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METHODS OF DECIDING THE EMOLUMENTS
OF MEMBERS OF PARLIAMENT

INTER-PARLIAMENTARY UNION

AIMS

The Inter-Parliamentary Union whose international Statute is outlined in a Headquarters Agreement drawn up with the Swiss federal authorities, is the only world-wide organization of Parliaments.

The aim of the Inter-Parliamentary Union is to promote personal contacts between members of all Parliaments and to unite them in common action to secure and maintain the full participation of their respective States in the firm establishment and development of democratic institutions and in the advancement of the work of international peace and co-operation.

In pursuance of this objective, the Union makes known its views on all international problems suitable for settlement by parliamentary action and puts forward suggestions for the development of parliamentary assemblies so as to improve the working of those institutions and increase their prestige.

MEMBERSHIP

At present there are National Groups in the following countries: Albania, Algeria, Australia, Austria, Bangladesh, Belgium, Benin, Brazil, Bulgaria, Canada, Colombia, Comoros, Congo, Costa Rica, Cuba, Cyprus, Czechoslovakia, Democratic People's Republic of Korea, Democratic Yemen, Denmark, Djibouti, Dominican Republic, Ecuador, Egypt, Finland, France, Gabon, German Democratic Republic, Germany (Federal Republic of), Ghana, Greece, Guatemala, Guinea, Guyana, Haiti, Hungary, Iceland, India, Indonesia, Iran, Iraq, Ireland, Israel, Italy, Ivory Coast, Japan, Jordan, Kenya, Lebanon, Luxembourg, Madagascar, Malawi, Malaysia, Mali, Mexico, Monaco, Mongolia, Morocco, Mozambique, Nepal, Netherlands, New Zealand, Nicaragua, Nigeria, Norway, Panama, Paraguay, Philippines, Poland, Portugal, Republic of Korea, Romania, Senegal, Sierra Leone, Singapore, Somalia, Spain, Sri Lanka, Sudan, Sweden, Switzerland, Syrian Arab Republic, Thailand, Togo, Tunisia, Uganda, United Arab Emirates, United Kingdom, Republic of Cameroon, United States of America, USSR, Venezuela, Viet Nam, Yemen, Yugoslavia, Zaire, Zambia, Zimbabwe.

STRUCTURE

The organs of the Union are:

1. *The Inter-Parliamentary Conference* which, unless otherwise decided, meets twice a year.
2. *The Inter-Parliamentary Council*, composed of two members from each affiliated Group. *President*: Mr. I. El-Sayed (Sudan).
3. *The Executive Committee* composed of eleven members, ten of whom are elected by the Conference, the Council President acting as *ex officio* President. At present, it has the following composition:

Ex-officio President: Mr. I. El-Sayed (Sudan).

Members: H. Fechner (German Democratic Republic); I. Darvasi (Hungary), B. Foreta (Republic of Cameroon), A. Ghalanos (Cyprus), R. Jacobi (Australia), B. Jakhar (India), O. Se-Eung (Republic of Korea), A. Pacificador (Philippines), Sir J. Page (United Kingdom), H. Sterken (Fed. Rep. Germany).

Secretary general: Mr. Pio-Carlo Terenzio.

OFFICIAL PUBLICATION

The Union's official organ is the *Inter-Parliamentary Bulletin*, which appears quarterly in both English and French. This publication is indispensable in keeping posted on the activities of the Organization. Subscription can be placed with the Inter-Parliamentary Bureau, Geneva.

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INFORMATION**

First Series - Thirty-fifth year

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(United States of America, Senate)**

METHODS OF DECIDING THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

Marilyn Courtot, United States of America, Senate

INTRODUCTION

In 1951 the Association issued a report by Mr. A.-F. Schepel of the Netherlands titled *Payment of Members of Parliaments*, and eleven countries replied to the questionnaire. Almost thirty years passed before the Association began another inquiry into the remuneration and emoluments of members of parliament. This task, and the initial questionnaire, was undertaken by Mr. Aggrey-Orleans of Ghana. In the spring of 1983, I took responsibility for this project, and, to date, forty responses to the final questionnaire adopted at the Helsinki meeting have been incorporated in this report.¹

There was considerable debate during the development of the questionnaire as to whether it would be useful to report actual monetary amounts for items such as salary and allowances. The Association decided that financial information would not be that useful; the members were interested in knowing the methods of deciding emoluments and what types of emoluments were available to parliamentarians. However, for those who may be interested in salary comparisons, there have been several recent articles: "The Politics of MPs' Pay" by David Judge which appeared in the winter 1984 issue of *Parliamentary Affairs*, pgs. 59-75; a *U.S. News and World Report* article entitled "If U.S. Lawmakers Think They're Underpaid," January 17, 1983, pgs. 45 and 46; and an article in *The Christian Science Monitor*, by Margaret Studer entitled "Swiss Frugality Extends to Legislators", Octobre 21, 1983, pg. 11, all discuss actual salaries and benefits.

As previously stated, this study addresses the types of emoluments, their legal basis, procedures, and criteria for deciding on the emoluments members of par-

¹ Australia Parliament, Austria Federal Council and National Council, Belgium House of Representatives, Belgium Senate, Brazil Federal Senate, Canada House of Commons, Canada Senate, Congo People's National Assembly, Council of Europe, Cyprus House of Representatives, Denmark Folketing, Egypt People's Assembly, European Parliament, Finland Eduskunta, France National Assembly, Germany Bundesrat, Germany Bundestag, Greece Chamber of Deputies, Indonesia House of Representatives, Ireland Parliament, Israel Knesset, Italy Chamber of Deputies, Italy Senate, Ivory Coast National Assembly, Japan National Diet, Korea National Assembly, Netherlands Second Chamber, New Zealand House of Representatives, Philippines Batasang Pambansa, Portugal Assembly of the Republic, Rwanda National Development Council, Senegal National Assembly, Sweden Riksdag, Switzerland Federal Assembly, Thailand National Assembly, United Kingdom House of Commons, United Kingdom House of Lords, Republic of Cameroon National Assembly, United States House of Representatives, United States Senate.

liament receive. To assist in evaluating the responses to the questionnaire, a computer program was developed to produce tables to compare the responses and to do some statistical analysis of the data. The questionnaire was divided into six major categories, and the following report corresponds with this format. The tables showing the detailed answers, footnotes and summary are attached. Readers should be advised that, in most case, a blank response on the questionnaire has been recorded as a negative. Also, some reports from countries with bicameral systems covered both houses.²

LEGAL AUTHORITY FOR REMUNERATION

In asking the question as to what legal document authorizes or governs the payment of remuneration, there was generally no single answer. In twenty-two of the parliaments, there are several documents relating to remuneration, and the most frequently mentioned were acts of parliament and the constitution. More than one-quarter of the answers mentioned a legislative instrument, regulation, rule, or order, as well as resolutions of the legislature as the legal authority. For example, in Belgium, Greece, Ireland, Italy, Japan, Philippines, Rwanda and Switzerland, the Constitution is the judicial foundation for the payment of remuneration while the parliaments pass laws to establish or modify the amounts. In Denmark the Election Act defines the amount of basis remuneration and supplemental allowances. For most other countries where laws are passed to provide for remuneration, they are either part of the federal budget or specific acts for salary and/or emoluments.

These documents, in 70 percent of the cases, define what constitutes remuneration and set out the range and/or quantum of payments and facilities which constitute remuneration. Half of them appoint the final deciding authority and outline the process of deciding the remuneration. A little less than one-third make provisions for review of remuneration.

Mention was made by a few parliaments regarding other provisions in these documents. For example, in Israel, a member must accept the salary and payments due him and may not receive a salary from any other source in whatever form; in Portugal, members who were civil servants may choose their previous wage, but if they do, then they have no right to any other allowance; and in the German Bundestag and Cameroon, there are provisions for incompatibilities which, in the latter case, prohibit the payment of certain allowances at the same time.

There are distinctions made between parliamentary and purely party-political or non-parliamentary duties in determining the payment of remuneration in twelve parliaments. However, no information was provided except to note that party leaders receive additional allowances and/or remuneration.

² Australia, Austria, Ireland, Japan.

PROCEDURE FOR DECIDING REMUNERATION

In most parliaments legislation concerning remuneration takes the same stages and is subject to the same procedure as any other bill. Legislation on the remuneration of members frequently takes the form of a private member's bill. In a number of parliaments the committee meetings on the bill are closed, although many assemblies have provisions to allow open committee meetings if the members so choose, while the debate in plenary are usually open to the public.

Specific Time for Decisions

Approximately one-quarter of the assemblies stated that there is a specific time in the life of the legislature when decisions are made on remuneration. For the Congo, Ivory Coast, Senegal, and Switzerland, these decisions are made at the beginning of the legislature, while in Brazil, the decision is made at the end of the legislature. In Canada, the Governor in Council appoints commissioners within two months after the day fixed for the return of the writs at each general election, to inquire into the adequacy of the annual variations of allowances payable to members and to report their recommendations within six months after their appointment. In the United States, there are three ways members' pay may be adjusted: (1) subject to proposals of the President every four years, based upon recommendation of a quadrennial commission, (2) subject to annual recommendations of the President under the Federal Pay Comparability Act, or (3) members may adjust their salaries by statute (usual method). The German Bundestag noted that the President reports on the adequacy of remuneration every year.

The decisions relating to remuneration generally take effect on the date of the decision or date specified in the decision. There are a few exceptions, the most common being effective at the beginning of the next legislative session (for example, Brazil, Cyprus, Korea, Philippines), day after promulgation (Austria), on the first of the month following the decision (Belgium House of Representatives).

Responsibility and Procedure for Making Decisions

In thirty-two parliaments, the legislature as a whole or a parliamentary committee makes the decision regarding remuneration. The head of state and/or government, ministers, and speaker were often noted in conjunction with the legislature. The minister or speaker in this context is usually responsible for the introduction and/or signing of the legislation and the head of state also signing the legislation. For those legislatures which are not involved in the decision, either outside committees or tribunals (Australia, New Zealand) or internal committee such as the Bureau (European Parliament and Italy) or a head of state (Congo, Ivory Coast) minister (Netherlands (Second Chamber)), or speaker (Senegal) make the decision.

Where legislatures are involved in decisions on remuneration, the procedures followed generally reflect the sensitivity of legislators to public opinion. Approximately two-thirds of these assemblies hold their debates in open sitting. Where committee proceedings are held before these debates, the views of bodies and persons outside parliament can be sought if that is desired. Less than one-third of

the parliaments provide for a public inquiry in which evidence is taken publicly or at a closed sitting or by use of both procedures.

In twenty-four assemblies the process of decision making does involve negotiation with representatives groups of members. In sixteen others, representative groups are not specifically brought into negotiation, though two of them are consulted in some way.

Special Procedural Requirements

Special procedural requirements exist for seven of the parliaments; however, only five specified what they are. In Finland, a matter of this nature cannot be left pending and a bill regarding remuneration of members is considered lapsed if it is not approved at third reading by at least two-thirds of the vote cast, while in France (National Assembly) and Netherlands (Second Chamber), an absolute majority is necessary. In Ireland an increase can become effective only when the amending regulations which provide for it have lain for twenty-one sitting days before each House and have not been annulled in that period. The effective date, which may be retrospective, is provided for in the regulations. In Rwanda it was noted that the member's bills and amendments cannot become law if they create a decrease in public funds or an increase in the public debt without a balancing increase in revenues or offsetting decrease.

Recent Changes

Significant recent changes were mentioned by Canada, Ivory Coast, Israel, Switzerland and United Kingdom (House of Commons). All changes have taken place since 1980, and include items such as an agreement to link members' salary to a specific rank in the Civil Service (House of Commons), and semiannual readjustment of salaries (Knesset).

BENEFICIARIES OF REMUNERATION

Members of the legislature are the sole beneficiaries of remuneration in twelve parliamentary bodies. Most other answers indicated that pension benefits or gratuities are available to surviving spouses and other dependents. For example:

Austria, Canada, Cyprus, European Parliament, Finland, Greece, Japan, Korea, Netherlands (Second Chamber), New Zealand, Philippines, Portugal, Senegal, Sweden, Switzerland, United States

Wives (spouses) and children up to a certain age, unless invalids, after the death of a member or retired member receive benefits. In Korea and Switzerland, the benefits are available only if a member dies in office.

Brazil

On the death of a member, relicts receive a monthly amount.

Denmark

Spouses are entitled to a pension after the death of a former member.

Egypt

Member's family is given a lump sum and all assembly debts are forgiven if a member dies. Family of a member receive medical care during the member's term.

Germany (Bundestag), Israel

Subsidies for medical care and pensions for spouses and children. In Israel, the benefits are extended to dependent grandchildren and unrelated minors.

Rwanda

Family receives free medical care.

Thailand

Free travel on public transportation for an individual accompanying a member.

United Kingdom

Pension benefits to spouses and children, (House of Commons only), and limited travel.

CRITERIA FOR DECIDING REMUNERATION

There was almost an even split in response to the question as to whether there are any codes of principles or guidelines set out formally to regulate decisions on remuneration. A member's remuneration is most often determined on the basis of the cost of living in the country. This would include cost of living indices and assessment of the state of the general economy and the general salary structure in the country. Half of the responses stated that fair comparison with remuneration granted to other positions of equivalent weight and responsibility is a criterion, as well as linkage through fixed formula with the public service or with bodies in industry, commerce and finance in the private sector. The response from the German Bundestag noted that linkage to civil service is expressly excluded by a decision of the Constitutional Court. In Austria, Denmark, Finland, France, Greece, Italy, Japan, Korea, Netherlands (Second Chamber), Philippines, Portugal, Thailand, Senegal, and Sweden, member's remuneration is linked to salaries of civil servants or other individuals in government such as judges. As noted previously, members of the United Kingdom (House of Commons) have agreed to link themselves to a specific rank in the civil service after 1988. Nine answers stated that members who hold leadership positions (Speaker, Deputy Speaker, Minister, committee chairman, party leader, whips, etc.) receive additional remuneration and/or allowances. For example, in Austria the Speaker and his two

deputies ("President," "Second President", "Third President") of the Federal Council receive an additional payment amounting to 90 percent of the basic emolument of members. The (three) leaders of the parliamentary groups, who also have to perform the tasks of chief whips, draw an additional payment of 66 percent of the basic emolument of members.

Only Finland and Thailand indicated that length of service is a factor in determining remuneration, and only Cyprus and Switzerland noted that parliamentary service is not considered a full-time occupation.

In Austria, members who are ministers do not receive emoluments in their capacity as a member of parliament. In addition, members of the Federal Council receive 50 percent of the emoluments given to members of the National Council. In Finland, a civil servant who is a member of parliament will have his salary as a civil servant reduced in proportion to the amount of work performed in that capacity. For members of the Netherlands (Second Chamber), their salaries are reduced if the non-parliamentary additional revenues exceed an amount fixed by law. In Sweden, the salary and pension a member may be receiving from public office are reduced, not the parliamentary remuneration.

TYPES OF REMUNERATIONS

Basic Salary

Generally members of parliament do receive a basic salary to compensate for their services. However, there were five assemblies which reported that members do not receive a basic salary and, of those, only two really serve without any salary: Congo (People's National Assembly) and United Kingdom (House of Lord). For the other three, compensation is provided from a source other than parliament. Members of the Council of Europe and the European Parliament receive salaries from the member countries, while members of the German Bundesrat receive salaries from the Federal States.

The most common allowance provided is for travel. Most members receive assistance for traveling to and from their homes to the parliamentary sessions as well as support to attend international meeting such as the Interparliamentary Union.

One-quarter of the respondents stated that members in their parliaments received an allowance for hospitality, and in about one-third of the parliaments which replied, members receive a subsistence allowance. In certain parliaments (Council of Europe; United States, House and Senate) subsistence is provided only when members are absent on official business. For members of the Bundesrat (Germany), meals and lodging are available from the Federal State facilities in the capital city.

Over one-half of the responding houses of parliament provide members with an allowance for attendance at meetings of the house or committees. In seven cases (Council of Europe, European Parliament, Germany (Bundesrat), New Zealand, Senegal, Switzerland, and the United Kingdom (House of Lords)), it was

noted that members receive allowances or reimbursement of expenses for attending meetings of parliamentary or political groups, caucuses, etc.

Staff

Members in approximately two-thirds of the responding chambers receive an allowance for secretarial staff and funds are available for research assistants in half of the parliaments. In Belgium (both Houses) and Greece, the allowance is limited to one staff member who could provide either secretarial or research services. For some of those who stated there was no allowance, staff are provided by the parliamentary groups or parliament (Austria, Finland, Korea, Portugal and Sweden), or other entities such as the Federal States (Germany, Bundesrat), State (Ireland, New Zealand, Rwanda, and Cameroon). Therefore, only Egypt, Italy (Chamber of Deputies), Ivory Coast, and Thailand stated that no staff is provided to individual members.

Brazil, Korea, and the Philippines, also provide members with drivers, and for Korea and the Philippines, it is the members' personal car for which drivers are provided.

Telephone

Telephone service is generally available to members of parliament, but in some countries, there are restrictions on international service. For example, in the United Kingdom and Sweden, members cannot make international telephone calls without payment. In the Netherlands, blocks have been placed on the telephone so that international calls cannot be made from the parliament building. Only a few individuals with special responsibilities can make direct international calls. In France, deputies can only make calls to other parts of France through the telephone exchange. A special allowance is provided to cover about half the cost of the telephone calls a deputy makes on parliamentary or constituency business. In half of the responding assemblies, an allowance is provided for telephone service.

For members of the Netherlands and Australian parliaments who do not have home telephones, one will be installed at government expense.

Members of the Australian parliament also receive reduced rates for private telephone service, and a Federal Member's authority card is issued to each senator and member to enable him to make trunk telephone calls, send phonograms, and send telegrams within Australia on official business at government expense.

Postal Service

In nineteen of the assemblies, it was stated that members receive an allowance for postal service. In the United Kingdom, official paid envelopes are made available free to members to use on parliamentary and constituency business, and the cost is borne on the parliamentary budget.

Members receive an allowance for office expenses which can be used for mail service in the United States' House and Senate and United Kingdom's House of Lords. Also, in the United States these funds are available for special delivery,

express mail services and foreign mail since most domestic mail is sent using the frank. The Congress and British Parliament reimburse the Postal Service for the cost of franked mail. Franked mail privileges are also available to members of the Belgian House of Representatives, French National Assembly, and Cameroon National Assembly.

In Egypt, postal expenses are paid by the general secretariat. In Ireland, the state bears the expense. Free mail service is available to members of Rwanda's parliament, Swiss Federal Assembly, and Portuguese Assembly.

Stationery

In nineteen of the responding chambers, members receive an allowance for stationery. For those who do not receive an allowance, certain parliaments provide stationery at no charge to the members. Specifically, this group includes the Belgian House of Representatives, Egyptian People's Assembly, French National Assembly, Irish Parliament, Korean National Assembly, Netherlands (Second Chamber), Portuguese Assembly, Swedish Riksdag, Swiss Federal Assembly, and Cameroon National Assembly.

In the United States Senate, members receive both an allowance which can be used for stationery and stationery supplies provided at no direct cost to the member. The quantities of free stationery supplies are established by law and regulations. For example, the range of blank sheets, letterhead, and envelopes provided to a member varies from one and a half million to eighteen million pieces. The difference is due to state population which establishes the allowance.

In the Belgian House of Representatives, members annually receive 1 000 franked envelopes and an assortment of writing paper, calling cards, etc. The provision of stationery to Swiss parliamentarians is similar to that of their Belgian colleagues. As noted in the previous section on postal service, member of the United Kingdom receive an allotment of envelopes for official business.

Parliamentary or Legislative Publications

In most parliaments members receive parliamentary or legislative papers free of charge; in the remainder, members receive an allowance for these publications.

Government Publications

Again, in most parliaments, members receive government publications free of charge; among the remainder, fewer receive an allowance for government than for parliamentary or legislative publications.

Private Publications

Ten parliaments provide allowances for private publications such as newspapers, magazines, and books. For members of the Knesset, the allowance is limited to newspapers. For the parliaments which have libraries, members do have access to parliamentary, government and private publications. Additional

information can be found in the study of Parliamentary Libraries (1974) by Mr. P. O'Connell of Ireland, and the recently completed study by Mr. Borgniet of France, *Research and Reference Services of Parliament*.

Computer Services

Only six parliaments provide their members with a specific allowance for computer services, these include Brazil, Canada (House of Commons), Congo, Italy (Chamber of Deputies), Philippines, and United States (House of Representatives). In several other countries, members receive computer services from the parliamentary library (Belgian House of Representatives, Denmark, Germany (Bundestag), and the United Kingdom). However, in the United Kingdom's House of Commons, members pay for computer service/hardware out of their allowances. In the United States Senate, Sweden, French National Assembly, and German Bundesrat, the cost of these services is borne by the secretariat. Also, in France consideration is being given to providing each Deputy with a terminal for access to the parliamentary information systems (telemail, daily agenda, etc.). More detailed information relating to computer services can be found in the Interparliamentary Union report in preparation titled "The Use of Computers in the Information Services of Parliaments throughout the world".

Constituency Office

One-fifth of the responding parliaments provide members with allowance for constituency offices. In Australia, one staff member is provided as well as office space and telephone service. In the German Bundestag, United Kingdom House of Commons, and United States Congress, members may use the expense allowance provided to establish and maintain offices in their constituencies. The Philippines members receive a monthly allowance, and members of the European parliament are also provided a lump sum for these expenditures.

Office Equipment

Thirty-five percent of the responding assemblies stated that their members receive an allowance for office equipment. An additional nine assemblies indicated that members are provided office equipment and the expense is either borne by the general secretariat or another part of the government. While a question regarding office space for members was not included, half of the responses noted that members do have offices close to or in the parliament buildings. This information and the fact that office equipment is either provided at no charge, or an allowance exists indicate that at least two-thirds of the parliaments have such facilities available to members.

Other

The most frequently mentioned allowance in this category is funds provided to the parliamentary groups or parties. The parliaments of Austria, Belgium, France (National Assembly), Germany (Bundestag), and Switzerland specifically stated that such allowances exist. The answers to the previous questions on office allowances show that Finland, Indonesia, Portugal, Netherlands, and Sweden also

provide funds to parliamentary groups. Information is not available to the Association on whether benefits to groups were passed on to individual members.

Insurance

The most common insurance coverage is for compensation for job-related injury or illness. Approximately two-thirds of the assemblies indicated that this type of benefit is available. Health insurance is available to 45 percent of the parliaments, and in countries where there are national health plans or mandatory insurance coverage, the members receive the same benefits as other citizens. This type of coverage exists, for example, in Belgium, Finland, Israel, the Netherlands, Rwanda and Sweden. Also, mention was made of health plans for other government employees, and members of parliament are included in these plans. This is the case, for example, in Austria, Germany (Bundestag), Philippines, and the United States.

Life insurance is available in over one-third of the parliaments. In addition, the parliament may provide assistance to members and their families in the case of illness, injury or death. This was mentioned by the Congo, Egypt, France, Korea, and Cameroon.

There was not enough information provided to the Association to determine whether members make financial contributions to these insurance plans or if the insurance is provided at no direct cost.

Basic Document Defining Emoluments

In only four cases was it noted that the emoluments exclusive of remuneration are not specifically defined or set out in any basic document. Most respondents answered the question by stating that this information was contained in one or more laws. Thus, in 90 percent of the parliaments covered in this survey, there are documents available which define emoluments exclusive of remuneration.

Non-Monetary Fringe Benefits

More than 50 percent of the members benefit from the following: *Special Parking Privileges*: This usually means that there is a special parking area near the parliament building reserved for members. In the United States, members also have special parking privileges in the capital city and the airports.

Health Services: Such services are available from medical group (doctors, nurses, technicians) either located within the precincts of parliament or on call to the parliament.

Travel Concessions: Concessions are available to 65 percent of the members and vary slightly.

Australia

Free air, rail and bus transport are provided when parliamentarians are performing official duties.

Other travel concessions, both overseas and to external Territories, are granted at the federal government's expense to senators and members.

Travel concessions are also granted to spouses, and in the case of widowed or unmarried parliamentarians, a close relative can be nominated to receive these facilities.

**Austria, Belgium, Denmark, Egypt, Greece
Rwanda, Sweden, Switzerland, Thailand**

Members can travel free on public transportation throughout the country.

Members of the Austrian Parliament are entitled to free travel, first class, on the federal railways as well as certain other railways and coach lines. They may also use sleeping car facilities and airplanes when traveling to parliamentary sessions, meetings and reunions of their respective parliamentary group, duly notified to the Speaker (President).

France (National Assembly), Germany (Bundestag) Israel, Italy, Egypt Members have free railroad travel. In Israel, members also get free bus travel, and in Italy, members do not have to pay highway tolls. In Egypt the travel concession applies only between the Parliament and a member's constituency.

Ireland, Philippines, Senegal

In Ireland, members receive a discount on the state airline for travel to Interparliamentary Union meetings. For members of the Batasang Pambansa, official vehicles are available for travel outside the capital, and in Senegal, members who have constituencies in outlying areas are provided with free air travel.

Subsidized Catering: Members of twenty assemblies benefit from subsidized catering. The figure is probably higher because some parliaments provide space equipment, and staff either at reduced cost or no cost to the food service operation and do not consider it as a subsidy. In one parliament, meals and beverages are provided at no charge during late sittings (Belgium House of Representatives), in others, the prices for meals are lower than at commercial establishments due to some type of subsidy.

Cars: Less than 15 percent of the parliaments provide members with automobiles. Members in Australia, Brazil, and Japan are given cars. In Indonesia, each member of parliament can purchase a car on credit, in Cyprus members are entitled to purchase a duty free car, and in Germany (Bundestag) cars are available only in the capital area.

Domestic Staff: In five parliaments members in leadership positions have domestic staff services

Retirement and Severance Benefits

All but eight of the responses stated that there is some type of retirement or severance benefit available to members. For the eight (Congo, Council of Europe, Egypt, Germany (Bundesrat), Korea, Switzerland, Thailand, and United King-

dom (House of Lords)), two (the Congo (People's National Assembly) and United Kingdom (House of Lords)) do not provide members with a basic salary. In Switzerland, the position is not considered a full-time profession and retirement benefits would be provided based upon the member's occupation.

Several responses included detailed information about the current retirement system. For example:

Australia

Senators and members contribute 11.5 percent of salary to a pension fund. Contributions are reduced to 5.75 percent after eighteen years service. A pension is payable after eight years service on defeat, ill health, retirement or retirement at the age of 60 and after twelve years service upon resignation. The amount of the pension is 50 percent of the final salary for eight years service which is increased with each additional year of service to 75 percent for eighteen or more years of service. After retirement, the pension is increased to the level applicable to serving members each time their salary increases. Those who do not qualify for a pension receive a full recoupment of contributions. Remuneration may take the form of a lump sum or pension. The lump sum is calculated by multiplying the annual amount the person elects to commute by a factor of 10 if the person is under age 66 or has attained age 66, but retires from the parliament at the expiration of the term of office during which he attained that age. In any other case, the factor of 10 is reduced by 1/24th for each whole month by which the senator's or member's age at retirement exceeds 65.

Austria

After ten years of service, a member of either House is entitled to a pension on reaching the age of 55. Retired members are fully insured under the Civil Service Insurance Scheme; so are their wives (widows) and, in certain conditions, other dependents. Moreover, after at least three years in parliament, members are entitled to a severance pay amounting to three monthly emoluments on retirement. This sum will be increased if the duration of service exceeds one term of parliament; the maximum severance pay will be an amount of twelve monthly emoluments for a member having served three consecutive terms of parliament (legislative periods equal approximately twelve years).

Germany (Bundestag)

Members are entitled to a pension at the age of 65 after of at least six years of service. In this case, the pension equals 25 percent of the monthly salary. The age at which a former member is entitled to a pension decreases with the number of years he has served in parliament (after the first six years). At the same time, the amount of the pension increases at 5 percent for each year (up to 75 percent after sixteen years of service). There are no contributions by members to this pension.

Greece

All members have pension rights after the expiration of a term of four years, either consecutive or interrupted and, in any case, not before age 55. The pension is proportional to the number of years of the term (up to 80 percent of the monthly indemnity after twenty-five years of service).

Israel

A member who has served at least four years, and is at least 40 years old on leaving the Knesset, is entitled to a pension amounting in no case to less than 20 percent of his salary as a member. Members make no contribution to the scheme.

A member less than 40 years old on leaving the Knesset, or having served less than four years, receives a grant equalling 18 percent of his last salary times the number of months in office.

Japan

For Diet members who have served over ten years, the pension will equal 33 percent or more of the annual payment at the time of retirement. For members who have three to ten years service, a lump sum allowance is provided.

Netherlands (Second Chamber)

Severance pay is paid if a member ceases to be a member before he or she is 65 years of age. If a member on leaving the Chamber is younger than 50, he or she is entitled to severance pay during a period equaling the period of his or her membership, but neither shorter than two years nor longer than six years. If the member on leaving the Chamber is 50 or older (but not yet 65) and has been a member for a continuous period of ten years or more, he or she is entitled to severance pay until he or she reaches the age of 65.

Severance pay amounts to 80 percent during the first year, 70 percent during the second year, and after that 60 percent of the average of the amounts of the indemnification (parliamentary pay) over the last three years; additional income is deducted.

The severance pay amounts are linked to the general rise or fall of civil service salaries.

A member is entitled to a State Pension if, on leaving the Chamber, he is 65 years or older. An ex-member of the Second Chamber is entitled to a State Pension as soon as he reaches the age of 65. The amount of the pension is, for each year of his membership up to twenty years, 3-1/2 percent of the average of the amounts of the indemnification over the last three years and is, moreover, linked to the movements or the general level of civil service salaries.

There are also survivor benefits for spouses and children.

In addition to the parliamentary pension, every member or ex-member on reaching the age of 65 is entitled to a general National Old Age Pension. The Act

provides the same regulation in case of concurrent National Old Age (or Widow's) Pensions and State Pensions which applies in case of Civil Service Pensions.

v **Portugal**

In Portugal, a member is entitled to the social security system which apply to the civil service, however, they can also choose the social security system they had before becoming a member.

Sweden

Members of parliament pension benefits comprise retirement, disability, and bridging pensions.

The retirement pension is payable to a member of parliament who has reached the age of 65, and has been a member of parliament for at least six years. Entitlement to the full retirement pension presupposes twelve years in the Riksdag prior to the age of 65. The retirement pension should be regarded as a supplement to the Swedish national basic and supplementary pensions, as provided for under the National Insurance Act. A full retirement pension comprises 13 percent of the "pension base", which constitutes at any given time the salary currently paid to a member of parliament. Special bridging arrangement exist for members born prior to 1914. A disability pension is paid to a member of parliament who relinquishes his seat by reason of illness. This pension corresponds to 65 percent of the above-mentioned pension base. The disability pension, however, is coordinated with the benefits payable under the National Insurance Act.

A bridging pension is paid to a member of parliament who has been a member for at least six years, and who has reached the age of 50, but no retirement age, at the time of severance, and does not qualify for a disability pension. When paid in full (twelve years in the Riksdag), the bridging pension amounts to 65 percent of the above-mentioned pension base. It is replaced by a retirement pension when the member of parliament reaches the age of 65.

The family pension is payable to the surviving spouse, provided the marriage was entered into by the date on which the member reached the age of 60, at the latest, and to surviving children below the age of 19. A full family pension is paid to a beneficiary (spouse or child), by the month, in the amount of a sum corresponding to 5 percent of the pension base, or, if the beneficiaries are two or more in number, in the amount of 10 percent of that base.

Severance pay is available to persons who have been members of parliament for at least three years, and who are not entitled to a pension when their mandate expires. For a member of parliament who served for twelve years in the Riksdag at that time, it amounts to twelve months' salary, in the case of other members to six months' salary.

Members of parliament are covered by group life insurance at Riksdag's expense. The state's group life insurance system applies to members.

United States

Participation in the Civil Service Retirement System (CSRS) is optional for members of Congress. Members may join the system at any time, but, once they have elected to participate, they may not withdraw until they leave Congress.

Participating members pay 8 percent of their gross congressional salary into the CSRS. (This amount is matched from funds appropriated to pay congressional salaries). Contributions into the CSRS are not tax exempt. A member is entitled to an annuity only if contributions or deposits are made into the CSRS for the member's last five years of civilian services.

Members are vested for benefits under the CSRS after participating in the system for five years, which may include any Federal civilian service in addition to member services. Members separated from service before becoming vested are entitled to a refund of their contributions.

Members may retire at age 60 or over with ten years of member service, or at age 62 or over with five years of civilian service, including member service.

A member may retire and receive a reduced annuity between age 55 and age 60 with at least thirty years of service. If member leaves Congress for a reason other than resignation or expulsion, he or she may retire at age 50 with twenty years of service or after twenty-five years of service.

Members separated after completing five years of civilian service may receive an annuity when they reach age 62; members separated after ten years of member service may receive an annuity at age 60. Members separated after twenty years of service, including ten or more as a member, may receive a reduced annuity at age 50.

The annuity of a member or former member with at least five years member service and/or congressional employee service, and who contributed into the CSRS for the last five years of service, is computed according to the following formula:

- (a) Take: 2.5 percent of the high-three average annual pay multiplied by the total number of years in
 - (1) service as a member or congressional employee, and
 - (2) service in the military while on leave of absence as a member during wartime or national emergency, and
 - (3) service in the military at other times up to five additional years.
- (b) Add: 1.75 percent of high-three average annual pay multiplied by other years of service which, when added to the service total in step (a), do not exceed ten years. If the service total in step (a) is ten or more years, step (b) does not apply.
- (c) Add: 2 percent of high-three average annual pay multiplied by years of service (including civilian and military) not used in step (a) or step (b).

For members with fewer than five years of covered congressional employment but five or more years of creditable civilian federal employment, step (a) is 1.5

percent times the high-three average annual pay for the first five years of federal employment.

Initial annuities for retiring members may not exceed 80 percent of the final basic pay of the member, or 80 percent of the member's average annual pay for the high-three years, whichever is greater.

The full annuity is reduced by 1/12th of 1 percent for each full month not in excess of 60 months, and 1/6th of 1 percent for each full month in excess of 60 months that the member is under 60 years old at the date of separation.

Cost of living adjustment are provided annually based on the full increase in the Consumer Price Index.

Survivor benefits exist for spouses and children of members who die while in office. Also, members may elect to take a reduced pension to provide survivor benefits.

CSRS benefits are taxable as ordinary income after the total amount contributed into the fund has been paid back as an annuity.

As of January 1, 1983, all members were covered under the Medicare portion of social security and began paying the Medicare tax of 1.3 percent of salary.

Benefits for Retired Members

Sixty percent of the responses noted that members receive benefits after retirement. In Austria and the Belgian Senate, members are given access to the parliamentary library and provided with certain publications. Former members of the Belgian House of Representatives, the Greek Chamber of deputies, Japanese Diet, and Swiss Federal Assembly, may only use the parliamentary library. In Canada (Senate and House of Commons), Germany, Ireland, and the United States, retired members may use the parliamentary library, dining facilities, and receive certain publications. In Denmark, France, Israel, New Zealand, and the Italian Senate, former members have access to the parliamentary facilities and also receive travel concessions. The retired Italian Deputies receive the same materials benefits as sitting members. In the Netherlands (Second Chamber), former members may use the library and restaurants, and in the Philippines, members have access to parliamentary facilities and a special gallery.

Dates for Payment of Emoluments

Emoluments usually begin at either the date of election or appointment, or when the member takes the oath of office. However, there are a number of exceptions:

Belgium (House of Representatives)—First day of the month after the oath.

Japan, Korea—First day of the month during which the term (mandate) begins.

Congo, Ivory Coast—At the beginning of the legislative session.

Council of Europe, Finland, Portugal, Rwanda—Date when credential are transmitted or presented.

France, United Kingdom (House of Commons)—Day after election.

In 85 percent of the parliaments, emoluments cease at the end of the mandate. The members of certain parliaments are elected for a term of office (mandate). For example, in the United States the term of office of a Senator is six years which covers at least three Congresses of two or more sessions. On the other hand, members of the House of Representatives are elected for a two year term which is one Congress. The mandate may or may not correspond to a legislative session. Again, there are some exceptions:

Denmark—Members who are not reelected receive remuneration for three to twelve months depending on the years of service.

Germany (Bundestag)—Salary is paid through the end of the month in which membership ends, allowances continue for one month with staff allowances for up to five months.

Ivory Coast—Emoluments cease at the end of the legislative session.

Korea—Emoluments cease one month after the mandate ends.

Sweden—Emoluments cease at the end of the month in which membership ends.

Taxation

Thirty-five of the parliaments reported that some of the emoluments are subject to taxation. In all cases, except Egypt and the German Bundesrat, where members receive a salary, some part of it is subject to taxation. For France (National Assembly), Greece, Italy, Senegal, and Switzerland, only part of the basic salary is taxable. In Israel and Thailand, all emoluments are taxed, and in the United Kingdom this is also true except for severance pay.

PUBLICATION OF REMUNERATION AND OTHER EMOLUMENTS

It is the general practice in almost all parliaments to make information available regarding remuneration and emoluments provided to members of parliament.

Twenty-two, or 55 percent of the assemblies noted that there is a legal document which requires publication of remuneration and/or emoluments. Additional responses stated that salary and other allowances are known because they are specified in law or budget documents which are published. In Cameroon, all citizens must declare their incomes and all other goods; therefore, salary and allowances are known. In the case of the European Parliament, the decision regarding publication rests with the member country.

For several other parliaments which stated that there was no legal document, information on remuneration and emoluments is available. Therefore, 80 percent

of the parliamentary bodies provide some type of printed information on this subject to interested parties.

Only Belgium, Congo, France (National Assembly), Council of Europe, Italy, and Senegal have no legal requirements for publication and do not publish. In France and Senegal, it was noted that information would be provided on request.

For the Brazilian Senate, Korean National Assembly, New Zealand House of Representatives, Israeli Knesset, Swedish Riksdag, and German Bundestag, there are certain categories of beneficiaries and reimbursement which are not required to be published.

SUMMARY

The survey resulted in a considerable amount of factual information, and the following is a summary of the most significant items.

In asking the question as to what legal document authorizes or governs the payment of remuneration, there was generally no single answer. In twenty-two of the parliaments, there are several documents relating to remuneration, and the most frequently mentioned were acts of parliament and the constitution.

In most parliaments legislation concerning remuneration takes the same stages and is subject to the same procedure as any other bill. Legislation on the remuneration of members frequently takes the form of a private member's bill. In a number of parliaments the committee meetings on the bill are closed, although many assemblies have provisions to allow open committee meetings if the members so choose, while the debates in plenary are usually open to the public.

In thirty-two parliaments, the legislature as a whole or a parliamentary committee make the decision regarding remuneration. The head of state and/or government, ministers, and speaker were often noted in conjunction with the legislature.

Where legislatures are involved in decisions on remuneration, the procedures followed generally reflect the sensitivity of legislators to public opinion. Approximately two-thirds of these assemblies hold their debates in open sitting. Where committee proceedings are held before these debates, the views of bodies and persons outside parliament can be sought if that is desired. Less than one-third of the parliaments provide fora public inquiry in which evidence is taken publicly or at a closed sitting or by use of both procedures.

Members of the legislature are the sole beneficiaries of remuneration in twelve parliamentary bodies. Most other answers indicated that pension benefits or gratuities are available to surviving spouses and other dependents.

Generally members of parliament do receive a basic salary to compensate for their services. However, there were five assemblies which reported that members do not receive a basic salary and, of those, only two really serve without any salary: Congo (People's National Assembly) and United Kingdom (House of Lords). For the other three, compensation is provided from a source other than parliament.

Members of the Council of Europe and the European Parliament receive salaries from the member countries, while members of the German Bundesrat receive salaries from the Federal States. A member's remuneration is most often determined on the basis of the cost of living in the country.

The most common allowance provided is for travel. Most members receive assistance for traveling to and from their homes to the parliamentary sessions well as support to attend international meetings such as the Interparliamentary Union.

Members in approximately two-thirds of the responding chambers receive an allowance for secretarial staff and funds are available for research assistants in half of the parliaments. Telephone service is generally available to members of parliament, but in some countries, there are restrictions on international service. In nineteen of the assemblies, it was stated that members receive an allowance for postal service.

Again, in nineteen of the responding chambers, members receive an allowance for stationery. For those who do not receive an allowance, certain parliaments provide stationery at no charge to the members. One-fifth of the responding parliaments provide members with allowances for constituency offices.

Thirty-five percent of the responding assemblies stated that their members receive an allowance for office equipment. An additional nine assemblies indicated that members are provided office equipment and that the expense is either borne by the general secretariat or another part of the government.

The most common insurance coverage is for compensation for job-related injury or illness. Approximately two-thirds of the assemblies indicated that this type of benefit is available. Health insurance is available to 45 percent of the parliaments, and in countries where there are national health plans or mandatory insurance coverage, the members receive the same benefits as other citizens. In 90 percent of the parliaments covered in this survey, there are documents available which define emoluments exclusive of remuneration. More than 50 percent of the members benefit from the following:

Special Parking Privileges: This usually means that there is a special parking area near the parliament building reserved for members.

Health Services: Such services are available from a medical group (doctors, nurses, technicians) either located within the precincts of parliament or on call to the parliament.

Travel Concessions: Concessions are available to 54 percent of the members and vary slightly.

Sixty percent of the responses noted that members receive benefits after retirement. This includes use of the parliamentary library, dining facilities, and receipt of certain publications.

Emoluments usually begin at either the date of election or appointment, or when the member takes the oath of office. In 85 percent of the parliaments, emoluments cease at the end of the mandate. Thirty-five of the parliaments reported that some of the emoluments are subject to taxation.

It is the general practice in almost all parliaments to make information available regarding remuneration and emoluments provided to members of parliament. Twenty-two, or 55 percent, of the assemblies noted that there is a legal document which requires publication of remuneration and/or emoluments. Additional responses stated that salary and other allowances are known because they are specified in law or budget documents which are published.

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

- 1 AUSTRALIA PARLIAMENT
2 AUSTRIA FEDERAL COUNCIL AND NATIONAL COUNCIL
3 BELGIUM HOUSE OF REPRESENTATIVES
4 BELGIUM SENATE
5 BRAZIL FEDERAL SENATE

I. DEFINITION OF EMOLUMENTS

1. What is included in the emoluments of a member of Parliament?

	1	2	3	4	5
(a) basic salary?	yes	yes	yes	yes	yes
(b) allowances?					
1. travel	yes	no	no	no	yes
2. hospitality	no	no	no	no	yes
3. subsistence	yes	no	no	no	no
4. attendance					
(a) House	yes	no	no	no	yes
(b) committee	yes	no	no	no	no
(c) other					
5. office expenses					
(a) staff					
(i) secretarial	yes	no ¹⁶	yes"	yes"	yes
(ii) research	yes	no ¹⁶	yes"	yes"	yes ²¹
(iii) other					yes ²¹
(b) telephone, telegrams	yes	no ¹⁶	no ²²	no	yes
(c) postal service	yes	no	no	yes	yes
(d) stationery	no	no	no ²²	yes	yes
(e) parliamentary or legislative publications	yes	no ²²	no ²²	yes	yes
(f) government publications	yes ²⁸	no ²⁸	no ²⁸	yes	yes
(g) private publications	no	no	no ²⁸	no	yes
(h) computer services	no	no	no ⁶⁰	no	yes
(i) uniform or dress	no	no	no	no	no
(j) constituency office	yes	no ²¹	no	no	no
(k) office equipment	no	no ²¹	no	no	yes
(l) other		yes ¹⁸	yes ¹⁸	yes ¹⁸	
6. Insurance					
(a) health	no	yes ^o	yes	no	no
(b) life	no	no	yes	yes	no
(c) compensation for job-related injury or illness	no	yes	yes	yes	no

*7. Other

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

6	CANADA	HOUSE OF COMMONS
7	CANADA	SENATE
8	CONGO	PEOPLE'S NATIONAL ASSEMBLY
9	COUNCIL OF EUROPE	
10	CYPRUS	HOUSE OF REPRESENTATIVES

6 7 8 9 10

I. DEFINITION OF EMOLUMENTS

1. What is included in the emoluments of a member of Parliament?

(a) basic salary?	yes	yes	no	no ¹	yes
(b) allowances?					
1. travel	yes	yes	yes	no ¹	yes
2. hospitality	no	no	no	no	no
3. subsistence	no	no	no	no ¹	no
4. attendance					
(a) House	yes	yes	yes	no	no
(b) committee	no	no	yes	no	no
(c) other				yes"	
5. office expenses					
(a) staff					
(i) secretarial	yes	yes	yes	no	yes
(ii) research	yes	yes	yes	no	no
(iii) other	yes ²⁴	yes	yes	no	no
(b) telephone, telegrams	yes	yes	yes	no	no
(c) postal service	yes	yes	yes	no	no
(d) stationery	yes	yes	yes	no	no
(e) parliamentary or legislative publications	yes	yes	yes	no	no ²²
(f) government publications	yes	yes	yes	no	no ²²
(g) private publications	no	yes	yes	no	no
(h) computer services	yes	no	yes ³⁰	no	no
(i) uniform or dress	no	no	no	no	no
(j) constituency office	yes	no	no	no	no
(k) office equipment	yes	yes	no	no	no
(l) other	yes ²⁹				
6. Insurance					
(a) health	yes	yes	no	no	no
(b) life	yes	yes	no	no	no
(c) compensation for job-related injury or illness	yes	no	no	yes	no

*7. Other

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

11 DENMARK FOLKETING
12 EGYPT PEOPLE'S ASSEMBLY
13 EUROPEAN PARLIAMENT
14 FINLAND EDUSKUNTA
15 FRANCE NATIONAL ASSEMBLY

	11	12	13	14	15
I. DEFINITION OF EMOLUMENTS					
1. What is included in the emoluments of a member of Parliament?					
(a) basic salary?	yes	yes	no ¹	yes	yes
(b) allowances?					
1. travel	yes	yes	yes	no	no
2. hospitality.	no	no	yes	no	no
3. subsistence.	no	no	yes	yes	no
4. attendance					
(a) House	no	yes	yes	no	no
(b) committee.	no	yes ¹⁴	yes	no	no
(c) other		yes ¹⁴			
5. office expenses					
(a) staff					
(i) secretarial	yes	no	yes	no ¹⁸	yes
(ii) research	yes	no	yes	no	yes
(iii) other				no	
(b) telephone, telegrams.	yes ²⁷	no ²⁶	yes	no ²²	no ²²
(c) postal service.	no	no ²⁶	yes	no	no ²²
(d) stationery.	yes	no ²⁶	yes	yes	no ²²
(e) parliamentary or legislative publications.	yes	no ²⁶	yes	yes	no ²²
(f) government publications.	yes	no	no	yes	no ²²
(g) private publications.	yes	no	no	no	no ⁶⁰
(h) computer services.	no ⁶⁰	no	no	no	no ²⁶
(i) uniform or dress	no	no	no	no	no ⁸¹
(j) constituency office.	no	no	yes	no	no
(k) office equipment	yes	no	yes	yes	yes ¹⁴
(l) other					yes ¹⁴
6. Insurance					
(a) health	no	no	no	yes	yes
(b) life.	no	no	yes	yes	yes
(c) compensation for job-related injury or illness.	no	no	yes	yes	yes
*7. Other					

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

16	GERMANY	BUNDESRAT
17	GERMANY	BUNDESTAG
18	GREECE	CHAMBER OF DEPUTIES
19	INDONESIA	HOUSE OF REPRESENTATIVES
20	IRELAND	PARLIAMENT

	16	17	18	19	20
I. DEFINITION OF EMOLUMENTS					
1. What is included in the emoluments of a member of Parliament?					
(a) basic salary?	no ²	yes	yes	yes	yes
(b) allowances?					
1. travel	yes	yes	no ⁴	yes	no ⁵
2. hospitality	no ⁶	yes	no	yes	no
3. subsistence	no ⁶	yes	no	yes	yes
4. attendance					
(a) House	yes	no	no ¹⁰	yes	yes
(b) committee	yes	no	no ¹⁰	yes	yes
(c) other	yes ¹⁵				
5. office expenses					
(a) staff					
(i) secretarial	no ¹⁹	yes	yes ¹⁷	yes	no ¹¹
(ii) research	no ¹⁹	yes	yes ¹⁷	no	no ⁶⁰
(iii) other				no	
(b) telephone, telegrams	no ²²	yes	yes ²⁷	yes ²⁷	no ²⁰
(c) postal service	no	no	yes	no	no ²⁰
(d) stationery	no	yes	no	yes	no ²⁰
(e) parliamentary or legislative publications	yes	yes	no ²²	yes	no ²⁰
(f) government publications	no	yes	no ²²	yes ⁸⁸	no ²⁰
(g) private publications	no	yes	no	yes	no ⁶⁰
(h) computer services	no ²⁶	yes	no	no	no
(i) uniform or dress	no	no	no	no	no
(j) constituency office	no	yes	no	no	no
(k) office equipment	no ¹⁹	yes	no	no ²¹	no ²⁰
(l) other					
6. Insurance					
(a) health	no	yes	yes	yes	no
(b) life	no	no	yes	no	no
(c) compensation for job-related injury or illness	no	yes	yes	yes	no
*7. Other					

**ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT**

21	ISRAEL	KNESSET
22	ITALY	CHAMBER OF DEPUTIES
23	ITALY	SENATE
24	IVORY COAST	NATIONAL ASSEMBLY
25	JAPAN	NATIONAL DIET

21 22 23 24 25

I. DEFINITION OF EMOLUMENTS

1. What is included in the emoluments of a member of Parliament?

(a)	basic salary?	yes	yes	yes	yes	yes
(b)	allowances?					
1.	travel	yes	yes	no	yes	yes
2.	hospitality.	no	yes	yes	no ¹	no
3.	subsistence	yes	no	no	no	no
4.	attendance					
(a)	House.	no	no	no	no	no
(b)	committee	no"	no	no	no	no
(c)	other					
5.	office expenses					
(a)	staff					
(i)	secretarial	yes	no	yes	no ⁷	yes
(ii)	research	yes	no	yes	no	no
(iii)	other					
(b)	telephone, telegrams.	yes	yes	no ²²	no ¹	yes
(c)	postal service.	yes	yes	no	yes	yes
(d)	stationery.	yes	yes	no	no ¹	no
(e)	parliamentary or legislative publica- tions.	yes	yes	no	no	no ^{2,2}
(f)	government publications.	yes	no	no	no	no ^{2,2}
(g)	private publications.	yes ⁸⁵	no	no	no	no
(h)	computer services.	no	yes	no	no	no
(i)	uniform or dress.	no	no	no	no	no
(j)	constituency office.	no	no	no	no	no ^{2,2}
(k)	office equipment.	no	yes	no	no	no ^{2,2}
(l)	other					
6.	Insurance					
(a)	health	no	yes	no	yes	no
(b)	life.	no	yes	no	no	no
(c)	compensation for job-related injury or illness.	yes	yes	no	yes	yes

*7. Other

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

26	KOREA	NATIONAL ASSEMBLY
27	NETHERLANDS	SECOND CHAMBER
28	NEW ZEALAND	HOUSE OF REPRESENTATIVES
29	PHILIPPINES	BATASANG PAMBANSA
30	PORTUGAL	ASSEMBLY OF THE REPUBLIC

I. DEFINITION OF EMOLUMENTS

1. What is included in the emoluments of a member of Parliament?

	26	27	28	29	30
(a) basic salary?	yes	yes	yes	yes	yes
(b) allowances?					
1. travel.	yes	yes	yes	yes	yes
2. hospitality.	no	no	yes	no	no
3. subsistence.	no	yes	yes	no	no
4. attendance					
(a) House.	yes	no	yes	no	yes
(b) committee.	yes	no	yes	no ¹²	yes
(c) other.			yes"		
5. office expenses					
(a) staff					
(i) secretarial.	no ²⁶	yes	no "	yes	no ¹⁴ no ¹⁶
(ii) research.	no	no	no "	yes ⁸⁹	
(iii) other					
(b) telephone, telegrams.	no ²⁶	no ²²	yes	yes	no ²²
(c) postal service.	no	no	yes	yes	no ²²
(d) stationery.	no ²²	no ²²	yes	yes	no "
(e) parliamentary or legislative publications.	no ²²	no ²²	no	yes	no "
(f) government publications.	yes	no ²²	no	yes	no ²²
(g) private publications.	no	no	no	no	no
(h) computer services.	no	no	no	yes	no
(i) uniform or dress.	no	no	no	no	no
(j) constituency office.	no	no	no	yes	no ²²
(k) office equipment.	no ²²	no ²²	yes	yes	no ²²
(l) other					
6. Insurance					
(a) health.	yes	no	no	yes	no
(b) life.	no	no	no	yes	no
(c) compensation for job-related injury or illness.	yes	no	no	yes	no

*7. Other

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

31	REPUBLIC OF CAMEROON	NATIONAL ASSEMBLY
32	RWANDA	NATIONAL DEVELOPMENT COUNCIL
33	SENEGAL	NATIONAL ASSEMBLY
34	SWEDEN	RIKSDAG
35	SWITZERLAND	FEDERAL ASSEMBLY

	31	32	33	34	35
I. DEFINITION OF EMOLUMENTS					
1. What is included in the emoluments of a member of Parliament?					
(a) basic salary?	yes	yes	yes	yes	yes
(b) allowances?					
1. travel	yes	no	yes	yes	yes
2. hospitality	yes	no	no ⁷	no	yes
3. subsistence	no	yes	no	yes	yes
4. attendance					
(a) House	yes	no	yes	no	yes
(b) committee	no ⁷	no	yes	no	yes
(c) other			yes ⁷⁵		yes ⁴⁴
5. office expenses					
(a) staff					
(i) secretarial	no ²²	no ¹⁸	yes	no ²¹	yes
(ii) research	no ²²	no ¹⁹	no	no ²¹	yes
(iii) other					
(b) telephone, telegrams	no ²²	no	yes	no ²⁶	no ²²
(c) postal service	no	no ²²	yes	no	no ²²
(d) stationery	no ²²	no	yes	no ²⁶	no ²²
(e) parliamentary or legislative publications	no ²²	no	yes	no ²⁶	no
(f) government publications	no ²²	no	yes	no ²⁶	yes
(g) private publications	no	no	yes	no ²⁶	no
(h) computer services	no	no	no	no ²⁶	no
(i) uniform or dress	no	no	no	no	no
(j) constituency office	no	no	no	no	no
(k) office equipment	no ²²	no	yes	no ²⁶	no
(l) other					yes ¹⁸
6. Insurance					
(a) health	no	no	yes	yes	yes
(b) life	no	no	yes	yes	yes
(c) compensation for job-related injury or illness	no	yes	yes	yes	yes
*7. Other					

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

36	THAILAND	NATIONAL ASSEMBLY RATHASAPHA
37	UNITED KINGDOM	HOUSE OF COMMONS
38	UNITED KINGDOM	HOUSE OF LORDS
39	UNITED STATES	HOUSE OF REPRESENTATIVES
40	UNITED STATES	SENATE

	36	37	38	39	40
I. DEFINITION OF EMOLUMENTS					
1. What is included in the emoluments of a member of Parliament?					
(a) basic salary?	yes ³	yes	no	yes	yes
(b) allowances?					
1. travel	yes	yes	yes	yes	yes
2. hospitality.	no	no	no	no	no
3. subsistence.	no	no	yes	no ⁹	no ⁹
4. attendance					
(a) House.	yes	no	yes	no	no
(b) committee.	yes	no ⁹	yes	no	no
(c) other.			yes		
5. office expenses					
(a) staff					
(i) secretarial.	no	yes	yes	yes	yes
(ii) research.	no	yes	yes	yes	yes
(iii) other.		yes			yes
(b) telephone, telegrams.	no	yes ⁸³	yes ⁸³	yes ⁸³	yes ⁸³
(c) postal service.	no	yes ⁸³	yes ⁸³	yes ⁸³	yes ⁸³
(d) stationery.	no	yes ⁸³	yes	yes ⁸³	yes ⁸³
(e) parliamentary or legislative publications.	no	yes	yes	no ²²	no ²²
(f) government publications.	no	yes	yes	no ²²	no ²²
(g) private publications.	no	no ⁶⁰	no	yes	yes
(h) computer services.	no	no ⁹²	no ⁹²	yes	no ²⁶
(i) uniform or dress.	no	no	no	no	no
(j) constituency office.	no	yes	no	yes	yes
(k) office equipment.	no	yes	no	yes	no ²²
(l) other.		yes		yes	
6. Insurance					
(a) health.	no	no	no	yes	yes
(b) life.	no	yes	no	yes	yes
(c) compensation for job-related injury or illness	no	yes	yes	yes	yes
*7. Other					

**ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT**

1	AUSTRALIA	PARLIAMENT
2	AUSTRIA	FEDERAL COUNCIL AND NATIONAL COUNCIL
3	BELGIUM	HOUSE OF REPRESENTATIVES
4	BELGIUM	SENATE
5	BRAZIL	FEDERAL SENATE

	1	2	3	4	5
I. DEFINITION OF EMOLUMENTS (cont.)					
2. Are these emoluments, exclusive of remuneration, specifically defined or set out in any basic document?	yes	yes	yes	no	yes
3. Are there non-monetary fringe benefits for sitting members					
(a) travel concessions	yes	yes	yes	yes	no
(b) car	yes	no	no	no	yes
(c) special parking privileges	yes	yes	yes	yes	yes
(d) accommodations	no	no	no	no	yes
(e) domestic staff	no	no	no	no	no
(f) subsidized catering	yes	yes	yes	no	yes
(g) health services	no	no	yes	yes	yes
(h) other	yes	yes ³⁴	yes ¹¹		
4. What is the nature of the retiring or severance benefits					
(a) superannuation	no	no	no	no	no
(b) gratuity	no	yes	yes	no	no
(c) pension or social security scheme	yes	yes	yes	yes	yes
(d) other	yes				
5. Are there any benefits available to retired members?	yes	yes ⁵⁰	yes ⁵¹	yes ⁵⁰	no
6. When are emoluments paid from					
(a) date of election	yes ^{es}	no	no	no	no
(b) date of oath	no	yes	no	yes	yes
(c) other			yes ⁶⁶		
When do they end					
(a) end of mandate	yes	yes	yes	yes	yes
(b) death, resignation, retirement or expulsion	yes	yes			
(c) other					
*7. Are any of these emoluments subject to taxation, if so, please specify?	yes	yes	yes	yes	yes

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

- 6 CANADA HOUSE OF COMMONS
7 CANADA SENATE
8 CONGO PEOPLE'S NATIONAL ASSEMBLY
9 COUNCIL OF EUROPE
10 CYPRUS FEDERAL SENATE

	6	7	8	9	10
I. DEFINITION OF EMOLUMENTS (cont.)					
2. Are these emoluments, exclusive of remuneration, specifically defined or set out in any basic document?	yes	yes	no	yes	yes
3. Are there non-monetary fringe benefits for sitting members					
(a) travel concessions.	yes	no	no ³²	no	yes ⁴⁴
(b) car.	no	no	no ³²	no	yes ⁴⁴
(c) special parking privileges.	yes	yes	no	no	
(d) accommodations.	no	no	no	no	no
(e) domestic staff.	no	no	no	no	no
(f) subsidized catering.	yes	yes	no	no	no
(g) health services.	yes	yes	yes	no	yes
(h) other.	yes ³⁵				
4. What is the nature of the retiring or severance benefits					
(a) superannuation.	yes	no	no	no	no
(b) gratuity.	no	no	no	no	yes ⁴⁸
(c) pension or social security scheme	yes	yes	no	no	yes ⁴⁸
(d) other					
5. Are there any benefits available to retired members?	yes ⁵²	yes ⁵²	no	no	no
6. When are emoluments paid from					
(a) date of election.	yes	no	no	no	no
(b) date of oath.	no	no	no	no	yes
(c) other.	yes ⁶¹	yes ⁶¹	yes ⁶²	yes ⁶³	
When do they end					
(a) end of mandate.	yes	no	yes	yes	yes
(b) death, resignation, retirement or expulsion	yes	yes	yes	yes	yes
(c) other					
*7. Are any of these emoluments subject to taxation, if so, please specify?	yes	yes	no	no	yes

**ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT**

11	DENMARK	FOLKETING
12	EGYPT	PEOPLE'S ASSEMBLY
13	EUROPEAN	PARLIAMENT
14	FINLAND	EDUSKUNTA
15	FRANCE	NATIONAL ASSEMBLY

	11	12	13	14	15
I. DEFINITION OF EMOLUMENTS (cont.)					
2. Are these emoluments, exclusive of remuneration, specifically defined or set out in any basic document?	yes	yes	yes	yes	yes
3. Are there non-monetary fringe benefits for sitting members					
(a) travel concessions	no	yes	yes ⁴¹	yes	yes
(b) car	no	no	no	no	no ¹
(c) special parking privileges	yes	yes	yes	yes	yes
(d) accommodations	no	yes	no	no	no ³⁴
(e) domestic staff	no	no	no	no	no ⁷
(f) subsidized catering	no	yes	yes	no	yes
(g) health services	no	yes	yes	yes	yes
(h) other	yes ³⁸	yes ⁸⁶	yes ⁴²		yes ¹¹
4. What is the nature of the retiring or severance benefits					
(a) superannuation	yes	no	no	yes	no
(b) gratuity	yes	no	no	no	no
(c) pension or social security scheme	yes	no	yes	no	yes
(d) other		yes ⁴⁹			
5. Are there any benefits available to retired members?	yes ⁵³	no	no	no	yes ⁵¹
6. When are emoluments paid from					
(a) date of election	yes	no	yes	no	no
(b) date of oath	no	yes	no	no	no
(c) other				yes ⁶³	yes ⁶⁴
When do they end					
(a) end of mandate		yes	yes	yes	yes
(b) death, resignation, retirement or expulsion		yes			
(c) other	yes				
*7. Are any of these emoluments subject to taxation, if so, please specify?	yes	no	yes	yes	yes

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
 QUESTIONNAIRE ON METHODS OF DECIDING
 THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

- 16 GERMANY BUNDESRAT
- 17 GERMANY BUNDESTAG
- 18 GREECE CHAMBER OF DEPUTIES
- 19 INDONESIA HOUSE OF REPRESENTATIVES
- 20 IRELAND PARLIAMENT

	16	17	18	19	20
I. DEFINITION OF EMOLUMENTS (cont.)					
2. Are these emoluments, exclusive of remuneration, specifically defined or set out in any basic document?	yes	yes	yes	yes	yes
3. Are there non-monetary fringe benefits for sitting members					
(a) travel concessions	yes	yes	yes	no	no
(b) car	no	yes ³⁹	no ⁷	yes ⁴⁴	no ⁷
(c) special parking privileges	no	yes	yes	no	yes
(d) accommodations	no	yes ³⁶	no	yes	no
(e) domestic staff	no	no	no	no	no
(f) subsidized catering	no	yes	yes	no	yes
(g) health services	no	yes	yes ⁴⁵	yes	no
(h) other					
4. What is the nature of the retiring or severance benefits					
(a) superannuation	no	no	no	no	no
(b) gratuity	no	no	no	yes	no
(c) pension or social security scheme	no	yes	yes	yes	yes
(d) other					
5. Are there any benefits available to retired members?	yes ⁵²	yes ⁵²	yes ⁵²	no	yes ⁵²
6. When are emoluments paid from					
(a) date of election	no	no	yes	yes	yes
(b) date of oath	no	no	no	no	no
(c) other	yes ⁶¹	yes"			yes ⁶¹
When do they end					
(a) end of mandate	no	yes	yes	yes	yes
(b) death, resignation, retirement or expulsion				yes	
(c) other	yes ⁶¹	yes			
*7. Are any of these emoluments subject to taxation, if so, please specify?	no	yes	yes	yes	yes

**ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT**

21	ISRAEL	KNESSET
22	ITALY	CHAMBER OF DEPUTIES
23	ITALY	SENATE
24	IVORY COAST	NATIONAL ASSEMBLY
25	JAPAN	DIET

	21	22	23	24	25
I. DEFINITION OF EMOLUMENTS (cont.)					
2. Are these emoluments, exclusive of remuneration, specifically defined or set out in any basic document?	yes	yes	yes	no	yes
3. Are there non-monetary fringe benefits for sitting members					
(a) travel concessions	yes	yes	yes	no	yes
(b) car	no	no	no ⁷	no ¹	yes
(c) special parking privileges	no	yes	yes	no	yes
(d) accommodations	no	no	no ¹	no ⁷	no ⁴
(e) domestic staff	no	no	no ¹	no ⁷	no
(f) subsidized catering	no	yes	no	no	no
(g) health services	yes	yes	yes	yes	yes
(h) other					
4. What is the nature of the retiring or severance benefits					
(a) superannuation	yes	no	no	no	no
(b) gratuity	yes	no	yes	no	no
(c) pension or social security scheme	yes	yes	yes	yes	yes
(d) other					yes
5. Are there any benefits available to retired members?	yes ⁵⁵	yes	yes ⁵³	no	yes ⁵¹
6. When are emoluments paid from					
(a) date of election	no	yes	yes	no	no
(b) date of oath	yes	no	no	no ⁶²	no ⁶⁶
(c) other					
When do they end					
(a) end of mandate	yes	yes	yes	no	yes
(b) death, resignation, retirement or expulsion				no	yes
(c) other				yes ⁶⁷	
*7. Are any of these emoluments subject to taxation, if so, please specify?	yes	yes	yes	yes	yes

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

26	KOREA	NATIONAL ASSEMBLY
27	NETHERLANDS	SECOND CHAMBER
28	NEW ZEALAND	HOUSE OF REPRESENTATIVES
29	PHILIPPINES	BATASANG PAMBANSA
30	PORTUGAL	ASSEMBLY OF THE REPUBLIC

	26	27	28	29	30
I. DEFINITION OF EMOLUMENTS (cont.)					
2. Are these emoluments, exclusive of remuneration, specifically defined or set out in any basic document?	yes	no ⁵⁹	yes	yes	yes
3. Are there non-monetary fringe benefits for sitting members					
(a) travel concessions	yes				
(b) car.	no ⁷	no	yes	yes	yes
(c) special parking privileges.	no	no	no	no	no
(d) accommodations.	no	yes	yes	yes	yes
(e) domestic staff.	no	no	no	no	no
(f) subsidized catering	no	no	yes	yes	yes
(g) health services.	no	no	no	yes	yes
(h) other					
4. What is the nature of the retiring or severance benefits					
(a) superannuation	no	no	yes	yes	no
(b) gratuity.	no	no	no	yes	no
(c) pension or social security scheme	no	yes	no	yes	yes
(d) other					
5. Are there any benefits available to retired members?	no	yes ¹¹	yes ⁵⁸	yes ⁵⁶	no
6. When are emoluments paid from					
(a) date of election	no	no	yes	no	no
(b) date of oath	no	yes	no	yes	no
(c) other.	yes ⁹⁰				yes ⁶²
When do they end					
(a) end of mandate	yes	yes	yes	yes	yes
(b) death, resignation, retirement or expulsion	yes	yes			
(c) other.	yes				
*7. Are any of these emoluments subject to taxation, if so, please specify?	yes	yes	yes	yes	yes

**ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT**

31	REPUBLIC OF CAMEROON	NATIONAL ASSEMBLY
32	RWANDA	NATIONAL DEVELOPMENT COUNCIL
33	SENEGAL	NATIONAL ASSEMBLY
34	SWEDEN	RIKSDAG
35	SWITZERLAND	FEDERAL ASSEMBLY

	31	32	33	34	35
I. DEFINITION OF EMOLUMENTS (cont.)					
2. Are these emoluments, exclusive of remuneration, specifically defined or set out in any basic document?	yes	yes	yes	yes	yes
3. Are there non-monetary fringe benefits for sitting members					
(a) travel concessions.	yes	yes	yes	yes	yes
(b) car	no	no ⁷	no ⁷	no	no
(c) special parking privileges.	no	no ⁷	yes ⁷	no	yes
(d) accommodations.	no	no ⁷	no ⁷	no	yes
(e) domestic staff.	no	no ⁷	no ⁷	no	no
(f) subsidized catering.	yes	no	no ⁷	yes	yes
(g) health services.	yes	no	yes	yes	no
(h) other					
4. What is the nature of the retiring or severance benefits					
(a) superannuation.	no	no	no	yes	no
(b) gratuity.	no	no	no	yes	no
(c) pension or social security scheme	yes	yes	yes	yes	no
(d) other					
5. Are there any benefits available to retired members?	no	no	no	yes ⁵⁷	yes ⁵²
6. When are emoluments paid from					
(a) date of election.	yes	no	yes	no	yes
(b) date of oath.	no	no	no	yes	no
(c) other.		yes ⁶²			
When do they end					
(a) end of mandate.	yes	yes	yes	no	yes
(b) death, resignation, retirement or expulsion.			yes	no	
(c) other.				yes ⁶⁸	
*7. Are any of these emoluments subject to taxation, if so, please specify?	yes	yes	yes	yes	yes

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

36	THAILAND	NATIONAL ASSEMBLY RATHASAPHA
37	UNITED KINGDOM	HOUSE OF COMMONS
38	UNITED KINGDOM	HOUSE OF LORDS
39	UNITED STATES	HOUSE OF REPRESENTATIVES
40	UNITED STATES	SENATE

	36	37	38	39	40
I. DEFINITION OF EMOLUMENTS (cont.)					
2. Are these emoluments, exclusive of remuneration, specifically defined or set out in any basic document?	yes	yes	yes	yes	yes
3. Are there non-monetary fringe benefits for sitting members					
(a) travel concessions.	yes	yes	no	no	no
(b) car.	no	no	no	no ⁷	no ⁷
(c) special parking privileges.	no	yes	yes	yes	yes
(d) accommodations.	no	no	no	no	no
(e) domestic staff.	no	no ⁹¹	no	no	no
(f) subsidized catering.	no	yes	yes	no	no
(g) health services.	no	yes	no	yes	yes
(h) other.				yes	yes
4. What is the nature of the retiring or severance benefits					
(a) superannuation.	no	yes	no	no	no
(b) gratuity.	no	yes	no	yes	yes
(c) pension or social security scheme	no	yes	no	yes	yes
(d) other.		yes			
5. Are there any benefits available to retired members?	no	yes ⁵⁷	yes	yes ⁵²	yes ⁵²
6. When are emoluments paid from					
(a) date of election.	yes	no	no	yes	yes
(b) date of oath.	no	yes	yes	no	no
(c) other.	yes ⁶¹				
When do they end					
(a) end of mandate.	yes	yes		yes	yes
(b) death, resignation, retirement or expulsion.		yes	yes	yes	yes
(c) other					
*7. Are any of these emoluments subject to taxation, if so, please specify?	yes	yes	no	yes	yes

**ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT**

1	AUSTRALIA	PARLIAMENT
2	AUSTRIA	FEDERAL COUNCIL AND NATIONAL COUNCIL
3	BELGIUM	HOUSE OF REPRESENTATIVES
4	BELGIUM	SENATE
5	BRAZIL	FEDERAL SENATE

	1	2	3	4	5
II. LEGAL AUTHORITY FOR REMUNERATION					
1. What enabling legal document authorizes or governs the payment of remuneration to members					
(a) the Constitution?	no	no	yes	yes	no
(b) an Act of Parliament?	yes	yes	no	no	no
(c) a Legislative Instrument, Regulation, Rule or Order	no	no	no	no	yes
(d) a Resolution of the Legislature?	no	no	yes	yes	no
(e) administrative or financial circulars?	no	no	no	no	no
(f) other?					
2. Does the enabling legal document					
(a) define what constitutes remuneration?	yes	no	yes	yes	no
(b) set out the range and/or quantum of payments and facilities which constitute remuneration?	yes	yes	yes	no	yes
(c) appoint the final deciding authority?	yes	no			no
(d) outline the process of deciding the remuneration?	yes	yes	no	no	yes
* (e) make provisions for a review and, if so, when and at what intervals?	no	no	no	no	no
(f) have any other provisions?					
3. Are there any distinctions made between parliamentary and purely party-political or non-parliamentary duties in determining the remuneration payment?	yes	no	no	no	no
III. PROCEDURE FOR DECIDING REMUNERATION					
1. Is there any specific time in the life of the legislature when a decision is made on remuneration?	no	no	no	no	yes ⁷²
* 2. When would the decision take effects? If the members can increase their salaries, are there any restrictions regarding the effective date of the increase?	no	no ⁷³	no ⁷⁴	no ⁷⁶	yes ^{1,2}
3. Who is involved in decision regarding remuneration?					
(a) the Head of State and/or Government?	no	no	no	no	no
(b) a Minister of the Government?	no	no	no	no	no
(c) the Speaker?	no	no	no	no	no
(d) the legislature as a whole or a parliamentary committee?	yes	yes	yes	yes	yes

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

- 6 CANADA HOUSE OF COMMONS
7 CANADA SENATE
8 CONGO PEOPLE'S NATIONAL ASSEMBLY
9 COUNCIL OF EUROPE
10 CYPRUS HOUSE OF REPRESENTATIVES

	6	7	8	9	10
II. LEGAL AUTHORITY FOR REMUNERATION					
1. What enabling legal document authorizes or governs the payment of remuneration to members					
(a) the Constitution?	no	no	yes	no	yes
(b) an Act of Parliament?	yes	yes	no	no	yes
(c) a Legislative Instrument, Regulation, Rule or Order.	no	no	no	yes	no
(d) a Resolution of the Legislature?	yes	no	no	no	no
(e) administrative or financial circulars?	yes	no	no	no	no
(f) other?	yes ⁶⁹				
2. Does the enabling legal document					
(a) define what constitutes remuneration?	yes	yes	yes	no	yes
(b) set out the range and/or quantum of payments and facilities which constitute remuneration?	yes	yes	no	no	yes
(c) appoint the final deciding authority?	yes	yes	yes	no	no
(d) outline the process of deciding the remuneration?	no	yes	yes	no	no
* (e) make provisions for a review and, if so, when and at what intervals?	yes	yes	no	no	no
(f) have any other provisions?	yes				
3. Are there any distinctions made between parliamentary and purely party-political or non-parliamentary duties in determining the remuneration payment?	yes	yes	no	no	no
III. PROCEDURE FOR DECIDING REMUNERATION					
1. Is there any specific time in the life of the legislature when a decision is made on remuneration?	no	yes	yes ⁶²	yes	no
* 2. When would the decision take effects? If the members can increase their salaries, are there any restrictions regarding the effective date of the increase?	yes	no ⁶²	no ⁴⁰	no	yes ⁷⁸
3. Who is involved in decision regarding remuneration?					
(a) the Head of State and/or Government?	yes	no	yes	no	yes
(b) a Minister of the Government?	no	no	no	no	yes
(c) the Speaker?	no	no	no	no	no
(d) the legislature as a whole or a parliamentary committee?	yes	yes	no	yes	yes

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

11 DENMARK FOLKETING
12 EGYPT PEOPLE'S ASSEMBLY
13 EUROPEAN PARLIAMENT
14 FINLAND EDUSKUNTA
15 FRANCE NATIONAL ASSEMBLY

	11	12	13	14	15
II. LEGAL AUTHORITY FOR REMUNERATION					
1. What enabling legal document authorizes or governs the payment of remuneration to members					
(a) the Constitution?	no	yes	no	no	yes
(b) an Act of Parliament?	yes	yes	no	yes	yes
(c) a Legislative Instrument, Regulation, Rule or Order.	no	yes	yes	no	yes
(d) a Resolution of the Legislature?	no	no	no	no	no
(e) administrative or financial circulars?	no	no	no	no	no
(f) other?					
2. Does the enabling legal document					
(a) define what constitutes remuneration?	yes	no	yes	yes	yes
(b) set out the range and/or quantum of payments and facilities which constitute remuneration?	yes	no	yes	yes	yes
(c) appoint the final deciding authority?	no	no	yes	no	no
(d) outline the process of deciding the remuneration?	no	no	yes	no	yes
* (e) make provisions for a review and, if so, when and at what intervals?	no	no	no	no	no
(f) have any other provisions?					
3. Are there any distinctions made between parliamentary and purely party-political or non-parliamentary duties in determining the remuneration payment?					
	no	no	no	yes	no
III. PROCEDURE FOR DECIDING REMUNERATION					
1. Is there any specific time in the life of the legislature when a decision is made on remuneration?					
	no	no	no	no	no
* 2. When would the decision take effects? If the members can increase their salaries, are there any restrictions regarding the effective date of the increase?	no ⁷⁶	no	no	no	no
3. Who is involved in decision regarding remuneration?					
(a) the Head of State and/or Government?	no	no	no	no	no
(b) a Minister of the Government?	yes	no	no	no	no
(c) the Speaker?	yes	no	no	no	no
(d) the legislature as a whole or a parliamentary committee?	yes	yes	no	yes	yes

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

16	GERMANY	BUNDES RAT
17	GERMANY	BUNDESTAG
18	GREECE	CHAMBER OF DEPUTIES
19	INDONESIA	HOUSE OF REPRESENTATIVES
20	IRELAND	PARLIAMENT

	16	17	18	19	20
II. LEGAL AUTHORITY FOR REMUNERATION					
1. What enabling legal document authorizes or governs the payment of remuneration to members					
(a) the Constitution?	no	yes	yes	no	yes
(b) an Act of Parliament?	yes	yes	no	no	yes
(c) a Legislative Instrument, Regulation, Rule or Order.	no	no	yes	no	yes
(d) a Resolution of the Legislature?	yes	no	yes	no	no
(e) administrative or financial circulars?	no	no	no	yes	no
(f) other?					
2. Does the enabling legal document					
(a) define what constitutes remuneration?	yes	yes	yes	no	yes
(b) set out the range and/or quantum of payments and facilities which constitute remuneration?	yes	yes	yes	yes	yes
(c) appoint the final deciding authority?	no	yes	yes	no	yes
(d) outline the process of deciding the remuneration?	no	yes	yes	no	yes
* (e) make provisions for a review and, if so, when and at what intervals?	no	yes	yes	no	no
(f) have any other provisions?		yes			
3. Are there any distinctions made between parliamentary and purely party-political or non-parliamentary duties in determining the remuneration payment?	yes	no	no	no	no
III. PROCEDURE FOR DECIDING REMUNERATION					
1. Is there any specific time in the life of the legislature when a decision is made on remuneration?	no	yes	no	yes	no
* 2. When would the decision take effects? If the members can increase their salaries, are there any restrictions regarding the effective date of the increase?	no	no	no	no	no
3. Who is involved in decision regarding remuneration?					
(a) the Head of State and/or Government?	no	no	no	yes	yes
(b) a Minister of the Government?	no	no	no	yes	yes
(c) the Speaker?	yes	no	no	no	no
(d) the legislature as a whole or a parliamentary committee?	yes	yes	yes	yes	yes

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

21	ISRAEL	KNESSET
22	ITALY	CHAMBER OF DEPUTIES
23	ITALY	SENATE
24	IVORY COAST	NATIONAL ASSEMBLY
25	JAPAN	NATIONAL DIET

	21	22	23	24	25
II. LEGAL AUTHORITY FOR REMUNERATION					
1. What enabling legal document authorizes or governs the payment of remuneration to members					
(a) the Constitution?	no	yes	yes	yes	yes
(b) an Act of Parliament?	yes	yes	yes	no	yes
(c) a Legislative Instrument, Regulation, Rule or Order.	no	no	no	no	yes
(d) a Resolution of the Legislature?	yes	no	no	no	no
(e) administrative or financial circulars?	no	no	no	no	no
(f) other?		yes	yes		
2. Does the enabling legal document					
(a) define what constitutes remuneration?	no	yes	no	no	yes
(b) set out the range and/or quantum of payments and facilities which constitute remuneration?	yes	yes	no	no	yes
(c) appoint the final deciding authority?	yes	yes	no	no	yes
(d) outline the process of deciding the remuneration?	yes	yes	yes	yes	no
* (e) make provisions for a review and, if so, when and at what intervals?	no	yes	yes	no	no
(f) have any other provisions?	yes ⁷⁰	yes			
3. Are there any distinctions made between parliamentary and purely party-political or non-parliamentary duties in determining the remuneration payment?	no	no	no	no	no
III. PROCEDURE FOR DECIDING REMUNERATION					
1. Is there any specific time in the life of the legislature when a decision is made on remuneration?	no	no	no	yes ⁶²	no
* 2. When would the decision take effects? If the members can increase their salaries, are there any restrictions regarding the effective date of the increase?	no	no	no	no	no
3. Who is involved in decision regarding remuneration?					
(a) the Head of State and/or Government?	no	no	no	yes	no
(b) a Minister of the Government?	no	no	no	no	no
(c) the Speaker?	no	no	no	no	no
(d) the legislature as a whole or a parliamentary committee?	yes	no	no	no	yes

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

26	KOREA	NATIONAL ASSEMBLY
27	NETHERLANDS	SECOND CHAMBER
28	NEW ZEALAND	HOUSE OF REPRESENTATIVES
29	PHILIPPINES	BATASANG PAMBANSA
30	PORTUGAL	ASSEMBLY OF THE REPUBLIC

	26	27	28	29	30
II. LEGAL AUTHORITY FOR REMUNERATION					
1. What enabling legal document authorizes or governs the payment of remuneration to members					
(a) the Constitution?	no	no	no	yes	no
(b) an Act of Parliament?	yes	yes	yes	yes	yes
(c) a Legislative Instrument, Regulation, Rule or Order.	no	no	no	no	no
(d) a Resolution of the Legislature?	no	no	no	no	no
(e) administrative or financial circulars?	no	no	no	no	no
(f) other?					
2. Does the enabling legal document					
(a) define what constitutes remuneration?	yes	yes	no	yes	yes
(b) set out the range and/or quantum of payments and facilities which constitute remuneration?	yes	yes	no	yes	yes
(c) appoint the final deciding authority?	yes	yes	yes	yes	yes
(d) outline the process of deciding the remuneration?	no	yes	yes	no	yes
* (e) make provisions for a review and, if so, when and at what intervals?	no	yes	yes	no	yes
(f) have any other provisions?	yes		yes		yes ⁷¹
3. Are there any distinctions made between parliamentary and purely party-political or non-parliamentary duties in determining the remuneration payment?	no	no	yes	no	no
III. PROCEDURE FOR DECIDING REMUNERATION					
1. Is there any specific time in the life of the legislature when a decision is made on remuneration?	no	no	no	no	no
* 2. When would the decision take effects? If the members can increase their salaries, are there any restrictions regarding the effective date of the increase?	yes ⁷⁸	no	no	yes ⁷⁸	no
3. Who is involved in decision regarding remuneration?					
(a) the Head of State and/or Government?	yes	no	no	yes	no
(b) a Minister of the Government?	yes	no	no	no	no
(c) the Speaker?	no	no	no	yes	no
(d) the legislature as a whole or a parliamentary committee?	yes	no	no	yes	yes

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

31	REPUBLIC OF CAMEROON	NATIONAL ASSEMBLY
32	RWANDA	NATIONAL DEVELOPMENT COUNCIL
33	SENEGAL	NATIONAL ASSEMBLY
34	SWEDEN	RIKSDAG
35	SWITZERLAND	FEDERAL ASSEMBLY

	31	32	33	34	35
II. LEGAL AUTHORITY FOR REMUNERATION					
1. What enabling legal document authorizes or governs the payment of remuneration to members					
(a) the Constitution?	no	yes	no	yes	yes
(b) an Act of Parliament?	yes	yes	no	yes	yes
(c) a Legislative Instrument, Regulation, Rule or Order.	no	no	yes	no	yes
(d) a Resolution of the Legislature?	no	no	no	no	no
(e) administrative or financial circulars?	no	no	no	yes	no
(f) other?					
2. Does the enabling legal document					
(a) define what constitutes remuneration?	yes	yes	yes	yes	yes
(b) set out the range and/or quantum of payments and facilities which constitute remuneration?	yes	yes	yes	yes	yes
(c) appoint the final deciding authority?	yes	no	yes	yes	no
(d) outline the process of deciding the remuneration?	yes	no	yes	yes	no
* (e) make provisions for a review and, if so, when and at what intervals?	no	no	no	no	yes
(f) have any other provisions?	yes				
3. Are there any distinctions made between parliamentary and purely party-political or non-parliamentary duties in determining the remuneration payment?					
	no	yes	yes	yes	no
III. PROCEDURE FOR DECIDING REMUNERATION					
1. Is there any specific time in the life of the legislature when a decision is made on remuneration?					
	no	no	yes ⁶²	no	yes ⁶²
* 2. When would the decision take effects? If the members can increase their salaries, are there any restrictions regarding the effective date of the increase?	no	no	no	no	no
3. Who is involved in decision regarding remuneration?					
(a) the Head of State and/or Government?	no	no	yes	no	no
(b) a Minister of the Government?	no	no	no	no	no
(c) the Speaker?	no	no	yes	no	no
(d) the legislature as a whole or a parliamentary committee?	yes	yes	no	yes	yes

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

36	THAILAND	NATIONAL ASSEMBLY RATHASAPHA
37	UNITED KINGDOM	HOUSE OF COMMONS
38	UNITED KINGDOM	HOUSE OF LORDS
39	UNITED STATES	HOUSE OF REPRESENTATIVES
40	UNITED STATES	SENATE

	36	37	38	39	40
II. LEGAL AUTHORITY FOR REMUNERATION					
1. What enabling legal document authorizes or governs the payment of remuneration to members					
(a) the Constitution?	yes	no	no	yes	yes
(b) an Act of Parliament?	yes	no	no	yes	yes
(c) a Legislative Instrument, Regulation, Rule or Order.	no	no	no	yes	yes
(d) a Resolution of the Legislature?	no	yes	yes	yes	yes
(e) administrative or financial circulars?	no	yes	no	yes	yes
(f) other?				yes	yes
2. Does the enabling legal document					
(a) define what constitutes remuneration?	no	no	no	yes	yes
(b) set out the range and/or quantum of payments and facilities which constitute remuneration?	no	yes	yes	yes	yes
(c) appoint the final deciding authority?	no	no	no	yes	yes*
(d) outline the process of deciding the remuneration?	no	yes	no	yes	yes
* (e) make provisions for a review and, if so, when and at what intervals?	no	yes	no	yes	yes
(f) have any other provisions?				yes	yes
3. Are there any distinctions made between parliamentary and purely party-political or non-parliamentary duties in determining the remuneration payment?	no	yes	no	yes	yes
III. PROCEDURE FOR DECIDING REMUNERATION					
1. Is there any specific time in the life of the legislature when a decision is made on remuneration?	no	no	no	yes	yes
* 2. When would the decision take effects? If the members can increase their salaries, are there any restrictions regarding the effective date of the increase?	no	no	no	no	no
3. Who is involved in decision regarding remuneration?					
(a) the Head of State and/or Government?	no	yes	yes	yes	yes
(b) a Minister of the Government?	no	no	no	no	no
(c) the Speaker?	no	no	no	yes	no
(d) the legislature as a whole or a parliamentary committee?	yes	yes	yes	yes	yes

**ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT**

1	AUSTRALIA	PARLIAMENT
2	AUSTRIA	FEDERAL COUNCIL AND NATIONAL COUNCIL
3	BELGIUM	HOUSE OF REPRESENTATIVES
4	BELGIUM	SENATE
5	BRAZIL	FEDERAL SENATE

	1	2	3	4	5
III. PROCEDURE FOR DECIDING REMUNERATION (cont.)					
(e) An outside committee or tribunal, if so, what is the composition?	yes	no	no	no	no
(f) other					
4. Does any one person or body determine the whole remuneration package? If it is an individual, is his decision taken in accordance with the advice of or in consultation with any other individual or body?	no	no	no	no	no
5. Are deliberations on deciding remuneration held in open sitting?	yes	yes	no	no	yes
6. Are deliberation held through public inquiry where evidence is either taken publicly or at a closed sitting or by recourse to both procedures?	yes	no	no	no	no
7. Is there any method of consulting or assessing public opinion on this question? . . .	no	no	no	no	no
8. Does the process of decision involve negotiations with representative groups of members of parliament? If not, are members consulted in any way?	no	yes	yes	yes	yes
9. If the parliament takes any decision on the matter, are there special procedural requirements e.g. qualified majority etc.	no	no	no	no	no
10. Have there been any significant recent changes in the procedure for considering remunerations of members?	no	no	no	no	no
IV. BENEFICIARIES OF REMUNERATION					
1. Are members of the legislature the only beneficiaries?	no ⁸²	no ⁸²	yes	yes	no ⁸²
*2. Who else are beneficiaries?					
V. CRITERIA FOR DECIDING REMUNERATION					
1. Are there any codes of principles or guidelines set out formally to regulate decisions on remuneration?	no	yes	no	yes	no
2. Is remuneration determined on the basis of					
(a) the state of the general economy and the general salary structure in the country?	yes	no	no	no	yes
(b) the cost of living indices?	yes	yes	yes	yes	yes

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

- 6 CANADA HOUSE OF COMMONS
7 CANADA SENATE
8 CONGO PEOPLE'S NATIONAL ASSEMBLY
9 COUNCIL OF EUROPE
10 CYPRUS HOUSE OF REPRESENTATIVES

	6	7	8	9	10
III. PROCEDURE FOR DECIDING REMUNERATION (cont.)					
(e) An outside committee or tribunal, if so, what is the composition?	no	no	no	no	no
(f) other					
4. Does any one person or body determine the whole remuneration package? If it is an individual, is his decision taken in accordance with the advice of or in consultation with any other individual or body?	no	no	no	no	no
5. Are deliberations on deciding remuneration held in open sitting?	no	yes	no	no	yes
6. Are deliberation held through public inquiry where evidence is either taken publicly or at a closed sitting or by recourse to both procedures?	no	yes	no	no	no
7. Is there any method of consulting or assessing public opinion on this question?	yes	yes	no	no	no
8. Does the process of decision involve negotiations with representative groups of members of parliament?	no	yes	no ⁸⁰	no	yes
If not, are members consulted in any way?	yes				
9. If the parliament takes any decision on the matter, are there special procedural requirements e.g. qualified majority etc.	yes	no	no	no	no
10. Have there been any significant recent changes in the procedure for considering remunerations of members?	yes	yes	no	no	no
IV. BENEFICIARIES OF REMUNERATION					
1. Are members of the legislature the only beneficiaries?	no ⁸²	no ⁸²	yes	yes	no ⁸²
*2. Who else are beneficiaries?					
V. CRITERIA FOR DECIDING REMUNERATION					
1. Are there any codes of principles or guidelines set out formally to regulate decisions on remuneration?	yes	yes	no	yes	no
2. Is remuneration determined on the basis of					
(a) the state of the general economy and the general salary structure in the country?	yes	no	yes	no	yes
(b) the cost of living indices?	yes	yes	yes	yes	yes

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

11 DENMARK FOLKETING
12 EGYPT PEOPLE'S ASSEMBLY
13 EUROPEAN PARLIAMENT
14 FINLAND EDUSKUNTA
15 FRANCE NATIONAL ASSEMBLY

	11	12	12	14	15
III. PROCEDURE FOR DECIDING REMUNERATION (cont.)					
(e) An outside committee or tribunal, if so, what is the composition?	no	no	no	no	no
(f) other.			yes ⁷⁹		
4. Does any one person or body determine the whole remuneration package? If it is an individual, is his decision taken in accordance with the advice of or in consultation with any other individual or body?	yes	no	no	no	no
5. Are deliberations on deciding remuneration held in open sitting?	no	yes	no	yes	yes
6. Are deliberation held through public inquiry where evidence is either taken publicly or at a closed sitting or by recourse to both procedures?	no	yes	no	no	no
7. Is there any method of consulting or assessing public opinion on this question?	no	no	no	no	no
8. Does the process of decision involve negotiations with representative groups of members of parliament?	yes	no	yes	no	no
If not, are members consulted in any way?					
9. If the parliament takes any decision on the matter, are there special procedural requirements e.g. qualified majority etc.	no	no	no	yes	yes
10. Have there been any significant recent changes in the procedure for considering remunerations of members?	no	no	no	no	no
IV. BENEFICIARIES OF REMUNERATION					
1. Are members of the legislature the only beneficiaries?	no ⁸²	no ⁸²	no ⁸²	no ⁸²	yes
*2. Who else are beneficiaries?					
V. CRITERIA FOR DECIDING REMUNERATION					
1. Are there any codes of principles or guidelines set out formally to regulate decisions on remuneration?	yes	no	no	yes	no
2. Is remuneration determined on the basis of					
(a) the state of the general economy and the general salary structure in the country?	no	yes	no	yes	yes
(b) the cost of living indices?	yes	no	yes	no	yes

**ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT**

21 ISRAEL	KNESSET
22 ITALY	CHAMBER OF DEPUTIES
23 ITALY	SENATE
24 IVORY COAST	NATIONAL ASSEMBLY
25 JAPAN	NATIONAL DIET

	21	22	23	24	25
III. PROCEDURE FOR DECIDING REMUNERATION (cont.)					
(e) An outside committee or tribunal, if so, what is the composition?	no	no	no	no	no
(f) other.		yes	yes		
4. Does any one person or body determine the whole remuneration package? If it is an individual, is his decision taken in accordance with the advice of or in consultation with any other individual or body?	yes	no	no	yes	no
5. Are deliberations on deciding remuneration held in open sitting?	no	yes	no	no	yes
6. Are deliberation held through public inquiry where evidence is either taken publicly or at a closed sitting or by recourse to both procedures?	no	no	no	no	yes
7. Is there any method of consulting or assessing public opinion on this question?	no	no	no	no	no
8. Does the process of decision involve negotiations with representative groups of members of parliament? If not, are members consulted in any way?	yes	no	no	no	no
9. If the parliament takes any decision on the matter, are there special procedural requirements e.g. qualified majority etc.	no	no	no	no	no
10. Have there been any significant recent changes in the procedure for considering remunerations of members?	yes	no	no	yes	no
IV. BENEFICIARIES OF REMUNERATION					
1. Are members of the legislature the only beneficiaries?	no ⁸²	yes	yes	yes	no ⁸²
*2. Who else are beneficiaries?					
V. CRITERIA FOR DECIDING REMUNERATION					
1. Are there any codes of principles or guidelines set out formally to regulate decisions on remuneration?	yes	no	no	yes	no
2. Is remuneration determined on the basis of					
(a) the state of the general economy and the general salary structure in the country?	yes	no	no	yes	yes
(b) the cost of living indices?	yes	no	no	yes	yes

**ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT**

31	REPUBLIC OF CAMEROON	NATIONAL ASSEMBLY
32	RWANDA	NATIONAL DEVELOPMENT COUNCIL
33	SENEGAL	NATIONAL ASSEMBLY
34	SWEDEN	RIKSDAG
35	SWITZERLAND	FEDERAL ASSEMBLY

31 32 33 34 35

III. PROCEDURE FOR DECIDING REMUNERATION (cont.)

(e) An outside committee or tribunal, if so, what is the composition?	no	no	no	no	no
(f) other.				no	
4. Does any one person or body determine the whole remuneration package? If it is an individual, is his decision taken in accordance with the advice of or in consultation with any other individual or body?	no	no	no	no	no
5. Are deliberations on deciding remuneration held in open sitting?	no	yes	yes	yes	yes
6. Are deliberation held through public inquiry where evidence is either taken publicly or at a closed sitting or by recourse to both procedures?	no	no	no	no	no
7. Is there any method of consulting or assessing public opinion on this question? . . .	no	no	no	no	no
8. Does the process of decision involve negotiations with representative groups of members of parliament? If not, are members consulted in any way?	no	yes	yes	yes	yes
9. If the parliament takes any decision on the matter, are there special procedural requirements e.g. qualified majority etc.	yes	no	yes	no	no
10. Have there been any significant recent changes in the procedure for considering remunerations of members?	no	no	no	no	yes

IV. BENEFICIARIES OF REMUNERATION

1. Are members of the legislature the only beneficiaries?	yes	no ⁸²	no ⁸²	no ⁸²	no ⁸²
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*2. Who else are beneficiaries?

V. CRITERIA FOR DECIDING REMUNERATION

1. Are there any codes of principles or guidelines set out formally to regulate decisions on remuneration?	no	yes	no	yes	no
2. Is remuneration determined on the basis of					
(a) the state of the general economy and the general salary structure in the country?	yes	no	no	yes	yes
(b) the cost of living indices?	yes	no	no	yes	yes

**ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT**

36	THAILAND	NATIONAL ASSEMBLY RATHASAPHA
37	UNITED KINGDOM	HOUSE OF COMMONS
38	UNITED KINGDOM	HOUSE OF LORDS
39	UNITED STATES	HOUSE OF REPRESENTATIVES
40	UNITED STATES	SENATE

	36	37	38	39	40
III. PROCEDURE FOR DECIDING REMUNERATION (cont.)					
(e) An outside committee or tribunal, if so, what is the composition?	no	yes	yes	yes	yes
(f) other					
4. Does any one person or body determine the whole remuneration package? If it is an individual, is his decision taken in accordance with the advice of or in consultation with any other individual or body?	no	no	no	no	no
5. Are deliberations on deciding remuneration held in open sitting?	yes	yes	yes	yes	yes
6. Are deliberation held through public inquiry where evidence is either taken publicly or at a closed sitting or by recourse to both procedures?	yes	yes	no	no	no
7. Is there any method of consulting or assessing public opinion on this question? . . .	no	no	no	no	no
8. Does the process of decision involve negotiations with representative groups of members of parliament? If not, are members consulted in any way?	no	yes	yes	yes	yes
9. If the parliament takes any decision on the matter, are there special procedural requirements e.g. qualified majority etc.	no	no	no	no	no
10. Have there been any significant recent changes in the procedure for considering remunerations of members?	no	yes	no	no	no
IV. BENEFICIARIES OF REMUNERATION					
1. Are members of the legislature the only beneficiaries?	no ⁸²	no ⁸²	no ⁸²	no ⁸²	no ⁸²
*2. Who else are beneficiaries?					
V. CRITERIA FOR DECIDING REMUNERATION					
1. Are there any codes of principles or guidelines set out formally to regulate decisions on remuneration?	no	no	no	yes	yes
2. Is remuneration determined on the basis of					
(a) the state of the general economy and the general salary structure in the country?	yes	yes	yes	yes	yes
(b) the cost of living indices?	yes	yes	no	yes	yes

**ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT**

- 1 AUSTRALIA PARLIAMENT
2 AUSTRIA FEDERAL COUNCIL AND NATIONAL COUNCIL
3 BELGIUM HOUSE OF REPRESENTATIVES
4 BELGIUM SENATE
5 BRAZIL FEDERAL SENATE

	1	2	3	4	5
V. CRITERIA FOR DECIDING REMUNERATION (com.)					
(c) linkage through fixed formula with the structure of remuneration in the Public Service or with bodies in industry, commerce and finance in the private sector?	yes	yes	yes	yes	no
(d) fair comparison with remuneration granted to other positions of equivalent weight and responsibility?	yes	no	no	no	yes
(e) responsibilities and status?	yes	yes ⁷	yes ⁷	yes ⁷	no
(f) length of service in the House or age of the member?	no	no	no	no	no
(g) full-time or part-time occupation with parliamentary duties?	no	no	no	no	no
(h) other sources of income through holding other public offices or engaging in private business activities professional practice, service on a board, receiving honoraria, etc. ?	no	yes ²⁵	no	no	no
(i) mission expenses, fees or salaries paid to a member by certain international organizations for carrying out specific duties?	no	no	no	no	no
(j) any other factors?		yes"			
VI. PUBLICATION OF REMUNERATION & OTHER EMOLUMENTS					
1. Is there any legal document which requires publication of remuneration and/or emoluments?	yes	yes	no	no	yes
*2. Is the whole range of remuneration published? If so, where, and does it cover all the categories of beneficiaries?	yes	yes	no	no	yes
*3. Is the whole range of other emoluments published? If so, where, and does it cover all the categories of beneficiaries?	no	yes	no	no	no

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

- 6 CANADA HOUSE OF COMMONS
7 CANADA SENATE
8 CONGO PEOPLE'S NATIONAL ASSEMBLY
9 COUNCIL OF EUROPE
10 CYPRUS HOUSE OF REPRESENTATIVES

	6	7	8	9	10
V. CRITERIA FOR DECIDING REMUNERATION (cont.)					
(c) linkage through fixed formula with the structure of remuneration in the Public Service or with bodies in industry, commerce and finance in the private sector?	yes	no	no	no	no
(d) fair comparison with remuneration granted to other positions of equivalent weight and responsibility?	yes	no	no	no	yes
(e) responsibilities and status?	yes	no	no	no	no
(f) length of service in the House or age of the member?	no	no	no	no	no
(g) full-time or part-time occupation with parliamentary duties?	no	no	no	no	no
(h) other sources of income through holding other public offices or engaging in private business activities professional practice, service on a board, receiving honoraria, etc.?	no	no	no	no	no
(i) mission expenses, fees or salaries paid to a member by certain international organizations for carrying out specific duties?	no	no	no	no	no
(j) any other factors?					
VI. PUBLICATION OF REMUNERATION & OTHER EMOLUMENTS					
1. Is there any legal document which requires publication of remuneration and/or emoluments?	yes	yes	no	no	yes
*2. Is the whole range of remuneration published? If so, where, and does it cover all the categories of beneficiaries?	yes	yes	no	no	yes
*3. Is the whole range of other emoluments published? If so, where, and does it cover all the categories of beneficiaries?	yes	yes	no	no	yes

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

- 11 DENMARK FOLKETING
12 EGYPT PEOPLE'S ASSEMBLY
13 EUROPEAN PARLIAMENT
14 FINLAND EDUSKUNTA
15 FRANCE NATIONAL ASSEMBLY

	11	12	13	14	15
V. CRITERIA FOR DECIDING REMUNERATION (cont.)					
(c) linkage through fixed formula with the structure of remuneration in the Public Service or with bodies in industry, commerce and finance in the private sector?	yes	no	no	yes	yes
(d) fair comparison with remuneration granted to other positions of equivalent weight and responsibility?	yes	yes	no	yes	no
(e) responsibilities and status?	no	no	no	yes ⁸	yes
(f) length of service in the House or age of the member?	no	no	no	yes	no
(g) full-time or part-time occupation with parliamentary duties?	no	no	no	no	no
(h) other sources of income through holding other public offices or engaging in private business activities professional practice, service on a board, receiving honoraria, etc.?	yes	no	no	no	no
(i) mission expenses, fees or salaries paid to a member by certain international organizations for carrying out specific duties?	no	no	no	no	no
(j) any other factors?		yes			
VI. PUBLICATION OF REMUNERATION & OTHER EMOLUMENTS					
1. Is there any legal document which requires publication of remuneration and/or emoluments?	yes	yes	no ⁴¹	yes	no
*2. Is the whole range of remuneration published? If so, where, and does it cover all the categories of beneficiaries?	yes	yes	no	no	no
*3. Is the whole range of other emoluments published? If so, where, and does it cover all the categories of beneficiaries?	yes	yes	no	no	no

**ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT**

16	GERMANY	BUNDESRAT
17	GERMANY	BUNDESTAG
18	GREECE	CHAMBER OF DEPUTIES
19	INDONESIA	HOUSE OF REPRESENTATIVES
20	IRELAND	PARLIAMENT

	16	17	18	19	20
V. CRITERIA FOR DECIDING REMUNERATION (cont.)					
(c) linkage through fixed formula with the structure of remuneration in the Public Service or with bodies in industry, commerce and finance in the private sector?	no	no	yes	no	no
(d) fair comparison with remuneration granted to other positions of equivalent weight and responsibility?	no	yes ⁷	no ⁷	yes	yes ⁷
(e) responsibilities and status?	no	yes ⁷	yes ⁷	no	yes ⁷
(f) length of service in the House or age of the member?	no	no	no	no	no
(g) full-time or part-time occupation with parliamentary duties?	no	no	no	no	no
(h) other sources of income through holding other public offices or engaging in private business activities professional practice, service on a board, receiving honoraria, etc.?	no	no	no	no	no
(i) mission expenses, fees or salaries paid to a member by certain international organizations for carrying out specific duties?	no	no	no	no	no
(j) any other factors?					
VI. PUBLICATION OF REMUNERATION & OTHER EMOLUMENTS					
1. Is there any legal document which requires publication of remuneration and/or emoluments?	yes	yes	no ⁸⁴	yes	yes
*2. Is the whole range of remuneration published? If so, where, and does it cover all the categories of beneficiaries?	yes	yes	no	yes	yes
*3. Is the whole range of other emoluments published? If so, where, and does it cover all the categories of beneficiaries?	yes	yes	no	yes	yes

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

21	ISRAEL	KNESSET
22	ITALY	CHAMBER OF DEPUTIES
23	ITALY	SENATE
24	IVORY COAST	NATIONAL ASSEMBLY
25	JAPAN	NATIONAL DIET

	21	22	23	24	25
V. CRITERIA FOR DECIDING REMUNERATION (cont.)					
(c) linkage through fixed formula with the structure of remuneration in the Public Service or with bodies in industry, commerce and finance in the private sector?	yes	yes	yes	no	yes
(d) fair comparison with remuneration granted to other positions of equivalent weight and responsibility?	yes	no	no	no	yes
(e) responsibilities and status?	yes	no	yes	no	no
(f) length of service in the House or age of the member?	no	no	no	no	no
(g) full-time or part-time occupation with parliamentary duties?	no	no	no	no	no
(h) other sources of income through holding other public offices or engaging in private business activities professional practice, service on a board, receiving honoraria, etc.?	no	no	no	no	no
(i) mission expenses, fees or salaries paid to a member by certain international organizations for carrying out specific duties?	no	no	no	no	no
(j) any other factors?					
VI. PUBLICATION OF REMUNERATION & OTHER EMOLUMENTS					
1. Is there any legal document which requires publication of remuneration and/or emoluments?	yes	no ⁸⁴	no	no	no ⁸⁴
*2. Is the whole range of remuneration published? If so, where, and does it cover all the categories of beneficiaries?	no	no	no	no	yes
*3. Is the whole range of other emoluments published? If so, where, and does it cover all the categories of beneficiaries?	no	no	no	no	yes

**ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT**

26	KOREA	NATIONAL ASSEMBLY
27	NETHERLANDS	SECOND CHAMBER
28	NEW ZEALAND	HOUSE OF REPRESENTATIVES
29	PHILIPPINES	BATASANG PAMBANSA
30	PORTUGAL	ASSEMBLY OF THE REPUBLIC

	26	27	28	29	30
V. CRITERIA FOR DECIDING REMUNERATION (cont.)					
(c) linkage through fixed formula with the structure of remuneration in the Public Service or with bodies in industry, commerce and finance in the private sector?	yes	no	no	yes	yes
(d) fair comparison with remuneration granted to other positions of equivalent weight and responsibility?	yes	no	yes	yes	no
(e) responsibilities and status?	yes	yes	yes	no	yes ⁷
(f) length of service in the House or age of the member?	no	no	no	no	no
(g) full-time or part-time occupation with parliamentary duties?	no	no	no	no	no
(h) other sources of income through holding other public offices or engaging in private business activities professional practice, service on a board, receiving honoraria, etc. ?	no	yes	no	no	no
(i) mission expenses, fees or salaries paid to a member by certain international organizations for carrying out specific duties?	no	no	no	no	yes
(j) any other factors?					
VI. PUBLICATION OF REMUNERATION & OTHER EMOLUMENTS					
1. Is there any legal document which requires publication of remuneration and/or emoluments?	yes	yes	yes	yes	no ⁸⁴
*2. Is the whole range of remuneration published? If so, where, and does it cover all the categories of beneficiaries?	yes	yes	yes	yes	no
*3. Is the whole range of other emoluments published? If so, where, and does it cover all the categories of beneficiaries?	no	yes	no	yes	no

**ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT**

31	REPUBLIC OF CAMEROON	NATIONAL ASSEMBLY
32	RWANDA	NATIONAL DEVELOPMENT COUNCIL
33	SENEGAL	NATIONAL ASSEMBLY
34	SWEDEN	RIKSDAG
35	SWITZERLAND	FEDERAL ASSEMBLY

31 32 33 34 35

V. CRITERIA FOR DECIDING REMUNERATION (cont.)

(c)	linkage through fixed formula with the structure of remuneration in the Public Service or with bodies in industry, commerce and finance in the private sector?	yes	no	yes	yes	no
(d)	fair comparison with remuneration granted to other positions of equivalent weight and responsibility?	yes	yes	no	yes	no
(e)	responsibilities and status?	yes	no	no	yes	yes
(f)	length of service in the House or age of the member?	no	no	no	no	no
(g)	full-time or part-time occupation with parliamentary duties?	no	no	no	no	no
(h)	other sources of income through holding other public offices or engaging in private business activities professional practice, service on a board, receiving honoraria, etc. ?	no	no	no	no	no
(i)	mission expenses, fees or salaries paid to a member by certain international organizations for carrying out specific duties?	no	no	no	no	yes
(j)	any other factors?					

VI. PUBLICATION OF REMUNERATION & OTHER EMOLUMENTS

1.	Is there any legal document which requires publication of remuneration and/or emoluments?	no ⁸⁷	yes	no	no ⁸⁴	no ⁸⁴
*2.	Is the whole range of remuneration published? If so, where, and does it cover all the categories of beneficiaries?	no	yes	no	yes	yes
*3.	Is the whole range of other emoluments published? If so, where, and does it cover all the categories of beneficiaries?	no	yes	no	no	yes

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
 QUESTIONNAIRE ON METHODS OF DECIDING
 THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

36	THAILAND	NATIONAL ASSEMBLY RATHASAPHA
37	UNITED KINGDOM	HOUSE OF COMMONS
38	UNITED KINGDOM	HOUSE OF LORDS
39	UNITED STATES	HOUSE OF REPRESENTATIVES
40	UNITED STATES	SENATE

V. CRITERIA FOR DECIDING REMUNERATION (com.)

	36	37	38	39	40
(c) linkage through fixed formula with the structure of remuneration in the Public Service or with bodies in industry, commerce and finance in the private sector?	yes	yes	no	no	no
(d) fair comparison with remuneration granted to other positions of equivalent weight and responsibility?	yes	yes	no	no	no
(e) responsibilities and status?	yes	yes	yes	yes ⁷	yes ⁷
(f) length of service in the House or age of the member?	yes	no	no	no	no
(g) full-time or part-time occupation with parliamentary duties?	yes	no	no	no	no
(h) other sources of income through holding other public offices or engaging in private business activities professional practice, service on a board, receiving honoraria, etc. ?	yes	no	no	no	no
(i) mission expenses, fees or salaries paid to a member by certain international organizations for carrying out specific duties?	yes	no	no	no	no
(j) any other factors?					

VI. PUBLICATION OF REMUNERATION & OTHER EMOLUMENTS

1. Is there any legal document which requires publication of remuneration and/or emoluments?	yes	no	no	yes	yes
*2. Is the whole range of remuneration published? If so, where, and does it cover all the categories of beneficiaries?	yes	yes	no	yes	yes
*3. Is the whole range of other emoluments published? If so, where, and does it cover all the categories of beneficiaries?	yes	yes	yes	yes	yes

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
QUESTIONNAIRE ON METHODS OF DECIDING
THE EMOLUMENTS OF MEMBERS OF PARLIAMENT

SUMMARY TABLE

	Number of respondents			Percent of respondents		
	Yes	No	Miss- ing	Yes	No	Miss- ing
I. DEFINITION OF EMOLUMENTS						
1. What is included in the emoluments of a member of Parliament?						
(a) basic salary?	35	5	0	87.50	12.50	0
(b) allowances?						
1. travel	30	10	0	75.00	25.00	
2. hospitality	9	31	0	22.50	77.50	0
3. subsistence	13	27		32.50	67.50	0
4. attendance						
(a) House	18	22	0	45.00	55.00	0
(b) committee	14	26	0	35.00	65.00	0
(c) other	7	0	33	17.50	0	82.50
5. office expenses						
(a) staff						
(i) secretarial	25	15	0	62.50	37.50	0
(ii) research	20	20	0	50.00	50.00	0
(iii) other	5	2	33	12.50	5.00	82.50
(b) telephone, telegrams	20	20	0	50.00	50.00	0
(c) postal service	19	21	0	47.50	52.50	0
(d) stationery	19	21	0	47.50	52.50	0
(e) parliamentary or legislative publications	19	21	0	47.50	52.50	0
(f) government publications	17	23	0	42.50	57.50	0
(g) private publications	10	30	0	25.00	75.00	0
(h) computer services	7	33	0	17.50	82.50	0
(i) uniform or dress	0	40	0	0	100.00	0
(j) constituency office	8	32	0	20.00	80.00	0
(k) office equipment	14	26	0	35.00	65.00	0
(l) other	8	0	32	20.00	0	80.00
6. Insurance						
(a) health	18	22	0	45.00	55.00	0
(b) life	16	24	0	40.00	60.00	0
(c) compensation for job-related injury or illness	25	15	0	62.50	37.50	0
*7. Other						
2. Are these emoluments, exclusive of remuneration, specifically defined or set out in basic document?	36	4	0	90.00	10.00	0
3. Are there non-monetary fringe benefits for sitting members						
(a) travel concessions	28	12	0	70.00	30.00	0
(b) car	6	34	0	15.00	85.00	0
(c) special parking privileges	28	11	1	70.00	27.50	2.50
(d) accommodations	5	35	0	12.50	87.50	0

	Number of respondents			Percent of respondents		
	Yes	No	Miss- ing	Yes	No	Miss- ing
(e) domestic staff	0	40	0	0	100.0	0
(f) subsidized catering	20	20	0	50.00	50.00	0
(g) health services	27	13	0	67.50	32.50	0
(h) other	11	0	29	27.50	0	72.50
4. What is the nature of the retiring or severance benefits						
(a) superannuation	8	32	0	20.00	80.00	0
(b) gratuity	12	36	0	30.00	70.00	0
(c) pension or social security scheme	30	10	0	75.00	25.00	0
(d) other	4	0	36	10.00	0	90.00
5. Are there any benefits available to retired members?	25	15	0	62.50	37.50	0
6. When are emoluments paid from						
(a) date of election	16	24	0	40.00	60.00	0
(b) date of oath	11	29	0	27.50	72.50	0
(c) other	15	0	25	37.50	0	62.50
When do they end						
(a) end of mandate	34	4	2	85.00	10.00	5.00
(b) death, resignation, retirement, or expulsion	17	2	21	42.50	5.00	52.50
(c) other	6	0	34	15.00	0	85.00
* 7. Are any of these emoluments subject to taxation, if so, please specify? . . .	35	5	0	87.50	12.50	0

II. LEGAL AUTHORITY FOR REMUNERATION

1. What enabling legal document authorizes or governs the payment of remuneration to members						
(a) the Constitution?	20	20	0	50.00	50.00	0
(b) an Act of Parliament?	28	12	0	70.00	30.00	0
(c) a Legislative Instrument, Regulation, Rule or Order?	12	28	0	30.00	70.00	0
(d) a Resolution of the Legislature?	10	30	0	25.00	75.00	0
(e) administrative or financial circulars?	6	34	0	15.00	85.00	0
(f) other?	5	0	35	12.50	0	87.50
2. Does the enabling legal document						
(a) define what constitutes remuneration?	28	12	0	70.00	30.00	0
(b) set out the range and/or quantum of payments and facilities which constitute remuneration?	32	8	0	80.00	20.00	0
(c) appoint the final deciding authority?	21	17	2	52.50	42.50	5.00
(d) outline the process of deciding the remuneration?	23	17	0	57.50	42.50	0
(e) make provisions for a review and, if so, when and at what intervals?	13	27	0	32.50	67.50	0
(f) have any other provisions?	10	0	30	25.00	0	75.00

	Number of respondents			Percent of respondents		
	Yes	No	Miss- ing	Yes	No	Miss- ing
3. Are there any distinctions made between parliamentary and purely party-political or non-parliamentary duties in determining the remuneration payment? . . . . .	.12	28	0	30.00	70.00	0
III. PROCEDURE FOR DECIDING REMUNERATION						
1. Is there any specific time in the life of the legislature when a decision is made on remuneration? . . . . .	.11	29	0	27.50	72.50	0
*2. When would the decision take effect? If the members can increase their salaries, are there any restrictions regarding the effective date of the increase? . . . . .	.5	35	0	12.50	87.50	0
3. Who is involved in decision regarding remuneration?						
(a) the Head of State and/or Government? . . . . .	.18	62	0	45.00	155.0	0
(b) a Minister of the Government? . . . . .	.5	35	0	12.50	87.50	0
(c) the Speaker? . . . . .	.18	62	0	45.00	155.0	0
(d) the legislature as a whole or a parliamentary committee? . . . . .	.32	8	0	80.00	20.00	0
(e) an outside committee or tribunal, if so, what is the composition? . . . . .	.6	34	0	15.00	85.00	0
(f) other . . . . .	.4	1	35	10.00	2.50	87.50
4. Does any one person or body determine the whole remuneration package? If it is an individual, is this decision taken in accordance with the advice of or in consultation with any other individual or body?	.4	36	0	10.00	90.00	0
5. Are deliberations on deciding remuneration held in open sitting? . . . . .	.26	14	0	65.00	35.00	0
6. Are deliberations held through public inquiry where evidence is either taken publicly or at a closed sitting or by recourse to both procedures? . . . . .	.13	27	0	32.50	67.50	0
7. Is there any method of consulting or assessing public opinion on this question? . . . . .	.2	38	0	5.00	95.00	0
8. Does the process of decision involve negotiations with representative groups of members of parliament? If not, are members consulted in any way? . . . . .	.24	16	0	60.00	40.00	0
9. If the parliament takes any decision on the matter, are there special procedural requirements e.g. qualified majority etc. . . . .	.2	0	38	5.00	0	95.00
	.6	34	0	15.00	85.00	0

	Number of respondents			Percent of respondents		
	Yes	No	Miss- ing	Yes	No	Miss- ing
10. Have there been any significant recent change in the procedure for considering remuneration of members?	7	33	0	17.50	82.50	0
IV. BENEFICIARIES OF REMUNERATION						
1. Are members of the legislature the only beneficiaries?	12	28	0	30.00	70.00	0
*2. Who else are beneficiaries						
V. CRITERIA FOR DECIDING REMUNERATION						
1. Are there any codes of principles or guidelines set out formally to regulate decisions on remuneration?	18	22	0	45.00	55.00	0
2. Is remuneration determined on the basis of						
(a) the state of the general economy and the general salary structure in the country?	25	15	0	62.50	37.50	0
(b) the cost of living indices?	27	13	0	67.50	32.50	0
(c) linkage through fixed formula with the structure of remuneration in the Public Service or with bodies in industry, commerce and finance in the private sector?	21	19	0	52.50	47.50	0
(d) fair comparison with remuneration granted to other positions of equivalent weight and responsibility?	20	20	0	50.00	50.00	0
(e) responsibilities and status?	24	16	0	60.00	40.00	0
(f) length of service in the House or age of the member?	2	38	0	5.00	95.00	0
(g) full-time or part-time occupation with parliamentary duties?	1	39	0	2.50	97.50	0
(h) other sources of income through holding other public offices or engaging in private business activities professional practice, service on a board, receiving honoraria, etc.?	4	36	0	10.00	90.00	0
(i) mission expenses, fees or salaries paid to a member by certain international organizations for carrying out specific duties?	3	37	0	7.50	92.50	0
(j) any other factors?	2	0	38	5.00	0.0	95.00
VI. PUBLICATION OF REMUNERATION & OTHER EMOLUMENTS						
1. Is there any legal document which requires publication of remuneration and/or emoluments?	22	18	0	55.00	45.00	0
*2. Is the whole range of remuneration published? If so, where, and does it cover all the categories of beneficiaries?	24	16	0	60.00	40.00	0

	Number of respondents			Percent of respondents		
	Yes	No	MJ- I-	Yes	No	Miss- ing
Is the whole range of other emoluments published? If so, where, and does it cover all the categories of beneficiaries?20	20	0	50.00	50.00	0

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
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FOOTNOTES

- ¹ paid by the member country.
- ² paid by the federal states.
- ³ Members of the lower house receive more because other allowances are included.
- ⁴ Free travel throughout the country.
- ⁵ Members are reimbursed for travel expenses.
- ⁶ Facilities for meals and lodging are available from the Federal State facilities in the capital city.
- ⁷ Certain members (usually limited to bureau, leadership or committee chairman) receive additional emoluments and/or remuneration.
- ⁸ A member who is also a minister gets only half of the members salary.
- ⁹ Only when absent on official business.
- ¹⁰ Per diem expenses for those who must attend meetings during a recess.
- ¹¹ Except for days when the house is not sitting.
- ¹² Only if the meeting is outside the capital area.
- ¹³ Members receive a lump sum in addition to travel expenses.
- ¹⁴ Meetings of political groups and interparliamentary delegations.
- ¹⁵ If required to attend a committee although not a member of that particular committee as well as other meetings.
- ¹⁶ Parliamentary groups receive public moneys which are used for research and secretarial assistance and other services. Staff is employed by the group and available to all or certain member of the group.
- ¹⁷ Limited to one assistant.
- ¹⁸ Subsidies are given to the parliamentary groups for operating expenses and research services.
- ¹⁹ Services available from other government entities e.g. federal state governments.
- ²⁰ State bears the expenses.
- ²¹ Provided by the parliamentary groups and parliament.
- ²² Provided at no charge to the member.
- ²³ Servant and driver.
- ²⁴ Consultants.
- ²⁵ Members who are ministers do not receive emoluments in their capacity as a member of parliament.
- ²⁶ General secretariat bears these expenses.
- ²⁷ Telephone only.
- ²⁸ Only certain publications are given free to members.
- ²⁹ Translation services, removal, parking, minibus, commercial typesetting services, furnishings, and printing.
- ³⁰ A sash.
- ³¹ Members of the Federal council receive 50% of the emoluments given to members of the National Council.
- ³² Provided for committee chairmen.
- ³³ Free beverages; free meals during extended sitting.
- ³⁴ Distance allowance.

- ³⁵ Broadcasting services, messenger service and transportation, page, guide service, party support services, library, security services, and language training.
- ³⁶ The parliament has several apartments available to rent in the capital and suburbs.
- ³⁷ Language training, audiovisual techniques.
- ³⁸ Free entertainment (Theater, zoo, race courses, etc.).
- ³⁹ Cars available in the capitol area only.
- ⁴⁰ In the first session.
- ⁴¹ Depends on the member country.
- ⁴² Free language courses.
- ⁴³ Official meetings.
- ⁴⁴ entitled to the duty free purchase of a car.
- ⁴⁵ Funds are provided for the maintenance of offices within limits established by the parliament.
- ⁴⁶ Purchase of a car on credit.
- ⁴⁷ A lending system for accommodations is available.
- ⁴⁸ Gratuity and reduced pension or pension only.
- ⁴⁹ Death gratuity and forgiveness of all debts owed the parliament.
- ⁵⁰ Limited to use of the parliamentary library and certain publications.
- ⁵¹ Use of the parliamentary library.
- ⁵² Use of parliamentary library, certain publications, parliamentary dining facilities.
- ⁵³ Use of parliamentary library, dining facilities, free travel, access to the gallery.
- ⁵⁴ Benefits vary based on years of service and include access to parliamentary facilities, free or reduced travel costs.
- ⁵⁵ Access to the library and restaurants, travel concessions and publications.
- ⁵⁶ Access to a special gallery and other parliamentary facilities.
- ⁵⁷ Parliamentary restaurant and library.
- ⁵⁸ Travel, access to the parliamentary library and dining facilities.
- ⁵⁹ Only the travel and subsistence allowances.
- ⁵⁹ Only the travel and subsistence allowances.
- ⁶⁰ Available from the parliament library.
- ⁶¹ Date of appointment or recall as appropriate.
- ⁶² At the beginning of the legislative session.
- ⁶³ Date when credentials are transmitted or presented.
- ⁶⁴ Day after election.
- ⁶⁵ Date of formal acceptance of membership.
- ⁶⁶ First day of the month following the oath or date of election.
- ⁶⁷ At the end of the legislative session.
- ⁶⁸ End of the month in which membership ceases.
- ⁶⁹ Committee reports.
- ⁷⁰ Member must accept salary and payments due him and may not receive a salary from any other source in whatever form.
- ⁷¹ Members who were civil servants may choose their previous wage, but in this case they have no right to any other allowance.
- ⁷² At the end of the legislature.
- ⁷³ If not otherwise provided in a given act, a law takes effect the day after promulgation.
- ⁷⁴ On the first of the month following the decision.
- ⁷⁵ If attending a chairman's conference or office meeting.
- ⁷⁶ Date of the decision.
- ⁷⁷ If attending caucus meetings or functions as or on behalf of a minister.

⁷⁸ Cannot be effective during the legislative term when the increase is made.

⁷⁹ Allowances are established by the bureau.

⁸⁰ The law prohibits the formation of political groups.

⁸¹ Certain members are provided funds to defray expenses for ceremonial garb.

⁸² Surviving spouse and other dependents.

⁸³ Allowances for office expenses can be used for these items, however, telephone service in the capital area, domestic or official mail service and certain stationery items are provided at no charge to members.

⁸⁴ Salary and other allowances are known because they are specified in law or budget documents which are published.

⁸⁵ Only newspapers.

⁸⁶ Subsidy for Hajj or Omrah. Limited to one during the legislative term.

⁸⁷ Declaration of all income and goods.

⁸⁸ Limited to publications which relate to the concerns of the members committees.

⁸⁹ Staff officer and driver.

⁹⁰ Month in which the mandate begins.

⁹¹ An individual can be hired to care for a home in the constituency.

⁹² Members are using allowances to buy computer services and hardware. In addition to services from the parliamentary library.

ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS

AIMS

The Association of Secretaries General of Parliaments, constituted as a consultative organism of the Inter-Parliamentary Union, seeks to facilitate personal contacts between holders of the office of Secretary General in any Parliamentary Assembly, whether such Assembly is a Member of the Union or not.

It is the task of the Association to study the law, procedure, practice and working methods of different Parliaments and to propose measures for improving those methods and for securing co-operation between the services of different Parliaments.

The Association also assists the Inter-Parliamentary Union, when asked to do so, on subjects within the scope of the Association.

STRUCTURE

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