

### A \_ Service Force without social support by their Employers

Lot of experts **work below the market price**, because they have no other choices or they have not enough international experiences as “technicians”, miserable contract language knowledge and poor computer skills/lack of EDP-applications. Hence the system has to be changed to competent “engineering” experts by audits for “**social operation licenses**” for Consultants and Contractors, to pay sufficient FEE for capable and competent “professional” - experts & all **social charges** (medical aid, pension fund, sick leave, paid holidays, EU per diem rates, proper cover of insurance for the Employees / Free lancers / others. **Financial management shall prevail as an option without workmanship. Social operation licenses + proof of real educational background** must be a **pre-condition** (pay social international standards + proven educational background) **to allow** “Employers” to take part in Procurement/Tendering.

**B \_ Why shall an “international” engineer (or technician with fake CV)** from a neighboring country with less purchase power, **similar experiences, not conversant in English**, gets a different wages or different Fee **as a local expert?** The EU–bureaucracy does not pay their Members of Parliament (MEP) in a **discriminating** manner. All MEP (e.g. Bulgarian or German MEP) - out of the EU27 states - are paid equal.

**C \_ The Donor’s / Implementing agencies should provide provisions** in the Procurement Document about minimum **remunerations for Consulting firms and Construction companies for the Personnel**. Free lancers have to request usually 65% on top of an employee’s salary to **cover ALL their overheads** like medical aid, social costs, acquisition costs, tools/equipment, wear & tear of equipment, paid holidays, paid sickness leave, insurances, pension fund contributions.

Realistic equilibrium: **10.000 Euro Salary = 16.500 Euro Freelance Basic Fee. Plus extra compensation:** Return flight, Transport + Driver, per Diem rate, **night shift 25% plus, overtime surcharge**). **Consultant’s Remuneration Category Structure Cat 1 - Cat 4**

Qualification of Professionals	Minimum Requirements		Profit consideration, discretion by Consultant
Category No.: professional experiences in Years	Buying Rate per month Employee = <b>Basic Salary</b>	Buying Rate <b>Free Lance Basic Fee</b> 1,65 * Salary	<b>Sales Price / Contract Price per month inclusive surcharges</b>
Cat1 : over 20 yrs	Min 10.000 Euro	Min 16.500 Euro	Ca 20.000 – 25.000
Cat 2 : 10-20 yrs	Min 8.500 Euro	Min 14.00	Ca 17.000 – 22.000
Cat 3 : 5-10 years	<b>Min 7.000 Euro</b>	<b>Min 11.550</b>	<b>Ca 14.000 – 19.000</b>
Cat 4 : up to 5 years	Min 5.000 Euro	Min 8.250 Euro	Ca 10.000 – 15.000

These four Basic Salary / Fee - Categories **does not consider** e.g. the **additional payment of EU per DIEM RATE 2020 for the presence in the beneficiary country.**

Services for International qualified experts’ **sales** up to 40.000 Euro per month inclusive per diem (e.g. **Georgia 198 Euro per diem rate \* 30 presence days = 5.940 Euro per month for housing + food allowance + sundries**). Arbitrators of course more:

**Fee 3.000 Euro per day plus Incidental Expenditures.**