

Tentative budget in 2025 (in Euros)

New expenses or loss of income

Savings

	2024 budget	Estimated budget in 2025	Comments
OPERATING INCOME			
Membership contributions & fees for the current year	3 119 753	2 942 663	(recovery rate of 80%)
Member States (€19,680)	1 616 706	787 200	Estimated 50 Members States
Associate Members (€19,680)		708 480	Estimated 45 Associate Members
Affiliate Industrial Members (€6,730)	959 418	926 048	Estimated 172 affiliate Industrial members
Affiliate (€3,250)	224 676	210 600	Estimated 81 affiliate members
Contributions in arrear	318 953	310 335	
Sales of publications, advertising & memorabilia	11 500	11 500	
Seminars & workshops	22 500	22 500	
Internal Tax	0	60 000	5% from salaries
WWA Secretariat support	80 000	80 000	
Voluntary contributions / apprenticeship support	15 000	0	Not planned in 2025
Reversal of amortization, depreciation & provisions	93 000	184 000	Cancellation of the pension provision which will no longer apply
Total operating income	3 341 753	3 300 663	-1%
OPERATING EXPENSES			
Personnel costs			
Salaries & consultants fees	1 090 000	1 205 000	Recruitment of a Document controller + full time deputy Sec-Gen
Staff members	1 085 000	1 200 000	Expected 13 staff members excluding the WWA staff
Consultants	5 000	5 000	
Taxes & social security charges	655 000	670 000	Expected decrease, in proportion with the volume of salaries
Abondements to Staff saving schemes	60 000	43 000	Contributions to the retirement plan PERCO is maintained. PEE is stopped
Other staff costs (training, transportation...)	42 575	50 000	In line with new recruitment
Grants & allowances	0	140 000	As provided for in the Staff rules
Education Grant	0	20 000	Limited to €5,000 per year, per child
Home leave	0	30 000	1 trip/year for 6 persons (was paid under Travels in the 2024 budget)
Settle-in and separation indemnity	0	20 000	New allowances in line with Staff Rules
Mobility incentive	0	20 000	New allowances in line with Staff Rules
Housing allowance	0	50 000	Paid under operation costs in the 2024 budget.
Total personnel costs	1 847 575	2 108 000	+ 14%
Operating costs			
Running expenses (maintenance, insurance, leasing...)	333 700	225 000	-20% due to VAT exemption and +3% due to inflation - housing allowance
Rental of meeting rooms	0	20 000	
Housing	160 000	50 000	One for the Sec-Gen only (no more corporate flats for other staff members)
Professional services	186 650	210 000	
Auditors & chartered accountant	56 650	80 000	Implementation of International Standards
Legal assistance	100 000	60 000	
Translation services	20 000	50 000	For Russian/Chinese/Arabic
Design, creation of publications, videos...	10 000	20 000	
Building costs (condominium fees, property tax etc..)	63 278	65 000	
Events - Travels	317 000	344 400	1st General Assembly in Singapore in Feb 2025 - home leave
Investment costs (IT equipment, furniture, software...)	81 000	81 000	It equipment, software, licences, furnitures...
Depreciation and amortization of non-current assets	150 000	150 000	Increase due to acquisition of the new building - tbc
Provisions for contingencies, liabilities	196 000	160 000	€90K for provision for termination indemnity + €70K for holiday pay
Total operating costs	1 487 628	1 305 400	-12%
Total operating expenses	3 335 203	3 413 400	+ 2%
FINANCIAL RESULT			
Interest and other financial income	150 000	150 000	Annual interests on bank accounts
Interest and other financial expenses	2 000	2 000	Exchange losses on foreign currency transactions
Total	148 000	148 000	0%
EXCEPTIONAL RESULT			
Exceptional income	31 589	31 589	Part of the 1M€ subvention transferred to the result every year
Exceptional expenses	15 000	15 000	Charges for previous year paid later
Total	16 589	16 589	0%
Income tax	20 000	0	No more Income Tax as per HQ agreement
Total income	3 523 342	3 482 252	-1%
Total expenses	3 372 203	3 430 400	+ 2%
Benefit or (loss)	151 139	51 852	-66%