

INCOME	BUDGET 2015	BUDGET 2016
Membership contributions	1 917 210,00	1 998 800,00
Publications	80 001,20	60 400,00
Seminars & Workshops	26 993,59	120 000,00
Miscellaneous	16 575,90	21 000,00
World Wide Academy	180 300,00	80 000,00
Total Income:	2 221 080,69 €	2 280 200,00 € + 3%

EXPENDITURE	BUDGET 2015	BUDGET 2016
PERSONNEL COSTS		
Salaries & consultants fees	665 000,00	735 000,00
Taxes & social security charges	315 000,00	355 000,00
Staff saving scheme	26 000,00	26 000,00
Other costs (training...)	17 800,00	16 500,00
Total	1 023 800,00 €	1 132 500,00 €
OPERATING COSTS		
Running expenses	254 670,00	253 550,00
Contingencies (legal advice...)	30 000,00	30 000,00
Change of Secretary-General	20 000,00	0,00
Rental costs for corporate flats	70 600,00	108 300,00
Car expenses	9 600,00	14 500,00
Building costs	53 130,00	79 000,00
Workshops & meetings	67 000,00	78 000,00
Symposium in Malaysia	0,00	5 000,00
Publications	85 500,00	76 500,00
Travel costs - Missions	155 000,00	170 000,00
Total	745 500,00 €	814 850,00 €
INVESTMENT COSTS		
IT equipment, software & Web development	145 000,00	65 000,00
Furniture & other equipment	96 800,00	85 000,00
Total	241 800,00 €	150 000,00 €
Total Expenses	2 011 100,00 €	2 097 350,00 € + 4%

VARIATION IN PROVISIONS		
Severance payments	33 000,00	-10 000,00
Paid holidays	10 000,00	12 000,00
Retirement	7 000,00	7 210,00
Bad debts	5 000,00	5 150,00
Total Provisions	55 000,00 €	14 360,00 €

Expected result of the year	154 980,69 €	168 490,00 €
------------------------------------	---------------------	---------------------