

INCOME	2015 Budget	2016 (+3%)	2017 (+3%)	2018 (+3%)	2019 (+3%)
Membership contributions	1 917 210,00	1 998 800,00	2 058 764,00	2 120 526,92	2 184 142,73
Publications	80 001,20	60 400,00	62 212,00	74 033,36	66 000,71
Seminars & Workshops	26 993,59	120 000,00	96 000,00	24 000,00	96 000,00
Miscellaneous	16 575,90	21 000,00	16 700,00	36 000,00	21 180,00
World Wide Academy	180 300,00	80 000,00	0,00	0,00	0,00
<b>Total Income:</b>	<b>2 221 080,69</b>	<b>2 280 200,00</b>	<b>2 233 676,00</b>	<b>2 254 560,28</b>	<b>2 367 323,44</b>

EXPENDITURE	2015 Budget	2016 (+3%)	2017 (+3%)	2018 (+3%)	2019 (+3%)
<b>PERSONNEL COSTS</b>					
Salaries & consultant fees	665 000,00	735 000,00	780 000,00	803 400,00	898 000,00
Taxes & social security charges	315 000,00	355 000,00	435 000,00	448 050,00	507 000,00
Staff saving scheme	26 000,00	26 000,00	30 000,00	30 900,00	40 000,00
Other costs (training...)	17 800,00	16 500,00	16 000,00	16 480,00	18 774,05
<b>Total</b>	<b>1 023 800,00</b>	<b>1 132 500,00</b>	<b>1 261 000,00</b>	<b>1 298 830,00</b>	<b>1 463 774,05</b>
<b>OPERATING COSTS</b>					
Running expenses	254 670,00	253 550,00	221 976,50	228 635,80	235 494,87
Contingencies (legal advice, experts...)	30 000,00	30 000,00	30 000,00	30 000,00	30 000,00
Change of Secretary-General	20 000,00	0,00	0,00	0,00	0,00
Rental cost for corporate flats	70 600,00	108 300,00	111 549,00	114 895,47	118 342,33
Car expenses	9 600,00	14 500,00	14 500,00	14 935,00	15 383,05
Building costs	53 130,00	79 000,00	59 000,00	60 770,00	62 593,10
Workshops & meetings	67 000,00	78 000,00	74 000,00	63 410,00	65 312,30
Publications	85 500,00	76 500,00	57 895,00	69 331,85	60 811,81
Conference/Symposium	0,00	5 000,00	0,00	35 000,00	0,00
Travel costs - Missions	155 000,00	170 000,00	180 000,00	185 400,00	190 962,00
<b>Total</b>	<b>745 500,00</b>	<b>814 850,00</b>	<b>748 920,50</b>	<b>802 378,12</b>	<b>778 899,46</b>
<b>INVESTMENT COSTS</b>					
IT equipment & software	145 000,00	65 000,00	15 000,00	15 450,00	15 913,50
Furniture & other equipment	96 800,00	85 000,00	55 000,00	8 000,00	8 240,00
<b>Total</b>	<b>241 800,00</b>	<b>150 000,00</b>	<b>70 000,00</b>	<b>23 450,00</b>	<b>24 153,50</b>
<b>Total Expenses</b>	<b>2 011 100,00</b>	<b>2 097 350,00</b>	<b>2 079 920,50</b>	<b>2 124 658,12</b>	<b>2 266 827,01</b>
<b>Provisions</b>	<b>55 000,00</b>	<b>14 360,00</b>	<b>62 650,00</b>	<b>27 650,00</b>	<b>28 479,50</b>
<b>Expected result of the year</b>	<b>154 980,69</b>	<b>168 490,00</b>	<b>91 105,50</b>	<b>102 252,17</b>	<b>72 016,93</b>