



COMMISSION OF THE EUROPEAN COMMUNITIES

Brussels, 21.06.1996  
COM(96) 291 final

**PROPOSAL FOR A  
COUNCIL REGULATION (EC, EURATOM, ECSC) No .../..**  
**laying down the weightings  
applicable from 1 January 1996  
to the remuneration of officials of the European Communities  
serving in third countries**

(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 1996. 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 579/96 of 25 March 1996 which took effect on 1 July 1995.

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 1995.

Table A shows for each place of employment the economic parity calculated by the Statistical Office of the European Communities (SOEC) for January 1996, the exchange rate selected and the resulting weighting, applicable from 1 January 1996.

The SOEC has calculated the economic parities for each country shown in Table B. The parities used apply from 1 January 1996.

TABLE A

COUNTRY OF EMPLOYMENT	Local currency equivalent BFR 1		Weightings for January 96 Brussels = 100
	Economic parities for January 96	Exchange rates for December 95	
ALBANIA	2.1903673	3.1012560	70.63
* ALGERIA	0.0000000	1.7128860	0.00
ANGOLA	314311.3777222	222717.1492200	141.13
ANTIGUA AND BARBUDA	0.0818084	0.0914160	89.49
ARGENTINA	0.0303723	0.0338581	89.70
AUSTRALIA	0.0336363	0.0451325	74.53
BANGLADESH	0.7655115	1.3610998	56.24
BARBADOS	0.0542266	0.0677140	80.08
BELIZE	0.0442119	0.0677140	65.29
BENIN	11.0015854	16.6666667	66.01
* BOLIVIA	0.0000000	0.0000000	0.00
BOTSWANA	0.0615265	0.0968148	63.55
BRAZIL	0.0235615	0.0324781	72.55
BULGARIA	1.0093960	2.3515579	42.92
BURKINA FASO	12.8795765	16.6666667	77.28
BURUNDI	7.3613583	9.2515496	79.57
CAMEROON	15.2964991	16.6666667	91.78
CANADA	0.0296385	0.0459791	64.46
CENTRAL AFRICAN REPUBLIC	18.4438123	16.6666667	110.66
CHAD	12.9709347	16.6666667	77.83
CHILE	10.3075303	13.9037582	74.13
CHINA	0.2040793	0.2814523	72.51
COLOMBIA	20.5261468	32.8428797	62.50
COMOROS	10.7909771	12.5000000	86.33
CONGO	15.7860173	16.6666667	94.72
COSTA RICA	3.9080027	6.5189048	59.95
CYPRUS	0.0123582	0.0153844	80.33
CZECH REPUBLIC	0.5344534	0.9002521	59.37
DJIBOUTI	6.6744924	6.0172092	110.92
DOMINICAN REPUBLIC	0.3064184	0.4389623	69.81
EGYPT	0.0626497	0.1145738	54.68
EQUATORIAL GUINEA	12.5969367	16.6666667	75.58
* ERITREA	0.0000000	0.0000000	0.00
ETHIOPIA	0.0723778	0.2133060	33.93
* EX-YUGOSLAVIA	0.0000000	0.0000000	0.00
FIJI	0.0316580	0.0496179	63.80
GABON	20.2738560	16.6666667	121.64
GAMBIA	0.2466327	0.3323805	74.20
GEORGIA	0.0238421	0.0338581	70.42
GHANA	17.0622787	47.0145745	36.29
GRENADA	0.0802535	0.0914160	87.79
GUINEA	30.4047707	33.7700932	90.03
GUINEA-BISSAU	423.8739671	685.3070175	61.85
GUYANA	2.5688870	4.7065468	54.58
* HAITI	0.0000000	0.6160291	0.00
HONG KONG	0.2417259	0.2640961	91.53
HUNGARY	3.3661882	4.6448976	72.47
INDIA	0.4427156	1.2034853	36.79
INDONESIA	58.6549661	79.5165394	73.76
ISRAEL	0.1012395	0.1042492	97.11
IVORY COAST	14.9792769	16.6666667	89.88
JAMAICA	0.5592908	1.3482904	41.48
JAPAN (TOKYO)	5.3872991	3.4366623	156.76
JORDAN	0.0140387	0.0244828	57.34
KAZAKHSTAN	0.0341787	0.0338581	100.95
KENYA	1.1517938	1.9124847	60.22
LEBANON	14.3701764	54.9510935	26.15
* LEFT BANK - GAZA STRIP	0.0000000	0.0000000	0.00
LESOTHO	0.0694067	0.1239803	55.98
* LIBERIA	0.0000000	0.0338581	0.00
MADAGASCAR	65.1404963	139.7038279	46.63
MALAWI	0.1804042	0.5265375	34.26
MALI	13.2986821	16.6666667	79.79
MALTA	0.0088942	0.0119513	74.42

\* Not available.

TABLE A

COUNTRY OF EMPLOYMENT	Local currency equivalent BFR 1		Weightings for January 96 Brussels = 100
	Economic parities for January 96	Exchange rates for December 95	
MAURITANIA	3.1862674	4.6617873	68.35
MAURITIUS	0.4170911	0.6184292	67.44
MEXICO	0.1088641	0.2583379	42.14
MOROCCO	0.1913329	0.2827175	67.68
MOZAMBIQUE	172.3523951	342.5830764	50.31
NAMIBIA	0.0829878	0.1239803	66.94
NETHERLANDS ANTILLES	0.0451143	0.0602664	74.86
NEW CALEDONIA	3.7289771	3.0303030	123.06
NIGER	12.9645148	16.6666667	77.79
NIGERIA	0.9639221	3.0066146	32.06
NORWAY	0.2609347	0.2143715	121.72
PAKISTAN	0.6237122	1.1774957	52.97
PAPUA NEW GUINEA	0.0371799	0.0520508	71.43
PERU	0.0604353	0.0784006	77.09
PHILIPPINES	0.4866718	0.8840170	55.05
POLAND	673.8407103	832.9168749	80.90
REPUBLIC OF CAPE VERDE	2.0722557	2.6329647	78.70
ROMANIA	30.9244495	86.2366333	35.86
RUSSIA	0.0392958	* 0.0338581	116.06
* RWANDA	0.0000000	10.6465660	0.00
* SAO TOME AND PRINCIPE	0.0000000	0.0000000	0.00
SENEGAL	12.2659947	16.6666667	73.60
SIERRA LEONE	20.6999249	31.4732635	65.77
SLOVAKIA	0.5820311	0.9891197	58.84
SLOVENIA	3.3956947	4.1972718	80.90
SOLOMON ISLANDS	0.0949800	0.1200336	79.13
* SOMALIA	0.0000000	88.7075313	0.00
SOUTH AFRICA (LE CAP)	0.0872878	0.1239803	70.40
SOUTH AFRICA (PRETORIA)	0.0825164	0.1239803	66.56
SOUTH KOREA	23.0305179	25.9006967	88.92
SRI LANKA	0.0000000	0.0000000	0.00
SUDAN	0.8058846	2.7425061	29.38
SURINAM	7.0865458	13.9157540	50.92
SWAZILAND	0.0595003	0.1239803	47.99
SWITZERLAND	0.0474496	0.0393592	120.56
SYRIA	0.8897015	0.9006575	98.78
TANZANIA	7.8406226	19.5748346	40.05
THAILAND	0.5902233	0.8443806	69.90
TOGO	12.9561294	16.6666667	77.74
TONGA	0.0336350	0.0467968	71.87
TRINIDAD AND TOBAGO	0.1001847	0.2007871	49.90
TUNISIA	0.0191206	0.0317017	60.31
TURKEY	1134.8042519	1840.1295451	61.67
UGANDA	20.6423765	35.2187082	58.61
UKRAINE	0.0310945	0.0338581	91.84
UNITED STATES OF AMERICA (NEW YORK)	0.0297076	0.0338581	87.74
UNITED STATES OF AMERICA (WASHINGTON)	0.0254642	0.0338581	75.21
URUGUAY	0.1992887	0.2354825	84.63
VANUATU	3.3807727	3.8633905	87.51
VENEZUELA	3.7417611	5.7557269	65.01
VIET NAM	126.7742486	372.8143757	34.00
WESTERN SAMOA	0.0558539	0.0871612	64.08
* ZAIRE	0.0000000	538.2131324	0.00
ZAMBIA	20.8535320	32.5446676	64.08
ZIMBABWE	0.1386476	0.3173092	43.69

\* Not available.

\* BFR 1 = US\$

TABLE B

COUNTRY OF EMPLOYMENT	Economic parities for January 96
ALBANIA	2.1903673
* ALGERIA	0.0000000
ANGOLA	314311.3777222
ANTIGUA AND BARBUDA	0.0818084
ARGENTINA	0.0303723
AUSTRALIA	0.0336363
BANGLADESH	0.7655115
BARBADOS	0.0542266
BELIZE	0.0442119
BENIN	11.0015854
* BOLIVIA	0.0000000
BOTSWANA	0.0615265
BRAZIL	0.0235615
BULGARIA	1.0093960
BURKINA FASO	12.8795765
BURUNDI	7.3613583
CAMEROON	15.2964991
CANADA	0.0296385
CENTRAL AFRICAN REPUBLIC	18.4438123
CHAD	12.9709347
CHILE	10.3075303
CHINA	0.2040793
COLOMBIA	20.5261468
COMOROS	10.7909771
CONGO	15.7860173
COSTA RICA	3.9080027
CYPRUS	0.0123582
CZECH REPUBLIC	0.5344534
DJIBOUTI	6.6744924
DOMINICAN REPUBLIC	0.3064184
EGYPT	0.0626497
EQUATORIAL GUINEA	12.5969367
* ERITREA	0.0000000
ETHIOPIA	0.0723778
* EX-YUGOSLAVIA	0.0000000
FIJI	0.0316580
GABON	20.2738560
GAMBIA	0.2466327
GEORGIA	0.0238421
GHANA	17.0622787
GRENADA	0.0802535
GUINEA	30.4047707
GUINEA-BISSAU	423.8739671
GUYANA	2.5688870
* HAITI	0.0000000
HONG KONG	0.2417259
HUNGARY	3.3661882
INDIA	0.4427156
INDONESIA	58.6549661
ISRAEL	0.1012395
IVORY COAST	14.9792769
JAMAICA	0.5592908
JAPAN (TOKYO)	5.3872991
JORDAN	0.0140387
KAZAKHSTAN	0.0341787
KENYA	1.1517938
LEBANON	14.3701764
* LEFT BANK - GAZA STRIP	0.0000000
LESOTHO	0.0694067
* LIBERIA	0.0000000
MADAGASCAR	65.1404963
MALAWI	0.1804042
MALI	13.2986821
MALTA	0.0088942
MAURITANIA	3.1862674
MAURITIUS	0.4170911
MEXICO	0.1088641
MOROCCO	0.1913329
MOZAMBIQUE	172.3523951
NAMIBIA	0.0829878
* Not available.	

TABLE B

COUNTRY OF EMPLOYMENT	Economic parities for January 96
NETHERLANDS ANTILLES	0.0451143
NEW CALEDONIA	3.7289771
NIGER	12.9645148
NIGERIA	0.9639221
NORWAY	0.2609347
PAKISTAN	0.6237122
PAPUA NEW GUINEA	0.0371799
PERU	0.0604353
PHILIPPINES	0.4866718
POLAND	673.8407103
REPUBLIC OF CAPE VERDE	2.0722557
ROMANIA	30.9244495
RUSSIA	0.0392958
* RWANDA	0.0000000
* SAO TOME AND PRINCIPE	0.0000000
SENEGAL	12.2659947
SIERRA LEONE	20.6999249
SLOVAKIA	0.5820311
SLOVENIA	3.3956947
SOLOMON ISLANDS	0.0949800
* SOMALIA	0.0000000
SOUTH AFRICA (LE CAP)	0.0872878
SOUTH AFRICA (PRETORIA)	0.0825164
SOUTH KOREA	23.0305179
SRI LANKA	0.0000000
SUDAN	0.8058846
SURINAM	7.0865458
SWAZILAND	0.0595003
SWITZERLAND	0.0474496
SYRIA	0.8897015
TANZANIA	7.8406226
THAILAND	0.5902233
TOGO	12.9561294
TONGA	0.0336350
TRINIDAD AND TOBAGO	0.1001847
TUNISIA	0.0191206
TURKEY	1134.8042519
UGANDA	20.6423765
UKRAINE	0.0310945
UNITED STATES OF AMERICA (NEW YORK)	0.0297076
UNITED STATES OF AMERICA (WASHINGTON)	0.0254642
URUGUAY	0.1992887
VANUATU	3.3807727
VENEZUELA	3.7417611
VIET NAM	126.7742486
WESTERN SAMOA	0.0558539
* ZAIRE	0.0000000
ZAMBIA	20.8535320
ZIMBABWE	0.1386476

\* Not available.

**Proposal for a  
COUNCIL REGULATION (EC, EURATOM, ECSC) No ..../  
of ....  
laying down the weightings  
applicable from 1 January 1996  
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 2963/95<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 1996;

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 January 1996 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 310, 22.12.1995, 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 January 1996 and the date of the Council decision setting the weightings to apply with effect from 1 January 1996;

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 1996, 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 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 January 1996 and the date of the Council decision setting the weightings applicable with effect from 1 January 1996, 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 1996
ALBANIA	70.6300000
* ALGERIA	0.0000000
ANGOLA	141.1300000
ANTIGUA AND BARBUDA	89.4900000
ARGENTINA	89.7000000
AUSTRALIA	74.5300000
BANGLADESH	56.2400000
BARBADOS	80.0800000
BELIZE	65.2900000
BENIN	66.0100000
* BOLIVIA	0.0000000
BOTSWANA	63.5500000
BRAZIL	72.5500000
BULGARIA	42.9200000
BURKINA FASO	77.2800000
BURUNDI	79.5700000
CAMEROON	91.7800000
CANADA	64.4600000
CENTRAL AFRICAN REPUBLIC	110.6600000
CHAD	77.8300000
CHILE	74.1300000
CHINA	72.5100000
COLOMBIA	62.5000000
COMOROS	86.3300000
CONGO	94.7200000
COSTA RICA	59.9500000
CYPRUS	80.3300000
CZECH REPUBLIC	59.3700000
DJIBOUTI	110.9200000
DOMINICAN REPUBLIC	69.8100000
EGYPT	54.6800000
EQUATORIAL GUINEA	75.5800000
* ERITREA	0.0000000
ETHIOPIA	33.9300000
* EX-YUGOSLAVIA	0.0000000
FIJI	63.8000000
GABON	121.6400000
GAMBIA	74.2000000
GEORGIA	70.4200000
GHANA	36.2900000
GRENADA	87.7900000
GUINEA	90.0300000
GUINEA-BISSAU	61.8500000
GUYANA	54.5800000
* HAITI	0.0000000
HONG KONG	91.5300000
HUNGARY	72.4700000
INDIA	36.7900000
INDONESIA	73.7600000
ISRAEL	97.1100000
IVORY COAST	89.8800000
JAMAICA	41.4800000
JAPAN (TOKYO)	156.7600000
JORDAN	57.3400000
KAZAKHSTAN	100.9500000
KENYA	60.2200000
LEBANON	26.1500000
* LEFT BANK - GAZA STRIP	0.0000000
LESOTHO	55.9800000
* LIBERIA	0.0000000
* MADAGASCAR	46.6300000
MALAWI	34.2600000
MALI	79.7900000
MALTA	74.4200000
MAURITANIA	68.3500000
MAURITIUS	67.4400000
MEXICO	42.1400000
MOROCCO	67.6800000
MOZAMBIQUE	50.3100000
NAMIBIA	66.9400000

\* Not available.

COUNTRY OF EMPLOYMENT	Weightings applicable with effect from the 1st January 1996
NETHERLANDS ANTILLES	74.8600000
NEW CALEDONIA	123.0600000
NIGER	77.7900000
NIGERIA	32.0600000
NORWAY	121.7200000
PAKISTAN	52.9700000
PAPUA NEW GUINEA	71.4300000
PERU	77.0900000
PHILIPPINES	55.0500000
POLAND	80.9000000
REPUBLIC OF CAPE VERDE	78.7000000
ROMANIA	35.8600000
RUSSIA	116.0600000
* RWANDA	0.0000000
* SAO TOME AND PRINCIPE	0.0000000
SENEGAL	73.6000000
SIERRA LEONE	65.7700000
SLOVAKIA	58.8400000
SLOVENIA	80.9000000
SOLOMON ISLANDS	79.1300000
* SOMALIA	0.0000000
SOUTH AFRICA (LE CAP)	70.4000000
SOUTH AFRICA (PRETORIA)	66.5600000
SOUTH KOREA	88.9200000
SRI LANKA	0.0000000
SUDAN	29.3800000
SURINAM	50.9200000
SWAZILAND	47.9900000
SWITZERLAND	120.5600000
SYRIA	98.7800000
TANZANIA	40.0500000
THAILAND	69.9000000
TOGO	77.7400000
TONGA	71.8700000
TRINIDAD AND TOBAGO	49.9000000
TUNISIA	60.3100000
TURKEY	61.6700000
UGANDA	58.6100000
UKRAINE	91.8400000
UNITED STATES OF AMERICA (NEW YORK)	87.7400000
UNITED STATES OF AMERICA (WASHINGTON)	75.2100000
URUGUAY	84.6300000
VANUATU	87.5100000
VENEZUELA	65.0100000
VIET NAM	34.0000000
WESTERN SAMOA	64.0800000
* ZAIRE	0.0000000
ZAMBIA	64.0800000
ZIMBABWE	43.6900000
* 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 1996  
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 1996                          | ECU 72 247 000<br>(i.e. ECU 6 020.583 per month) (1)   |
| - estimate of effect of January 1996 weightings                  | - ECU 49 652 (2)                                       |
| - estimated expenditure for six months {(2) x (6)}               | - ECU 297 912  |
| - effect in relation to provisional real expenditure {(2) : (1)} | - 0.82%  |

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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