



Handbook for applicants

Overview

CASCADE-FELLOWS is a new international fellowship programme for experienced researchers in the field of Life Sciences co-funded by the EU Seventh Framework Programme under the Marie Curie Actions scheme – People, Co-funding of Regional, National and International Programmes (COFUND) under Research Executive Agency (REA) Grant agreement number PCOFUND-GA-2012-600181. The programme is managed by the University of Nottingham in the UK and involves a number of international host organisations recognised for their excellence in research in the field.

CASCADE-FELLOWS will support over 25 experienced researchers working on projects lasting between 12-24 months recruited in three Calls for proposals. The programme runs for a five-year period starting in on 1 April 2013 and is open to applicants from all over the world. Fellows will also benefit from mentorship and a structured training programme to support their continuing career development to become world leaders in their chosen field.

Research Projects must be in Life Sciences. You may propose a project anywhere in the Life Sciences area provided you are able to find a willing supervisor who agrees to the conditions specified in the Grant Agreement. Your proposed scientific work also has to meet the programme evaluation criteria described later in this document.

1. Programme aims

The overall objectives of CASCADE-FELLOWS are to:

- Recruit and train experienced researchers from Europe and internationally to establish themselves as future leaders in the European Research Area
- Add a significant international dimension to the trans-national mobility of Fellows by including host organisations outside the EU
- Offer an exchange dimension between academia and industry (including SMEs) by enabling Fellows mobilised from academia to industry to maintain continuity of their academic careers and keep in touch with academic research environments while at the same time benefiting from working in an industrial environment.
- Fellows will have free choice of research topic, destination and research group (within the regulations of the programme).

2. Mobility schemes

According to the programme rules defined by the European Union and implemented through REA, experienced researchers recruited under the CASCADE-FELLOWS scheme **must** demonstrate transnational mobility. In CASCADE-FELLOWS ‘mobility’ is understood to have occurred when a Fellow moves to a country where he or she has not resided or carried out his or her main activity for more than 12 months during the 3 years preceding the qualifying date. The qualifying date is defined as the closing date for the Call under which you are applying. **This condition has to be respected in all circumstances: there can be no exceptions.**



To respect the European identity of the project applicants from a Third Country CANNOT apply for outgoing mobility (i.e. non-EU/Associated Country citizens may not apply to work in non-EU countries).

3. Eligibility conditions

- You must be an experienced researcher according to the definition applied by the European Union. This means that at the time of recruitment you must be able to prove that you either hold a doctoral degree (PhD), or have at least four years' full-time equivalent research experience after obtaining a degree which would formally entitle you to embark on a PhD in either the country where the degree was obtained or the country in which you wish to carry out your research project.
- For the purposes of the programme 'holding a PhD' means that you must have evidence that you have successfully defended your PhD thesis by the closing date for the Call for applications. **Please note that under Marie Curie regulations a medical doctor (MD) qualification is NOT considered equivalent to a PhD. If you hold an MD and not a separate PhD you will need to prove you have four years' appropriate research experience.**
- At the closing date for the Call for applications, you must not have resided or carried out your main activity in the country of your chosen host organisation for more than 12 months in the preceding 36 months.
- You must be able to demonstrate transnational mobility under Marie Curie rules.
- You must be available to take up your post within six months of receiving notification of acceptance.

The Programme Office will check your application at the closing date to make sure you meet all of these requirements. Only applications which meet all criteria will be evaluated.

If at a later stage you are found not to have fulfilled an eligibility criterion (for example you have given incorrect or misleading information in your application), your proposal will be rejected immediately.

4. About the projects

As a Researcher you can choose the research topic, destination and research group for your Fellowship freely provided your proposal can provide sufficient evidence that it will build European competitiveness and it falls within the general field of Life Sciences. In addition, it is your responsibility to identify and confirm support for your project from a suitable Host Organisation and supervisor before submitting your application. You are expected to collaborate with your chosen Host Organisation in preparing your application. Proposed projects should be between 12 and 24 months in duration.

Competition is expected to be strong, and you are therefore advised to read and follow guidelines and advice carefully, including the latest information on the project website, which may be updated from time to time. If in doubt please contact the programme office or visit the project website for more information. Late proposals CANNOT be accepted.

You must be able to demonstrate that you have developed your proposal in consultation with your chosen Host Organisation. Applications should therefore include a scanned copy of signed confirmation by the Host Organisation that they are prepared to meet the necessary 60% cofinancing for your Fellowship and that they are aware of and prepared to support the proposal. This document must be

printed on official letterhead of the Host Organisation and signed by an authorised official. The Programme Office reserves the right to request sight of the original document in the case of any doubt. In the event of this document not being included in the original application, a full offer of funding cannot be made until it has been submitted to the Programme Office.

5. Evaluation criteria and selection process

The selection and evaluation process will comply with 'Selection of experienced researchers', Annex III, section III.3 of the Marie Curie Grant Agreement¹. The evaluation process will be carried out over a period of four months following the closing date of the Call.

The selection process will take into account the whole range of your experience. While there will be a focus on your overall potential as a researcher, your creativity and level of independence will also be considered. Merit will be judged qualitatively as well as quantitatively, focusing on outstanding results within your career path and not just focusing on the number of your publications. These will therefore be balanced within a wider range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer, management of research and innovation and public awareness activities. For candidates from an industrial background, particular attention will be paid to any contributions to patents, developments or inventions.

Diverse time-consuming knowledge and qualifications (e.g. scientific/practical/management experience, trans-national mobility, inter-sectoral mobility, etc) that have added to your career will be positively acknowledged, irrespective of the time they have taken.

Proposals that demonstrate enhancement of industry/academic/public sector co-operation will be viewed positively.

The programme will comply with Council Directive 76/207, Article 2², which represents the principle of equal treatment for men and women with regard to employment, vocational training, promotion and working conditions. Where candidates have equal qualifications, in areas where it is necessary to prove compliance with the objectives of eliminating under-representation of a gender the programme will give priority to the under-represented gender.

Career breaks or variations in the chronological order of CVs will not be penalised; rather, they will be regarded as an evolution of your career and a potentially valuable contribution to your overall professional development. You are therefore encouraged to present an evidence-based CV reflecting a representative array of achievements and qualifications appropriate to the post you are applying for. To avoid any confusion, we will explain to evaluators not to take into account the date on which your PhD was acquired.

After the closing date for each Call the Programme Office will screen all completed applications to ensure they meet the eligibility criteria. Candidates who fail to meet these will be informed within five working days.

Eligible proposals will then each be allocated to two independent reviewers chosen on the basis of their academic or business reputation, who will carry out an individual assessment. Marks will be awarded on the basis of:

¹ ftp://ftp.cordis.europa.eu/pub/fp7/docs/rea-annex3-mc-cofund-mono-v4_en.pdf

² <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:31976L0207:EN:HTML>

- Relevance
- Research and innovation quality
- Feasibility and
- Exploitability

Evaluators will comment on the following within each of these categories:

Criteria				Points
<p>Relevance:</p> <p><i>How consistent is the project with the programme objectives and how effectively does it contribute to the desired impacts of career development and strengthened trans-national partnerships?</i></p>	<p>Is the individual researcher's CV sufficiently well aligned to the relevance and quality of additional scientific training and complementary skills?</p>	<p>Is there potential for acquiring competencies during the project to improve the prospects of reaching and/or reinforcing a position of professional maturity, diversity and independence at a high level, in particular through exposure to complementary skills training?</p>	<p>Do the planned collaboration and mobility activities support the programme's objective of strengthened international and/or academia/industry/public partnerships?</p>	3/3
<p>Research & innovation quality:</p> <p><i>Is the research and innovation internationally competitive? Does it conduct needs-driven research?</i></p>	<p>Is the research project original and innovative, and does it go sufficiently beyond the state of the art?</p>	<p>Do the goals, strategy and content of the research project include sufficient interdisciplinary and multidisciplinary aspects?</p>	<p>Does the research comply with the ethical rules of the programme?</p>	3/3
<p>Feasibility:</p> <p><i>What is the capacity and credibility concerning implementation of the proposed project?</i></p>	<p>Is the research project feasible in the proposed time period?</p>	<p>Does the host have sufficient supervisory staff and infrastructure to support the applicant?</p>	<p>Have alternative plans been considered in cases of unforeseen failures?</p>	3/3
<p>Exploitation:</p> <p><i>Does the project have the capacity to convert into social benefits and/or commercial exploitation?</i></p>	<p>Does the career development plan lead to broader skills and enhanced career perspectives?</p>	<p>Does the research plan foresee appropriate dissemination activities, including publications and presenting at</p>	<p>Does the applicant have opportunities to implement new knowledge and/or technology into appropriate market areas?</p>	3/3

		conference?		
				12/12

Only proposals scoring a minimum of 10 points from both evaluators will be considered for funding.

In the case of significant disagreement between the evaluators a third expert will be consulted to provide arbitration and the majority opinion taken.

Once all proposals have completed individual assessment, the programme’s Scientific Panel will discuss all projects that have passed the threshold and draw up a final ranking list in order to make formal recommendations as to which individual Fellows will be funded. All ethical issues that may have arisen in any proposals recommended for funding will be reviewed and cleared: this process must be completed before any offer of funding can be made.

Fellowships will be awarded according to the selection ranking and the available budget.

6. How to apply

Proposals MUST be written in English.

The application process for this programme is ELECTRONIC ONLY. Only applications submitted using the project online application portal will be considered. You will be able to submit your proposal at any time from the date a Call opens until 17:00 GMT on the published closing date, which will be three months after the publication date of the Call.

You have free choice of the research topic, destination and research group for your Fellowship.

A list of Host Organisations who are willing to participate in the programme can be accessed on the project website www.cascade-fellows.eu, together with information about their area of research focus, any specialist equipment they can make available, the names of the scientists in charge and contact information.

If your chosen host organisation is not already part of the CASCADE-FELLOWS programme, the obligation is on you to establish the availability of the infrastructure at this organisation and to report clearly on its quality and availability within your proposal. In this case we encourage you to ensure that the potential supervisor contacts the programme office to discuss their participation in the programme. The CASCADE-FELLOWS programme reserves the right to decline host organisations who do not adhere to the basic principles of the European Union as depicted the European Charter for recruitment of researchers.

Before working on your proposal you will need to register on the website in order to receive login credentials to access the private area of the site. During the registration process you will be asked to provide some basic information to allow the Programme Office to monitor the level of interest in the programme: these will also be used for a mailing list unless you request otherwise. We undertake to take great care with your personal data. Your personal data will be held according to UK Data Protection legislation and the Programme privacy policy³, which is published on the Programme website. Your username and password to enable access to the secure section of the site will be sent to you automatically using the email address you provide during registration. If you have not received these

³ <http://cascadefellows.eu/privacy-policy>

within 3 working days of submitting your registration, please contact admin@cascade-fellows.eu for further information.

Once you have received a username and password you should log into the secure section of the website and download the Expression of Interest form. You are strongly encouraged to complete this and send it directly to your chosen Host Organisation to let them know that you would like to work with them, tell them something about yourself and explain the research you would like to do. The Expression of Interest form will be the basis for opening dialogue with your chosen host organisation; it does NOT form part of your final application and does not need to be submitted with your project proposal. You should discuss your proposed project with your host organisation and ensure that you have their full support to carry out the work. You also need to ensure that they agree to fund 60% of your Fellowship costs at the programme rate. This cannot be in the form of other EU funding. You will need to provide documentary evidence of this as part of your application.

You may only submit ONE application under each Call. If we detect that you have submitted multiple applications they will all be rejected automatically. Your final application MUST be submitted online using the webform on the application portal in the secure area of the CASCADE-FELLOWS website. It will consist of the following sections:

- Suggestions for up to five possible impartial experts in your chosen field whom we might approach for evaluation of your proposal or others in similar areas
- CV information (online form)
- Your research proposal (in a standard template)
- A statement on how taking part in the programme will contribute to your Personal Career Development
- A completed ethics issue table
- Two academic referees
- Any additional supporting information, including a scanned copy of your PhD certificate

- In the event of your proposal being successful, we will also need written and signed confirmation from your Host Organisation that they agree to host you as a Fellow and to fund 60% of your fellowship costs before you can take up your fellowship. We therefore strongly encourage you to upload this with your application to avoid disappointment later on.

The word count limits for each section will be set automatically by the webform. No additional information will be taken into consideration. You will be able to save drafts of your application so that you can continue to work on it until it is complete, at which point you will be able to submit it. The software has been designed to prevent you from submitting an incomplete application: however it is not able to judge content and you are responsible for ensuring the quality of the text in the form entries. We are unable to consider applications which have not been finally submitted by the deadline.

7. Reasons for exclusion

The following will result in proposals being automatically rejected:

- Failure to meet eligibility requirements:
 - Undefended PhD/Inappropriate research experience at the closing date of the Call
 - Inappropriate transnational mobility
 - Failure to meet Marie Curie mobility criteria

- Incomplete applications
- Proposed closing date for research project falls after March 2018
- Research project not for a period of 12-24 months
- Research project in an inappropriate area
- Submission of more than one proposal by the same applicant in the same call.

8. Evaluation outcomes

Once the evaluation process is complete, an evaluation consensus report will be generated by the Programme Office. The Programme Office will send formal notification of the outcome of the evaluation to applicants electronically, together with a brief summary report of any feedback.

9. Appointment conditions

Successful applicants will be required to communicate their acceptance and the starting date of their project to the Programme Office within 7 days of receiving notification of the outcome of the selection process.

If you are successful you will have the opportunity to visit your Host Organisation in order to prepare mobility and organise practical issues such as housing, contact with local authorities, visa and immigration matters. The programme can pay you a single contribution towards costs for visiting the labs.

Fellows are expected to take up their fellowships within six months of notification of acceptance.

The financial rules of the funding programme Co-funding of Regional, National and International Programmes (COFUND) will apply. CASCADE-FELLOWS will contribute 40% of agreed Fellowship costs. Your Host Organisation must certify that they will meet the remaining 60%.

You will receive a living allowance and a travel/mobility allowance, which may be paid to you together in the form of monthly salary. Your Host Organisation will also receive a fixed contribution towards the costs of your research. The living allowance is **paid at a rate specific to the Host Organisation country**, calculated using a fixed base cost multiplied by the country correction co-efficient as given in the 2012 People Work Programme⁴. (These figures are given in Annex 1 of this document.)

The **base figures** used for calculation of costs across the Programme are:

- Living allowance - €45,000 per annum for researchers with experience of 10 years or less at the closing date of the call; €75,000 per annum for researchers with over 10 years' experience
- Mobility allowance - €700/€500 per month (depending on your family obligations)
- Contribution to research costs - €8,900 per annum.

Remember that these are base figures used for calculation only: this will not be your actual salary.

So, for example, for a single Fellow with experience of 10 years or less working in Italy the figures will be:

- Living allowance - €45,000 x 1.066 = €47,970 per annum
- Mobility allowance - €700/€500 p.m. = €500 x 12 = €6,000
- Therefore total salary = €47,970+€6,000 = €53,970

For a single Fellow with experience of 10 years or less working in the UK the figures will be:

⁴ http://ftp.cordis.europa.eu/pub/fp7/docs/wp/people/m-wp-201201_en.pdf

- Living allowance - $€45,000 \times 1.344 = €60,480$ per annum
- Mobility allowance - $€700/€500 \text{ p.m.} = €500 \times 12 = €6,000$
- Therefore total salary = $€60,480 + €6,000 = €66,480$

For a single Fellow with experience of 10 years or less working in Germany the figures will be:

- Living allowance - $€45,000 \times 0.948 = €42,660$ per annum
- Mobility allowance - $€700/€500 \text{ p.m.} = €500 \times 12 = €6,000$
- Therefore total salary = $€42,660 + €6,000 = €48,660$

Costs are calculated in Euros but Fellows will be paid by their Host Organisation in the currency used for their normal accounting. **You should remember that these are gross figures and not the amount you will receive personally, as you will have to pay taxes and social security contributions according to the rules in your Host Organisation country.**

- The living allowance is a contribution to your salary costs. It includes full social security costs according to national legislation. In countries where the employer is expected to provide private medical insurance the programme will support this cost on a 40% basis.
- The fixed travel/mobility allowance covers your expenses related to mobility, i.e. relocation, family expenses, language courses, visa applications and travel from your place of origin to your Host Organisation. This will be paid monthly at a lower level for single Fellows and a higher rate if you have dependents. The programme will reimburse your Host Organisation for 40% of these costs.
- The fixed €8900 research cost contribution will be provided by the Host Organisation to be used for the benefit of the Fellow. It includes costs for consumables and training costs and is administered by the Host Organisation. It does not include any other personnel costs, e.g. for PhD students or technical staff assisting the Fellow, and must not be used to buy equipment for the Host Organisation. The programme will reimburse the Host Organisation for 40% of these costs.

10. Responsibilities

A formal Fellowship Agreement will be signed by the University of Nottingham as Coordinator, the Host Organisation and you as the appointed Fellow. This will state the arrangements for the legal and financial administration of your Fellowship.

Fellows in the CASCADE-FELLOWS programme must be appointed by their Host Organisation as members of staff under a full contract of employment. Stipends should not be used as a basis for salary without express permission of the Programme Office.

All conditions specified within the European *Code of Conduct for the Recruitment of Researchers*⁵ must be observed as a minimum. Your Host Organisation must ensure that you are covered under the social security scheme that is applied to employed workers in your host country. A working week will comprise five days of eight hours per day. General employment conditions will include a minimum of 25 working days of vacation per annum. You are expected to work full-time on your CASCADE-FELLOWS Fellowship. Fellows will not be permitted to hold other paid appointments without the express permission of the CASCADE-FELLOWS Programme Office.

⁵ <http://ec.europa.eu/euraxess/index.cfm/rights/codeOfConduct>



Visits to other organisations are encouraged within your Fellowship. The duration of these should be no greater than 30% of the Fellowship (i.e. a maximum of three months a year). This can include periods of secondment in SME organisations. However only one organisation can be your employer for the duration of the secondment. You must inform the Programme Office about any periods of secondment for reporting purposes.

Breaks in your Fellowship will be permitted for reasons of pregnancy, childcare, military or other civil duties, care of elderly relatives or illness. Requests for breaks for other reasons will be considered on a case-by-case basis. There will be a facility for parental care to be facilitated by part-time Fellowships: for example a Fellow working at 50% FTE can prolong the Fellowship by up to two years as long as the completion date remains before the end of the CASCADE-FELLOWS programme (i.e. by 31 March 2018).

As a CASCADE-FELLOWS Fellow you will also be a Marie Curie Fellow. You will benefit from the CASCADE-FELLOWSHIP Mentoring Programme which aims to support you in developing a successful career. You will be allocated a mentor who is a senior experienced scientific figure and will be asked to develop fair and transparent career evaluation processes with you. You will be required to take part in CASCADE-FELLOWS annual workshops and training programme activities, to update your Career Development Plan continuously and to submit a report on your Career Development Plan to the Programme Office at least once a year. You will be strongly encouraged to take up at least four complementary training courses during the course of a 24-month fellowship and two during a 12-month fellowship. These may be provided by your Host Organisation or externally.

11. Reporting

Fellows will be expected to deliver project reports at the end of each fellowship year. Reports should contain the following elements:

- Project development and progress with respect to planned activity
- Achievements during the period
- Participation in meetings and or conferences
- Visits to other research groups
- Any deviation from the original proposal
- Any ethical issues that have arisen during the research activity
- List of publications and presentations (with acknowledgements to the programme)

A Final Report has to be presented at the end of the Fellowship, and a draft Final Report should be submitted three months prior to the end of the Fellowship. These reports will contain the following elements:

- A description of the project and its implementation during the Fellowship
- A comparative description of expected and obtained results
- Any deviation of the project from the original proposal and justification for this
- Further developments
- Ethical issues that arose during the research activity
- List of publications and presentations (with acknowledgements to the programme)

In addition, Fellows are expected to submit six-monthly reports on their Career Development Plan to the Programme Office.

As a Marie Curie Fellow, you will also be asked to complete a follow-up questionnaire two years after the end of your Fellowship.

12. Extensions to the Fellowship

The maximum project length that can be funded under this programme is 24 months.

13. Monitoring

You will be monitored by the Scientist in Charge at your Host Organisation and by your Mentor (who will be a senior experienced scientific figure). Monitoring will also be carried out through evaluation of your Periodic Reports and day-to-day contact.

14. IPR

As a member of staff at your Host Organisation, all knowledge generated during your Fellowship shall be the property of your Host Organisation as your employer and subject to the organisation's usual regulations on IPR generated by staff.

If your research results in a discovery which is commercially exploitable, or potentially exploitable, your Host Organisation is required to take all reasonable steps to protect the IPR resulting from this research. This should be done by patenting or otherwise asserting and protecting these rights. National regulation should apply for IPR protection. Hosts Organisations can seek assistance from the Programme Office if advice is required.

In addition, the EU IPR Helpdesk⁶ offers free of charge first-line support on IP and IPR matters to beneficiaries of EU funded research projects.

15. Ethics

All research proposals should respect fundamental ethical principles. Both FP7 and relevant national or regional ethics regulations in the country of your Host Organisation must be respected.

Applicants, Fellows and Host Organisations are referred to the research ethics website CODEX⁷ as an important knowledge base and educational resource, including instructive texts and extensive links to research bioethics topics and related issues.

Specific procedures apply to proposals using human embryonic stem cells (hESCs):

- Scientific evaluators must mention in their evaluation report whether the use of hESCs is justified and necessary for the success of the project
- If the project is recommended for funding, the Programme Office will immediately contact the REA Project Officer, who will forward the research proposal and the scientific reports for EC Ethics Review, and ask the FP7-PEOPLE Programme Committee for its opinion
- The research using hESCs may not start until the proposal has received the approval of the EC Ethics Review and the FP7-PEOPLE Programme Committee.

When writing your proposal, the following special issues should be taken into account:

⁶ <http://www.iprhelpdesk.eu/>

⁷ <http://www.codex.uu.se/en/index.shtml>



- **Informed consent:** When describing issues relating to informed consent, you should illustrate an appropriate level of ethical sensitivity and consider issues of insurance, incidental findings and the consequences of leaving the study.
- **Data protection issues:** Avoid the unnecessary collection and use of personal data, identify the source of the data, describe whether it is collected as part of the research or is reuse of previously collected data. Consider issues of informed consent for any data being used. Describe how the personal identity of the data is protected.
- **Use of animals:** Where animals are used in research the application of the 3Rs (Replace, Reduce, Refine) must be addressed convincingly. Numbers of animals should be specified. Describe what will happen to the animals after the research experiments.

16. Helpdesk

The Programme Office at the University of Nottingham has a helpdesk available to respond to queries and offer assistance. Contact admin@cascadefellows.eu for help and advice.

Programme Office contact address:

Sandra Winfield
Project Co-ordinator, CASCADE-FELLOWS
Research & Graduate Services
The University of Nottingham
Kings Meadow Campus
Lenton Lane
Nottingham NG7 2NR
UK

email: sandra.winfield@nottingham.ac.uk

Annex 1: Table of Country co-efficients

Table 3.2 Correction Coefficients
The 27 EU Member States⁸⁸

Austria	106.2	Estonia	75.6	Ireland	109.1	Netherlands	104.1	Spain	97.7
Belgium**	100.0	Finland	119.4	Italy	106.6	Poland	77.1	Sweden	118.6
Bulgaria	62.7	France	116.1	Latvia	74.3	Portugal	85.0	UK	134.4
Cyprus	83.7	Germany	94.8	Lithuania	72.5	Romania	69.5		
Czech Republic	84.2	Greece	94.8	Luxembourg**	100	Slovak Rep.	80.0		
Denmark*	134.1	Hungary	79.2	Malta	82.2	Slovenia	89.6		

* The rate for Denmark also applies for The Faroes

** Belgium and Luxembourg are the basis of the correction coefficient which is therefore always static at 100.0

The non-EU Countries and New Caledonia (French overseas territory)⁸⁹

Albania***	66.7	Canada	78.9	Ethiopia***	78.4	Japan	105.0	Montenegro***	64.6	Samoa	79.9	The Faroes	134.1
Algeria***	69.4	Cape Verde	74.4	Fiji****	62.7	Jordan	70.0	Morocco**	78.3	Saudi Arabia****	76.2	East Timor****	85.1
Angola****	108.5	Sen African Rep.	113.1	FYROM***	60.6	Kazakhstan****	85.1	Mozambique****	71.0	Senegal	88.1	Togo	87.0
Argentina***	59.0	Chad***	114.6	Gabon	110.4	Kenya**	75.9	Namibia*	58.0	Serbia***	74.0	Tonga	85.0
Armenia****	69.0	Chile**	59.0	Gambia****	75.7	Kosovo***	58.5	Nepal***	68.6	Sierra Leone****	107.8	Trinidad & Tobago****	78.4
Australia***	99.5	China**	94.8	Gaza Strip	103.1	Kyrgyzstan****	76.3	NewCaledonia****	112.5	Singapore	95.8	Tunisia	68.7
Azerbaijan**	94.0	Colombia**	76.9	Georgia****	76.8	Laos****	87.1	New Zealand****	90.9	Solomon Islands****	90.7	Turkey****	97.7
Bangladesh	45.4	Congo****	116.2	Ghana****	65.1	Lebanon***	73.5	Nicaragua***	56.3	South Africa**	48.0	Uganda***	69.2
Barbados****	104.9	Costa Rica*	83.1	Guatemala****	73.0	Lesotho**	47.7	Niger***	90.4	South Korea****	106.5	Ukraine***	64.5
Belarus****	64.3	Côte d'Ivoire	99.9	Guinea****	70.4	Liberia***	92.5	Nigeria***	89.7	Sri Lanka***	69.9	Uzbekistan**	51.8
Benin	92.9	Croatia****	81.8	Guinea-Bissau***	98.3	Libya***	57.6	Norway****	130.7	Sudan****	79.0	US**	101.3
Bermuda	151.5	Cuba****	76.6	Guyana	53.5	Liechtenstein**	109.9	Pakistan****	46.8	Surinam****	58.7	Uruguay	72.1
Bolivia	49.5	Dem Rep Congo**	118.8	Haiti****	94.3	Madagascar****	73.9	Panama	52.2	Swaziland*	48.7	Vanuatu	105.6
Bosnia & Herzegovina**	68.1	Djibouti	85.4	Honduras	60.3	Malawi****	81.8	Papua New Guinea**	89.2	Switzerland**	109.9	Venezuela****	69.2
Botswana*	47.9	Dominican Rep.*	63.2	Hong Kong	83.4	Malaysia***	65.0	Paraguay****	65.2	Syria**	82.4	Vietnam***	43.6
Brazil	95.5	Ecuador*	68.3	Iceland***	79.9	Mali****	97.1	Peru	67.4	Taiwan	77.3	West Bank	103.1
Burkina Faso	96.5	Egypt****	54.2	India***	55.8	Mauritania	61.2	Philippines****	75.6	Tajikistan***	58.3	Yemen****	67.7
Cambodia***	71.7	El Salvador	63.6	Indonesia****	74.8	Mauritius	72.6	Russia***	93.6	Tanzania***	67.9	Zambia****	77.1
Cameroon**	98.2	Eritrea****	90.9	Israel***	96.4	Mexico**	65.3	Rwanda	82.7	Thailand****	79.1		
				Jamaica****	93.6	Moldova****	60.5						

⁸⁹ Based on the Council Regulation (EC) No 613/2009 of 6 July 2009 (OJ L181 of 14.7.2009, p.1). For countries where the correction coefficient is not available, the Commission will decide on a case-by-case basis.

* These correction coefficients are the weightings applicable in third countries as per Articles 12 and 13 of Annex X to the Staff Regulations published in IA N°71-2009 27/11/2009

** These correction coefficients are the weightings applicable in third countries as per Articles 12 and 13 of Annex X to the Staff Regulations published in IA N°18-2010 10/03/2010

*** These correction coefficients are the weightings applicable in third countries as per Council Regulation (EC) No 790/2010 of 13 December 2010 (OJ L336 of 21.12.2010, p.50)

**** These correction coefficients are the weightings applicable in third countries as per Council Regulation (EC) No 313/2011 of 26 May 2011 (OJ L140 of 25.05.2011, p.56).

Countries in bold and italics are associated countries (see list available at [ftp://ftp.cordis.europa.eu/pub/ftp7/docs/third_country_agreements_en.pdf](http://ftp.cordis.europa.eu/pub/ftp7/docs/third_country_agreements_en.pdf)). For The Faroes, the rates for Denmark apply.