusive education at beneficiary level. Lana Jurko had a presentation on the topic of How to in cooperate pilot activities into relevant policy documents.

Addressing Radicalization and Extremism through education

Organizer: Council of Europe

Strasbourg, France 23rd – 27th September 2015

Representatives of ministries of education, education professionals and civils society organisations (100 participants) met in Strasbourg to discuss the role of education in addressing extremism and radicalisation. NEPC was represented by Lana Jurko who was a panellist in a panel "Preventing radicalisation through quality education for all"

Round Table: Vocational Education and Training (VET) governance in partner countries: what role for the civil society

Organizer: European Training Foundation *Turin, Italy 14th – 17th October 2015*

NEPC was represented by board member Gordana Miljevic who was a panellist in the panel *International experiences of relevant civil society organizations in VET*

Final conference within the framework of the Joint European Union and Council of Europe Programme "Regional Support for Inclusive Education".

Organizer: Council of Europe

Sarajevo, Bosnia and Herzegovina 5th and 6th November 2015

All platform representatives participated in the final conference of the project in Sarajevo. NEPC coordinated and prepared the panel: Changing

approaches which Lana Jurko moderated while Rozeta Hoxhallari CAF was a panellist.

Climate justice: perspectives from natural and social sciences

Organizer: Institute for political ecology

Zagreb, Croatia 13th November

Lana Jurko presented a paper on "Challenges of absorbing "climate justice" into education system". The conference aimed to engage researchers from diverse disciplinary backgrounds in providing specific insights, reflection and discussion at the nexus of climate change science and its political implications. The conference aims to contribute to academic and public debate prior to the UNFCCC COP in Paris, dedicated to fair distribution of climate burdens and actions. It gathered over 120 participants form different academic filed and civil society in Croatia.

→ NETWORK

Human resources

NEPC Secretariat team

- * Executive Director (100% working hours) Lana Jurko
- Program Officer (75% working hours) Ana Glasnović until June
 2015
- * Program Officer (100% working hours) Marwan Zeitoun from October 2015
- * Administrative Officer (100% working hours) Raffaella d'Apolito
- * Financial Manager (50% working hours) Vesna Kallay

NEPC Experts in 2015

- * Brannon Anderson, Summer School 2015
- * Bojana Ćulum, Summer School 2015
- Mladen Domazet, Summer School 2015
- * Maria Golubeva, Regional Support for Inclusive Education
- * Marko Kovačić, Participatory Policy Making in education
- * Oren Pizmon-Levy, Summer School 2015

- * Radmila Rangelov-Jusović, Regional Support for Inclusive Education
- Ognen Spasovski, Comparative Studies in Education ed.3
- * Mislav Žitko, Summer School 2015

Board Members

- * Batuhan Aydagul till 24.2.2015
- * Mario Bajkuša, President from 19.1.2015.
- Batjargal Batkhuyag
- * Rima Bezede
- * Tamar Bregvadze
- * Ivona Čelebičić
- * Laura Kirss. President till 19.1.2015.
- Gordana Miljević
- * Isik Tuzun from 24.2.2015.

Members

2 new members joined the Network in 2015:

- Children are the Future from Albania
- * Open Society Foundation Prague from Czech Republic

In 2015 according to the preliminary results of Network analysis:

- * 62% of the NEPC activities are open to all members (activities not open to all members: fundraising, project initiatives at regional level).
- * Only 2 members were not involved in any of the activities
- * 19 members have been involved in 2-4 activities and 2 in 5-6 activities.

High members responses is registered in activities such as mapping studies and activities related to strategic planning, the response to the participation in Summer School in 2015 (considering the costs were covered) could be considered lower than expected (6 members/8 participants).

Field visits

NEPC Executive director visited 2 NEPC member countries Kosovo and Macedonia in May 2015 with the aim to:

- * Reinforce established partnership
- Explore project opportunities
- * Acquire deeper knowledge on Educational country issues

Kosovo

Meetings organized:

- Meeting with school directors
- MoE Head of Division for SEN.
- * Kosovo Education Center (KEC) staff NEPC Member

Macedonia

Meetings organized:

- * MoE State Advisor
- * Macedonian Civic Education Center (MCEC) staff NEPC Member
- Foundations for Education and Cultural Initiatives Step by Step (SbS) – NEPC member

Outcomes

- Deeper knowledge acquired about the context NEPC members are working in
- Understanding of specific national educational issues and contexts in which schools operate
- Reinforces the partnerships with members and identification of field of interest for future cooperation
- Ideas for innovative format for working with schools (UNICEF inclusion project MK, World Vision Kosovo)
- Input from NEPC members for NEPC strategy 2016 2020
- On the spot Monitoring and Evaluation interview with NEPC Members

Organizational Development

In 2015 NEPC:

Designed the by-laws

New by-laws have been created in line with new Croatian Law on non-profit organization and with network practices.

The main changes introduced:

- Executive Board has been substituted with Governing Board
- The Governing board will have 5 board members instead of 7 3 of them will be regional representatives, 2 of them representatives of members-at-large
- Network recognizes 3 types of membership full members (only organizations); affiliated members (organizations and individuals) and honorary members.
 - * Created the Election Rules and Regulations
 - * Revised the Financial Policies and Procedures

According to the By-Laws the Election Rules and Regulations has been created an Financial policies and procedures revised.

* Created the Memorandum of Understanding

The MoU, expressing the intention of both parties (NEPC and members) to accept recommendations not regulated in NEPC Bylaws but convergent with the NEPC values, has been created

* Developed Strategic Plan 2016-2020

The process of developing the Strategy 2016-2020 was both evidence-based and participative.

Evidence-based

The Strategy 2016-2020 is the result of analysis at two different levels:

- * Analysis of the programmatic areas
- * Analysis of the members' involvement

The analysis of the programmatic areas has shown how the previous programmatic priorities are interconnected and that there is the need to rethink our approach to the priorities identifying the education for sustainability as goal of this strategic period and inclusiveness as principle. The analysis of members' involvement showed how strong and cohesive is the Network and that most of the activities are open to all members but mechanism for more inclusive fundraising policy and knowledge exchange need to be developed.

Participative

The questionnaire submitted to members has shown a large approval of the scheme of strategic approach among members, it is considered in line with

the strategic priorities of the members. Moreover, the recommendations listed in the questionnaire were met by wide approval of the members.

The discussion held at the Strategic-planning meeting showed the need for positioning of NEPC in the global education stage and the need for more efficient platform of knowledge exchange among members.

Destination

NEPC will become strong education policy network, advocating for social & economic aspects of sustainability in education systems in NEPC region and beyond, empowering members and addressing issues of education through policy analyses, research and learning.

Road Map

- 1. NEPC will adequately and efficiently support its members by providing relevant information and resourceful knowledge in the areas of education for social and economic sustainability.
- 2. NEPC will advocate at international level for the systematic changes in education policies in the area of social and economic sustainability by emphasizing the gaps in policies and practices, presenting evidence-based recommendations and increasing its presence in NEPC region.

Vehicle

3. NEPC Secretariat will become strong and financially sustainable center of expertise by strengthening the staff capacity and implementing effective fundraising strategy.

Board Meetings

In 2015 3 board meetings were organized:

- * 22th & 25th February 2015 Belgrade, Serbia
- * 8th & 9th May 2015 Vrbovec, Croatia
- * 16th & 17th December 2015 Vrbovec, Croatia

Board members in 2015 greatly contributed in the process of NEPC Strategy 2016-2020 – designing, developing the concept, and ensuring members' involvement in the process.

The board members proposed the by-laws and related documents contributing to create documents and procedures that better reflect the current practices of the Network.

Other tasks:

- Selection of members for Governance study
- Support the design of Summer School 2015 program
- Participating in the organization of 10th anniversary activities

General Assembly - GA

The GA was held 23rd & 24th February in Belgrade.

19/23 NEPC members and 39 representatives of OSF National Education Coordinators and Education Support Programme staff participated in the *content day*, four panel discussions were held:

- Participatory Policy Making
- * Teachers matter is it reflected in education policies in the region?
- * Inclusive education moving on?
- * Education for sustainability is our education today contributing to unsustainability?

Admin day was mainly dedicated to the analysis of current strategy and the planning of Strategy 2016-2020.

Rima Bezede and Isik Tuzun were elected as board representatives replacing Laura Kirss and Batuhan Aydagul.

On the welcoming evening the books presentation was organized:

Maria Golubeva interviewed the book editors Daniel Pop and Mladen Domazet

The Governance of Educational Welfare Markets: A Comparative Analysis of the European Social Fund in Five Countries - Pop, Daniel / Stanus, Cristina (eds)

Sustainability Perspectives from the European semi-periphery - Domazet, Mladen / Marinović Jerolimov, Dinka (eds)

Visibility

* Facebook



30% increasing in 2015

- Web-page edupolicy.net
- Visual Identity



In 2015 NEPC started the preparation of celebration activities for the $10^{\rm th}$ anniversary: NEPC logo has been redesigned and slogan created, the webpage edupolicy.net will be launched in January 2016.

→ FUNDRASING

Project Title	Funder	NEPC Role	Partners	Status
Breaking the poverty taboo: the role and responsibilities of education	European Commission (E+)	Applicant	Institute for Social Research - Centre for Educational Development (Croatia) Forum for Freedom in Education (Croatia)	waiting list
Open Source Multilingual Teaching Materials Forum for Migrant Pupils in Europe - AVIOR	European Commission (E+)	Partner	Algemeen Pedagogisch Studiecentrum (The Netherlands) APPLICANT	Rejected
Anti- discrimination policies and practices in education sector	European Commission (E+)	Partner	European Forum for migration studies APPLICANT	Rejected
PO(I)WER: Policy-Oriented Initiative for Women's Economic Rights"	Ministry of Foreign Affairs – The Netherlands	Partner	Resource Centre for Women "Marta	In the pipeline

→ NETWORKING

SIRIUS

NEPC is a member of SIRIUS – European Policy Network on the education of children and young people with migrant background. In 2015 Lana Jurko has been appointed as member of the interim steering board and contributed to designing the structure of the Network.

In October 2015 NEPC hosted the SIRIUS General Meeting in Zagreb.

NEPC in SIRIUS network has a crucial role due to the experience in establishing efficient and strong Network while SIRIUS represents for NEPC the opportunity to establish cooperation with partners from Western Europe (ei. RISBO – The Netherlands).

Council of Europe

NEPC has established through the implementation of the project Regional Support for Inclusive Education fruitful cooperation with Council of Europe which, recognizing NEPC expertise, supported NEPC participation in CIES in Washington and invited NEPC in several conference as expert speaker.

UNESCO

In 2015 NEPC has became member of UNESCO NGO Forum. The membership enhanced NEPC perspective to be part of collective civil society vision and connect with NGOs dealing with education from all over the world.

→FINANCIAL REPORT

Income per type €	
Membership fees	16.842,00
Other services	12.414,87
Projects	202.042,78
institutional grant	134.234,00
Total	365.533,65
Income according to source €	
OSF	134.234,00
EC	197.235,00
Mercator foundation	4.807,78
Members	16.842,00
Other	12.414,87
Total	365.533,65

Expenditure per type of cost €	
Human resources	72.211,59
Experts	25.579,38
office costs	21.707,70
Subcontracting to members	125.148,42
Subcontracting to others	14.805,00
Events organized (travel & per diem)	47.543,03
Events attended (travel & per diem)	14.062,65
Other (web)	5.269,09
Total	326.326,86

Programme expenditure (specifications) €	
Secretariat	93.919,29
Staff	72.211,59
Office	21.707,70
Network	29.536,88
GA	9.830,84
Board meetings	10.909,32
Board fees	8.796,72
Network Activities	24.695,46
Summer School	8.118,88
Network development	2.576,58
Mapping Governance Study	14.000,00
Projects	160.145,16
COE	147.094,83
SIRIUS	7.006,78
NAOS	4.791,60
ACE	1.251,95
Visibility Actions	18.030,07
International presentation & meetings	13.335,52
Publishing (lump sum)	904,47
WEB site & maintenance	267,45
10th Anniversary design (logo, slogan etc.)	489,31
10th Anniversary NEPCography	3.033,32
TOTAL	326.326,86



