

	2023 budget	2024 PROPOSED BUDGET	Variance	Comments
OPERATING INCOME				
Membership contributions	2 468 502	2 551 624	+3%	Expected collection rate of 80% + increase in the numbers of members
Contributions in arrear	290 430	318 953	+10%	50% of total debts
Sales of publications & advertising	12 000	12 000	0%	Advertising in the 4 annual E-news
Seminars & workshops	40 000	150 000	+275%	4 workshops are planned in 2024
Miscellaneous (memorabillas...)	2 000	2 000	0%	
World-Wide Academy	80 000	80 000	0%	Secretariat support - quaterly payments
Voluntary contributions (apprenticeship support)	10 000	11 500	+15%	Financial support form French government for apprenticeship students
Reversal of amortization, depreciation & provisions, transfer of expenses	70 362	93 000	+32%	Κ€93 for transfer of charges related to benefit in kind on salaries
Total operating income	2 973 294	3 219 077	+8%	
OPERATING EXPENSES				
Personnel costs				
Salaries & consultant fees	1 016 000	1 090 000	+7%	One recruitment planned in 2024 + impact of inflation
Taxes & social security charges	615 000	655 000	+7%	Based on 12 staff and + 2 apprenticeship students
Abondements to staff saving plans	57 000	60 000	+5%	Two voluntary saving plans including one for retirement
Other staff costs	35 500	37 575	+6%	Training, transportation, health check...
Total personnel costs	1 723 500	1 842 575	+7%	
Operating costs				
Running expenses	279 900	287 170	+3%	Maintenance, insurance, postage, communication, leasing...
Professional services	155 000	176 650	+14%	Legal assistance, translation services, auditors...
Corporate flat rental	100 000	115 000	+15%	
Car expenses	50 000	50 000	0%	Leasing contract payments + maintenance & insurances for 3 vehicles
Building costs	54 000	55 500	+3%	Co-ownership fees + building taxes. Impact of inflation
Events (workshops, Committees, Council, Conf...)	270 000	117 000	-57%	The costs of the IALA Conference in 2023 explain the difference
Travel costs - Missions	126 000	180 000	+43%	The 2023 budget was underestimated and activiy is increasing
Depreciation and amortization provision	160 000	150 000	-6%	
Provisions for contingencies, liabilities	110 000	120 512	+10%	Κ€84 for staff severance pay + Κ€36 for retirement provision
Total operating costs	1 304 900	1 251 832	-4%	
Investment costs				
IT equipment & website dev.	30 000	30 000	0%	} Non-fixed assets <600€ or used during the current year
Software & licences	40 000	40 000	0%	
Other equipment (furniture, appliances..)	6 000	6 000	0%	
Total investment costs	76 000	76 000	0%	
Total operating expenses	3 104 400	3 170 407	+2%	
Operating result (from budget)	(131 106)	48 670	-137%	
FINANCIAL RESULT				
Interest and other financial income	25 000	50 000	+100%	Interests from new financial investments + increase in interest rates
Interest and other financial expenses	2 000	2 000	0%	Exchange losses on foreign currency transactions
Total	23 000	48 000	+109%	
EXCEPTIONAL RESULT				
Exceptional income	31 589	31 589	0%	Part of the 1M€ subvention transferred to the result every year
Exceptional expenses	30 000	30 000	0%	Κ€30 for charges from previous year
Total	1 589	1 589	0%	
Income tax	3 500	7 000	+100%	Due to the taxation on interests on bank accounts
Total income	3 029 883	3 300 666	+9%	
Total expenses	3 139 900	3 209 407	+2%	
Benefit or (loss)	(110 017)	91 259		