



COMMISSION OF THE EUROPEAN COMMUNITIES

Brussels, 15.12.1995  
COM(95) 702 final

Proposal for a

COUNCIL REGULATION (EC, EURATOM, ECSC)

**laying down the weightings  
applicable from 1 July 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 July 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 June 1995.

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

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

TABLE A

COUNTRY OF EMPLOYMENT	Local currency equivalent BFR 1		Weightings for July 95  Brussels = 100
	Economic parities for July 95	Exchange rates for June 95	
ALBANIA	2.1299061	3.2025620	66.51
*ALGERIA	0.0000000	1.6132675	0.00
ANGOLA	45492.3825294	22133.6874723	205.53
ANTIGUA AND BARBUDA	0.0795339	0.0947149	83.97
ARGENTINA	0.0302263	0.0350779	86.17
AUSTRALIA	0.0330640	0.0486855	67.91
BANGLADESH	0.7527984	1.4066478	53.52
BARBADOS	0.0534118	0.0701557	76.13
BELIZE	0.0434233	0.0669882	64.82
BENIN	9.8518816	17.1972003	57.29
BOTSWANA	0.0595314	0.0965437	61.66
BRAZIL	0.0212432	0.0298579	71.15
BULGARIA	0.8735742	2.3199165	37.66
BURKINA FASO	12.4600191	17.1972003	72.45
BURUNDI	6.8932593	8.4752945	81.33
CAMEROON	12.6888368	17.1972003	73.78
CANADA	0.0296953	0.0479800	61.89
CENTRAL AFRICAN REPUBLIC	18.6603874	17.1972003	108.51
CHAD	12.8021816	17.1972003	74.44
CHILE	10.0197373	14.1474733	70.82
CHINA	0.2009504	0.2909091	69.08
COLOMBIA	18.3309995	30.6419488	59.82
COMOROS	10.7891539	12.8979002	83.65
CONGO	15.7624246	17.1972003	91.66
COSTA RICA	3.5353469	6.2185187	56.85
CYPRUS	0.0121830	0.0154974	78.61
CZECH REPUBLIC	0.5159100	0.8931761	57.76
DJIBOUTI	6.4812488	6.2340253	103.97
DOMINICAN REPUBLIC	0.2905796	0.4547935	63.89
EGYPT	0.0616813	0.1144191	53.91
EQUATORIAL GUINEA	12.3563069	17.1972003	71.85
*ERITREA	0.0000000	0.0000000	0.00
ETHIOPIA	0.0727274	0.2185410	33.28
*EX-YUGOSLAVIA	0.0000000	0.0000000	0.00
FIJI	0.0312465	0.0479455	65.17
GABON	20.0379479	17.1972003	116.52
GAMBIA	0.2325955	0.3264240	71.26
*GEORGIA	0.0000000	0.0000000	0.00
GHANA	15.8527854	39.8899039	39.74
GRENADA	0.0800494	0.0947149	84.52
GUINEA	29.7412596	33.6768371	88.31
GUINEA-BISSAU	341.5455509	586.2008324	58.26
GUYANA	2.4609534	5.0520360	48.71
*HAITI	0.0000000	0.6664889	0.00
HONG KONG	0.2421418	0.2736128	88.50
HUNGARY	3.2280422	4.3387713	74.40
INDIA	0.4202069	1.1069661	37.96
INDONESIA	60.4655992	77.3814130	78.14
ISRAEL	0.0962417	0.1064985	90.37
IVORY COAST	14.6328760	17.1972003	85.09
JAMAICA	0.5175297	1.1787588	43.90
JAPAN (TOKYO)	5.4418481	2.9132436	186.80
JORDAN	0.0139294	0.0246853	56.43
KAZAKHSTAN	0.0317759	0.0350779	90.59
KENYA	1.1055582	1.9033118	58.09
LEBANON	13.8736113	57.3033064	24.21
LESOTHO	0.0676852	0.1283186	52.75
*LIBERIA	0.0000000	0.0350779	0.00
MADAGASCAR	57.7506353	144.7387466	39.90
MALAWI	0.1572608	0.5384450	29.21
MALI	12.6485788	17.1972003	73.55
MALTA	0.0088129	0.0121715	72.41
MAURITANIA	3.1134311	4.3846188	71.01

\* Not available.

TABLE A

COUNTRY OF EMPLOYMENT	Local currency equivalent BFR 1		Weightings for July 95 Brussels = 100
	Economic parities for July 95	Exchange rates for June 95	
MAURITIUS	0.4006996	0.5980146	67.00
MEXICO	0.0923081	0.2069622	44.60
MOROCCO	0.1898398	0.2901158	65.44
MOZAMBIQUE	141.9771872	272.9257642	52.02
NAMIBIA	0.0815685	0.1283186	63.57
NETHERLANDS ANTILLES	0.0445324	0.0624415	71.32
NEW CALEDONIA	3.7533225	3.1267588	120.04
NIGER	12.9741264	17.1972003	75.44
NIGERIA	0.8587013	2.9150270	29.46
NORWAY	0.2616428	0.2170846	120.53
* OCCUPIED TERRITORIES	0.0000000	0.0000000	0.00
PAKISTAN	0.6059809	1.0412979	58.19
PAPUA NEW GUINEA	0.0352040	0.0430145	81.84
PERU	0.0580570	0.0787526	73.72
PHILIPPINES	0.4750081	0.8674532	54.76
POLAND	626.5322629	849.6176720	73.74
REPUBLIC OF CAPE VERDE	1.8902317	2.5986175	72.74
ROMANIA	25.4825785	64.6161799	39.44
RUSSIA	0.0393990	* 0.0350779	112.32
* RWANDA	0.0000000	8.5638435	0.00
* SAO TOME AND PRINCIPE	0.0000000	0.0000000	0.00
SENEGAL	11.7679301	17.1972003	68.43
SIERRA LEONE	17.8766612	21.5391906	83.00
SLOVAKIA	0.5620008	1.0049443	55.92
SLOVENIA	3.1423756	3.9597687	79.36
SOLOMON ISLANDS	0.0902628	0.1169194	77.20
* SOMALIA	0.0000000	91.9033177	0.00
SOUTH AFRICA (LE CAP)	0.0872753	0.1283186	68.01
SOUTH AFRICA (PRETORIA)	0.0823046	0.1283186	64.14
SOUTH KOREA	22.4760963	25.5036980	88.13
SUDAN	0.7023924	1.8377623	38.22
SURINAM	6.4754871	20.1714574	32.10
SWAZILAND	0.0585674	0.1283186	45.64
SWITZERLAND	0.0479681	0.0401220	119.56
SYRIA	0.8560064	0.9330969	91.74
TANZANIA	7.4199953	19.8192485	37.44
THAILAND	0.6152564	0.8296001	74.16
TOGO	12.2337308	17.1972003	71.14
TONGA	0.0331227	0.0438404	75.55
TRINIDAD AND TOBAGO	0.0998844	0.2071981	48.21
TUNISIA	0.0189199	0.0321492	58.85
TURKEY	858.3408998	1495.5060045	57.39
UGANDA	19.1862909	33.1466074	57.88
UKRAINE	0.0253412	0.0350779	72.24
UNITED STATES OF AMERICA (NEW YORK)	0.0292953	0.0350779	83.51
UNITED STATES OF AMERICA (WASHINGTON)	0.0256332	0.0350779	73.08
URUGUAY	0.1732432	0.2166096	79.98
VANUATU	3.2784257	3.9200314	83.63
VENEZUELA	2.8968170	5.9633848	48.58
WESTERN SAMOA	0.0576245	0.0870019	66.23
* ZAIRE	0.0000000	164.4466371	0.00
ZAMBIA	18.6530798	28.5152129	65.41
ZIMBABWE	0.1291575	0.2846813	45.37

\* Not available.

\* BFR 1 = US\$

TABLE B

COUNTRY OF EMPLOYMENT	Economic parities for July 95
ALBANIA	2.1299061
*ALGERIA	0.0000000
ANGOLA	45492.3825294
ANTIGUA AND BARBUDA	0.0795339
ARGENTINA	0.0302263
AUSTRALIA	0.0330640
BANGLADESH	0.7527984
BARBADOS	0.0534118
BELIZE	0.0434233
BENIN	9.8518816
BOTSWANA	0.0595314
BRAZIL	0.0212432
BULGARIA	0.8735742
BURKINA FASO	12.4600191
BURUNDI	6.8932593
CAMEROON	12.6888368
CANADA	0.0296953
CENTRAL AFRICAN REPUBLIC	18.6603874
CHAD	12.8021816
CHILE	10.0197373
CHINA	0.2009504
COLOMBIA	18.3309995
COMOROS	10.7891539
CONGO	15.7624246
COSTA RICA	3.5353469
CYPRUS	0.0121830
CZECH REPUBLIC	0.5159100
DJIBOUTI	6.4812488
DOMINICAN REPUBLIC	0.2905796
EGYPT	0.0616813
EQUATORIAL GUINEA	12.3563069
*ERITREA	0.0000000
ETHIOPIA	0.0727274
*EX-YUGOSLAVIA	0.0000000
FIJI	0.0312465
GABON	20.0379479
GAMBIA	0.2325955
*GEORGIA	0.0000000
GHANA	15.8527854
GRENADA	0.0800494
GUINEA	29.7412596
GUINEA-BISSAU	341.5455509
GUYANA	2.4609534
*HAITI	0.0000000
HONG KONG	0.2421418
HUNGARY	3.2280422
INDIA	0.4202069
INDONESIA	60.4655992
ISRAEL	0.0962417
IVORY COAST	14.6328760
JAMAICA	0.5175297
JAPAN (TOKYO)	5.4418481
JORDAN	0.0139294
KAZAKHSTAN	0.0317759
KENYA	1.1055582
LEBANON	13.8736113
LESOTHO	0.0676852
*LIBERIA	0.0000000
MADAGASCAR	57.7506353
MALAWI	0.1572608
MALI	12.6485788
MALTA	0.0088129
MAURITANIA	3.1134311
MAURITIUS	0.4006996
MEXICO	0.0923081
MOROCCO	0.1898398
MOZAMBIQUE	141.9771872
NAMIBIA	0.0815685
NETHERLANDS ANTILLES	0.0445324

\* Not available.

TABLE B

COUNTRY OF EMPLOYMENT	Economic parities for July 95
NEW CALEDONIA	3.7533225
NIGER	12.9741264
NIGERIA	0.8587013
NORWAY	0.2616428
*OCCUPIED TERRITORIES	0.0000000
PAKISTAN	0.6059809
PAPUA NEW GUINEA	0.0352040
PERU	0.0580570
PHILIPPINES	0.4750081
POLAND	626.5322629
REPUBLIC OF CAPE VERDE	1.8902317
ROMANIA	25.4825785
RUSSIA	0.0393990
*RWANDA	0.0000000
*SAO TOME AND PRINCIPE	0.0000000
SENEGAL	11.7679301
SIERRA LEONE	17.8766612
SLOVAKIA	0.5620008
SLOVENIA	3.1423756
SOLOMON ISLANDS	0.0902628
*SOMALIA	0.0000000
SOUTH AFRICA (LE CAP)	0.0872753
SOUTH AFRICA (PRETORIA)	0.0823046
SOUTH KOREA	22.4760963
SUDAN	0.7023924
SURINAM	6.4754871
SWAZILAND	0.0585674
SWITZERLAND	0.0479681
SYRIA	0.8560064
TANZANIA	7.4199953
THAILAND	0.6152564
TOGO	12.2337308
TONGA	0.0331227
TRINIDAD AND TOBAGO	0.0998844
TUNISIA	0.0189199
TURKEY	858.3408998
UGANDA	19.1862909
UKRAINE	0.0253412
UNITED STATES OF AMERICA (NEW YORK)	0.0292953
UNITED STATES OF AMERICA (WASHINGTON)	0.0256332
URUGUAY	0.1732432
VANUATU	3.2784257
VENEZUELA	2.8968170
WESTERN SAMOA	0.0576245
*ZAIRE	0.0000000
ZAMBIA	18.6530798
ZIMBABWE	0.1291575

\* Not available.

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

**laying down the weightings  
applicable from 1 July 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 July 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;

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 July 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 January 1996.

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 5 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 July 1995
ALBANIA	66.5100000
*ALGERIA	0.0000000
ANGOLA	205.5300000
ANTIGUA AND BARBUDA	83.9700000
ARGENTINA	86.1700000
AUSTRALIA	67.9100000
BANGLADESH	53.5200000
BARBADOS	76.1300000
BELIZE	64.8200000
BENIN	57.2900000
BOTSWANA	61.6600000
BRAZIL	71.1500000
BULGARIA	37.6600000
BURKINA FASO	72.4500000
BURUNDI	81.3300000
CAMEROON	73.7800000
CANADA	61.8900000
CENTRAL AFRICAN REPUBLIC	108.5100000
CHAD	74.4400000
CHILE	70.8200000
CHINA	69.0800000
COLOMBIA	59.8200000
COMOROS	83.6500000
CONGO	91.6600000
COSTA RICA	56.8500000
CYPRUS	78.6100000
CZECH REPUBLIC	57.7600000
DJIBOUTI	103.9700000
DOMINICAN REPUBLIC	63.8900000
EGYPT	53.9100000
EQUATORIAL GUINEA	71.8500000
*ERITREA	0.0000000
ETHIOPIA	33.2800000
*EX-YUGOSLAVIA	0.0000000
FIJI	65.1700000
GABON	116.5200000
GAMBIA	71.2600000
*GEORGIA	0.0000000
GHANA	39.7400000
GRENADA	84.5200000
GUINEA	88.3100000
GUINEA-BISSAU	58.2600000
GUYANA	48.7100000
*HAITI	0.0000000
HONG KONG	88.5000000
HUNGARY	74.4000000
INDIA	37.9600000
INDONESIA	78.1400000
ISRAEL	90.3700000
IVORY COAST	85.0900000
JAMAICA	43.9000000
JAPAN (TOKYO)	186.8000000
JORDAN	56.4300000
KAZAKHSTAN	90.5900000
KENYA	58.0900000
LEBANON	24.2100000
LESOTHO	52.7500000
*LIBERIA	0.0000000
MADAGASCAR	39.9000000
MALAWI	29.2100000
MALI	73.5500000
MALTA	72.4100000
MAURITANIA	71.0100000
MAURITIUS	67.0000000
MEXICO	44.6000000
MOROCCO	65.4400000
MOZAMBIQUE	52.0200000
NAMIBIA	63.5700000
NETHERLANDS ANTILLES	71.3200000

\* Not available.

COUNTRY OF EMPLOYMENT	Weightings applicable with effect from the 1st July 1995
NEW CALEDONIA	120.040000
NIGER	75.440000
NIGERIA	29.460000
NORWAY	120.530000
*OCCUPIED TERRITORIES	0.000000
PAKISTAN	58.190000
PAPUA NEW GUINEA	81.840000
PERU	73.720000
PHILIPPINES	54.760000
POLAND	73.740000
REPUBLIC OF CAPE VERDE	72.740000
ROMANIA	39.440000
RUSSIA	112.320000
*RWANDA	0.000000
*SAO TOME AND PRINCIPE	0.000000
SENEGAL	68.430000
SIERRA LEONE	83.000000
SLOVAKIA	55.920000
SLOVENIA	79.360000
SOLOMON ISLANDS	77.200000
*SOMALIA	0.000000
SOUTH AFRICA (LE CAP)	68.010000
SOUTH AFRICA (PRETORIA)	64.140000
SOUTH KOREA	88.130000
SUDAN	38.220000
SURINAM	32.100000
SWAZILAND	45.640000
SWITZERLAND	119.560000
SYRIA	91.740000
TANZANIA	37.440000
THAILAND	74.160000
TOGO	71.140000
TONGA	75.550000
TRINIDAD AND TOBAGO	48.210000
TUNISIA	58.850000
TURKEY	57.390000
UGANDA	57.880000
UKRAINE	72.240000
UNITED STATES OF AMERICA (NEW YORK)	83.510000
UNITED STATES OF AMERICA (WASHINGTON)	73.080000
URUGUAY	79.980000
VANUATU	83.630000
VENEZUELA	48.580000
WESTERN SAMOA	66.230000
*ZAIRE	0.000000
ZAMBIA	65.410000
ZIMBABWE	45.370000

\* Not available.

## FINANCIAL STATEMENT

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**Proposal for a  
Council of the European Union Regulation  
laying down the weightings  
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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)<br>(i.e. ECU 6 500 250 per month)   |
| - effect of June 1995 weightings   | ECU 156 480 (2)  |
| - estimate of effect of July 1995 weightings   | ECU 147 718 (3)  |
| - reduction {(3) - (2)}  | - ECU 8 762 (4)  |
| - estimated expenditure for six months {(3) x (6)}                                     | ECU 886 308  |
| - relative reduction of impact in relation to provisional real expenditure {(4) : (1)} | - 0.01123%   |
| - effect in relation to provisional real expenditure {(3) : (1)}                       | + 0.189375%  |

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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