



**COUNCIL OF
THE EUROPEAN UNION**

Brussels, 8 November 2013

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PROPOSAL

from:	European Commission
dated:	8 November 2013
No Cion doc.:	COM(2013) 772 final
Subject:	Proposal for a COUNCIL REGULATION laying down the weightings applicable from 1 July 2013 to the remuneration of officials, temporary staff and contract staff of the European Union serving in third countries

Delegations will find attached a proposal from the Commission, submitted under a covering letter from Mr Jordi AYET PUIGARNAU, Director, to Mr Uwe CORSEPIUS, Secretary-General of the Council of the European Union.

Encl.: COM(2013) 772 final



Brussels, 8.11.2013
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2013/0380 (NLE)

Proposal for a

COUNCIL REGULATION

**laying down the weightings applicable from 1 July 2013 to the remuneration of officials,
temporary staff and contract staff of the European Union serving in third countries**

EXPLANATORY MEMORANDUM

1. CONTEXT OF THE PROPOSAL

Articles 11, 12 and 13 of Annex X to the Staff Regulations lay down provisions on payments of remuneration to officials serving in a third country. Under Articles 10 and 118 of the Conditions of Employment of Other Servants of the European Union, those provisions apply by analogy to temporary and contract staff serving in third countries.

Remuneration is payable in euros in Belgium, however upon request of an official, a member of temporary or contract staff, all or part of it may be paid in the currency of the country of employment. In that event, it is subject to the weighting for the place of employment and is converted on the basis of the corresponding exchange rate.

In order to ensure as far as possible that officials, temporary and contract staff of the Union enjoy equivalent purchasing power irrespective of their place of employment, the Council should adjust the weightings once a year. To establish the purchasing power equivalence of the remuneration paid in Brussels, as the reference city, with that paid in the other places of employment Eurostat calculates the economic parities.

The weighting is the factor obtained by dividing the economic parity by the exchange rate. The exchange rates used are established in accordance with the rules for the implementation of the Financial Regulation and correspond to the date of application of the weightings.

The initial weightings applicable from 10 October 1987 were laid down in the Council Regulation (ECSC, EEC, Euratom) No 2175/88 of 18 July 1988. The most recent weightings, which took effect on 1 July 2012, were laid down by the Council in Regulation (EU) No 679/2013 of 15 July 2013.

2. RESULTS OF CONSULTATIONS WITH THE INTERESTED PARTIES AND IMPACT ASSESSMENTS

The elements of the proposal have been discussed with the staff representatives in accordance with the appropriate procedures.

3. LEGAL ELEMENTS OF THE PROPOSAL

Article 13 of Annex X to the Staff Regulations constitute the legal basis.

The attached proposal for the Council Regulation adjusts the weightings applicable from 1 July 2013 to the remuneration of officials, temporary staff and contract staff of the European Union serving in a third country.

The Council should, by the written procedure within one month, act on a proposal from the Commission by the qualified majority provided for in Article 16(4) and (5) of the Treaty on European Union. Should a Member State request formal examination of the Commission proposal, the Council should act within two months.

The Annex to the proposed Council Regulation sets out the weightings derived from the parities communicated by Eurostat for July 2013 for all places of employment outside the European Union.

4. BUDGETARY IMPLICATION

The budgetary impact is small (in percentage terms); see the Financial Statement.

Proposal for a

COUNCIL REGULATION

laying down the weightings applicable from 1 July 2013 to the remuneration of officials, temporary staff and contract staff of the European Union serving in third countries

THE COUNCIL OF THE EUROPEAN UNION,

Having regard to the Treaty on the Functioning of the European Union,

Having regard to the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Union, as laid down by Council Regulation (EEC, Euratom, ECSC) No 259/68 ⁽¹⁾, and in particular the first paragraph of Article 13 of Annex X thereto,

Having regard to the proposal from the European Commission,

Whereas:

- (1) It is necessary to take account of changes in the cost of living in third countries and to determine accordingly the weightings applicable from 1 July 2013 to remuneration paid in the currency of the country of employment to officials, temporary staff and contract staff of the Union serving in third countries.
- (2) The weightings in respect of which payment has been made on the basis of Council Regulation (EU) No 679/2013 ⁽²⁾ may lead to back-dated upward or downward adjustments to remuneration.
- (3) Provision should be made for back-payments in the event of an increase in remuneration as a result of the new weightings.
- (4) Provision should be made for the recovery of sums overpaid in the event of a reduction in remuneration as a result of the new weightings for the period between 1 July 2013 and the date of entry into force of this Regulation.
- (5) Provision should be made for any such recovery to be restricted to a period of no more than six months preceding the date of entry into force of this Regulation,

HAS ADOPTED THIS REGULATION:

Article 1

1. With effect from 1 July 2013, the weightings applicable to the remuneration of officials, temporary staff and contract staff of the Union serving in third countries payable in the currency of the country of employment shall be as set out in the Annex.

2. The exchange rates for the calculation of such remuneration shall be established in accordance with Regulation (EU, Euratom) No 966/2012 of the European Parliament and of the Council of 25 October 2012 on the financial rules applicable to the general budget of the

¹ OJ L 56, 4.3.1968, p. 1.

² OJ L 195, 18.7.2013, p. 3.

Union and repealing Council Regulation (EC, Euratom) No 1605/2002 ⁽³⁾ and shall correspond to the rates applicable on 1 July 2013.

Article 2

1. The institutions shall make back-payments in the event of an increase in remuneration as a result of the application of the weightings set out in the Annex.
2. The institutions shall make retrospective downward adjustments to remuneration in the event of a reduction in remuneration as a result of the weightings set out in the Annex for the period between 1 July 2013 and the date of entry into force of this Regulation.
3. Retrospective adjustments involving the recovery of sums overpaid shall be restricted to a period of six months preceding the date of entry into force of this Regulation. Recovery shall be spread over no more than 12 months from that date.

Article 3

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

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

Done at Brussels,

For the Council
The President

³ OJ L 298, 26.10.2012, p. 1.

ANNEX**Weightings applicable from 1 July 2013**

PLACE OF EMPLOYMENT	Economic parity July 2013	Exchange rate July 2013 (*)	Weighting July 2013 (**)
Afghanistan (***)	0	0	0
Albania	82,78	140,580	58,9
Algeria	75,76	104,367	72,6
Angola	172,1	127,217	135,3
Argentina (***)	0	0	0
Armenia	423,1	539,500	78,4
Australia	1,485	1,39950	106,1
Azerbaijan	1,024	1,02236	100,2
Bangladesh	60,05	101,996	58,9
Barbados	3,182	2,62036	121,4
Belarus	7263	11550,0	62,9
Belize	1,882	2,63246	71,5
Benin	657,7	655,957	100,3
Bolivia	6,241	9,00511	69,3
Bosnia and Herzegovina (Banja Luka)	1,217	1,95583	62,2
Bosnia and Herzegovina (Sarajevo)	1,438	1,95583	73,5
Botswana	6,062	11,2867	53,7
Brazil	2,581	2,84200	90,8
Burkina Faso	626,2	655,957	95,5
Burundi (***)	1261	2013,63	62,6
Cambodia	4352	5361,50	81,2
Cameroon	606,2	655,957	92,4
Canada	1,189	1,35990	87,4
Cape Verde	78,24	110,265	71,0
Central African Republic	666,9	655,957	101,7
Chad	736,8	655,957	112,3
Chile	437,2	669,063	65,3
China	7,605	8,01320	94,9
Colombia	2142	2532,08	84,6
Comoros	371,0	491,968	75,4
Congo (Brazzaville)	799,9	655,957	121,9
Costa Rica	631,9	650,623	97,1
Croatia (****)	5,821	7,45400	78,1
Cuba	0,9525	1,30320	73,1
Democratic Republic of the Congo (Kinshasa)	1,944	1,30320	149,2
Djibouti	214,2	231,606	92,5
Dominican Republic	33,21	54,4065	61,0
Ecuador	0,9947	1,30320	76,3
Egypt	5,680	9,17140	61,9
El Salvador	0,9560	1,30320	73,4
Eritrea	24,67	20,0367	123,1
Ethiopia	21,89	24,3471	89,9
Fiji	1,639	2,48509	66,0
Former Yugoslav Republic of Macedonia	36,47	61,6850	59,1
Gabon	648,2	655,957	98,8

Gambia	31,22	51,0000	61,2
Georgia	1,543	2,16590	71,2
Ghana	2,075	2,62335	79,1
Guatemala	8,092	10,1982	79,3
Guinea (Conakry)	6980	9033,17	77,3
Guinea-Bissau	605,6	655,957	92,3
Guyana	179,8	270,215	66,5
Haiti	48,81	57,0893	85,5
Honduras	20,69	26,5996	77,8
Hong Kong	10,45	10,1092	103,4
Iceland	157,5	162,050	97,2
India	49,68	78,4530	63,3
Indonesia (Banda Aceh)	9094	12936,1	70,3
Indonesia (Jakarta)	9932	12936,1	76,8
Iraq (***)	0	0	0
Israel	5,076	4,73800	107,1
Ivory Coast	634,6	655,957	96,7
Jamaica	123,8	131,208	94,4
Japan (Tokyo)	144,0	127,930	112,6
Jordan	0,9240	0,923969	100,0
Kazakhstan (Astana)	196,4	198,460	99,0
Kenya	92,28	112,916	81,7
Kosovo (Pristina)	0,7282	1,00000	72,8
Kyrgyzstan	48,77	63,3131	77,0
Laos	9166	10127,0	90,5
Lebanon	1570	1964,57	79,9
Lesotho	6,479	12,9640	50,0
Liberia	1,504	1,30320	115,4
Libya (***)	0	0	0
Madagascar	2429	2865,05	84,8
Malawi	251,9	438,269	57,5
Malaysia	3,066	4,13620	74,1
Mali	663,7	655,957	101,2
Mauritania	239,9	396,710	60,5
Mauritius	31,65	40,3387	78,5
Mexico	12,66	17,0117	74,4
Moldova	10,66	16,2640	65,5
Montenegro	0,6349	1,00000	63,5
Morocco	7,845	11,1215	70,5
Mozambique	31,95	38,5000	83,0
Myanmar	745,8	1227,61	60,8
Namibia	8,744	12,9640	67,4
Nepal	85,32	125,865	67,8
New Caledonia	133,4	119,332	111,8
New Zealand	1,730	1,66400	104,0
Nicaragua	18,44	32,1974	57,3
Niger	543,2	655,957	82,8
Nigeria (Abuja)	214,8	202,198	106,2
Norway	10,38	7,88100	131,7
Pakistan	65,63	128,896	50,9
Panama	0,8445	1,30320	64,8
Papua New Guinea	3,680	2,85144	129,1

Paraguay	3776	5830,52	64,8
Peru	3,138	3,62420	86,6
Philippines	44,45	56,4420	78,8
Russia	47,88	42,7350	112,0
Rwanda	696,0	836,494	83,2
Samoa	2,969	3,09549	95,9
Saudi Arabia	3,645	4,88700	74,6
Senegal	610,3	655,957	93,0
Serbia (Belgrade)	83,27	114,460	72,8
Sierra Leone	6948	5646,66	123,0
Singapore	1,990	1,64650	120,9
Solomon Islands	11,60	9,33521	124,3
South Africa	6,702	12,9640	51,7
South Korea	1473	1495,51	98,5
Southern Sudan (Juba) (***)	0	0	0
Sri Lanka	122,9	168,790	72,8
Sudan (Khartoum)	5,479	7,25179	75,6
Suriname	2,649	4,30056	61,6
Swaziland	7,019	12,9640	54,1
Switzerland (Berne)	1,520	1,23260	123,3
Switzerland (Geneva)	1,536	1,23260	124,6
Syria (***)	0	0	0
Taiwan	33,79	39,1171	86,4
Tajikistan	4,274	6,20910	68,8
Tanzania	1467	2088,16	70,3
Thailand	32,88	40,5560	81,1
Timor Leste	1,588	1,30320	121,9
Togo	545,3	655,957	83,1
Trinidad and Tobago	6,945	8,30780	83,6
Tunisia	1,391	2,15770	64,5
Turkey	2,249	2,50700	89,7
Turkmenistan	2,208	3,71412	59,4
Uganda	2459	3416,28	72,0
Ukraine	8,002	10,4165	76,8
United Arab Emirates (***)	0	0	0
United States (New York)	1,246	1,30320	95,6
United States (Washington)	1,212	1,30320	93,0
Uruguay	26,25	26,7834	98,0
Uzbekistan	1582	2727,73	58,0
Vanuatu	143,8	127,470	112,8
Venezuela	7,313	8,19986	89,2
Vietnam	15308	27406,9	55,9
West Bank — Gaza Strip	5,344	4,73800	112,8
Yemen	239,9	280,286	85,6
Zambia	6,854	7,14850	95,9
Zimbabwe (***)	0	0	0

(*) 1 EURO = x units of local currency (USD for Cuba, El Salvador, Ecuador, Liberia, Panama, D.R. Congo and Timor-Leste).

(**) Brussels = 100 %.

(***) Not available because of local instability or unreliable data.

(****) Applicable to statutory staff maintained in Croatia for a maximum of 18 months following its accession under Article 44 of the Accession Treaty of Croatia to the EU.

NB: Economic parity or purchasing power parity (PPP) is: Number of monetary units required to buy the same product compared with Brussels (per euro). The figure provided in the first column (PPP) is the product of multiplying the exchange rate (TX) by the weighting (CC). The mathematical formula used to calculate the CC is therefore: $PPP \text{ (provided by Eurostat)} \div TX = CC$. The amounts due to staff are calculated by applying the invariable PPP established by this table — not by multiplying each time the CC by the TX of the date of the transaction, since this TX is variable and will produce a different (wrong) PPP.

LEGISLATIVE FINANCIAL STATEMENT

1. FRAMEWORK OF THE PROPOSAL/INITIATIVE

1.1. Title of the proposal/initiative

Proposal for a Council Regulation laying down the weightings applicable from 1 July 2013 to the remuneration of officials, temporary staff and contract staff of the European Union serving in third countries

1.2. Policy area(s) concerned in the ABM/ABB structure⁴

All areas and activities are potentially concerned

1.3. Grounds for the proposal/initiative

1.3.1. Requirement(s) to be met in the short or long term

To ensure the same purchasing power of EU officials and other civil servants regardless of their place of employment

1.4. Duration and financial impact

Proposal/initiative of **unlimited duration**

- Implementation with a start-up period from 1 July 2013,
- followed by full-scale operation.

1.5. Management mode(s) planned⁵

Centralised direct management by the Commission: PMO

2. ESTIMATED FINANCIAL IMPACT OF THE PROPOSAL/INITIATIVE

2.1. Heading(s) of the multiannual financial framework and expenditure budget line(s) affected

- Existing budget lines
- The proposal has a financial impact on all budgetary lines related to staff expenditure in the Commission and the EEAS.

In order of multiannual financial framework headings and budget lines.

Heading of multiannual financial framework	Budget line	Type of expenditure	Contribution			
	Number [Description.....]	DA/NDA (⁶)	from EFTA countries ⁷	from candidate countries ⁸	from third countries	within the meaning of Article 18(1)(aa) of the Financial Regulation

⁴ ABM: activity-based management – ABB: activity-based budgeting.

⁵ Details of management modes and references to the Financial Regulation may be found on the BudgWeb site: http://www.cc.cec/budg/man/budgmanag/budgmanag_en.html

⁶ Diff. = Differentiated appropriations / Non-Diff. = Non-differentiated appropriations

⁷ EFTA: European Free Trade Association.

⁸ Candidate countries and, where applicable, potential candidate countries from the Western Balkans.

	<p>European Commission: XX-01.01.02, 08.01.05.01, 19.01.04.02, 19.01.04.03, 21.01.04.01, 21.01.04.10.</p> <p>European External Action Service: 1100, 3000, 3001.</p>	non-diff.	NO	NO	NO	NO
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2.2. Estimated impact on expenditure

2.2.1. Summary of estimated impact on expenditure

EUR million (to 3 decimal places)

Heading of multiannual financial framework:	5	" Administrative expenditure "
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EUR million (to 3 decimal places)

	Year 2013	Year 2014	Year 2015	Year 2016	Subsequent years	TOTAL
DC: <.....>						
• Human resources						
• Other administrative expenditure						
TOTAL DG <.....>						
Appropriations						
BGUEXX.010101	-0,01	-0,01	-0,01	-0,01	-0,01	Not available
BGUEXX.010102	-0,20	-0,40	-0,40	-0,40	-0,40	Not available
EEAS -3001	-0,05	-0,10	-0,10	-0,10	-0,10	Not available
EEAS -3000	-0,33	-0,66	-0,66	-0,66	-0,66	Not available

SUBTOTAL appropriations under HEADING 5 of the multiannual financial framework	(Total commitments = Total payments)	-0,58	-1,17	-1,17	-1,17	-1,17	Not available
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EUR million (to 3 decimal places)

Heading of multiannual financial framework:	Other headings	Outside HEADING 5 of the multiannual financial framework				
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EUR million (to 3 decimal places)

	Year 2013	Year 2014	Year 2015	Year 2016	Subsequent years	TOTAL
DG: <.....>						
• Human resources						
• Other administrative expenditure						
BGUE- -08.010501	-0,02	-0,04	-0,04	-0,04	-0,04	Not available
BGUE- 19.010402	-0,00	-0,00	-0,00	-0,00	-0,00	Not available
BGUE- 19.010407	-0,01	-0,01	-0,01	-0,01	-0,01	Not available
BGUE- 21.010401	-0,02	-0,03	-0,03	-0,03	-0,03	Not available
BGUE- 21.010410	-0,04	-0,09	-0,09	-0,09	-0,09	Not available
BGUE- 19.010403	-0,01	-0,01	-0,01	-0,01	-0,01	Not available

SUBTOTAL appropriations outside HEADING 5 of the multiannual financial framework	(Total commitments = Total payments)	-0,09	-0,19	-0,19	-0,19	-0,19	Not available
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EUR million (to 3 decimal places)

	Year 2013	Year 2014	Year 2015	Year 2016	Subsequent years			TOTAL
	TOTAL appropriations under HEADINGS 1 to 5 of the multiannual financial framework							
Commitments	-0,68	-1,35	-1,35	-1,35	-1,35	-1,35	-1,35	Not available
Payments	-0,68	-1,35	-1,35	-1,35	-1,35	-1,35	-1,35	Not available

2.2.2. Estimated impact on operational appropriations

The proposal/initiative does not require the use of operational appropriations.

2.2.3. Estimated impact on appropriations of an administrative nature

2.2.3.1. Summary

The proposal/initiative requires the use of administrative appropriations.

2.2.3.2. Estimated requirements of human resources

The proposal/initiative does not require the use of human resources.

2.2.4. Compatibility with the current multiannual financial framework

Proposal/initiative is compatible the current multiannual financial framework.

2.2.5. Third-party contributions

The proposal/initiative does not provide for co-financing by third parties.

2.3. Estimated impact on revenue

Proposal/initiative has no financial impact on revenue.