**ANNEX I**

**2023 ANNUAL UPDATE OF THE REMUNERATION AND PENSIONS OF THE OFFICIALS AND OTHER SERVANTS OF THE EUROPEAN UNION AND THE CORRECTION COEFFICIENTS APPLIED THERETO**[[1]](#footnote-1)

1.1. Table of the amounts of basic monthly salaries for each grade and step in function groups AD and AST referred to in Article 66 of the Staff Regulations, applicable from 1 July 2023:

|  |  |
| --- | --- |
| 01-07-2023 | STEPS |
| GRADES | 1 | 2 | 3 | 4 | 5 |
| 16 | 21,423.29 | 22,323.53 | 23,261.59 |  |  |
| 15 | 18,934.61 | 19,730.28 | 20,559.35 | 21,131.35 | 21,423.29 |
| 14 | 16,735.00 | 17,438.26 | 18,171.03 | 18,676.57 | 18,934.61 |
| 13 | 14,790.98 | 15,412.50 | 16,060.14 | 16,506.99 | 16,735.00 |
| 12 | 13,072.74 | 13,622.07 | 14,194.50 | 14,589.40 | 14,790.98 |
| 11 | 11,554.11 | 12,039.62 | 12,545.54 | 12,894.59 | 13,072.74 |
| 10 | 10,211.93 | 10,641.03 | 11,088.19 | 11,396.67 | 11,554.11 |
| 9 | 9,025.62 | 9,404.89 | 9,800.12 | 10,072.75 | 10,211.93 |
| 8 | 7,977.14 | 8,312.35 | 8,661.64 | 8,902.63 | 9,025.62 |
| 7 | 7,050.47 | 7,346.74 | 7,655.45 | 7,868.45 | 7,977.14 |
| 6 | 6,231.42 | 6,493.29 | 6,766.13 | 6,954.39 | 7,050.47 |
| 5 | 5,507.55 | 5,738.98 | 5,980.14 | 6,146.53 | 6,231.42 |
| 4 | 4,867.76 | 5,072.29 | 5,285.44 | 5,432.50 | 5,507.55 |
| 3 | 4,302.25 | 4,483.07 | 4,671.45 | 4,801.40 | 4,867.76 |
| 2 | 3,802.49 | 3,962.27 | 4,128.77 | 4,243.65 | 4,302.25 |
| 1 | 3,360.76 | 3,501.98 | 3,649.13 | 3,750.70 | 3,802.49 |

2. Table of the amounts of basic monthly salaries for each grade and step in function group AST/SC referred to in Article 66 of the Staff Regulations, applicable from 1 July 2023:

|  |  |  |
| --- | --- | --- |
| 01-07-2023 | STEPS |   |
| GRADES | 1 | 2 | 3 | 4 | 5 |
| 6 | 5,463.84 | 5,693.45 | 5,932.69 | 6,097.72 | 6,181.98 |
| 5 | 4,829.11 | 5,032.04 | 5,244.24 | 5,389.38 | 5,463.84 |
| 4 | 4,268.14 | 4,447.48 | 4,634.39 | 4,763.31 | 4,829.11 |
| 3 | 3,772.31 | 3,930.83 | 4,096.03 | 4,209.96 | 4,268.14 |
| 2 | 3,334.09 | 3,474.21 | 3,620.21 | 3,720.91 | 3,772.31 |
| 1 | 2,946.79 | 3,070.62 | 3,199.66 | 3,288.65 | 3,334.09 |

3. Table of the correction coefficients applicable to the remuneration and pensions of officials and other servants of the European Union referred to in Article 64 of the Staff Regulations containing:

- Correction coefficients applicable from 1 July 2023 to the remuneration of officials and other servants referred to in Article 64 of the Staff Regulations (indicated in column 2 of the following table);

- Correction coefficients applicable from 1 January 2024 under Article 17(3) of Annex VII to the Staff Regulations to transfers by officials and other servants (indicated in column 3 of the following table);

- Correction coefficients applicable from 1 July 2023 to pensions under Article 20(1) of Annex XIII to the Staff Regulations (indicated in column 4 of the following table);

|  |  |  |  |
| --- | --- | --- | --- |
|   | **Remuneration** | **Transfer** | **Pension** |
| **Country / Place** | 01-07-2023 | 01-01-2024 | 01-07-2023 |
| Bulgaria | 68.6 | 65.3 |   |
| Czechia | 102.9 | 91.1 |   |
| Denmark | 131.4 | 136.6 | 136.6 |
| Germany | 103.4 | 105.5 | 105.5 |
| Karlsruhe | 96.8 |   |   |
| Münich | 115.3 |   |   |
| Estonia | 98.9 | 103.8 | 103.8  |
| Ireland | 139.6 | 137.6 | 137.6 |
| Greece | 89.6 | 85.3 |   |
| Spain | 94.7 | 91.4 |   |
| France | 119.5 | 111.5 | 111.5 |
| Croatia | 84.8 | 74.7 |   |
| Italy | 97.3 | 98.8 |   |
| Varese | 95.0 |   |   |
| Cyprus | 82.5 | 84.6 |   |
| Latvia | 88.0 | 82.3 |   |
| Lithuania | 93.4 | 82.7 |   |
| Hungary | 86.7 | 76.7 |   |
| Malta | 93.2 | 97.4 |   |
| Netherlands | 114.6 | 114.5 | 114.5 |
| Austria | 112.0 | 115.4 | 115.4 |
| Poland | 80.5 | 70.9 |   |
| Portugal | 96.6 | 90.7 |   |
| Romania | 74.6 | 65.3 |   |
| Slovenia | 91.9 | 89.2 |   |
| Slovakia | 84.8 | 86.7 |   |
| Finland | 118.6 | 121.9 | 121.9 |
| Sweden | 115.8 | 109.9 | 109.9 |
| United Kingdom |   |  | 130.0 |

4.1. Amount of the parental leave allowance referred to in the second paragraph of Article 42a of the Staff Regulations, applicable from 1 July 2023 - EUR 1,154.44.

4.2. Amount of the parental leave allowance referred to in the third paragraph of Article 42a of the Staff Regulations, applicable from 1 July 2023 - EUR 1,539.27.

5.1. Basic amount of the household allowance referred to in Article 1(1) of Annex VII to the Staff Regulations, applicable from 1 July 2023 - EUR 215.91.

5.2. Amount of the dependent child allowance referred to in Article 2(1) of Annex VII to the Staff Regulations, applicable from 1 July 2023 - EUR 471.80.

5.3. Amount of the education allowance referred to in Article 3(1) of Annex VII to the Staff Regulations, applicable from 1 July 2023 - EUR 320.12.

5.4. Amount of the education allowance referred to in Article 3(2) of Annex VII to the Staff Regulations, applicable from 1 July 2023 - EUR 115.26.

5.5. Minimum amount of the expatriation allowance referred to in Article 69 of the Staff Regulations and in the second subparagraph of Article 4(1) of Annex VII thereto, applicable from 1 July 2023 - EUR 639.94.

5.6. Amount of the expatriation allowance referred to in Article 134 of the Conditions of Employment of Other Servants, applicable from 1 July 2023 – EUR 460.03.

6.1. Amount of the kilometric allowance referred to in Article 7(2) of Annex VII to the Staff Regulations, applicable from 1 July 2023:

|  |  |
| --- | --- |
| EUR 0 for every km from | 0 to 200 km |
| EUR 0,2380 for every km from | 201 to 1.000 km |
| EUR 0,3968 for every km from | 1.001 to 2.000 km |
| EUR 0,2380 for every km from | 2.001 to 3.000 km |
| EUR 0,0792 for every km from | 3.001 to 4.000 km |
| EUR 0,0382 for every km from | 4.001 to 10.000 km |
| EUR 0 for every km over | 10.000 km. |

6.2. Amount of the flat-rate supplement to the kilometric allowance referred to in Article 7(2) of Annex VII to the Staff Regulations, applicable from 1 July 2023:

— EUR 119,01 if the geographical distance between the places referred to in paragraph 1 is between 600 km and 1.200 km,

— EUR 238,01 if the geographical distance between the places referred to in paragraph 1 is greater than 1.200 km

7.1. Amount of the kilometric allowance referred to in Article 8(2) of Annex VII to the Staff Regulations, applicable from 1 January 2023:

|  |  |
| --- | --- |
| EUR 0 for every km from | 0 to 200 km |
| EUR 0,4799 for every km from | 201 to 1.000 km |
| EUR 0,7998 for every km from | 1.001 to 2.000 km |
| EUR 0,4799 for every km from | 2.001 to 3.000 km |
| EUR 0,1598 for every km from | 3.001 to 4.000 km |
| EUR 0,0772 for every km from | 4.001 to 10.000 km |
| EUR 0 for every km over | 10.000 km.   |

7.2. Amount of the flat-rate supplement to the kilometric allowance referred to in Article 8(2) of Annex VII to the Staff Regulations, applicable from 1 January 2023:

— EUR 239,93 if the geographical distance between the place of employment and the place of origin is between 600 km and 1.200 km,

— EUR 479,81 if the geographical distance between the place of employment and the place of origin is greater than 1.200 km

8. Amount of the daily subsistence allowance referred to in Article 10(1) of Annex VII to the Staff Regulations, applicable from 1 July 2023:

- EUR 49,59 for an official who is entitled to the household allowance;

- EUR 40,00 for an official who is not entitled to the household allowance.

9. Amount of the lower limit for the installation allowance referred to in Article 24(3) of the Conditions of Employment of Other Servants, applicable from 1 July 2023:

- EUR 1.411,82 for a servant who is entitled to the household allowance;

- EUR 839,45 for a servant who is not entitled to the household allowance.

10.1. Amount of the lower and upper limits of the unemployment allowance referred to in the second subparagraph of Article 28a(3) of the Conditions of Employment of Other Servants, applicable from 1 July 2023:

- EUR 1.693,18 (lower limit);

- EUR 3.386,39 (upper limit).

10.2. Amount of the standard allowance referred to in Article 28a(7) of the Conditions of Employment of Other Servants, applicable from 1 July 2023

- EUR 1.539,27.

11. Table containing the amounts of the scale of basic salaries provided for in Article 93 of the Conditions of Employment of Other Servants, applicable from 1 July 2023:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| FUNCTION GROUPS | 01-07-2023 | STEPS |   |   |
| FUNCTIONS | GRADES | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| IV | 18 | 7,385.15 | 7,538.73 | 7,695.48 | 7,855.53 | 8,018.91 | 8,185.66 | 8,355.86 |
|   | 17 | 6,527.20 | 6,662.91 | 6,801.48 | 6,942.93 | 7,087.31 | 7,234.69 | 7,385.15 |
|   | 16 | 5,768.89 | 5,888.85 | 6,011.32 | 6,136.33 | 6,263.95 | 6,394.23 | 6,527.20 |
|   | 15 | 5,098.67 | 5,204.71 | 5,312.96 | 5,423.45 | 5,536.24 | 5,651.35 | 5,768.89 |
|   | 14 | 4,506.36 | 4,600.07 | 4,695.74 | 4,793.38 | 4,893.10 | 4,994.81 | 5,098.67 |
|   | 13 | 3,982.82 | 4,065.66 | 4,150.20 | 4,236.53 | 4,324.61 | 4,414.55 | 4,506.36 |
| III | 12 | 5,098.61 | 5,204.63 | 5,312.88 | 5,423.35 | 5,536.11 | 5,651.24 | 5,768.76 |
|   | 11 | 4,506.33 | 4,600.01 | 4,695.67 | 4,793.31 | 4,893.00 | 4,994.74 | 5,098.61 |
|   | 10 | 3,982.81 | 4,065.63 | 4,150.18 | 4,236.50 | 4,324.58 | 4,414.52 | 4,506.33 |
|   | 9 | 3,520.14 | 3,593.34 | 3,668.07 | 3,744.36 | 3,822.22 | 3,901.68 | 3,982.81 |
|   | 8 | 3,111.21 | 3,175.91 | 3,241.97 | 3,309.37 | 3,378.20 | 3,448.44 | 3,520.14 |
| II | 7 | 3,520.06 | 3,593.29 | 3,668.01 | 3,744.29 | 3,822.20 | 3,901.68 | 3,982.82 |
|   | 6 | 3,111.08 | 3,175.76 | 3,241.83 | 3,309.25 | 3,378.08 | 3,448.34 | 3,520.06 |
|   | 5 | 2,749.58 | 2,806.76 | 2,865.15 | 2,924.75 | 2,985.56 | 3,047.68 | 3,111.08 |
|   | 4 | 2,430.10 | 2,480.65 | 2,532.25 | 2,584.92 | 2,638.68 | 2,693.56 | 2,749.58 |
| I | 3 | 2,993.70 | 3,055.82 | 3,119.25 | 3,183.98 | 3,250.05 | 3,317.52 | 3,386.39 |
|   | 2 | 2,646.55 | 2,701.48 | 2,757.55 | 2,814.78 | 2,873.20 | 2,932.84 | 2,993.70 |
|   | 1 | 2,339.68 | 2,388.25 | 2,437.80 | 2,488.38 | 2,540.04 | 2,592.75 | 2,646.55 |

12. Amount of the lower limit for the installation allowance referred to in Article 94 of the Conditions of Employment of Other Servants, applicable from 1 July 2023:

- EUR 1.061,93 for a servant who is entitled to the household allowance;

- EUR 629,61 for a servant who is not entitled to the household allowance.

13.1. Amount of the lower and upper limits of the unemployment allowance referred to in the second subparagraph of Article 96(3) of the Conditions of Employment of Other Servants, applicable from 1 July 2023:

- EUR 1.269,89 (the lower limit);

- EUR 2.539,75 (the upper limit).

13.2. Amount of the standard allowance referred to in Article 96(7) of the Conditions of Employment of Other Servants applicable from 1 July 2023 shall be EUR 1.154,45.

13.3 Amount of the lower and the upper limits for the unemployment allowance referred to in Article 136 of the Conditions of Employment of Other Servants, applicable from 1 July 2023:

- EUR 1.117,21 (lower limit);

- EUR 2.628,78 (upper limit).

14. Amount of the allowances for shift work laid down in the first subparagraph of Article 1(1) of Council Regulation (ECSC, EEC, Euratom) No 300/76[[2]](#footnote-2):

- EUR 483,92;

- EUR 730,40;

- EUR 798,61;

- EUR 1.088,75.

15. Coefficient, applicable from 1 July 2023 to the to the amounts referred to in Article 4 of Council Regulation (EEC, Euratom, ECSC) No 260/68[[3]](#footnote-3) - 6,9855

16. Table of the amounts provided for in Article 8(2) of Annex XIII to the Staff Regulations, applicable from 1 July 2023:

|  |  |
| --- | --- |
| 01-07-2023 | STEPS |
| GRADES | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 16 | 21,423.29 | 22,323.53 | 23,261.59 |  |  |  |  |  |
| 15 | 18,934.61 | 19,730.28 | 20,559.35 | 21,131.35 | 21,423.29 | 22,323.53 |   |   |
| 14 | 16,735.00 | 17,438.26 | 18,171.03 | 18,676.57 | 18,934.61 | 19,730.28 | 20,559.35 | 21,423.29 |
| 13 | 14,790.98 | 15,412.50 | 16,060.14 | 16,506.99 | 16,735.00 |   |   |   |
| 12 | 13,072.74 | 13,622.07 | 14,194.50 | 14,589.40 | 14,790.98 | 15,412.50 | 16,060.14 | 16,735.00 |
| 11 | 11,554.11 | 12,039.62 | 12,545.54 | 12,894.59 | 13,072.74 | 13,622.07 | 14,194.50 | 14,790.98 |
| 10 | 10,211.93 | 10,641.03 | 11,088.19 | 11,396.67 | 11,554.11 | 12,039.62 | 12,545.54 | 13,072.74 |
| 9 | 9,025.62 | 9,404.89 | 9,800.12 | 10,072.75 | 10,211.93 |   |   |   |
| 8 | 7,977.14 | 8,312.35 | 8,661.64 | 8,902.63 | 9,025.62 | 9,404.89 | 9,800.12 | 10,211.93 |
| 7 | 7,050.47 | 7,346.74 | 7,655.45 | 7,868.45 | 7,977.14 | 8,312.35 | 8,661.64 | 9,025.62 |
| 6 | 6,231.42 | 6,493.29 | 6,766.13 | 6,954.39 | 7,050.47 | 7,346.74 | 7,655.45 | 7,977.14 |
| 5 | 5,507.55 | 5,738.98 | 5,980.14 | 6,146.53 | 6,231.42 | 6,493.29 | 6,766.13 | 7,050.47 |
| 4 | 4,867.76 | 5,072.29 | 5,285.44 | 5,432.50 | 5,507.55 | 5,738.98 | 5,980.14 | 6,231.42 |
| 3 | 4,302.25 | 4,483.07 | 4,671.45 | 4,801.40 | 4,867.76 | 5,072.29 | 5,285.44 | 5,507.55 |
| 2 | 3,802.49 | 3,962.27 | 4,128.77 | 4,243.65 | 4,302.25 | 4,483.07 | 4,671.45 | 4,867.76 |
| 1 | 3,360.76 | 3,501.98 | 3,649.13 | 3,750.70 | 3,802.49 |   |   |   |

17. Amount, applicable from 1 July 2023, of the fixed allowance mentioned in the former Article 4a of Annex VII to the Staff Regulations, in force before 1 May 2004, which is used for the application of Article 18(1) of Annex XIII to the Staff Regulations:

- EUR 166,94 per month for officials in Grade C4 or C5;

- EUR 255,96 per month for officials in Grade C1, C2 or C3.

18. Table containing the amounts of the scale of basic salaries provided for in Article 133 of the Conditions of Employment of Other Servants, applicable from 1 July 2023:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Grade | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Full-time basic salary | 2,128.21 | 2,479.37 | 2,688.15 | 2,914.53 | 3,159.94 | 3,426.06 | 3,714.58 |
| Grade | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| Full-time basic salary | 4,027.41 | 4,366.54 | 4,734.23 | 5,132.91 | 5,565.18 | 6,033.81 | 6,541.92 |
| Grade | 15 | 16 | 17 | 18 | 19 |   |   |
| Full-time basic salary | 7,092.82 | 7,690.11 | 8,337.71 | 9,039.81 | 9,801.09 |   |   |

19. For staff members assigned in Croatia, Hungary and Slovenia during the reference period, all references to 1 July 2023 in points 1 to 18 above should be read as referring to 16 May 2023 in line with Article 8(2)(a) of Annex XI to the Staff Regulations.

20. For pensioners residing in Bulgaria, Czechia, Germany, Estonia, Ireland, Croatia, Romania, Slovenia, Slovakia and Sweden during the reference period, all references to 1 July 2023 in points 1 to 18 above should be read as referring to 16 May 2023 in line with Article 8(2)(a) of Annex XI to the Staff Regulations.

21. For pensioners residing in Hungary during the reference period, all references to 1 July 2023 in points 1 to 18 above should be read as referring to 1 May 2023 in line with Article 8(2)(b) of Annex XI to the Staff Regulations.

**ANNEX II**

**ANNUAL UPDATE OF THE WEIGHTINGS (CORRECTION COEFFICENTS) APPLICABLE TO THE REMUNERATION OF OFFICIALS, TEMPORARY STAFF AND CONTRACT STAFF OF THE EUROPEAN UNION SERVING IN THIRD COUNTRIES[[4]](#footnote-4)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Country** | **Economic parity****July 2023** | **Exchange rate****July 2023 (\*)** | **Weighting****July 2023 (\*\*)** |
| Afghanistan (\*\*\*) |  |  |  |
| Angola | 933.4 | 904.735 | **103.2** |
| Albania | 70.56 | 106.905 | 66.0 |
| United Arab Emirates | 4.269 | 4.01542 | **106.3** |
| Argentina | 241.3 | 279.876 | 86.2 |
| Armenia | 526.0 | 422.200 | **124.6** |
| Australia | 1.686 | 1.64800 | **102.3** |
| Azerbaijan | 2.014 | 1.85946 | **108.3** |
| Burundi | 2415 | 3084.80 | 78.3 |
| Benin | 648.7 | 655.957 | 98.9 |
| Burkina Faso | 605.4 | 655.957 | 92.3 |
| Bangladesh | 96.64 | 118.327 | 81.7 |
| Bosnia and Herzegovina | 1.196 | 1.95580 | 61.2 |
| Belarus | 2.309 | 2.75455 | 83.8 |
| Bolivia | 5.853 | 7.57457 | 77.3 |
| Brazil | 5.940 | 5.30060 | **112.1** |
| Barbados | 2.747 | 2.20849 | **124.4** |
| Botswana | 10.20 | 14.6778 | 69.5 |
| Central African Republic | 684.6 | 655.957 | **104.4** |
| Canada | 1.441 | 1.45030 | 99.4 |
| Switzerland (Bern) | 1.392 | 0.97830 | **142.3** |
| Switzerland (Geneva) | 1.392 | 0.97830 | **142.3** |
| Chile | 694.1 | 875.751 | 79.3 |
| China | 6.508 | 7.91400 | 82.2 |
| Côte d’Ivoire | 573.7 | 655.957 | 87.5 |
| Cameroon | 608.7 | 655.957 | 92.8 |
| Democratic Republic of the Congo | 3642 | 2578.20 | **141.3** |
| Congo | 889.9 | 655.957 | **135.7** |
| Colombia | 3706 | 4538.18 | 81.7 |
| Cabo Verde | 75.99 | 110.265 | 68.9 |
| Costa Rica | 570.5 | 593.906 | 96.1 |
| Cuba (\*) | 1.708 | 1.09380 | **156.2** |
| Djibouti | 202.6 | 194.751 | **104.0** |
| Dominican Republic | 46.51 | 60.3217 | 77.1 |
| Algeria | 103.0 | 148.064 | 69.6 |
| Ecuador (\*) | 0.9242 | 1.09380 | 84.5 |
| Egypt | 19.59 | 33.7212 | 58.1 |
| Eritrea | 17.98 | 16.4890 | **109.0** |
| Ethiopia | 57.69 | 60.0110 | 96.1 |
| Fiji | 1.840 | 2.46844 | 74.5 |
| Gabon | 738.5 | 655.957 | **112.6** |
| United Kingdom | 0.9924 | 0.864000 | **114.9** |
| Georgia | 2.513 | 2.86155 | 87.8 |
| Ghana | 9.211 | 12.5501 | 73.4 |
| Guinea | 12109 | 9383.02 | **129.1** |
| The Gambia | 64.97 | 68.3700 | 95.0 |
| Guinea-Bissau | 549.7 | 655.957 | 83.8 |
| Greenland | 8.817 | 7.44760 | **118.4** |
| Guatemala | 8.499 | 8.58086 | 99.0 |
| Guyana | 224.8 | 230.810 | 97.4 |
| Hong Kong | 10.05 | 8.57130 | **117.3** |
| Honduras | 23.75 | 26.9272 | 88.2 |
| Haiti | 184.0 | 151.491 | **121.5** |
| Indonesia | 11696 | 16408.1 | 71.3 |
| India | 83.86 | 89.7065 | 93.5 |
| Iran | 97846 | 45942.3 | **213.0** |
| Iraq (\*\*\*) |  |  |  |
| Iceland | 204.7 | 149.100 | **137.3** |
| Israel | 4.250 | 4.04390 | **105.1** |
| Jamaica | 200.8 | 169.152 | **118.7** |
| Jordan | 0.7337 | 0.775500 | 94.6 |
| Japan | 137.0 | 157.740 | 86.9 |
| Kazakhstan | 442.6 | 491.610 | 90.0 |
| Kenya | 129.7 | 153.275 | 84.6 |
| Kyrgyzstan | 81.19 | 95.5294 | 85.0 |
| Cambodia | 3926 | 4534.5 | 86.6 |
| South Korea | 1240 | 1438.77 | 86.2 |
| Kuwait | 0.2997 | 0.336290 | 89.1 |
| Laos | 11900 | 20380.0 | 58.4 |
| Lebanon (\*\*\*) |  |  |  |
| Liberia | 253.1 | 200.712 | **126.1** |
| Libya (\*\*\*) |  |  |  |
| Sri Lanka | 309.4 | 335.848 | 92.1 |
| Lesotho | 11.92 | 20.4645 | 58.2 |
| Morocco | 8.636 | 10.7980 | 80.0 |
| Moldova | 19.41 | 19.9035 | 97.5 |
| Madagascar | 4082 | 4966.50 | 82.2 |
| Mexico | 14.86 | 18.6836 | 79.5 |
| North Macedonia | 32.92 | 61.5400 | 53.5 |
| Mali | 634.9 | 655.957 | 96.8 |
| Myanmar/Burma | 1400 | 2296.98 | 60.9 |
| Montenegro | 0.5848 | 1.00000 | 58.5 |
| Mongolia | 2728 | 3768.14 | 72.4 |
| Mozambique | 77.57 | 70.0350 | **110.8** |
| Mauritania | 39.19 | 37.7155 | **103.9** |
| Mauritius | 37.39 | 50.2550 | 74.4 |
| Malawi | 879.4 | 1150.23 | 76.5 |
| Malaysia | 3.864 | 5.10970 | 75.6 |
| Namibia | 13.59 | 20.4645 | 66.4 |
| New Caledonia | 114.2 | 119.300 | 95.7 |
| Niger | 619.0 | 655.957 | 94.4 |
| Nigeria | 505.3 | 844.315 | 59.8 |
| Nicaragua | 35.63 | 40.0057 | 89.1 |
| Norway | 14.15 | 11.7645 | **120.3** |
| Nepal | 102.0 | 143.282 | 71.2 |
| New Zealand | 1.746 | 1.79370 | 97.3 |
| Pakistan | 205.8 | 312.603 | 65.8 |
| Panama (\*) | 1.127 | 1.09380 | **103.0** |
| Peru | 3.754 | 3.96902 | 94.6 |
| Philippines | 52.25 | 60.4600 | 86.4 |
| Papua New Guinea | 3.844 | 3.89253 | 98.8 |
| Paraguay | 5451 | 7964.54 | 68.4 |
| West Bank — Gaza Strip | 4.250 | 4.04390 | **105.1** |
| Qatar | 4.665 | 3.98143 | **117.2** |
| Russia | 81.80 | 93.8644 | 87.1 |
| Rwanda | 1155 | 1264.92 | 91.3 |
| Saudi Arabia | 4.065 | 4.10230 | 99.1 |
| Sudan | 584.2 | 656.385 | 89.0 |
| Senegal | 569.3 | 655.957 | 86.8 |
| Singapore | 1.905 | 1.47900 | **128.8** |
| Sierra Leone | 18.30 | 20.4400 | 89.5 |
| El Salvador (\*) | 0.9833 | 1.09380 | 89.9 |
| Somalia (\*\*\*) |  |  |  |
| Serbia | 79.52 | 117.270 | 67.8 |
| South Sudan | 263.0 | 1080.89 | 24.3 |
| São Tomé and Príncipe | 26.35 | 24.5000 | **107.6** |
| eSwatini | 13.94 | 20.4645 | 68.1 |
| Syria (\*\*\*) |  |  |  |
| Chad | 684.4 | 655.957 | **104.3** |
| Togo | 645.6 | 655.957 | 98.4 |
| Thailand | 28.96 | 38.9280 | 74.4 |
| Tajikistan | 8.569 | 12.0318 | 71.2 |
| Turkmenistan | 5.942 | 3.82830 | **155.2** |
| Timor-Leste (\*) | 0.9765 | 1.09380 | 89.3 |
| Trinidad and Tobago | 7.526 | 7.41420 | **101.5** |
| Tunisia | 2.572 | 3.37295 | 76.3 |
| Türkiye | 10.23 | 28.4788 | 35.9 |
| Taiwan | 26.35 | 33.8271 | 77.9 |
| Tanzania | 2489 | 2635.49 | 94.4 |
| Uganda | 3577 | 4010.50 | 89.2 |
| Ukraine | 32.52 | 40.1917 | 80.9 |
| Uruguay | 40.96 | 41.0503 | 99.8 |
| United States (New York) | 1.183 | 1.09380 | **108.2** |
| United States (San Francisco) | 1.108 | 1.09380 | **101.3** |
| United States (Washington DC) | 1.108 | 1.09380 | **101.3** |
| Uzbekistan | 9002 | 12602.9 | 71.4 |
| Venezuela (\*\*\*) |  |  |  |
| Vietnam | 18094 | 25772.7 | 70.2 |
| Kosovo | 0.5667 | 1.0000 | 56.7 |
| Yemen (\*\*\*) |  |  |  |
| South Africa | 11.61 | 20.4645 | 56.7 |
| Zambia | 19.56 | 18.9941 | **103.0** |
| Zimbabwe (\*\*\*) |  |  |  |

**(\*)** 1 EURO = x units of local currency (USD for Cuba, Ecuador, El Salvador, Panama, Timor-Leste)

**(\*\*)** Brussels and Luxembourg = 100

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

**ANNEX III**

**INTERIM UPDATE OF THE WEIGHTINGS (CORRECTION COEFFICIENTS) APPLICABLE TO THE REMUNERATION OF OFFICIALS, TEMPORARY STAFF AND CONTRACT STAFF OF THE EUROPEAN UNION SERVING IN THIRD COUNTRIES[[5]](#footnote-5)**

*FEBRUARY 2023*

|  |  |  |  |
| --- | --- | --- | --- |
| **Country** | **Economic ParityFebruary 2023** | **Exchange rateFebruary 2023 (\*)** | **WeightingFebruary 2023 (\*\*)** |
| Argentina | 171.9 | 202.054 | 85.1 |
| Egypt | 17.14 | 32.5532 | 52.7 |
| Haiti | 160.3 | 161.910 | 99.0 |
| Sierra Leone | 15.47 | 21.1698 | 73.1 |
| South Sudan | 256.0 | 752.994 | 34.0 |
| Sudan | 511.0 | 617.270 | 82.8 |
| Sri Lanka | 309.3 | 396.433 | 78.0 |
| Türkiye | 9.280 | 20.5063 | 45.3 |

(\*) 1 EURO = x units of local currency, except USD for : None in table above

(\*\*) Brussels and Luxembourg = 100

*MARCH 2023*

|  |  |  |  |
| --- | --- | --- | --- |
| **Country** | **Economic ParityMarch 2023** | **Exchange rateMarch 2023 (\*)** | **WeightingMarch 2023 (\*\*)** |
| Algeria  | 98.57 | 144.729 | 68.1 |
| Argentina | 182.0 | 206.552 | 88.1 |
| Congo | 790.4 | 655.957 | 120.5 |
| Cuba | 1.516  | 1.05540 | 143.6 |
| Ethiopia | 51.65  | 56.7315 | 91.0 |
| The Gambia | 60.46  | 66.7700 | 90.5 |
| Iran | 105855  | 44329.4 | 238.8 |
| Pakistan | 186.3  | 274.460 | 67.9 |
| Sierra Leone | 16.47  | 21.1792 | 77.8 |
| Timor-Leste | 0.8954  | 1.05540 | 84.8 |
| Turkmenistan | 5.737  | 3.69390 | 155.3 |
| United Arab Emirates | 3.917  | 3.87435 | 101.1 |

(\*) 1 EURO = x units of local currency, except USD for : Cuba, Timor-Leste

(\*\*) Brussels and Luxembourg = 100

*APRIL 2023*

|  |  |  |  |
| --- | --- | --- | --- |
| **Country** | **Economic ParityApril 2023** | **Exchange rateApril 2023 (\*)** | **WeightingApril 2023 (\*\*)** |
| Argentina | 194.6  | 226.750 | 85.8 |
| Colombia | 3630  | 5022.48 | 72.3 |
| Democratic Republic of the Congo | 3398  | 2261.19 | 150.3 |
| Egypt | 18.48  | 33.4026 | 55.3 |
| Fiji | 1.748  | 2.39987 | 72.8 |
| Guinea-Bissau | 501.4  | 655.957 | 76.4 |
| Haiti | 168.5  | 168.733 | 99.9 |
| Kazakhstan | 429.1  | 485.645 | 88.4 |
| Myanmar/Burma | 1386  | 2286.06 | 60.6 |
| New Zealand | 1.683  | 1.74620 | 96.4 |
| Niger | 572.8  | 655.957 | 87.3 |
| Nigeria | 478.2  | 499.365 | 95.8 |
| Thailand | 27.46  | 37.2520 | 73.7 |
| Zambia | 19.00  | 23.1278 | 82.2 |

(\*) 1 EURO = x units of local currency, except USD for : None in table above

(\*\*) Brussels and Luxembourg = 100

*MAY 2023*

|  |  |  |  |
| --- | --- | --- | --- |
| **Country** | **Economic ParityMay 2023** | **Exchange rateMay 2023 (\*)** | **WeightingMay 2023 (\*\*)** |
| Argentina | 211.0  | 243.896 | 86.5 |
| Bangladesh | 93.00  | 118.757 | 78.3 |
| Burundi | 2377  | 2285.02 | 104.0 |
| Chad | 675.4  | 655.957 | 103.0 |
| China | 6.345  | 7.64540 | 83.0 |
| Congo | 851.1  | 655.957 | 129.7 |
| Cuba | 1.616  | 1.10420 | 146.4 |
| eSwatini | 13.18  | 20.1452 | 65.4 |
| Ethiopia | 55.22  | 59.8150 | 92.3 |
| The Gambia | 63.91  | 68.5750 | 93.2 |
| Iceland | 202.7  | 149.700 | 135.4 |
| Laos | 11400  | 18900.1 | 60.3 |
| Lesotho | 11.54  | 20.1452 | 57.3 |
| Malawi | 864.4  | 1126.26 | 76.7 |
| Mauritania | 37.77  | 37.6358 | 100.4 |
| Mongolia | 2623  | 3864.70 | 67.9 |
| Pakistan | 201.3  | 311.049 | 64.7 |
| Rwanda | 1166  | 1219.22 | 95.6 |
| Sierra Leone | 17.47  | 24.4697 | 71.4 |
| Sudan | 550.0  | 640.000 | 85.9 |
| Türkiye | 9.853  | 21.4528 | 45.9 |
| Turkmenistan | 6.104  | 3.86470 | 157.9 |
| Uganda | 3491  | 4109.50 | 84.9 |

(\*) 1 EURO = x units of local currency, except USD for : Cuba

(\*\*) Brussels and Luxembourg = 100

*JUNE 2023*

|  |  |  |  |
| --- | --- | --- | --- |
| **Country** | **Economic ParityJune 2023** | **Exchange rateJune 2023 (\*)** | **Weightingjune 2023 (\*\*)** |
| Argentina | 227.1  | 255.976 | 88.7 |
| Guinea-Bissau | 532.0  | 655.957 | 81.1 |
| Iran | 99278  | 45127.5 | 220.0 |
| Kyrgyzstan | 80.19  | 94.1251 | 85.2 |
| South Sudan | 276.1  | 1032.87 | 26.7 |
| United Arab Emirates | 4.167  | 3.93270 | 106.0 |
| Uzbekistan | 8927  | 12269.9 | 72.8 |

(\*) 1 EURO = x units of local currency, except USD for : None in table above

(\*\*) Brussels and Luxembourg = 100

**ANNEX IV**

**PUBLICATION IN THE C SERIES OF THE OFFICIAL JOURNAL**[[6]](#footnote-6)

**2023 INTERMEDIATE UPDATE OF THE REMUNERATION AND PENSIONS OF THE OFFICIALS AND OTHER SERVANTS OF THE EUROPEAN UNION AND THE CORRECTION COEFFICIENTS APPLIED THERETO**[[7]](#footnote-7)

1. Table of the amounts of basic monthly salaries for each grade and step in function groups AD and AST referred to in Article 66 of the Staff Regulations, applicable from 1 January 2023:

|  |  |
| --- | --- |
| 01-01-2023 | STEPS |
| GRADES | 1 | 2 | 3 | 4 | 5 |
| 16 | 21.211,18 | 22.102,50 | 23.031,28 |   |   |
| 15 | 18.747,14 | 19.534,93 | 20.355,79 | 20.922,13 | 21.211,18 |
| 14 | 16.569,31 | 17.265,60 | 17.991,12 | 18.491,65 | 18.747,14 |
| 13 | 14.644,53 | 15.259,90 | 15.901,13 | 16.343,55 | 16.569,31 |
| 12 | 12.943,31 | 13.487,20 | 14.053,96 | 14.444,95 | 14.644,53 |
| 11 | 11.439,71 | 11.920,42 | 12.421,33 | 12.766,92 | 12.943,31 |
| 10 | 10.110,82 | 10.535,67 | 10.978,41 | 11.283,83 | 11.439,71 |
| 9 | 8.936,26 | 9.311,77 | 9.703,09 | 9.973,02 | 10.110,82 |
| 8 | 7.898,16 | 8.230,05 | 8.575,88 | 8.814,49 | 8.936,26 |
| 7 | 6.980,66 | 7.274,00 | 7.579,65 | 7.790,54 | 7.898,16 |
| 6 | 6.169,72 | 6.429,00 | 6.699,14 | 6.885,53 | 6.980,66 |
| 5 | 5.453,02 | 5.682,16 | 5.920,93 | 6.085,67 | 6.169,72 |
| 4 | 4.819,56 | 5.022,07 | 5.233,11 | 5.378,71 | 5.453,02 |
| 3 | 4.259,65 | 4.438,68 | 4.625,20 | 4.753,86 | 4.819,56 |
| 2 | 3.764,84 | 3.923,04 | 4.087,89 | 4.201,63 | 4.259,65 |
| 1 | 3.327,49 | 3.467,31 | 3.613,00 | 3.713,56 | 3.764,84 |

2. Table of the amounts of basic monthly salaries for each grade and step in function group AST/SC referred to in Article 66 of the Staff Regulations, applicable from 1 January 2023:

|  |  |  |
| --- | --- | --- |
| 01-01-2023 | STEPS |   |
| GRADES | 1 | 2 | 3 | 4 | 5 |
| 6 | 5.409,74 | 5.637,08 | 5.873,95 | 6.037,35 | 6.120,77 |
| 5 | 4.781,30 | 4.982,22 | 5.192,32 | 5.336,02 | 5.409,74 |
| 4 | 4.225,88 | 4.403,45 | 4.588,50 | 4.716,15 | 4.781,30 |
| 3 | 3.734,96 | 3.891,91 | 4.055,48 | 4.168,28 | 4.225,88 |
| 2 | 3.301,08 | 3.439,81 | 3.584,37 | 3.684,07 | 3.734,96 |
| 1 | 2.917,61 | 3.040,22 | 3.167,98 | 3.256,09 | 3.301,08 |

3. Table of the correction coefficients applicable to the remuneration and pensions of officials and other servants of the European Union referred to in Article 64 of the Staff Regulations containing:

- Correction coefficients applicable from 1 January 2023 to the remuneration of officials and other servants referred to in Article 64 of the Staff Regulations (indicated in column 2 of the following table);

- Correction coefficients applicable from 1 July 2023 under Article 17(3) of Annex VII to the Staff Regulations to transfers by officials and other servants (indicated in column 3 of the following table);

- Correction coefficients applicable from 1 January 2023 to pensions under Article 20(1) of Annex XIII to the Staff Regulations (indicated in column 4 of the following table);

|  |  |  |  |
| --- | --- | --- | --- |
|   | **Remuneration** | **Transfer** | **Pension** |
| **Country/Place** | 01-01-2023 | 01-07-2023 | 01-01-2023 |
| Bulgaria | 65,6 | 62,0 |  |
| Czechia | 95,9 | 82,9 |  |
| Denmark | 132,1 | 134,8 | 134,8 |
| Germany | 100,3 | 100,3 | 100,3 |
| Karlsruhe | 95,3 |  |  |
| Münich | 111,9 |  |  |
| Estonia | 94,1 | 97,9 |  |
| Ireland | 135,4 | 128,6 | 128,6 |
| Greece | 86,2 | 82,7 |  |
| Spain | 94,2 | 90,5 |  |
| France | 115,6 | 106,6 | 106,6 |
| Croatia | 80,3 | 69,9 |  |
| Italy | 95,2 | 95,7 |  |
| Varese | 92,7 |  |  |
| Cyprus | 80,9 | 81,4 |  |
| Latvia | 85,0 | 80,0 |  |
| Lithuania | 90,7 | 79,6 |  |
| Hungary | 75,6 | 64,2 |  |
| Malta | 90,5 | 93,4 |  |
| Netherlands | 111,8 | 111,6 | 111,6 |
| Austria | 109,7 | 112,4 | 112,4 |
| Poland | 75,6 | 64,6 |  |
| Portugal | 94,2 | 88,8 |  |
| Romania | 71,5 | 60,5 |  |
| Slovenia | 87,4 | 83,3 |  |
| Slovakia | 80,9 | 81,1 |  |
| Finland | 117,9 | 119,0 | 119,0 |
| Sweden | 124,5 | 114,3 | 114,3 |
| United Kingdom |  |  | 127,5 |

4.1. Amount of the parental leave allowance referred to in the second paragraph of Article 42a of the Staff Regulations, applicable from 1 January 2023 - EUR 1.143,01.

4.2. Amount of the parental leave allowance referred to in the third paragraph of Article 42a of the Staff Regulations, applicable from 1 January 2023 - EUR 1.524,03.

5.1. Basic amount of the household allowance referred to in Article 1(1) of Annex VII to the Staff Regulations, applicable from 1 January 2023 - EUR 213,77.

5.2. Amount of the dependent child allowance referred to in Article 2(1) of Annex VII to the Staff Regulations, applicable from 1 January 2023 - EUR 467,13.

5.3. Amount of the education allowance referred to in Article 3(1) of Annex VII to the Staff Regulations, applicable from 1 January 2023 - EUR 316,95.

5.4. Amount of the education allowance referred to in Article 3(2) of Annex VII to the Staff Regulations, applicable from 1 January 2023 - EUR 114,12.

5.5. Minimum amount of the expatriation allowance referred to in Article 69 of the Staff Regulations and in the second subparagraph of Article 4(1) of Annex VII thereto, applicable from 1 January 2023 - EUR 633,60.

5.6. Amount of the expatriation allowance referred to in Article 134 of the Conditions of Employment of Other Servants, applicable from 1 January 2023 - EUR 455,48.

6.1. Amount of the kilometric allowance referred to in Article 7(2) of Annex VII to the Staff Regulations, applicable from 1 January 2023:

|  |  |
| --- | --- |
| 0-200 km | 0,0000 |
| 201-1000 km | 0,2356 |
| 1001-2000 km | 0,3929 |
| 2001-3000 km | 0,2356 |
| 3001-4000 km | 0,0784 |
| 4001-10000 km | 0,0378 |
| Over 10000 km | 0,0000 |

6.2. Amount of the flat-rate supplement to the kilometric allowance referred to in Article 7(2) of Annex VII to the Staff Regulations, applicable from 1 January 2023:

— EUR 117,83 if the geographical distance between the places referred to in paragraph 1 is between 600 km and 1.200 km,

— EUR 235,65 if the geographical distance between the places referred to in paragraph 1 is greater than 1.200 km

7.1. Amount of the kilometric allowance referred to in Article 8(2) of Annex VII to the Staff Regulations, applicable from 1 January 2023:

|  |  |
| --- | --- |
| EUR 0 for every km from | 0 to 200 km |
| EUR 0,4751 for every km from | 201 to 1.000 km |
| EUR 0,7919 for every km from | 1.001 to 2.000 km |
| EUR 0,4751 for every km from | 2.001 to 3.000 km |
| EUR 0,1582 for every km from | 3.001 to 4.000 km |
| EUR 0,0764 for every km from | 4.001 to 10.000 km |
| EUR 0 for every km over | 10.000 km.   |

7.2. Amount of the flat-rate supplement to the kilometric allowance referred to in Article 8(2) of Annex VII to the Staff Regulations, applicable from 1 January 2023:

— EUR 237,55 if the geographical distance between the place of employment and the place of origin is between 600 km and 1.200 km,

— EUR 475,06 if the geographical distance between the place of employment and the place of origin is greater than 1.200 km

8. Amount of the daily subsistence allowance referred to in Article 10(1) of Annex VII to the Staff Regulations, applicable from 1 January 2023:

- EUR 49,10 for an official who is entitled to the household allowance;

- EUR 39,60 for an official who is not entitled to the household allowance.

9. Amount of the lower limit for the installation allowance referred to in Article 24(3) of the Conditions of Employment of Other Servants, applicable from 1 January 2023:

- EUR 1.397,84 for a servant who is entitled to the household allowance;

- EUR 831,14 for a servant who is not entitled to the household allowance.

10.1. Amount of the lower and upper limits of the unemployment allowance referred to in the second subparagraph of Article 28a(3) of the Conditions of Employment of Other Servants, applicable from 1 January 2023:

- EUR 1.676,42 (lower limit);

- EUR 3.352,86 (upper limit).

10.2. Amount of the standard allowance referred to in Article 28a(7) of the Conditions of Employment of Other Servants, applicable from 1 January 2023

- EUR 1.524,03.

11. Table containing the amounts of the scale of basic salaries provided for in Article 93 of the Conditions of Employment of Other Servants, applicable from 1 January 2023:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| FUNCTION | 01-01-2023 |   |   |   | STEPS |   |   |
| GROUPS | GRADES | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| IV | 18 | 7.312,03 | 7.464,09 | 7.619,29 | 7.777,75 | 7.939,51 | 8.104,61 | 8.273,13 |
|   | 17 | 6.462,57 | 6.596,94 | 6.734,14 | 6.874,19 | 7.017,14 | 7.163,06 | 7.312,03 |
|   | 16 | 5.711,77 | 5.830,54 | 5.951,80 | 6.075,57 | 6.201,93 | 6.330,92 | 6.462,57 |
|   | 15 | 5.048,19 | 5.153,18 | 5.260,36 | 5.369,75 | 5.481,43 | 5.595,40 | 5.711,77 |
|   | 14 | 4.461,74 | 4.554,52 | 4.649,25 | 4.745,92 | 4.844,65 | 4.945,36 | 5.048,19 |
|   | 13 | 3.943,39 | 4.025,41 | 4.109,11 | 4.194,58 | 4.281,79 | 4.370,84 | 4.461,74 |
| III | 12 | 5.048,13 | 5.153,10 | 5.260,28 | 5.369,65 | 5.481,30 | 5.595,29 | 5.711,64 |
|   | 11 | 4.461,71 | 4.554,47 | 4.649,18 | 4.745,85 | 4.844,55 | 4.945,29 | 5.048,13 |
|   | 10 | 3.943,38 | 4.025,38 | 4.109,09 | 4.194,55 | 4.281,76 | 4.370,81 | 4.461,71 |
|   | 9 | 3.485,29 | 3.557,76 | 3.631,75 | 3.707,29 | 3.784,38 | 3.863,05 | 3.943,38 |
|   | 8 | 3.080,41 | 3.144,47 | 3.209,87 | 3.276,60 | 3.344,75 | 3.414,30 | 3.485,29 |
| II | 7 | 3.485,21 | 3.557,71 | 3.631,69 | 3.707,22 | 3.784,36 | 3.863,05 | 3.943,39 |
|   | 6 | 3.080,28 | 3.144,32 | 3.209,73 | 3.276,49 | 3.344,63 | 3.414,20 | 3.485,21 |
|   | 5 | 2.722,36 | 2.778,97 | 2.836,78 | 2.895,79 | 2.956,00 | 3.017,50 | 3.080,28 |
|   | 4 | 2.406,04 | 2.456,09 | 2.507,18 | 2.559,33 | 2.612,55 | 2.666,89 | 2.722,36 |
| I | 3 | 2.964,06 | 3.025,56 | 3.088,37 | 3.152,46 | 3.217,87 | 3.284,67 | 3.352,86 |
|   | 2 | 2.620,35 | 2.674,73 | 2.730,25 | 2.786,91 | 2.844,75 | 2.903,80 | 2.964,06 |
|   | 1 | 2.316,51 | 2.364,60 | 2.413,66 | 2.463,74 | 2.514,89 | 2.567,08 | 2.620,35 |

12. Amount of the lower limit for the installation allowance referred to in Article 94 of the Conditions of Employment of Other Servants, applicable from 1 January 2023:

- EUR 1051,42 for a servant who is entitled to the household allowance;

- EUR 623,38 for a servant who is not entitled to the household allowance.

13.1. Amount of the lower and upper limits of the unemployment allowance referred to in the second subparagraph of Article 96(3) of the Conditions of Employment of Other Servants, applicable from 1 January 2023:

- EUR 1.257,32 (the lower limit);

- EUR 2.514,60 (the upper limit).

13.2 Amount of the standard allowance referred to in Article 96(7) of the Conditions of Employment of Other Servants applicable from 1 January 2023 shall be EUR 1.143,02.

13.3 Amount of the lower and the upper limits for the unemployment allowance referred to in Article 136 of the Conditions of Employment of Other Servants, applicable from 1 January 2023:

- EUR 1.106,15 (lower limit);

- EUR 2.602,75 (upper limit).

14. Amount of the allowances for shift work laid down in the first subparagraph of Article 1(1) of Council Regulation (ECSC, EEC, Euratom) No 300/76[[8]](#footnote-8):

- EUR 479,13;

- EUR 723,17;

- EUR 790,70;

- EUR 1.077,97.

15. Coefficient, applicable from 1 January 2023 to the to the amounts referred to in Article 4 of Council Regulation (EEC, Euratom, ECSC) No 260/68[[9]](#footnote-9)

- 6,9163.

16. Table of the amounts provided for in Article 8(2) of Annex XIII to the Staff Regulations, applicable from 1 January 2023:

|  |  |
| --- | --- |
| 01-01-2023 | STEPS |
| GRADES | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 16 | 21.211,18 | 22.102,50 | 23.031,28 |   |   |   |   |   |
| 15 | 18.747,14 | 19.534,93 | 20.355,79 | 20.922,13 | 21.211,18 | 22.102,50 | 0,00 | 0,00 |
| 14 | 16.569,31 | 17.265,60 | 17.991,12 | 18.491,65 | 18.747,14 | 19.534,93 | 20.355,79 | 21.211,18 |
| 13 | 14.644,53 | 15.259,90 | 15.901,13 | 16.343,55 | 16.569,31 |   |   |   |
| 12 | 12.943,31 | 13.487,20 | 14.053,96 | 14.444,95 | 14.644,53 | 15.259,90 | 15.901,13 | 16.569,31 |
| 11 | 11.439,71 | 11.920,42 | 12.421,33 | 12.766,92 | 12.943,31 | 13.487,20 | 14.053,96 | 14.644,53 |
| 10 | 10.110,82 | 10.535,67 | 10.978,41 | 11.283,83 | 11.439,71 | 11.920,42 | 12.421,33 | 12.943,31 |
| 9 | 8.936,26 | 9.311,77 | 9.703,09 | 9.973,02 | 10.110,82 |   |   |   |
| 8 | 7.898,16 | 8.230,05 | 8.575,88 | 8.814,49 | 8.936,26 | 9.311,77 | 9.703,09 | 10.110,82 |
| 7 | 6.980,66 | 7.274,00 | 7.579,65 | 7.790,54 | 7.898,16 | 8.230,05 | 8.575,88 | 8.936,26 |
| 6 | 6.169,72 | 6.429,00 | 6.699,14 | 6.885,53 | 6.980,66 | 7.274,00 | 7.579,65 | 7.898,16 |
| 5 | 5.453,02 | 5.682,16 | 5.920,93 | 6.085,67 | 6.169,72 | 6.429,00 | 6.699,14 | 6.980,66 |
| 4 | 4.819,56 | 5.022,07 | 5.233,11 | 5.378,71 | 5.453,02 | 5.682,16 | 5.920,93 | 6.169,72 |
| 3 | 4.259,65 | 4.438,68 | 4.625,20 | 4.753,86 | 4.819,56 | 5.022,07 | 5.233,11 | 5.453,02 |
| 2 | 3.764,84 | 3.923,04 | 4.087,89 | 4.201,63 | 4.259,65 | 4.438,68 | 4.625,20 | 4.819,56 |
| 1 | 3.327,49 | 3.467,31 | 3.613,00 | 3.713,56 | 3.764,84 |   |   |   |

17. Amount, applicable from 1 January 2023, of the fixed allowance mentioned in the former Article 4a of Annex VII to the Staff Regulations, in force before 1 May 2004, which is used for the application of Article 18(1) of Annex XIII to the Staff Regulations:

- EUR 165,29 per month for officials in Grade C4 or C5;

- EUR 253,43 per month for officials in Grade C1, C2 or C3.

18. Table containing the amounts of the scale of basic salaries provided for in Article 133 of the Conditions of Employment of Other Servants, applicable from 1 January 2023:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Grade | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Full-time basic salary | 2.107,14 | 2.454,82 | 2.661,53 | 2.885,67 | 3.128,65 | 3.392,14 | 3.677,80 |
| Grade | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| Full-time basic salary | 3.987,53 | 4.323,31 | 4.687,36 | 5.082,09 | 5.510,08 | 5.974,07 | 6.477,15 |
| Grade | 15 | 16 | 17 | 18 | 19 |  |  |
| Full-time basic salary | 7.022,59 | 7.613,97 | 8.255,16 | 8.950,31 | 9.704,05 |  |  |

19. For staff members assigned in Lithuania and Poland during the reference period, all references to 1 January 2023 in points 1 to 18 above should be read as referring to 16 November 2022, in line with Article 8(3)(a) of Annex XI to the Staff regulations.

20. For staff members assigned in Hungary during the reference period, all references to 1 January 2023 in points 1 to 18 above should be read as referring to 1 November 2022, in line with Article 8(3)(a) of Annex XI to the Staff regulations.

21. For pensioners residing in Lithuania Poland and Romania during the reference period, all references to 1 January 2023 in points 1 to 18 above should be read as referring to 16 November, 2022 in line with Article 8(3)(a) of Annex XI to the Staff regulations.

22. For pensioners residing in Hungary during the reference period, all references to 1 January 2023 in points 1 to 18 above should be read as referring to 1 November 2022 in line with Article 8(3)(a) of Annex XI to the Staff regulations.

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| **ANNEX V****PUBLICATION IN THE C SERIES OF THE OFFICIAL JOURNAL**[[10]](#footnote-10)**INTERMEDIATE UPDATE OF WEIGHTINGS (CORRECTION COEFFICIENTS) APPLICABLE TO THE REMUNERATION OF OFFICIALS, TEMPORARY STAFF AND CONTRACT STAFF OF THE EUROPEAN UNION SERVING IN EXTRA-EU DELEGATIONS**[[11]](#footnote-11)*AUGUST 2022* |
| **PLACE OF EMPLOYMENT** | **Economic parity August 2022** | **Exchange rate August 2022 (\*)** | **Weighting August 2022 (\*\*)** |
| Argentina | 122,8 | 132,467 | 92,7 |
| Belarus | 2,301 | 3,42510 | 67,2 |
| Ghana | 7,791 | 7,65905 | 101,7 |
| Liberia | 242,2 | 155,185 | 156,1 |
| Moldova | 17,43 | 19,7701 | 88,2 |
| Nigeria | 425,1 | 431,432 | 98,5 |
| Pakistan | 160,1 | 234,580 | 68,2 |
| Russia | 79,66 | 61,6088 | 129,3 |
| Singapore | 1,820 | 1,40090 | 129,9 |
| Sri Lanka | 263,3 | 369,556 | 71,2 |
| Ukraine | 29,33 | 37,0147 | 79,2 |
| United Arab Emirates | 3,859 | 3,72210 | 103,7 |
| (\*) 1 EUR = x units of local currency, except USD for : None in table above. |
| (\*\*) Brussels and Luxembourg = 100. |  |  |  |
|  |  |  |  |
| *SEPTEMBER 2022* |
| **PLACE OF EMPLOYMENT** | **Economic parity September 2022** | **Exchange rate September 2022 (\*)** | **Weighting September 2022 (\*\*)** |
| Argentina | 131,2 | 137,867 | 95,2 |
| Egypt | 15,62 | 19,1225 | 81,7 |
| Malawi | 788,8 | 1053,00 | 74,9 |
| Mali | 639,1 | 655,957 | 97,4 |
| Türkiye | 7,801 | 18,2390 | 42,8 |
| (\*) 1 EUR = x units of local currency, except USD for : None in table above. |
| (\*\*) Brussels and Luxembourg = 100. |  |  |  |
|  |  |  |  |
| *OCTOBER 2022* |
| **PLACE OF EMPLOYMENT** | **Economic parity October 2022** | **Exchange rate October 2022 (\*)** | **Weighting October 2022 (\*\*)** |
| Argentina | 139,5 | 141,960 | 98,3 |
| Botswana | 9,819 | 12,9032 | 76,1 |
| Colombia | 3256 | 4296,33 | 75,8 |
| Cuba (\*) | 1,334 | 0,97060 | 137,4 |
| eSwatini | 11,70 | 17,4466 | 67,1 |
| Haiti | 123,9 | 114,212 | 108,5 |
| Jamaica | 190,0 | 144,918 | 131,1 |
| Laos | 10395 | 15882,0 | 65,5 |
| Mauritania | 33,30 | 36,5800 | 91,0 |
| Rwanda | 1025 | 1003,37 | 102,2 |
| Sri Lanka | 287,5 | 350,924 | 81,9 |
| Türkiye | 8,199 | 18,0000 | 45,6 |
| Uganda | 3148 | 3744,98 | 84,1 |
| (\*) 1 EUR = x units of local currency, except USD for : None in table above. |
| (\*\*) Brussels and Luxembourg = 100. |  |  |  |
|  |  |  |  |
| *NOVEMBER 2022* |
| **PLACE OF EMPLOYMENT** | **Economic parity November 2022** | **Exchange rate November 2022 (\*)** | **Weighting November 2022 (\*\*)** |
| Cambodia | 38490 | 4145,50 | 92,8 |
| El Salvador (\*) | 0,9195 | 0,99510 | 92,4 |
| New Zealand | 1,525 | 1,71510 | 88,9 |
| Sierra Leone | 14419 | 17096,9 | 84,3 |
| (\*) 1 EUR = x units of local currency, except USD for : None in table above. |
| (\*\*) Brussels and Luxembourg = 100. |  |  |  |
|  |  |  |  |
| *DECEMBER 2022* |
| **PLACE OF EMPLOYMENT** | **Economic parity December 2022** | **Exchange rate  December 2022 (\*)** | **Weighting December 2022 (\*\*)** |
| Argentina | 154,5 | 171,651 | 90,0 |
| Brazil | 5,599 | 5,51260 | 101,6 |
| Burundi | 2271 | 2130,32 | 106,6 |
| Democratic Republic of the Congo | 3106 | 2133,33 | 145,6 |
| Ethiopia | 45,67 | 55,7711 | 81,9 |
| Ghana | 8,441 | 13,6309 | 61,9 |
| Guyana | 223,4 | 217,565 | 102,7 |
| Iran | 109412 | 43692,7 | 250,4 |
| Kazakhstan | 404,9 | 483,58 | 83,7 |
| Madagascar | 3889 | 4480,84 | 86,8 |
| Moldova | 18,52 | 20,1360 | 92,0 |
| Myanmar | 1508 | 2176,86 | 69,3 |
| Niger | 530,0 | 655,957 | 80,8 |
| North Macedonia | 32,68 | 61,6950 | 53,0 |
| Pakistan | 172,0 | 233,412 | 73,7 |
| Paraguay | 5305 | 7503,36 | 70,7 |
| Sri Lanka | 309,9 | 378,769 | 81,8 |
| Ukraine | 30,81 | 37,9070 | 81,3 |
| Zambia | 17,79 | 17,5297 | 101,5 |
| (\*) 1 EUR = x units of local currency, except USD for : None in table above. |
| (\*\*) Brussels and Luxembourg = 100. |  |  |  |
|  |  |  |  |
| *JANUARY 2023*

|  |  |  |  |
| --- | --- | --- | --- |
| **PLACE OF EMPLOYMENT** | **Economic parity January 2023** | **Exchange rate January 2023 (\*)** | **Weighting January 2023 (\*\*)** |
| Afghanistan (\*\*\*) |  |  |  |
| Albania | 70,78 | 113,860 | 62,2 |
| Algeria | 93,65 | 145,826 | 64,2 |
| Angola | 886,0 | 535,302 | 165,5 |
| Argentina | 161,0 | 187,476 | 85,9 |
| Armenia | 509,5 | 419,070 | 121,6 |
| Australia | 1,631 | 1,5859 | 102,8 |
| Azerbaijan | 1,898 | 1,81033 | 104,8 |
| Bangladesh | 87,21 | 109,200 | 79,9 |
| Barbados | 2,597 | 2,13436 | 121,7 |
| Belarus | 2,375 | 2,67840 | 88,7 |
| Benin | 642,4 | 655,957 | 97,9 |
| Bolivia | 5,778 | 7,35846 | 78,5 |
| Bosnia and Herzegovina | 1,216 | 1,95583 | 62,2 |
| Botswana | 10,20 | 13,6240 | 74,9 |
| Brazil | 5,755 | 5,53510 | 104,0 |
| Burkina Faso | 575,9 | 655,957 | 87,8 |
| Burundi | 2206 | 2199,07 | 100,3 |
| Cambodia | 3877 | 4389,00 | 88,3 |
| Cameroon | 583,8 | 655,957 | 89,0 |
| Canada | 1,476 | 1,44750 | 102,0 |
| Cape Verde | 76,26 | 110,265 | 69,2 |
| Central African Republic | 676,1 | 655,957 | 103,1 |
| Chad | 636,4 | 655,957 | 97,0 |
| Chile | 682,1 | 936,249 | 72,9 |
| China | 5,979 | 7,41510 | 80,6 |
| Colombia | 3439 | 5052,99 | 68,1 |
| Congo | 748,7 | 655,957 | 114,1 |
| Costa Rica | 581,0 | 621,076 | 93,5 |
| Cuba (\*) | 1,416 | 1,06490 | 133,0 |
| Democratic Republic of the Congo | 3126 | 2140,25 | 146,1 |
| Djibouti | 205,3 | 188,894 | 108,7 |
| Dominican Republic | 46,11 | 59,1370 | 78,0 |
| Ecuador (\*) | 0,9212 | 1,06490 | 86,5 |
| Egypt | 16,32 | 26,2607 | 62,1 |
| El Salvador (\*) | 0,9519 | 1,06490 | 89,4 |
| Eritrea | 17,48 | 15,9735 | 109,4 |
| eSwatini | 12,31 | 18,1967 | 67,6 |
| Ethiopia | 47,11 | 57,2722 | 82,3 |
| Fiji | 1,661 | 2,36967 | 70,1 |
| Gabon | 722,3 | 655,957 | 110,1 |
| Gambia | 57,54 | 64,1900 | 89,6 |
| Georgia | 2,594 | 2,87120 | 90,3 |
| Ghana | 8,641 | 8,82245 | 97,9 |
| Greenland | 8,507 | 7,43650 | 114,4 |
| Guatemala | 8,578 | 8,35669 | 102,6 |
| Guinea | 11588 | 9097,3 | 127,4 |
| Guinea-Bissau | 469,1 | 655,957 | 71,5 |
| Guyana | 225,7 | 222,020 | 101,7 |
| Haiti | 129,4 | 153,730 | 84,2 |
| Honduras | 23,41 | 26,1986 | 89,4 |
| Hong Kong | 9,698 | 8,29940 | 116,9 |
| Iceland | 192,2 | 152,500 | 126,0 |
| India | 82,59 | 88,2295 | 93,6 |
| Indonesia | 11476 | 16680,4 | 68,8 |
| Iran | 111738 | 44045,4 | 253,7 |
| Iraq (\*\*\*) |  |  |  |
| Israel | 4,135 | 3,75750 | 110,0 |
| Ivory Coast | 564,1 | 655,957 | 86,0 |
| Jamaica | 200,8 | 159,631 | 125,8 |
| Japan | 134,8 | 142,240 | 94,8 |
| Jordan | 0,7153 | 0,75501 | 94,7 |
| Kazakhstan | 408,5 | 489,730 | 83,4 |
| Kenya | 126,0 | 130,927 | 96,2 |
| Kosovo | 0,5602 | 1,00000 | 56,0 |
| Kuwait | 0,2929 | 0,32602 | 89,8 |
| Kyrgyzstan | 76,09 | 91,2406 | 83,4 |
| Laos | 10682 | 18339,5 | 58,2 |
| Lebanon (\*\*\*) |  |  |  |
| Lesotho | 10,98 | 18,1967 | 60,3 |
| Liberia | 253,1 | 164,434 | 153,9 |
| Libya (\*\*\*) |  |  |  |
| Madagascar | 3908 | 4716,39 | 82,9 |
| Malawi | 823,2 | 1121,08 | 73,4 |
| Malaysia | 3,824 | 4,71060 | 81,2 |
| Mali | 647,7 | 655,957 | 98,7 |
| Mauritania | 35,06 | 39,3050 | 89,2 |
| Mauritius | 36,48 | 46,5306 | 78,4 |
| Mexico | 14,78 | 20,6510 | 71,6 |
| Moldova | 18,84 | 20,4199 | 92,3 |
| Mongolia | 2447 | 3665,15 | 66,8 |
| Montenegro | 0,5838 | 1,00000 | 58,4 |
| Morocco | 8,292 | 11,1380 | 74,4 |
| Mozambique | 74,79 | 68,0750 | 109,9 |
| Myanmar | 1523 | 2236,29 | 68,1 |
| Namibia | 13,25 | 18,1967 | 72,8 |
| Nepal | 98,28 | 140,490 | 70,0 |
| New Caledonia | 113,5 | 119,332 | 95,1 |
| New Zealand | 1,589 | 1,68870 | 94,1 |
| Nicaragua | 34,28 | 38,8582 | 88,2 |
| Niger | 538,9 | 655,957 | 82,2 |
| Nigeria | 448,7 | 485,352 | 92,4 |
| North Macedonia | 32,64 | 61,5020 | 53,1 |
| Norway | 13,50 | 10,5500 | 128,0 |
| Pakistan | 174,4 | 241,133 | 72,3 |
| Panama (\*) | 1,109 | 1,06490 | 104,1 |
| Papua New Guinea | 3,789 | 3,74965 | 101,0 |
| Paraguay | 5349 | 7824,85 | 68,4 |
| Peru | 3,703 | 4,06685 | 91,1 |
| Philippines | 51,37 | 59,3670 | 86,5 |
| Qatar | 4,440 | 3,87624 | 114,5 |
| Russia | 79,70 | 72,6226 | 109,7 |
| Rwanda | 1104 | 1133,61 | 97,4 |
| São Tomé and Príncipe | 24,87 | 24,5000 | 101,5 |
| Saudi Arabia | 4,052 | 3,99338 | 101,5 |
| Senegal | 559,4 | 655,957 | 85,3 |
| Serbia | 75,87 | 117,295 | 64,7 |
| Sierra Leone | 15257 | 19883,5 | 76,7 |
| Singapore | 1,827 | 1,43600 | 127,2 |
| Somalia (\*\*\*) |  |  |  |
| South Africa | 11,34 | 18,1967 | 62,3 |
| South Korea | 1245 | 1350,18 | 92,2 |
| South-Sudan | 216,3 | 714,594 | 30,3 |
| Sri Lanka | 333,3 | 389,597 | 85,5 |
| Sudan (\*\*\*) |  |  |  |
| Switzerland (Bern) | 1,359 | 0,984000 | 138,1 |
| Switzerland (Geneva) | 1,359 | 0,984000 | 138,1 |
| Syria (\*\*\*) |  |  |  |
| Taiwan | 25,49 | 32,6935 | 78,0 |
| Tajikistan | 8,331 | 10,8718 | 76,6 |
| Tanzania | 2436 | 2450,14 | 99,4 |
| Thailand | 25,99 | 36,8770 | 70,5 |
| Timor Leste (\*) | 0,8471 | 1,06490 | 79,5 |
| Togo | 628,3 | 655,957 | 95,8 |
| Trinidad and Tobago | 7,332 | 7,41090 | 98,9 |
| Tunisia | 2,451 | 3,31210 | 74,0 |
| Türkiye | 8,550 | 19,9340 | 42,9 |
| Turkmenistan | 5,336 | 3,72715 | 143,2 |
| Uganda | 3316 | 3934,91 | 84,3 |
| Ukraine | 31,29 | 38,9419 | 80,4 |
| United Arab Emirates | 3,724 | 3,91120 | 95,2 |
| United Kingdom | 0,9638 | 0,88549 | 108,8 |
| United States (New York) | 1,157 | 1,06490 | 108,6 |
| United States (San Francisco) | 1,094 | 1,06490 | 102,7 |
| United States (Washington) | 1,094 | 1,06490 | 102,7 |
| Uruguay | 40,17 | 42,0817 | 95,5 |
| Uzbekistan | 8493 | 11894,9 | 71,4 |
| Venezuela (\*\*\*) |  |  |  |
| Vietnam | 17802 | 25121,0 | 70,9 |
| West Bank — Gaza Strip | 4,135 | 3,75750 | 110,0 |
| Yemen (\*\*\*) |  |  |  |
| Zambia | 18,08 | 19,0749 | 94,8 |
| Zimbabwe (\*\*\*) |  |  |  |

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|  |  |  |  |
| (\*) 1 EUR = x units of local currency, except USD for : Ecuador, El Salvador Panama, Timor-Leste(\*\*) Brussels and Luxembourg = 100.(\*\*\*) Not available because of local instability or unreliable data. |

1. Eurostat Report of 27 October 2023 on the 2023 annual update of remuneration and pensions of EU officials in accordance with Articles 64 and 65 and Annexes XI to the Staff Regulations, applicable to officials and other servants of the European Union, adjusting with effect from 1 July 2023 the remuneration of active staff and the pensions of retired staff, and updating with effect from 1 July 2023 the correction coefficients applied to the remuneration of active staff serving in Intra-EU and Extra-EU duty stations, to the pensions of retired staff according to their country of residence, and for pension transfers (Ares(2023)7336768). [↑](#footnote-ref-1)
2. Council Regulation (ECSC, EEC, Euratom) No 300/76 of 9 February 1976 determining the categories of officials entitled to allowances for shiftwork, and the rates and conditions thereof (OJ L 38, 13.2.1976, p. 1).Regulation as supplemented by Regulation (Euratom, ECSC, EEC) No 1307/87 (OJ L 124, 13.5.1987, p. 6). [↑](#footnote-ref-2)
3. Regulation (EEC, Euratom, ECSC) No 260/68 of the Council of 29 February 1968 laying down the conditions and procedure for applying the tax for the benefit of the European Communities (OJ L 56, 4.3.1968, p. 8). [↑](#footnote-ref-3)
4. Eurostat Report of 27 October 2023 on the 2023 annual update of remuneration and pensions of EU officials in accordance with Articles 64 and 65 and Annexes XI to the Staff Regulations, applicable to officials and other servants of the European Union, adjusting with effect from 1 July 2023 the remuneration of active staff and the pensions of retired staff, and updating with effect from 1 July 2023 the correction coefficients applied to the remuneration of active staff serving in Intra-EU and Extra-EU duty stations, to the pensions of retired staff according to their country of residence, and for pension transfers (Ares(2023)7336768).

Further information on the methodology is available on the Eurostat website ("Statistics Database" > "Economy and finance" > "Prices" > "Correction coefficients") [↑](#footnote-ref-4)
5. Eurostat Report of 23 October 2023 on the interim update of weightings (correction coefficients) applicable to the remuneration of officials, temporary staff and contract staff of the European Union serving in Extra-EU Delegations in accordance with Article 64 and Annex X and Annex XI of the Staff Regulations applicable to officials and other servants of the European Union (Ares(2023)7190249).

Further information on the methodology is available on the Eurostat website ("Statistics Database" > "Economy and finance" > "Prices" > "Correction coefficients") [↑](#footnote-ref-5)
6. OJ C 208/04, 15 June 2023. [↑](#footnote-ref-6)
7. According to the Eurostat Report reference Ares(2023)3417031 dated 16 May 2023 on the intermediate update of remuneration and pensions of EU officials. [↑](#footnote-ref-7)
8. Council Regulation (ECSC, EEC, Euratom) No 300/76 of 9 February 1976 determining the categories of officials entitled to allowances for shiftwork, and the rates and conditions thereof (OJ L 38, 13.2.1976, p. 1).Regulation as supplemented by Regulation (Euratom, ECSC, EEC) No 1307/87 (OJ L 124, 13.5.1987, p. 6). [↑](#footnote-ref-8)
9. Regulation (EEC, Euratom, ECSC) No 260/68 of the Council of 29 February 1968 laying down the conditions and procedure for applying the tax for the benefit of the European Communities (OJ L 56, 4.3.1968, p. 8). [↑](#footnote-ref-9)
10. OJ C 208/05, 15 June 2023. [↑](#footnote-ref-10)
11. According to the Eurostat Report of 15 May 2023 (Ares(2023)3382993) on the interim update of weightings (correction coefficients) applicable to the remuneration of officials, temporary staff and contract staff of the European Union serving in Extra-EU Delegations in accordance with Article 64 and Annex X and Annex XI of the Staff Regulations applicable to officials and other servants of the European Union.

Further information is available on the Eurostat website (<http://ec.europa.eu/eurostat> > "Data" > "Database" > "Economy and finance" > "Prices" > "Correction coefficients"). [↑](#footnote-ref-11)