



COMMISSION OF THE EUROPEAN COMMUNITIES

Brussels, 08.07.1999  
COM(1999)343 final

Proposal for a

**COUNCIL REGULATION (EC)**

**laying down the weightings  
applicable from 1 January 1999  
to the remuneration of officials of the European Communities  
serving in third countries**

(presented by the Commission)

## EXPLANATORY MEMORANDUM

- 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 1999. The budgetary impact is negligible compared with the total operating costs of the delegations.

- II. Council 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 every six months, most recently by Regulation No 342/99 of 15 February 1999 which took effect on 1 July 1998.

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 economic parities by the Statistical Office of the European Communities (SOEC). The weighting is the factor obtained by dividing the economic parity by the exchange rate. This means that implementation of a weightings system primarily involves calculating economic parities between Brussels and the various places of employment.

The accounting exchange rates used are those for January 1999.

Table A shows for each place of employment the economic parity calculated by the SOEC for January 1999, the exchange rate used and the resulting weighting, applicable from 1 January 1999.

Table B shows for each place of employment variations in percentage terms between the figures in Table A and those for the previous half-year.

**ANNEX**

TABLE A

	<b>PLACE OF EMPLOYMENT</b>	<b>Economic parities January 1999</b>	<b>Exchange rates January 1999 (* )</b>	<b>Weightings January 1999 (** )</b>
	Albania	168,1	163,345	102,9
(***)	Algeria	0	0	0,0
	Angola	435266	725719	60,0
	Antigua and Barbuda	3,49	3,15023	110,8
	Argentina	1,186	1,16663	101,6
	Australia	1,307	1,89932	68,8
	Bangladesh	35,48	56,599	62,7
	Barbados	2,56	2,32183	110,3
	Belize	1,83	2,3335	78,4
	Benin	501,6	655,957	76,5
(***)	Bolivia	0	0	0,0
	Bosnia-Herzegovina	1,682	1,95583	86,0
	Botswana	2,865	5,33627	53,7
	Brazil	1,31	1,42236	92,1
	Bulgaria	1810	1955,83	92,5
	Burkina Faso	514,4	655,957	78,4
(***)	Burundi	0	0	0,0
	Cameroon	609,2	655,957	92,9
	Canada	1,209	1,80613	66,9
	Central African Republic	777,5	655,957	118,5
	Chad	618,8	655,957	94,3
	Chile	505,7	549,697	92,0
	China	8,72	9,65812	90,3

	<b>PLACE OF EMPLOYMENT</b>	<b>Economic parities January 1999</b>	<b>Exchange rates January 1999 (* )</b>	<b>Weightings January 1999 (** )</b>
	Colombia	1163	1768,77	65,8
	Comoros	522,4	491,968	106,2
(***)	Congo	0	0	0,0
	Costa Rica	241,9	315,968	76,6
	Croatia	6,321	7,25042	87,2
	Cyprus	0,5175	0,581776	88,9
	Czech Republic	27,95	35,1939	79,4
(***)	Democratic Republic of Congo	0	0	0,0
	Djibouti	235,7	207,356	113,7
	Dominican Republic	12,2	18,0613	67,5
	Egypt	2,915	4,01325	72,6
	Equatorial Guinea	602,8	655,957	91,9
	Eritrea	5,154	8,59836	59,9
	Estonia	11,06	15,5631	71,1
	Ethiopia	5,497	8,79379	62,5
	Federal Republic of Yugoslavia	5,247	11,735	44,7
	Fiji	1,4	2,32977	60,1
(***)	Former Yugoslav Republic of Macedonia	0	0	0,0
	Gabon	779,3	655,957	118,8
	Gambia	10,59	11,9575	88,5
	Georgia	0,984	1,16675	84,3
	Ghana	1132	2734,86	41,4
	Guatemala	4,919	7,77721	63,3
	Guinea	1482	1478,86	100,2
	Guinea-Bissau	640,8	655,957	97,7
	Guyana	122,5	190,829	64,2
	Haiti	15,89	19,2514	82,5

	<b>PLACE OF EMPLOYMENT</b>	<b>Economic parities January 1999</b>	<b>Exchange rates January 1999 (* )</b>	<b>Weightings January 1999 (** )</b>
	Hong Kong	9,015	9,10065	99,1
	Hungary	146,2	252,392	57,9
	India	24,08	50,2848	47,9
	Indonesia	4966	8895,96	55,8
	Israel	4,423	4,86074	91,0
	Ivory Coast	662,7	655,957	101,0
	Jamaica	48,21	43,368	111,2
	Japan (Naka)	201,9	132,8	152,1
	Japan (Tokyo)	211,1	132,8	159,0
	Jordan	0,6134	0,842878	72,8
	Kazakhstan	1,267	1,16675	108,6
	Kenya	57,63	72,9967	78,9
	Latvia	0,452	0,661547	68,3
	Lebanon	1869	1788,99	104,5
(***)	Left Bank - Gaza Strip	0	0	0,0
	Lesotho	3,289	6,84883	48,0
(***)	Liberia	0	0	0,0
	Lithuania	2,828	4,667	60,6
	Madagascar	3256	6432,82	50,6
	Malawi	10,27	52,6696	19,5
	Mali	600,5	655,957	91,5
	Malta	0,3621	0,4416	82,0
	Mauritania	146,3	240,775	60,8
	Mauritius	19,03	29,0118	65,6
	Mexico	6,539	11,5508	56,6
	Morocco	8,022	10,8672	73,8
	Mozambique	11748	14076,2	83,5

	<b>PLACE OF EMPLOYMENT</b>	<b>Economic parities January 1999</b>	<b>Exchange rates January 1999 (* )</b>	<b>Weightings January 1999 (** )</b>
	Namibia	3,994	6,84883	58,3
	Netherlands Antilles	1,843	2,07682	88,7
	New Caledonia	137,5	119,265	115,3
	Nicaragua	10,07	12,9752	77,6
	Niger	512,6	655,957	78,2
	Nigeria	79,13	99,7571	79,3
	Norway	10,63	8,8714	119,8
	Pakistan	32,94	54,6606	60,3
	Papua New Guinea	1,776	2,51731	70,5
	Peru	2,967	3,64843	81,3
	Philippines	25,26	46,1598	54,7
	Poland	2,696	4,08947	65,9
	Republic of Cape Verde	90,53	110,402	82,0
	Romania	7217	12813,9	56,3
	Russia	1,316	1,16675	112,8
(***)	Rwanda	0	0	0,0
	Samoa	2,401	3,5638	67,4
	São Tomé and Príncipe	7392	8076,37	91,5
	Senegal	536,1	655,957	81,7
	Sierra Leone	1801	1846,19	97,6
	Slovakia	24,87	43,2089	57,6
	Slovenia	170,3	188,81	90,2
	Solomon Islands	4,712	5,74943	82,0
(***)	Somalia	0	0	0,0
	South Africa (Pretoria)	3,92	6,84883	57,2
	South Africa (The Cape)	4,169	6,84883	60,9
	South Korea	1280	1403,02	91,2

	<b>PLACE OF EMPLOYMENT</b>	<b>Economic parities January 1999</b>	<b>Exchange rates January 1999 (* )</b>	<b>Weightings January 1999 (** )</b>
(***)	Sri Lanka	0	0	0,0
	Sudan	816,6	2737,2	29,8
	Suriname	358,5	740,886	48,4
	Swaziland	3,232	6,84883	47,2
	Switzerland	1,902	1,60778	118,3
	Syria	41,29	53,6705	76,9
	Tanzania	629,9	792,223	79,5
	Thailand	25,7	43,1726	59,5
	Togo	582,2	655,957	88,8
	Tonga	1,377	1,90098	72,4
	Trinidad and Tobago	4,478	7,30321	61,3
	Tunisia	0,9231	1,2746	72,4
	Turkey	281123	365748	76,9
	Uganda	1351	1620,78	83,3
	Ukraine	1,596	1,16675	136,8
	United States of America (New York)	1,114	1,16675	95,5
	United States of America (San Diego)	0,9726	1,16675	83,4
	United States of America (Washington)	1,008	1,16675	86,4
	Uruguay	11,79	12,5951	93,6
	Vanuatu	154,5	153,166	100,9
	Venezuela	611,2	655,947	93,2
	Viet Nam	9576	16208,5	59,1
	Zambia	1357	2640,17	51,4
	Zimbabwe	9,099	43,8519	20,7



	<b>PLACE OF EMPLOYMENT</b>	<b>Economic parities January 1999</b>	<b>Exchange rates January 1999 (* )</b>	<b>Weightings January 1999 (** )</b>
<p>(*) € = local currency  Georgia, Kazakhstan, Russia, Ukraine = USD</p> <p>(**) Brussels = 100%</p> <p>(***) Not available</p>				

**ANNEX**

TABLE B

	PLACE OF EMPLOYMENT	VARIATION (%)		
		January 1999 compared with July 1998		
		Economic parities	Exchange rates	Weightings
	Albania	3.07	0.00	3.07
(***)	Algeria	-	-	-
	Angola	31.39	0.00	31.39
	Antigua and Barbuda	2.05	0.00	2.05
	Argentina	0.81	0.00	0.81
	Australia	0.21	0.00	0.21
	Bangladesh	2.43	0.00	2.43
	Barbados	-0.09	0.00	-0.09
	Belize	-0.09	0.00	-0.09
	Benin	-4.25	0.00	-4.25
(***)	Bolivia	-	-	-
(***)	Bosnia-Herzegovina	-	-	-
	Botswana	2.59	0.00	2.59
	Brazil	2.96	0.00	2.96
	Bulgaria	-0.22	0.00	-0.22
	Burkina Faso	2.53	0.00	2.53
(***)	Burundi	-	-	-
	Cameroon	0.34	0.00	0.34
	Canada	0.58	0.00	0.58
	Central African Republic	2.25	0.00	2.25
	Chad	2.31	0.00	2.31
	Chile	2.58	0.00	2.58

	PLACE OF EMPLOYMENT	VARIATION (%)		
		January 1999 compared with July 1998		
		Economic parities	Exchange rates	Weightings
	China	0.73	0.00	0.73
	Colombia	5.13	0.00	5.13
	Comoros	-0.66	0.00	-0.66
(***)	Congo	-	-	-
	Costa Rica	3.71	0.00	3.71
(***)	Croatia	-	-	-
	Cyprus	1.51	0.00	1.51
	Czech Republic	3.40	0.00	3.40
(***)	Democratic Republic of Congo	-	-	-
	Djibouti	0.68	0.00	0.68
	Dominican Republic	3.60	0.00	3.60
	Egypt	3.51	0.00	3.51
	Equatorial Guinea	-1.02	0.00	-1.02
	Eritrea	1.77	0.00	1.77
	Estonia	5.90	0.00	5.90
	Ethiopia	72.31	0.00	72.31
	Federal Republic of Yugoslavia	12.13	0.00	12.13
	Fiji	4.69	0.00	4.69
(***)	Former Yugoslav Republic of Macedonia	-	-	-
	Gabon	1.10	0.00	1.10
	Gambia	1.33	0.00	1.33
	Georgia	-1.34	0.00	-1.34
	Ghana	9.88	0.00	9.88
	Guatemala	3.93	0.00	3.93
	Guinea	4.86	0.00	4.86
	Guinea-Bissau	10.13	0.00	10.13

	PLACE OF EMPLOYMENT	VARIATION (%)		
		January 1999 compared with July 1998		
		Economic parities	Exchange rates	Weightings
	Guyana	1.57	0.00	1.57
	Haiti	-0.78	0.00	-0.78
	Hong Kong	-0.79	0.00	-0.79
	Hungary	2.91	0.00	2.91
	India	16.32	0.00	16.32
	Indonesia	6.24	0.00	6.24
	Israel	5.92	0.00	5.92
	Ivory Coast	2.42	0.00	2.42
	Jamaica	12.77	0.00	12.77
	Japan (Naka)	-0.12	0.00	-0.12
	Japan (Tokyo)	-0.14	0.00	-0.14
	Jordan	1.99	0.00	1.99
	Kazakhstan	3.20	0.00	3.20
	Kenya	4.64	0.00	4.64
	Latvia	1.40	0.00	1.40
	Lebanon	0.83	0.00	0.83
(***)	Left Bank - Gaza Strip	-	-	-
	Lesotho	2.04	0.00	2.04
(***)	Liberia	-	-	-
	Lithuania	1.05	0.00	1.05
	Madagascar	3.85	0.00	3.85
	Malawi	12.96	0.00	12.96
	Mali	3.75	0.00	3.75
	Malta	3.15	0.00	3.15
	Mauritania	0.24	0.00	0.24
	Mauritius	1.85	0.00	1.85

	PLACE OF EMPLOYMENT	VARIATION (%)		
		January 1999 compared with July 1998		
		Economic parities	Exchange rates	Weightings
	Mexico	7.24	0.00	7.24
	Morocco	1.05	0.00	1.05
	Mozambique	34.75	0.00	34.75
	Namibia	7.52	0.00	7.52
	Netherlands Antilles	-0.14	0.00	-0.14
	New Caledonia	-1.42	0.00	-1.42
(***)	Nicaragua	-	-	-
	Niger	0.52	0.00	0.52
	Nigeria	0.08	0.00	0.08
	Norway	0.74	0.00	0.74
	Pakistan	6.20	0.00	6.20
	Papua New Guinea	1.43	0.00	1.43
	Peru	3.48	0.00	3.48
	Philippines	5.62	0.00	5.62
	Poland	2.82	0.00	2.82
	Republic of Cape Verde	1.13	0.00	1.13
	Romania	12.91	0.00	12.91
	Russia	-10.06	0.00	-10.06
(***)	Rwanda	-	-	-
	Samoa	-1.99	0.00	-1.99
(***)	São Tomé and Príncipe	-	-	-
	Senegal	0.30	0.00	0.30
	Sierra Leone	9.74	0.00	9.74
	Slovakia	0.61	0.00	0.61
	Slovenia	2.12	0.00	2.12
	Solomon Islands	5.92	0.00	5.92

	PLACE OF EMPLOYMENT	VARIATION (%)		
		January 1999 compared with July 1998		
		Economic parities	Exchange rates	Weightings
(***)	Somalia	-	-	-
	South Africa (Pretoria)	2.02	0.00	2.02
	South Africa (The Cape)	3.60	0.00	3.60
	South Korea	3.52	0.00	3.52
(***)	Sri Lanka	-	-	-
	Sudan	9.57	0.00	9.57
	Suriname	10.05	0.00	10.05
	Swaziland	11.25	0.00	11.25
	Switzerland	-0.31	0.00	-0.31
	Syria	1.59	0.00	1.59
	Tanzania	4.23	0.00	4.23
	Thailand	1.60	0.00	1.60
	Togo	1.09	0.00	1.09
	Tonga	1.09	0.00	1.09
	Trinidad and Tobago	-1.96	0.00	-1.96
	Tunisia	6.11	0.00	6.11
	Turkey	30.75	0.00	30.75
	Uganda	45.89	0.00	45.89
	Ukraine	-4.93	0.00	-4.93
	United States of America (New York)	0.66	0.00	0.66
	United States of America (San Diego)	0.16	0.00	0.16
	United States of America (Washington)	0.21	0.00	0.21
	Uruguay	5.23	0.00	5.23
	Vanuatu	4.74	0.00	4.74
	Venezuela	15.69	0.00	15.69
	Viet Nam	2.91	0.00	2.91

	PLACE OF EMPLOYMENT	VARIATION (%)		
		January 1999 compared with July 1998		
		Economic parities	Exchange rates	Weightings
	Zambia	8.82	0.00	8.82
	Zimbabwe	9.98	0.00	9.98
(***) Not available				

Proposal for a

**COUNCIL REGULATION (EC)**

**laying down the weightings  
applicable from 1 January 1999  
to the remuneration of officials of the European Communities  
serving in third countries**

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 2762/98<sup>2</sup>, and in particular the first paragraph of Article 13 of Annex X,

Having regard to the proposal from the Commission,

- (1) 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 1999;
- (2) 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;
- (3) Whereas the weightings to apply with effect from 1 January 1999 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);
- (4) Whereas provision should be made for back-payments in the event of an increase in remuneration as a result of these weightings;

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<sup>1</sup> OJ L 56, 04.03.1968, p. 1.

<sup>2</sup> OJ L 346, 22.12.1998, p. 1.



- (5) Whereas provision should be made for the recovery of sums overpaid in the event of a reduction in remuneration as a result of these weightings for the period between 1 January 1999 and the date of the Council decision setting the weightings to apply with effect from 1 January 1999;
- (6) 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 six months preceding the decision and for its effects to be spread over a period of no more than twelve months following the date of that decision,

HAS ADOPTED THIS REGULATION:

*Article 1*

With effect from 1 January 1999, 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 1999.

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 January 1999 and the date of the Council decision setting the weightings applicable with effect from 1 January 1999, 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 six months preceding the decision and this recovery shall be spread over no more than twelve 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*

## ANNEX

### ANNEX

	<b>PLACE OF EMPLOYMENT</b>	<b>Weightings January 1999</b>
	Albania	102,9
(***)	Algeria	0,0
	Angola	60,0
	Antigua and Barbuda	110,8
	Argentina	101,6
	Australia	68,8
	Bangladesh	62,7
	Barbados	110,3
	Belize	78,4
	Benin	76,5
(***)	Bolivia	0,0
	Bosnia-Herzegovina	86,0
	Botswana	53,7
	Brazil	92,1
	Bulgaria	92,5
	Burkina Faso	78,4
(***)	Burundi	0,0
	Cameroon	92,9
	Canada	66,9
	Central African Republic	118,5
	Chad	94,3
	Chile	92,0
	China	90,3
	Colombia	65,8

	<b>PLACE OF EMPLOYMENT</b>	<b>Weightings January 1999</b>
	Comoros	106,2
(***)	Congo	0,0
	Costa Rica	76,6
	Croatia	87,2
	Cyprus	88,9
	Czech Republic	79,4
(***)	Democratic Republic of Congo	0,0
	Djibouti	113,7
	Dominican Republic	67,5
	Egypt	72,6
	Equatorial Guinea	91,9
	Eritrea	59,9
	Estonia	71,1
	Ethiopia	62,5
	Federal Republic of Yugoslavia	44,7
	Fiji	60,1
(***)	Former Yugoslav Republic of Macedonia	0,0
	Gabon	118,8
	Gambia	88,5
	Georgia	84,3
	Ghana	41,4
	Guatemala	63,3
	Guinea	100,2
	Guinea-Bissau	97,7
	Guyana	64,2
	Haiti	82,5
	Hong Kong	99,1

	<b>PLACE OF EMPLOYMENT</b>	<b>Weightings January 1999</b>
	Hungary	57,9
	India	47,9
	Indonesia	55,8
	Israel	91,0
	Ivory Coast	101,0
	Jamaica	111,2
	Japan (Naka)	152,1
	Japan (Tokyo)	159,0
	Jordan	72,8
	Kazakhstan	108,6
	Kenya	78,9
	Latvia	68,3
	Lebanon	104,5
(***)	Left Bank - Gaza Strip	0,0
	Lesotho	48,0
(***)	Liberia	0,0
	Lithuania	60,6
	Madagascar	50,6
	Malawi	19,5
	Mali	91,5
	Malta	82,0
	Mauritania	60,8
	Mauritius	65,6
	Mexico	56,6
	Morocco	73,8
	Mozambique	83,5
	Namibia	58,3

	<b>PLACE OF EMPLOYMENT</b>	<b>Weightings January 1999</b>
	Netherlands Antilles	88,7
	New Caledonia	115,3
	Nicaragua	77,6
	Niger	78,2
	Nigeria	79,3
	Norway	119,8
	Pakistan	60,3
	Papua New Guinea	70,5
	Peru	81,3
	Philippines	54,7
	Poland	65,9
	Republic of Cape Verde	82,0
	Romania	56,3
	Russia	112,8
(***)	Rwanda	0,0
	Samoa	67,4
	São Tomé and Príncipe	91,5
	Senegal	81,7
	Sierra Leone	97,6
	Slovakia	57,6
	Slovenia	90,2
	Solomon Islands	82,0
(***)	Somalia	0,0
	South Africa (Pretoria)	57,2
	South Africa (The Cape)	60,9
	South Korea	91,2
(***)	Sri Lanka	0,0

	<b>PLACE OF EMPLOYMENT</b>	<b>Weightings January 1999</b>
	Sudan	29,8
	Suriname	48,4
	Swaziland	47,2
	Switzerland	118,3
	Syria	76,9
	Tanzania	79,5
	Thailand	59,5
	Togo	88,8
	Tonga	72,4
	Trinidad and Tobago	61,3
	Tunisia	72,4
	Turkey	76,9
	Uganda	83,3
	Ukraine	136,8
	United States of America (New York)	95,5
	United States of America (San Diego)	83,4
	United States of America (Washington)	86,4
	Uruguay	93,6
	Vanuatu	100,9
	Venezuela	93,2
	Viet Nam	59,1
	Zambia	51,4
	Zimbabwe	20,7
(***) Not available		

## FINANCIAL STATEMENT

### 1. TITLE OF OPERATION

Proposal for a Council Regulation (EC) laying down the weightings applicable from 1 January 1999 to the remuneration of officials of the European Communities serving in third countries

### 2. BUDGET HEADING(S) INVOLVED

A 6000

### 3. LEGAL BASIS

Articles 12 and 13 of Annex X to the Staff Regulations

### 4. FINANCIAL IMPACT

<b>4.1</b>	<b>Provisional real expenditure for 1999</b>	<b>€ 78 027 000</b> <b>(€ 6 502 250 per month) (1)</b>
<b>4.2</b>	<b>Estimate of effect of January 1999 weightings</b>	<b>- € 9 886 (2)</b>
<b>4.3</b>	<b>Estimated expenditure for six months [(2) x 6]</b>	<b>- € 59 316</b>
<b>4.4</b>	<b>Impact in relation to provisional real expenditure [(2) : (1)]</b>	<b>- 0,15203%</b>

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