



COMMISSION OF THE EUROPEAN COMMUNITIES

Brussels, 15.12.1995  
COM(95) 706 final

Proposal for a

COUNCIL REGULATION (EC, EURATOM, ECSC)

laying down the weightings  
applicable from 1 January 1995  
to the remuneration of officials of the European Communities  
serving in third countries

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(presented by the Commission)



## EXPLANATORY NOTE

- I. On 5 October 1987, by Regulation No 3019/87, the Staff Regulations were amended by the addition of an Annex X laying down special and exceptional provisions, including special arrangements for emoluments, applicable to officials of the European Communities serving in third countries. Articles 11, 12 and 13 of Annex X deal with the remuneration of officials posted in countries outside the European Union. Remuneration is payable in Belgian francs in Belgium but there is also provision for all or part of an official's remuneration to be paid in the currency of the country of employment.

In that event, the portion of remuneration paid in local currency is subject to a weighting. Article 13 of Annex X requires the Council of the European Union to determine the weightings for third countries every six months.

This proposal relates to the adjustment of weightings applicable in third countries with effect from 1 January 1995. The budgetary impact is negligible compared with the total operating costs of the delegations.

- II. Council of the European Union Regulation (EEC, Euratom, ECSC) No 2175/88 of 18 July 1988 laid down the initial weightings applicable from 10 October 1987. Since then these weightings have been adjusted by the Council of the European Union every six months, most recently by Regulation No 2356/95 of 5 October 1995 which took effect on 1 January 1994.

The remuneration system for staff serving in countries outside the Community is based on equivalent purchasing power for Brussels and the various places of employment. Application of this principle is based on the calculation of purchasing power parities (PPPs) for local currencies in relation to the Belgian franc. The weighting is the factor obtained by dividing the PPP by the exchange rate. This means that implementation of a weightings system primarily involves calculating purchasing power parities for Brussels and the various places of employment.

The exchange rates selected for accounting purposes are those for December 1994.

Table A shows for each place of employment the economic parity calculated by the Statistical Office of the European Communities (SOEC) for January 1995, the exchange rate selected and the resulting weighting, applicable from 1 January 1995.

The SOEC has calculated the economic parities for each country shown in Table B. The parities used apply from 1 January 1995.

TABLE A

COUNTRY OF EMPLOYMENT	Local currency equivalent BFR 1		Weightings for January 95 Brussels = 100
	Economic parities for January 95	Exchange rates for December 94	
ALBANIA	2.0601775	3.1258792	65.91
*ALGERIA	0.0000000	1.2675878	0.00
ANGOLA	17961.4638001	13596.1930659	132.11
ANTIGUA AND BARBUDA	0.0767539	0.0839842	91.39
ARGENTINA	0.0302618	0.0310907	97.33
AUSTRALIA	0.0328135	0.0406884	80.65
BANGLADESH	0.7433469	1.2380068	60.04
BARBADOS	0.0543990	0.0622123	87.44
BELIZE	0.0432547	0.0622123	69.53
BENIN	9.7714762	16.6825151	58.57
BOTSWANA	0.0570547	0.0843953	67.60
BRAZIL	0.0233383	0.0262453	88.92
BULGARIA	0.7965552	2.0300035	39.24
BURKINA FASO	12.2151484	16.6825151	73.22
BURUNDI	6.4109554	7.7017868	83.24
CAMEROON	12.0157294	16.6825151	72.03
CANADA	0.0292273	0.0428798	68.16
CENTRAL AFRICAN REPUBLIC	17.9978010	16.6825151	107.88
CHAD	12.5047681	16.6825151	74.96
CHILE	9.8167753	14.3622445	68.35
CHINA	0.1881913	0.2647324	71.09
COLOMBIA	16.8401575	25.7898130	65.30
COMOROS	10.2960677	12.5118863	82.29
CONGO	14.8125216	16.6825151	88.79
COSTA RICA	3.1864061	5.0926869	62.57
CYPRUS	0.0120710	0.0148792	81.13
CZECH REPUBLIC AND SLOVAKIA	0.5071980	0.8755801	57.93
DJIBOUTI	6.5122223	5.5282216	117.80
DOMINICAN REPUBLIC	0.2794149	0.4314436	64.76
EGYPT	0.0601868	0.1055476	57.02
EQUATORIAL GUINEA	12.3661213	16.6825151	74.13
ETHIOPIA	0.0711283	0.1947268	36.53
*EX-YUGOSLAVIA	0.0000000	0.0000000	0.00
FIJI	0.0310113	0.0441326	70.27
GABON	19.1250149	16.6825151	114.64
GAMBIA	0.2259551	0.2932293	77.06
*GEORGIA	0.0000000	0.0000000	0.00
GHANA	14.2137749	31.7289082	44.80
GRENADA	0.0804753	0.0839842	95.82
GUINEA	28.6003991	30.6927350	93.18
GUINEA-BISSAU	289.3463487	445.0180232	65.02
GUYANA	2.3306557	4.4410890	52.48
*HAITI	0.0000000	0.5956991	0.00
HONG KONG	0.2367461	0.2426301	97.57
HUNGARY	2.6044659	3.4321801	75.88
INDIA	0.4072920	0.9732360	41.85
INDONESIA	61.7069573	68.1942171	90.49
ISRAEL	0.0947595	0.0941265	100.67
IVORY COAST	14.5775326	16.6825151	87.38
JAMAICA	0.5019681	1.0383246	48.34
JAPAN (TOKYO)	5.5310563	3.0687084	180.24
JORDAN	0.0138709	0.0217841	63.67
KAZAKHSTAN	0.0282019	0.0311061	90.66
KENYA	1.0903949	1.4693998	74.21
LEBANON	13.2850600	51.4191691	25.84
LESOTHO	0.0660204	0.1103059	59.85
*LIBERIA	0.0000000	0.0311061	0.00
MADAGASCAR	51.5189954	116.9590643	44.05
MALAWI	0.1194876	0.5011527	23.84
MALI	12.2752006	16.6825151	73.58
MALTA	0.0086746	0.0114788	75.57
MAURITANIA	3.0303618	3.8974199	77.75
MAURITIUS	0.3784405	0.5634755	67.16

\* Not available.

TABLE A

COUNTRY OF EMPLOYMENT	Local currency equivalent BFR 1		Weightings for January 95 Brussels = 100
	Economic parities for January 95	Exchange rates for December 94	
MEXICO	0.0698521	0.1013603	68.91
MOROCCO	0.1878247	0.2791736	67.28
MOZAMBIQUE	119.5573929	200.5615724	59.61
NAMIBIA	0.0785836	0.1103059	71.24
NETHERLANDS ANTILLES	0.0441446	0.0553710	79.73
NEW CALEDONIA	3.7305378	3.0331524	122.99
NIGER	12.9973158	16.6825151	77.91
NIGERIA	0.7169505	0.6807815	105.31
NORWAY	0.2595293	0.2119273	122.46
* OCCUPIED TERRITORIES	0.0000000	0.0000000	0.00
PAKISTAN	0.5979150	0.9669310	61.84
PAPUA NEW GUINEA	0.0328858	0.0359105	91.58
PERU	0.0570352	0.0679671	83.92
PHILIPPINES	0.4740845	0.7542047	62.86
POLAND	559.6040209	735.5104442	76.08
REPUBLIC OF CAPE VERDE	1.7183222	2.5250612	68.05
ROMANIA	22.0270520	54.9058365	40.12
RUSSIA	0.0382926	* 0.0311061	123.10
* RWANDA	0.0000000	4.3016303	0.00
* SAO TOME AND PRINCIPE	0.0000000	0.0000000	0.00
SENEGAL	11.8020085	16.6825151	70.74
SIERRA LEONE	16.7193084	18.9075233	88.43
SLOVENIA	3.0709734	3.8919592	78.91
SOLOMON ISLANDS	0.0880128	0.1037969	84.79
* SOMALIA	0.0000000	81.4995925	0.00
SOUTH AFRICA (LE CAP)	0.0840254	0.1103059	76.17
SOUTH AFRICA (PRETORIA)	0.0792916	0.1103059	71.88
SOUTH KOREA	25.9510490	24.7469623	104.87
SUDAN	0.5875439	1.2287126	47.82
SURINAM	2.9827158	13.6442401	21.86
SWAZILAND	0.0576344	0.1103059	52.25
SWITZERLAND	0.0553707	0.0411540	134.55
SYRIA	0.6744217	0.8274036	81.51
TANZANIA	6.8093162	16.6264860	40.95
THAILAND	0.6146417	0.7782707	78.98
TOGO	11.6817914	16.6825151	70.02
TONGA	0.0326813	0.0397836	82.15
TRINIDAD AND TOBAGO	0.1000075	0.1826351	54.76
TUNISIA	0.0186931	0.0306016	61.09
TURKEY	639.7475082	1135.6280591	56.33
UGANDA	18.9491695	28.5396273	66.40
UKRAINE	0.0233142	0.0311061	74.95
UNITED STATES OF AMERICA (NEW YORK)	0.0291257	0.0311061	93.63
UNITED STATES OF AMERICA (WASHINGTON)	0.0256734	0.0311061	82.53
URUGUAY	0.1518238	0.1741978	87.16
VANUATU	3.2596643	3.4993176	93.15
VENEZUELA	2.5674732	5.2809463	48.62
WESTERN SAMOA	0.0588618	0.0788208	74.68
* ZAIRE	0.0000000	100.9998990	0.00
ZAMBIA	16.7694931	20.5871454	81.46
ZIMBABWE	0.1216947	0.2605795	46.70

\* Not available.

\* BFR 1 = US\$

TABLE B

COUNTRY OF EMPLOYMENT	Economic parities for January 95
ALBANIA	2.0601775
* ALGERIA	0.0000000
ANGOLA	17961.4638001
ANTIGUA AND BARBUDA	0.0767539
ARGENTINA	0.0302618
AUSTRALIA	0.0328135
BANGLADESH	0.7433469
BARBADOS	0.0543990
BELIZE	0.0432547
BENIN	9.7714762
BOTSWANA	0.0570547
BRAZIL	0.0233383
BULGARIA	0.7965552
BURKINA FASO	12.2151484
BURUNDI	6.4109554
CAMEROON	12.0157294
CANADA	0.0292273
CENTRAL AFRICAN REPUBLIC	17.9978010
CHAD	12.5047681
CHILE	9.8167753
CHINA	0.1881913
COLOMBIA	16.8401575
COMOROS	10.2960677
CONGO	14.8125216
COSTA RICA	3.1864061
CYPRUS	0.0120710
CZECH REPUBLIC AND SLOVAKIA	0.5071980
DJIBOUTI	6.5122223
DOMINICAN REPUBLIC	0.2794149
EGYPT	0.0601868
EQUATORIAL GUINEA	12.3661213
ETHIOPIA	0.0711283
* EX-YUGOSLAVIA	0.0000000
FIJI	0.0310113
GABON	19.1250149
GAMBIA	0.2259551
* GEORGIA	0.0000000
GHANA	14.2137749
GRENADA	0.0804753
GUINEA	28.6003991
GUINEA-BISSAU	289.3463487
GUYANA	2.3306557
* HAITI	0.0000000
HONG KONG	0.2367461
HUNGARY	2.6044659
INDIA	0.4072920
INDONESIA	61.7069573
ISRAEL	0.0947595
IVORY COAST	14.5775326
JAMAICA	0.5019681
JAPAN (TOKYO)	5.5310563
JORDAN	0.0138709
KAZAKHSTAN	0.0282019
KENYA	1.0903949
LEBANON	13.2850600
LESOTHO	0.0660204
* LIBERIA	0.0000000
MADAGASCAR	51.5189954
MALAWI	0.1194876
MALI	12.2752006
MALTA	0.0086746
MAURITANIA	3.0303618
MAURITIUS	0.3784405
MEXICO	0.0698521
MOROCCO	0.1878247
MOZAMBIQUE	119.5573929
NAMIBIA	0.0785836
NETHERLANDS ANTILLES	0.0441446
NEW CALEDONIA	3.7305378

\* Not available.

TABLE B

COUNTRY OF EMPLOYMENT	Economic parities for January 95
NIGER	12.9973158
NIGERIA	0.7169505
NORWAY	0.2595293
OCCUPIED TERRITORIES	0.0000000
PAKISTAN	0.5979150
PAPUA NEW GUINEA	0.0328858
PERU	0.0570352
PHILIPPINES	0.4740845
POLAND	559.6040209
REPUBLIC OF CAPE VERDE	1.7183222
ROMANIA	22.0270520
RUSSIA	0.0382926
*RWANDA	0.0000000
*SAO TOME AND PRINCIPE	0.0000000
SENEGAL	11.8020085
SIERRA LEONE	16.7193084
SLOVENIA	3.0709734
SOLOMON ISLANDS	0.0880128
*SOMALIA	0.0000000
SOUTH AFRICA (LE CAP)	0.0840254
SOUTH AFRICA (PRETORIA)	0.0792916
SOUTH KOREA	25.9510490
SUDAN	0.5875439
SURINAM	2.9827158
SWAZILAND	0.0576344
SWITZERLAND	0.0553707
SYRIA	0.6744217
TANZANIA	6.8093162
THAILAND	0.6146417
TOGO	11.6817914
TONGA	0.0326813
TRINIDAD AND TOBAGO	0.1000075
TUNISIA	0.0186931
TURKEY	639.7475082
UGANDA	18.9491695
UKRAINE	0.0233142
UNITED STATES OF AMERICA (NEW YORK)	0.0291257
UNITED STATES OF AMERICA (WASHINGTON)	0.0256734
URUGUAY	0.1518238
VANUATU	3.2596643
VENEZUELA	2.5674732
WESTERN SAMOA	0.0588618
*ZAIRE	0.0000000
ZAMBIA	16.7694931
ZIMBABWE	0.1216947

\* Not available.

**Proposal for a  
COUNCIL REGULATION (EC, EURATOM, ECSC)**

**laying down the weightings  
applicable from 1 January 1995  
to the remuneration of officials of the European Communities  
serving in third countries**

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**THE COUNCIL OF THE EUROPEAN UNION,**

Having regard to the Treaty establishing a Single Council and a Single Commission of the European Communities,

Having regard to the Staff Regulations of officials of the European Communities and the conditions of employment of other servants of the Communities laid down by Regulation (EEC, Euratom, ECSC) No 259/68<sup>1</sup>, as last amended by Regulation (EC, Euratom, ECSC) No 3161/94<sup>2</sup> and in particular the first paragraph of Article 13 of Annex X,

Having regard to the proposal from the Commission,

Whereas account should be taken of changes in the cost of living in countries outside the Community and weightings applicable to remuneration payable in the currency of the country of employment to officials serving in third countries should be determined with effect from 1 January 1995;

Whereas, under Annex X of the Staff Regulations, the Council sets the weightings every six months; whereas it will accordingly have to set new weightings for the coming half-years, and, in particular, those applicable from 1 July 1995;

Whereas the weightings to apply with effect from 1 July 1995 in respect of which payment has been made on the basis of a previous regulation could lead to retrospective adjustments to remuneration (positive or negative);

Whereas provision should be made for back-payments in the event of an increase in remunerations as a result of these weightings;

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<sup>1</sup>OJ No L 56, 04.03.1968, p. 1.

<sup>2</sup>OJ No L 335, 23.12.1994, p. 1.

Whereas provision should be made for the recovery of sums overpaid in the event of a reduction in remunerations as a result of these weightings for the period between 1 July 1995 and the date of the Council decision setting the weightings to apply with effect from 1 July 1995;

Whereas, however, in order to mirror the weightings applicable within the European Community to remuneration and pensions of officials and other servants of the European Communities, provision should be made for any such recovery to apply solely to a period of no more than 6 months preceding the decision and for its effects to be spread over a period of no more than 12 months following the date of that decision;

**HAS ADOPTED THIS REGULATION:**

**Article 1**

With effect from 1 January 1995, the weightings applicable to remuneration payable in the currency of the country of employment shall be as shown in the Annex.

The exchange rates for the calculation of such remuneration shall be those used for implementation of the general budget of the European Communities for the month preceding the date referred to in the first paragraph.

**Article 2**

In accordance with the first paragraph of Article 13 of Annex X of the Staff Regulations, the Council shall set weightings every six months. It shall accordingly set new weightings with effect from 1 July 1995.

The institutions shall make back payments in the event of an increase in remuneration as a result of these weightings.

For the period between 1 July 1995 and the date of the Council decision setting the weightings applicable with effect from 1 July 1995, the institutions shall make retrospective downward adjustments to remuneration in the event of a reduction as a result of these weightings.

Retrospective adjustments involving the recovery of sums overpaid shall, however, concern only a period of no more than 6 months preceding the decision and this recovery shall be spread over no more than 12 months from the date of that decision.

**Article 3**

This Regulation shall enter into force on the day following its publication in the Official Journal of the European Communities.

This Regulation shall be binding in its entirety and directly applicable in all Member States.

Done at Brussels, .....

For the Council  
The President

COUNTRY OF EMPLOYMENT	Weightings applicable with effect from the 1st January 1995
ALBANIA	65.9100000
* ALGERIA	0.0000000
ANGOLA	132.1100000
ANTIGUA AND BARBUDA	91.3900000
ARGENTINA	97.3300000
AUSTRALIA	80.6500000
BANGLADESH	60.0400000
BARBADOS	87.4400000
BELIZE	69.5300000
BENIN	58.5700000
BOTSWANA	67.6000000
BRAZIL	88.9200000
BULGARIA	39.2400000
BURKINA FASO	73.2200000
BURUNDI	83.2400000
CAMEROON	72.0300000
CANADA	68.1600000
CENTRAL AFRICAN REPUBLIC	107.8800000
CHAD	74.9600000
CHILE	68.3500000
CHINA	71.0900000
COLOMBIA	65.3000000
COMOROS	82.2900000
CONGO	88.7900000
COSTA RICA	62.5700000
CYPRUS	81.1300000
CZECH REPUBLIC AND SLOVAKIA	57.9300000
DJIBOUTI	117.8000000
DOMINICAN REPUBLIC	64.7600000
EGYPT	57.0200000
EQUATORIAL GUINEA	74.1300000
ETHIOPIA	36.5300000
* EX-YUGOSLAVIA	0.0000000
FIJI	70.2700000
GABON	114.6400000
GAMBIA	77.0600000
* GEORGIA	0.0000000
GHANA	44.8000000
GRENADA	95.8200000
GUINEA	93.1800000
GUINEA-BISSAU	65.0200000
GUYANA	52.4800000
* HAITI	0.0000000
HONG KONG	97.5700000
HUNGARY	75.8800000
INDIA	41.8500000
INDONESIA	90.4900000
ISRAEL	100.6700000
IVORY COAST	87.3800000
JAMAICA	48.3400000
JAPAN (TOKYO)	180.2400000
JORDAN	63.6700000
KAZAKHSTAN	90.6600000
KENYA	74.2100000
LEBANON	25.8400000
LESOTHO	59.8500000
* LIBERIA	0.0000000
MADAGASCAR	44.0500000
MALAWI	23.8400000
MALI	73.5800000
MALTA	75.5700000
MAURITANIA	77.7500000
MAURITIUS	67.1600000
MEXICO	68.9100000
MOROCCO	67.2800000
MOZAMBIQUE	59.6100000
NAMIBIA	71.2400000
NETHERLANDS ANTILLES	79.7300000
NEW CALEDONIA	122.9900000

\* Not available.

COUNTRY OF EMPLOYMENT	Weightings applicable with effect from the 1st January 1995
NIGER	77.9100000
NIGERIA	105.3100000
NORWAY	122.4600000
*OCCUPIED TERRITORIES	0.0000000
PAKISTAN	61.8400000
PAPUA NEW GUINEA	91.5800000
PERU	83.9200000
PHILIPPINES	62.8600000
POLAND	76.0800000
REPUBLIC OF CAPE VERDE	68.0500000
ROMANIA	40.1200000
RUSSIA	123.1000000
*RWANDA	0.0000000
SAO TOME AND PRINCIPE	0.0000000
SENEGAL	70.7400000
SIERRA LEONE	88.4300000
SLOVENIA	78.9100000
SOLOMON ISLANDS	84.7900000
*SOMALIA	0.0000000
SOUTH AFRICA (LE CAP)	76.1700000
SOUTH AFRICA (PRETORIA)	71.8800000
SOUTH KOREA	104.8700000
SUDAN	47.8200000
SURINAM	21.8600000
SWAZILAND	52.2500000
SWITZERLAND	134.5500000
SYRIA	81.5100000
TANZANIA	40.9500000
THAILAND	78.9800000
TOGO	70.0200000
TONGA	82.1500000
TRINIDAD AND TOBAGO	54.7600000
TUNISIA	61.0900000
TURKEY	56.3300000
UGANDA	66.4000000
UKRAINE	74.9500000
UNITED STATES OF AMERICA (NEW YORK)	93.6300000
UNITED STATES OF AMERICA (WASHINGTON)	82.5300000
URUGUAY	87.1600000
VANUATU	93.1500000
VENEZUELA	48.6200000
WESTERN SAMOA	74.6800000
*ZAIRE	0.0000000
ZAMBIA	81.4600000
ZIMBABWE	46.7000000

\* Not available.

## FINANCIAL STATEMENT

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**Proposal for a  
Council of the European Union Regulation  
laying down the weightings  
applicable from 1 January 1995  
to the remuneration of officials of the European Communities  
serving in third countries**

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1.	Budget item	A 6000
2.	Legal basis	Articles 12 and 13 of Annex X to the Staff Regulations
3.	Budgetary impact:	
	- provisional real expenditure for 1995	ECU 78 003 000 (1) (i.e. ECU 6 500 250 per month)
	- effect of December 1994 weightings	ECU 160 636 (2)
	- estimate of effect of January 1995 weightings	ECU 160 564 (3)
	- reduction {(3) - (2)}	- ECU 72 (4)
	- estimated expenditure for six months {(3) x (6)}	ECU 963 384
	- relative reduction of impact in relation to provisional real expenditure {(4) : (1)}	- 0.000092%
	- effect in relation to provisional real expenditure {(3) : (1)}	+ 0.2058%

This budgetary impact does not take account of the adjustment of the weightings laid down each month by the European Commission.

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# DOCUMENTS

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