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COMMISSION STAFF WORKING PAPER

Eurostat Report on the 2024 annual update of remuneration and pensions of EU officials

in accordance with Articles 64 and 65 and Annexes XI and X of the Staff Regulations applicable to officials and other servants of the European Union

adjusting with effect from 1 July 2024 the remuneration of active staff and the pensions of retired staff,

and updating with effect from 1 July 2024 the correction coefficients applied to the remuneration of active staff serving in Intra-EU and Extra-EU duty stations, to the pensions of retired staff according to their country of residence, and for pension transfers.

Eurostat Report on the annual update of remuneration and pensions of EU officials

Main Text

Global specific indicator; control indicators; changes in the cost of living; correction coefficients

Reference period: Year to 1 July 2024

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Methodology to establish the statistical indicators required to implement the parallelism and equivalence principles set out in the EU Staff Regulations is developed by Eurostat in collaboration with the Expert Working Group on Articles 64 and 65.

Where possible, Eurostat collaborates on data production with the United Nations International Civil Service Commission and the International Service for Remunerations and Pensions of the Coordinated Organisations under a trilateral memorandum of understanding.

This report has been prepared by the Remuneration Team within Eurostat C3 Statistics for administrative purposes: the Editor-in-chief was Ian Dennis.

Executive summary

In accordance with the Articles 64 and 65 and Annex XI of the Staff Regulations applicable to officials and other servants of the European Union and the special provisions in Annex X applicable to officials serving in a third country, as supplemented by procedural manuals adopted by the Working Group on Articles 64 and 65 of the Staff Regulations which meets annually in Luxembourg⁽¹⁾, and with other applicable legislation and international agreements, Eurostat hereby presents its report for the twelve months to July 2024.

This is the eleventh annual report submitted in accordance with the EU Staff Regulations as amended by Regulation 1023/2013.

Since the previous annual report, an intermediate report was submitted for Intra-EU staff and pensioners in May 2024(²) and intermediate reports for Extra-EU staff were submitted in May 2024(³) and October 2024(⁴). On the basis of the Intra-EU intermediate report, there was a general update at January 2024.

This annual report presents the following information for the period July 2023–July 2024:

- specific indicators of the evolution of the purchasing power of salaries of national officials in Member States;
- average change in the purchasing power of salaries of national officials (global specific indicator);
- control indicators, for comparative purposes;
- change in the cost of living in Belgium and Luxembourg (Joint Index);
- correction coefficients for staff working outside Brussels in Intra-EU duty stations;
- correction coefficients for pensioners(⁵) living outside Belgium;
- correction coefficients for staff working outside Brussels in Extra-EU duty stations.

The specific indicators of the evolution of the purchasing power of national officials in the 10 sample Member States for the twelve-month period 1 July 2023 – 1 July 2024 are provided in **Table 2.1**, together with corresponding information for the two six-month periods 1 July 2023 – 1 January 2024 and 1 January 2024 – 1 July 2024.

On this basis, the global specific indicator in real terms (weighted average using percentage share of EU GDP expressed in PPS terms) for the twelve-month period 1 July 2023 – 1 July 2024 is 103.2 (+3.2 %). The global specific indicator for the six-month period 1 July 2023 – 1 January 2024 as presented in the intermediate report is 100.0 $(0.0 \%)(^6)$. As there was an intermediate update at 1 January 2024, only the residual global specific indicator for the period 1 January 2024 – 1 July 2024 is relevant for the current update, 103.2 (+3.2 %).

As GDP evolution for the EU in real terms for 2024 is forecasted to be positive, the exception clause does <u>not</u> apply for the current exercise(⁷).

⁽¹⁾ During the COVID-19 pandemic, the scheduled physical meetings in March 2020, 2021 and 2022 were organised as electronic meetings instead. For budgetary reasons, with effect from 2023 the meetings are expected to be organised electronically every second year.

⁽²⁾ Ares(2024)3646915

⁽³⁾ Ares(2024)3646931 (six-month period August 2023-January 2024)

^{(&}lt;sup>4</sup>) Ares(2024)7212283 (five-month period February 2024-June 2024)

^{(&}lt;sup>5</sup>) Throughout the report, the term 'pensioners' should be interpreted to include beneficiaries receiving any form of retirement pension, invalidity pension or survivor's pension from the EU scheme.

^{(&}lt;sup>6</sup>) As the value was not negative, the global specific indicator was not taken into consideration for the intermediate adjustment.

^{(&}lt;sup>7</sup>) It can be noted here that if the calculated specific indicator was negative, the exception clause would not apply.

As the calculated residual specific indicator for 2024 does exceed the specified ± 2.0 % threshold, the moderation clause <u>does</u> apply for the current exercise. In consequence, only part of the residual update is payable from July 2024, with the balance payable from April 2025.

For the same twelve-month period 1 July 2023 – 1 July 2024, the Joint Belgium-Luxembourg Index (used to measure the change in the cost of living for the EU officials in Brussels) is 105.1 (+5.1 %). Details are provided in **Table 4.1**, together with corresponding information for the two six-month periods 1 July 2023 – 1 January 2024 and 1 January 2024 – 1 July 2024. The Joint Belgium-Luxembourg Index for the six-month period 1 July 2023 – 1 January 2024 as presented in the intermediate report is 103.0 (+3.0 %). As there was an intermediate update at 1 January 2024, only the residual element for the period 1 January 2024 – 1 July 2024 is relevant for the current update, 102.0 (+2.0 %).

Consequently, the adjustment of the nominal net remuneration of active European officials in Brussels and Luxembourg, and of the nominal pensions of retired European officials in Belgium and Luxembourg, which is necessary to maintain a parallel development of purchasing power with the national civil servants in the Member States is equal to **+5.3 % (105.3)**.

The following analysis summarises the situation:

	I	[1]		[2]		[3] = [2] / [1]		
	Intern	Intermediate		al (total)	Annual (residual)		1.7.2024	1.4.2025
GSI 2024			103.2	+3.2 %	103.2	+3.2 %	102.0	101.2
JBLI 2024	103.0	+3.0 %	105.1	+5.1 %	102.0	+2.0 %	102.0	
ightarrow nominal update 2024	103.0	+3.0 %	108.5	+8.5 %	105.3	+5.3 %	104.1	101.2

The correction coefficients which apply to remuneration outside Brussels and Luxembourg with effect from 1 July 2024 in order to maintain equality of purchasing power, are provided in **Tables 10.2 and 12.2** for staff serving in Intra-EU and Extra-EU duty stations respectively.

The correction coefficients which apply to pensions outside Belgium and Luxembourg with effect from 1 July 2024 in order to maintain equality of purchasing power, are provided in **Table 11.2**.

Details of changes to the underlying economic parities are provided in **Tables 10.1, 11.1 and 12.1** for the twelve-month period 1 July 2023 – 1 July 2024, together with corresponding information for the two six-month periods 1 July 2023 – 1 January 2024 and 1 January 2024 – 1 July 2024.

For the twelve-month period 1 July 2023 – 1 July 2024, the high inflation early payment clause is not triggered for any staff duty stations or any pensioner countries of residence(⁸):

	Staff	Pensioners
6%	-	-
10%	-	-

All figures and calculations contained in this report relating to specific indicators are based on data supplied by the responsible authorities in the Member States. Information about the evolution of purchasing power of national officials was requested in accordance with procedures agreed at the Working Group on Articles 64 and 65 of the Staff Regulations. Data for 7 Member States was compiled in collaboration with the International Service for Remunerations and Pensions of the Coordinated Organisations, following an initial request which was issued in April 2024 with target reply deadline 31 May. Data for the remaining 3 Member States in the core sample was also requested in April 2024 with target reply deadline 31 May(⁹). Data for the remaining 17 Member States was

^{(&}lt;sup>8</sup>) The high inflation clause was not triggered either for the six-month period 1 July 2023 – 1 January 2024 (see intermediate report) or the sixmonth period 1 January 2024 – 1 July 2024.

^{(&}lt;sup>9</sup>) These dates were subsequently adapted by mutual agreement (AT and SE: 31 May; PL: 21 June).

requested during June 2024 with target reply deadline 31 July. Completed 2024 remuneration questionnaires were received from 25 Member States within the deadline, and from 2 Member States shortly after the deadline, allowing the calculation of a specific indicator in combination with existing data for 2023. Validation of these calculations, together with explicit confirmation about the absence of any retrospective changes likely to affect the reference period, was achieved for all 27 Member States by 16 October. For the current annual exercise, it was therefore not necessary to use the official forecast figure supplied in March 2024 for any Member State(¹⁰).

With the exception of the information about consumption expenditure pattern data which is compiled by Eurostat from direct surveys of staff, information on EU staff numbers which is compiled from administrative sources, and a direct survey of international school fees, all calculations and figures presented in this report relating to correction coefficients and the Joint Belgium-Luxembourg Index are based on Intra-EU data supplied by the responsible national authorities. Corresponding data for Extra EU duty stations is obtained from responsible national authorities coordinated by Eurostat under the European Comparison Programme (ECP), or through collaboration with the International Service for Remunerations and Pensions of the Coordinated Organisations (CO.ISRP) and the United Nations International Civil Service Commission (UN.ICSC).

Important note: the United Kingdom left the European Union with effect from 1 February 2020. The transition period introduced by the Withdrawal Agreement expired with effect from 31 December 2020 following signature of the Trade and Cooperation Agreement. For specific indicator calculation purposes, the United Kingdom is no longer included in the core sample of Member States. For staff correction coefficient purposes, the United Kingdom is now treated as an Extra-EU country. Production and publication of correction coefficient for existing UK pensioners continues.

More information about methodology, detailed results and statistical analyses is made available in the appendices to this report. Additional information can be found in detailed procedural manuals. For any information concerning this report, please contact the Eurostat Remuneration Team in Luxembourg:

Eurostat, Unit C3 Statistics for administrative purposes BECH – A2/004, L-2920 Luxembourg Tel.: (352) 4301-35129 Email: estat-a64ia65@ec.europa.eu

 $^(^{10})$ For the 2023 annual exercise, the official forecast was also not used for any Member State.

1

Introduction

Eurostat hereby presents its report for the twelve months to July 2024. This is the eleventh annual report submitted in accordance with the EU Staff Regulations as amended by Regulation 1023/2013(¹¹).

Annex XI of the Staff Regulations describes rules for implementing Articles 64 and 65 of the Staff Regulations, i.e. the method for the annual adjustment of remuneration and pensions of European officials and other servants of the European Union. These rules are supplemented by special provisions in Annex X applicable to officials serving in a third country, and other relevant legislation and international agreements⁽¹²⁾. Various procedural manuals to implement these rules have been developed by the Working Group on Articles 64 and 65 of the Staff Regulations which meets annually in Luxembourg⁽¹³⁾.

This annual report presents the following information for the period 1 July 2023 - 1 July 2024:

- specific indicators of the evolution of the purchasing power of salaries of national officials in Member States;
- average change in the purchasing power of salaries of national officials (global specific indicator);
- control indicators, for comparative purposes;
- change in the cost of living in Belgium and Luxembourg (Joint Index);
- correction coefficients for staff working outside Brussels in Intra-EU duty stations;
- correction coefficients for pensioners⁽¹⁴⁾ living outside Belgium;
- correction coefficients for staff working outside Brussels in Extra-EU duty stations.

Chapters 2 to 8 of this report examine respectively:

- Evolution of the purchasing power of salaries of national officials in the central governments;
- Comparative information drawn from various sources (control indicators);

Op cit. (1) Exceptionally, during the COVID-19 pandemic, the scheduled physical meetings in March 2020, 2021 and 2022 were organised as electronic meetings instead. For budgetary reasons, with effect from 2023 the meetings are expected to be organised electronically every second year

(¹⁴) Op. cit. (5) Throughout the report, the term 'pensioners' should be interpreted to include beneficiaries receiving any form of retirement pension, invalidity pension or survivor's pension from the EU scheme.

^{(&}lt;sup>11</sup>) Regulation (EU, Euratom) No. 1023/2013 of the European Parliament and of the Council of 22 October 2013 amending the Staff Regulations of Officials of the European Union and the Conditions of Employment of Other Servants of the European Union, published in Official Journal L.287/15 dated 29.10.2013

⁽¹²⁾ These include the Statistical Law (223/2009); the PPP Regulation (1445/2007); the HICP Regulation (2494/1995 et seq); the GDP Regulation (ESA95: 2223/1996, ESA2010: 549/2013); the Transparency Regulation (1049/2001); the 2024 trilateral international memorandum of understanding (Eurostat & UN International Civil Service Commission & International Service for Remunerations and Pensions of the Coordinated Organisations); the ILO 1973 Resolution on household surveys; the LFS Regulation (577/1998); the SES and LCS Regulation (530/1999).

^{(&}lt;sup>13</sup>) These include: document A6465/14/26rev6 "Methodology for the calculation of specific indicators and control indicators" (version March 2024); document A6465/14/58rev2 "Methodology for the calculation of the Joint Index" (version March 2020); document A6465/14/59rev5 "Methodology for the calculation of Intra-EU correction coefficients" (version February 2022); document A6465/14/60rev5 "Methodology for the calculation of Extra-EU correction coefficients" (version April 2022).

- Changes in the cost of living in Belgium and Luxembourg;
- Update of remuneration and pensions in Belgium and Luxembourg;
- Application of exception clause for the current and previous annual exercises;
- Application of moderation clause.

Chapters 9 to 12 of this report examine respectively:

- Update of remuneration and pensions outside Belgium;
- Correction coefficients and economic parities between Brussels and other locations outside Belgium and Luxembourg, for intra-EU staff;
- Correction coefficients and economic parities between Belgium and other Member States, for pensioners;
- Correction coefficients for economic parities between Brussels and locations outside the European Union, for Extra-EU staff.

Appendices 1, 2 and 3 of this report provide detailed supporting information at maximum authorised level⁽¹⁵⁾.

Since the previous annual report, an intermediate report covering Intra-EU staff and pensioners for the period 1 July 2023 – 1 January 2024 was prepared in May 2024(¹⁶); an intermediate report covering Extra-EU staff for the six months August 2023 – January 2024 was prepared in May 2024(¹⁷); an intermediate report covering Extra-EU staff for the five months February 2024 – June 2024 was prepared in October 2024(¹⁸).

In the current report, specific indicators and control indicators are presented in tables rounded to 1 decimal place. Information relating to the Joint Belgium-Luxembourg Index is presented in tables rounded to 1 decimal place. Purchasing power parities are shown rounded to 3 decimal places (in the Eurozone) or 4 significant figures; Exchange rates are shown in the same format; correction coefficients are shown rounded to 1 decimal place. Percentage movements are shown rounded to 1 decimal place.

All figures and calculations contained in this report relating to **specific indicators** are based on data supplied by the responsible authorities in the Member States. Information about the evolution of purchasing power of national officials was requested in accordance with procedures agreed at the Working Group on Articles 64 and 65 of the Staff Regulations.

- Data for 7 Member States was compiled in collaboration with the International Service for Remunerations and Pensions of the Coordinated Organisations, following an initial request which was issued in April 2024 with target reply deadline 31 May.
- Data for the remaining 3 Member States in the core sample was also requested in April 2024 with target reply deadline 31 May⁽¹⁹⁾.
- Data for the remaining 17 Member States was requested during June 2024 with target reply

^{(&}lt;sup>15</sup>) Regulation 1445/2007 of the European Parliament and of the Council of 11 December 2007 establishes common rules for the provision of basic information on purchasing power parities and for their calculation and dissemination. It sets out minimum rules on publication of information at aggregated level. Specific rules agreed with participating Member States regarding dissemination of more detailed price information drived from the European Comparison Programme are set out in the Eurostat-OECD methodological manual on purchasing power parities (2023 edition), in which Table 13.3 of Chapter 13 presents a list of approved analytical categories.

Regulation 2494/1995 of the European Council on 23 October 1995 concerning Harmonised Index of Consumer Prices laid down minimum methodological standards, basic definitions, the scope of the indices, the timetable and frequency for their production and publication. It has now been replaced by **Regulation 2016/792** of the European Parliament and of the Council of 11 May 2016 on harmonised indices of consumer prices and the house price index. There is a comprehensive Eurostat methodological manual on harmonised indices of consumer prices (2024 edition).

⁽¹⁶⁾ Op.cit. (2) Ares(2024)3646915

⁽¹⁷⁾ Op.cit. (3) Ares(2024)3646931

⁽¹⁸⁾ Op.cit. (4) Ares(2024)7212283

^{(&}lt;sup>19</sup>) Op cit. (9) These dates were subsequently adapted by mutual agreement (AT and SE: 31 May; PL: 21 June)

deadline 31 July.

Completed 2024 remuneration questionnaires were received from 25 Member States within the deadline, and from 2 Member States shortly after the deadline, allowing the calculation of a specific indicator in combination with existing data for 2023. Validation of these calculations, together with explicit confirmation about the absence of any retrospective changes likely to affect the reference period, was achieved for all 27 Member States by 16 October. For the current annual exercise, it was therefore not necessary to use the official forecast figure supplied in March 2024 for any Member State(²⁰).

With the exception of the information about consumption expenditure pattern data which is compiled by Eurostat from direct surveys of staff, information on EU staff numbers and a direct survey of international school fees, all calculations and figures presented in this report relating to **correction coefficients** and the **Joint Belgium-Luxembourg Index** are based on Intra-EU data supplied by the responsible national authorities. Corresponding data for Extra-EU duty stations is obtained from responsible national authorities coordinated by Eurostat under the European Comparison Programme (ECP), or through collaboration with the International Service for Remunerations and Pensions of the Coordinated Organisations (CO.ISRP) and the United Nations International Civil Service Commission (UN.ICSC).

As at 1 July 2024, correction coefficients for Intra-EU staff are presented for a list of 29 duty stations (27 Member State capitals plus 2 additional places)(²¹). Correction coefficients for pensioners are presented for a list of 27 Member States (plus the United Kingdom). Correction coefficients for Extra-EU staff are presented for a list of 143 duty stations.

Important note: the United Kingdom left the European Union with effect from 1 February 2020. The transition period introduced by the Withdrawal Agreement expired with effect from 31 December 2020 following signature of the Trade and Cooperation Agreement. For specific indicator calculation purposes, the United Kingdom is no longer included in the core sample of Member States. For staff correction coefficient purposes, the United Kingdom is now treated as an Extra-EU country. Production and publication of correction coefficient for existing UK pensioners continues.

Exceptionally, during the course of the reference period for this annual report, there was an intermediate update with effect from 1 January 2024, on the basis of the Intermediate Report issued by Eurostat in May $2024(^{22})$. In consequence, this report includes additional explanatory tables and associated text which breaks down the annual movement into movements for the intermediate sixmonth reference period 1 July 2023 – 1 January 2024 and the residual six-month period 1 January 2024 – 1 July 2024.

More information on methodology, detailed results and statistical analysis is available in the appendices to this report and detailed procedural manuals. For any information concerning this report, please contact the Eurostat Remuneration Team in Luxembourg:

Eurostat, Unit C3 Statistics for administrative purposes BECH – A2/004 L-2920 Luxembourg Tel.: (352) 4301-35129 Email: estat-a64ia65@ec.europa.eu

^{(&}lt;sup>20</sup>) Op. cit. (10) For the 2023 annual exercise, the official forecast was also not used for any Member State.

^{(&}lt;sup>21</sup>) Production of CC for DE-Karlsruhe has ceased for data reasons

⁽²²⁾ Op. cit. (2) Ares(2024)3646915

Specific indicators

This chapter presents the values of the specific indicators, calculated in accordance with the approved methodology manual⁽²³⁾. These show the evolution of the purchasing power of salaries of national officials.

2

For the current annual exercise 1 July 2023 – 1 July 2024, Eurostat has compiled information for the EU27 Member States. The global specific indicator is calculated for the core sample of 10 EU Member States stipulated in the Staff Regulations, which represents at least 75 % of the EU gross domestic product (GDP), in accordance with the approved methodology manual.

Table 2.1 therefore shows the changes in the net remuneration, both in nominal and real terms, in each of these 10 Member States. Changes in the harmonized indices of consumer prices (inflation rates) during the period June 2023 to June 2024(²⁴) have been used to transform nominal changes in the remunerations into movements in real terms. In order to calculate the global specific indicator the results per country have been weighted in proportion to their national GDP for the year 2023 expressed in purchasing power parities(²⁵).

On this basis, the global specific indicator (average change in real net remuneration) for the year 1 July 2023 – 1 July 2024 is **103.2 (+3.2 %)**.

The **graphs** after the table show the changes in the nominal net specific indicators, the consumer price indices, and the real net specific indicators, ranked in order of magnitude.

⁽²³⁾ Op. cit. (13) Doc.A6465/14/26rev6 (version March 2024) "Methodology for the calculation of specific indicators and control indicators"

^{(&}lt;sup>24</sup>) The index value for June is what is available at 1 July.

^{(&}lt;sup>25</sup>) Corresponding information for the EU27 is included in Chapter 7 of Appendix 1a.

Table 2.1: Change in the net remuneration of central government civil servants,twelve months July 2023 - July 2024

Country	Weight ¹ EU27=100	Weight in sample	Nominal net specific indicator	Consumer price indices	Real net specific indicator	Effect on the total
	(%)	(%)	(%)	(%)	(%)	
BE	3.0	3.7	7.1	5.4	1.6	0.06
DE	21.7	27.2	8.2	2.5	5.6	1.52
ES	9.6	12.0	3.4	3.6	-0.2	-0.02
FR	15.3	19.2	2.4	2.5	-0.1	-0.02
іт	12.8	16.1	1.6	0.9	0.7	0.11
LU	0.4	0.5	4.5	2.8	1.7	0.01
NL	5.3	6.6	10.8	3.4	7.2	0.48
АТ	2.4	3.0	9.1	3.1	5.8	0.17
PL	6.6	8.2	13.4	2.9	10.2	0.84
SE	2.7	3.4	3.1	1.4	1.7	0.06
Total	79.8	100.0	5.8	2.6	3.2	3.2

¹ Basis: GDP expressed in PPS, 2023







The movement for the six-month period 1 July 2023 – 1 January 2024 was reported in the Intermediate Report issued by Eurostat in May 2024(²⁶). It used the available forecasts of the annual movements for the twelve-month period 1 July 2023 – 1 July 2024. That information is reproduced in the relevant columns of **Table 2.2** below. It shows that the forecast global specific indicator (average change in real net remuneration) for the twelve months was 103.3 (+3.3 %). Since this forecast was positive, it was not taken into account (50 %) for the general intermediate update, i.e. the applicable indicator for the first six months was **100.0 (0.0 %)**.

0	Net speci	fic indicator i terms	n nominal	Net specific indicator in real terms			
Country	Actual	Forecast * Difference %		Actual	Forecast *	Difference %	
BE	107.1	101.6	-5.2	101.6	98.3	-3.2	
DE	108.2	108.3	0.1	105.6	105.6	0.0	
ES	103.4	103.0	-0.4	99.8	99.5	-0.3	
FR	102.4	102.1	-0.3	99.9	99.5	-0.4	
п	101.6	103.8	2.2	100.7	103.0	2.3	
LU	104.5	102.0	-2.4	101.7	99.9	-1.8	
NL	110.8	103.8	-6.4	107.2	100.6	-6.2	
АТ	109.1	109.2	0.0	105.8	104.7	-1.0	
PL	113.4	120.0	5.8	110.2	115.7	5.0	
SE	103.1	104.1	1.0	101.7	101.9	0.2	
Total	105.8	106.0	0.2	103.2	103.3	0.1	

Table 2.2: Forecast change in the net remuneration of central government civil servants twelve months July 2023 - July 2024

* Per Intermediate Report.

It can be seen that in <u>nominal</u> terms, for 5 countries (BE, ES, FR, LU, NL) the actual indicator is higher than the forecast, and for 5 countries (DE, IT, AT, PL, SE) it is lower than the forecast. The actual global specific indicator in nominal terms is +0.2% lower than the forecast. In <u>real</u> terms, for 6 countries (BE, ES, FR, LU, NL, AT) the actual indicator is higher than the forecast, for 1 country (DE) it is equal to the forecast, and for 3 countries (IT, PL, SE) it is lower than the forecast. The actual global specific indicator in real terms is +0.1% lower than the forecast.

The residual movement for the six-month period 1 January 2024 - 1 July 2024 can be identified by combining the annual indicator now calculated (103.3), and the applicable indicator for the first six months (100.0). On that basis, the residual global specific indicator for the second six months is **103.3** (+3.3 %).

^{(&}lt;sup>26</sup>) Op.cit. (2) Ares(2024)3646915

Control Indicators

This chapter presents the values of the control indicators, calculated in accordance with the approved methodology manual⁽²⁷⁾.

3

There is no direct equivalent of the net specific indicator in nominal or real terms computed for Article 65 purposes.

In accordance with Article 1.4 (c) of Annex XI of the Staff Regulations, Eurostat compiles comparative information for control purposes.

- The control indicator of per capita compensation of employees in central government is provided for comparison with the gross specific indicator in real terms.
- The control indicator of movement in total labour cost is provided for comparison with the gross specific indicator in nominal terms.
- The Laspeyres-type control indicators (gross specific indicator in nominal and real terms; net specific indicator in nominal and real terms) are provided to identify the impact of any changes in staff numbers between the start and end of the reference period.

3.1 Per capita compensation of employees in central government

Eurostat compiles data concerning the real per capita emoluments in central government (ESA S.1311 expenditure on compensation of employees, divided by ESA S.1311 employee numbers(²⁸)). These data serve as control indicators for individual countries and a weighted average is also calculated. As this control indicator is expressed in constant prices, it is compared with the gross specific indicator in real terms.

Table 3.1 compares the changes in <u>real</u> gross specific indicator for the twelve months to 1 July 2024 with the control indicator (per capita compensation of employees) for calendar year 2024, where the respective values for calendar year 2023 are taken as 100. The table also shows the differences (in percent) between these two indicators.

The global per capita compensation of employees control indicator (weighted average of individual country values) for 2024 is **105.4 (+5.4 %)**, which is <u>higher</u> (+2.6 %) than the real gross specific indicator.

Relatively big differences are apparent for some Member States. They result from conceptual and statistical differences between the gross specific indicator in real terms and the control indicator. Only for 3 countries (DE, ES, NL) is the control indicator within \pm 1.0% of the global specific indicator.

⁽²⁷⁾ Op. cit. (13) Doc.A6465/14/26rev6 (version March 2024) "Methodology for the calculation of specific indicators and control indicators"

⁽²⁸⁾ Where the ESA 2010 central government (S.1311) figure was not supplied to Eurostat by Member States, the expenditure on compensation of employees in general government (S.13) divided by the number of employees in general government was used instead.

Tabl	e 3.1:	Comparison	of the g	ross sp	becific in	dicator	and	the o	control	indicator
(per	capita	o compensati	on of en	nployee	es) in rea	l terms				

Country	Real gross specific indicator	Control indicator *	Difference (%)
	2024 (2023 = 100)	2024 (2023 = 100)	
BE	100.3	98.8	-1.5
DE	106.0	106.8	0.8
ES	100.0	100.7	0.7
FR	99.5	102.6	3.1
ІТ	99.1	105.4	6.3
LU	101.6	104.8	3.1
NL	108.1	107.8	-0.3
АТ	105.8	103.7	-2.0
PL	107.1	117.0	9.2
SE	100.4	102.8	2.4
Total	102.7	105.4	2.6

* Compensation of employees in central government: Eurostat estimates.

3.2 Labour cost index for total public administration

A control indicator of the movement in total labour cost in public administrations of the Member States (NACE group 'O') is also calculated. These data serve as control indicators for individual countries and a weighted average is also calculated. As this labour cost index control indicator is expressed in nominal terms, it is compared with the nominal specific indicator of gross salaries.

Table 3.2 compares the changes in <u>nominal</u> gross specific indicator for the twelve months to 1 July 2024 with the control indicator (labour cost index) for Q2 2024, where the respective values for Q2 2023 are taken as $100(^{29})$. The table also shows the differences (in percent) between these two indicators.

The global labour cost index control indicator (weighted average of individual country values) for 2024 is 105.2 **(+5.2 %)**, which is <u>lower</u> (-0.2 %) than the real gross specific indicator.

The labour cost index control indicator is not available for all Member States. Relatively big differences are apparent for some Member States. They result from conceptual and statistical differences between the nominal gross specific indicator and the control indicator. Only for 2 countries (IT, LU) is the control indicator within \pm 1.0% of the global specific indicator.

⁽²⁹⁾ Where the data for Q2 2024 was not available, Q1 2024 (with Q1 2023 =100) was used instead. This was the case for NL.

Table 3.2: Comparison of the gross specific indicator and the control indicator (labour cost index) in nominal terms

Country	Nominal gross specific indicator	Control indicator *	Difference (%)
	2024 (2023 = 100)	2024 (2023 = 100)	
BE	105.7	101.6	-3.9
DE	108.7	104.7	-3.7
ES	103.6	101.8	-1.7
FR	102.0	:	:
IT	100.0	100.6	0.6
LU	104.4	103.9	-0.5
NL	111.8	107.7	-3.7
АТ	109.1	105.8	-3.0
PL	110.2	120.5	9.3
SE	101.8	104.0	2.2
Total	105.4	105.2	-0.2

* Labour Cost Index: Eurostat estimates.

3.3 Laspeyres-type specific indicators

The current methodology for calculating country specific indicators uses the latest available staff numbers data. There may be significant changes in staff numbers between the start and end of the reference period. Consequently, for comparative purposes, the indicator is also computed using staff numbers data for the start of the reference period (a Laspeyres-type index).

Table 3.3 compares the movement in the gross country specific indicator in nominal terms and the gross country specific indicator in real terms, calculated according to the standard methodology, with the corresponding gross indicators computed using staff numbers data for the start of the reference period (Laspeyres-type index). The table also shows the differences (in percent) between these two indicators.

The Laspeyres-type nominal gross control indicator is <u>the same as</u> the nominal gross specific indicator. The Laspeyres-type real-terms gross control indicator is <u>the same as</u> the real-terms gross specific indicator.

Country	Nominal gross specific indicator	Control indicator	Difference	Real gross specific indicator	Control indicator	Difference	Weight
Country	2024 (2023 = 100)	2024 (2023 = 100)	(%)	2024 (2023 = 100)	2024 (2023 = 100)	(%)	Weight
BE	105.7	105.7	0.0	100.3	100.3	0.0	3.7
DE	108.7	108.7	0.0	106.0	106.0	0.0	27.2
ES	103.6	103.6	0.0	100.0	100.0	0.0	12.0
FR	102.0	101.9	-0.1	99.5	99.4	-0.1	19.2
ІТ	100.0	100.0	0.0	99.1	99.1	0.0	16.1
LU	104.4	104.4	0.0	101.6	101.6	0.0	0.5
NL	111.8	111.8	0.0	108.1	108.1	0.0	6.6
AT	109.1	109.1	0.0	105.8	105.8	0.0	3.0
PL	110.2	110.2	0.0	107.1	107.1	0.0	8.2
SE	101.8	101.8	0.0	100.4	100.4	0.0	3.4
Total	105.4	105.4	0.0	102.7	102.7	0.0	100.0

Table 3.3: Comparison of the gross specific indicator in nominal terms and in real terms with the corresponding Laspeyres-type control indicators

Table 3.4 compares the movement in the net country specific indicator in nominal terms and the net country specific indicator in real terms, calculated according to the standard methodology, with the corresponding net indicators computed using staff numbers data for the start of the reference period (Laspeyres-type index). The tables also show the differences (in percent) between these two indicators.

The Laspeyres-type nominal net control indicator is <u>the same as</u> the nominal net specific indicator. The Laspeyres-type real-terms net control indicator is <u>the same as</u> the real-terms net specific indicator.

Country	Nominal net specific indicator	Control indicator	Difference	Real net specific indicator	Control indicator	Difference	Weight
Country	2024 (2023 = 100)	2024 (2023 = 100)	(%)	2024 (2023 = 100)	2024 (2023 = 100)	(%)	Weight
BE	107.1	107.1	0.0	101.6	101.6	0.0	3.7
DE	108.2	108.2	0.0	105.6	105.6	0.0	27.2
ES	103.4	103.4	0.0	99.8	99.8	0.0	12.0
FR	102.4	102.3	-0.1	99.9	99.8	-0.1	19.2
ІТ	101.6	101.6	0.0	100.7	100.7	0.0	16.1
LU	104.5	104.5	0.0	101.7	101.7	0.0	0.5
NL	110.8	110.8	0.0	107.2	107.2	0.0	6.6
AT	109.1	109.1	0.0	105.8	105.8	0.0	3.0
PL	113.4	113.4	0.0	110.2	110.2	0.0	8.2
SE	103.1	103.1	0.0	101.7	101.7	0.0	3.4
Total	105.8	105.8	0.0	103.2	103.2	0.0	100.0

Table 3.4: Comparison of the net specific indicator in nominal terms and in real terms with the corresponding Laspeyres-type control indicators

Changes in the cost of living in Brussels and Luxembourg

This chapter presents the values of the Joint Belgium-Luxembourg Index ("JBLI"), calculated in accordance with the approved methodology manual(³⁰). In the tables, indices are shown rounded to 1 decimal place.

For the current annual exercise 1 July 2023 – 1 July 2024 Eurostat has calculated the Joint Belgium-Luxembourg Index as stipulated by the Staff Regulations, by weighting national consumer price inflation as measured by the Belgium HICP and Luxembourg CPI according to the distribution of EU staff serving in those Member States.

At the start of the period under review the ratio between EU officials working in Brussels and in Luxembourg was 80.4 % : 19.6 %. This represents no change in ratio compared to the previous year (80.4 : 19.6).

The detailed breakdown of this index corresponding to the 2024 annual salary adjustment is set out in **Table 4.1**. The table shows that the cost of living for the EU officials in Brussels and Luxembourg during the twelve-month period June 2023 – June 2024(³¹) has increased, on average by **105.1** (+5.1 %).

	Groups of consumption	Weight	Index
1.	Food and non-alcoholic beverages	125.9	101.5
2.	Alcoholic beverages and tobacco	13.9	104.2
3.	Clothing and footwear	43.1	103.2
4.	Housing, water, electricity, gas and other fuels	344.2	109.2
5.	Furnishings, household equipment and maintenance of house	64.5	102.6
6.	Health	12.7	102.5
7.	Transport	130.0	102.3
8.	Communications	19.8	103.2
9.	Recreation and culture	79.6	102.9
10.	Education	26.7	106.4
11.	Hotels, cafes and restaurants	81.1	105.4
12.	Miscellaneous goods and services	58.6	102.9
	Global index without rents	721.4	105.6
	Rents index	278.5	104.0
	Global index	1000.0	105.1

Table 4.1: Change in the Joint Belgium-Luxembourg Index, June 2023 - June 2024

^{(&}lt;sup>30</sup>) Op. cit. (13) Doc.A6465/14/58rev2 (version March 2020) "Methodology for the calculation of the Joint index"

 $^(^{31})$ Op. cit. (24) The index value for June is what is available at 1 July.

The movement for the six-month period June 2023 – December 2023 was reported in the Intermediate Report issued by Eurostat in May 2024(³²). It is reproduced in **Table 4.2** below. The table shows that the cost of living for the EU officials in Brussels and Luxembourg during the six-month period June 2023 – December 2023 increased, on average by **103.0 (+3.0 %)**.

	Groups of consumption	Weight	Index
1.	Food and non-alcoholic beverages	125.9	100.4
2.	Alcoholic beverages and tobacco	13.9	99.7
3.	Clothing and footwear	43.1	102.2
4.	Housing, water, electricity, gas and other fuels	344.2	105.1
5.	Furnishings, household equipment and maintenance of house	64.5	100.6
6.	Health	12.7	100.9
7.	Transport	130.0	102.5
8.	Communications	19.8	100.2
9.	Recreation and culture	79.6	100.9
10.	Education	26.7	106.4
11.	Hotels, cafes and restaurants	81.1	104.5
12.	Miscellaneous goods and services	58.6	101.2
	Global index without rents	721.4	103.3
	Rents index	278.5	102.2
	Global index	1000.0	103.0

Table 4.2: Change in the	Joint Belgium-Luxemb	oura Index. June 20	23 - December 2023
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The residual movement for the period December 2023 – June 2024 can be identified by combining the annual indicator now calculated as presented in Table 4.1 (i.e. 105.1) and the amount already taken into account for the first six months as presented in Table 4.2 (i.e. 103.0). On that basis, the residual Joint Belgium-Luxembourg Index for the second six months is **102.0 (+2.0 %)**. The corresponding detailed breakdown is presented in **Table 4.3** below.

⁽³²⁾ Op.cit.(2) Ares(2024)3646915

	Groups of consumption	Weight	Index
1.	Food and non-alcoholic beverages	125.9	101.1
2.	Alcoholic beverages and tobacco	13.9	104.5
3.	Clothing and footwear	43.1	101.0
4.	Housing, water, electricity, gas and other fuels	344.2	103.9
5.	Furnishings, household equipment and maintenance of house	64.5	102.0
6.	Health	12.7	101.6
7.	Transport	130.0	99.8
8.	Communications	19.8	103.0
9.	Recreation and culture	79.6	102.0
10.	Education	26.7	100.0
11.	Hotels, cafes and restaurants	81.1	100.9
12.	Miscellaneous goods and services	58.6	101.7
	Global index without rents	721.4	102.2
	Rents index	278.5	101.8
	Global index	1000.0	102.0

Table 4.0. Desidual shaw	and the first state of the late	and the second	Desembles 0000 lune 0004
Table 4.3: Residual chang	ge in the Joint Beig	gium-Luxembourg index	, December 2023 - June 2024

5 Update of remuneration and pensions in Belgium and Luxembourg

Taking into account the figures reported in **chapters 2 and 4**, and before consideration of the moderation clause in **chapter 8** and the exception clause in **chapters 6 and 7**, the adjustment of the nominal net remuneration of EU officials in Brussels and Luxembourg with effect from July 2024, which would be necessary to maintain a parallel development of purchasing power with the civil servants in the Member States, is equal to:

Annual update

$$\frac{103.2 \times 105.1}{100} - 100 = +8.5\%$$

On the basis of the intermediate report issued by Eurostat in May 2024(³³), there was a general update with effect from January 2024:

Intermediate update

$$\frac{100.0 \times 103.0}{100} - 100 = +3.0\%$$

Consequently, the residual adjustment with effect from July 2024 should be:

Residual update

$$\frac{103.2 \times 102.0}{100} - 100 = +5.3\%$$

The same adjustment applies to the nominal pensions of retired EU officials in Belgium and Luxembourg.

⁽³³⁾ Op.cit. (2) Ares(2024)3646915

6 Exception clause for the current annual exercise

In accordance with Article 11 of Annex XI to the Staff Regulations, if the value of the specific indicator is positive, but there is a decrease in the EU total gross domestic product for the current year according to the latest available forecast produced by the Commission, then only part of the specific indicator shall be used to calculate the annual update and the remainder shall be delayed.

Four scenarios are therefore possible:

Table 6: GDP scenarios to apply exception clause

GDP evolution		1 July	1 April	Cumulative*
1	0 % ≤ X	100 %	0 %	0 %
2	-1.0 % ≤ X < 0 %	33 %	67 %	0 %
3	-3.0 % ≤ X < -1.0 %	0 %	100 %	0 %
4	X <-3.0 %	0 %	0 %	100 %
	* 1 July in year when cumulative GDP is again positive			

The Spring European Economic Forecast issued by DG ECFIN on 15 May $2024(^{34})$ identified a gradual expansion amid high geopolitical risks. It estimated that GDP for the EU as a whole in real terms will increase by +1.0 % for 2024, and growth of +1.6 % is foreseen for 2025.

There is no Summer European Economic Forecast for 2024. The next forecast to be issued by DG ECFIN will be published in November 2024.

On the basis of the available information, as GDP evolution for the EU in real terms for 2024 is forecasted to be positive, the exception clause does <u>not</u> apply to the current annual exercise.

^{(&}lt;sup>34</sup>) https://economy-finance.ec.europa.eu/economic-forecast-and-surveys/economic-forecasts/spring-2024-economic-forecast-gradual-expansion-amid-high-geopolitical-risks_en

Review application of exception clause from the previous annual exercise

In accordance with Article 11 of Annex XI to the Staff regulations, if there is a gap between the forecast used in the Annual Report for the previous year and the final GDP data for that calendar year, which would modify the original assessment whether the exception clause should have applied, a retroactive adjustment should take place.

7

The forecast real GDP growth rate (percentage change on previous year) for the EU as a whole for calendar year 2023, as supplied by DG ECFIN and presented in the Eurostat annual report for the 2023 exercise, was +0.8 % (³⁵).

The real GDP growth rate (percentage change on previous year) for the EU as a whole for calendar year 2023 is now measured to be $0.4 \%(^{36})$.

Consequently, as the growth rate is not negative, no retroactive correction is required to the decision how to apply the exception clause for the 2023 exercise.

⁽³⁵⁾ https://economy-finance.ec.europa.eu/economic-forecast-and-surveys/economic-forecasts/summer-2023-economic-forecast-easing-growthmomentum-amid-declining-inflation-and-robust-labour_en

^{(&}lt;sup>36</sup>) Source: Eurostat Free Data Table tec00115 (extracted 15.10.2024). Reflects available T+9 statistics submitted by Member States in accordance with the ESA 2010 transmission timetable.



Moderation clause

In accordance with Article 10 of Annex XI to the Staff Regulations, if the value of the global specific indicator exceeds an upper limit of +2 % or is below a lower limit of -2 %, then the value of the limit shall instead be used to establish the annual update which applies with effect from 1 July – and the remainder of the annual update shall be applied with effect from 1 April in the following calendar year.

Table 8a below summarises the information presented in the preceding sections, notably combining the information from Chapter 5 and Chapter 6 :

	[1] Intermediate		[2] Annual (total)		[3] = [2] / [1] Annual (residual)	
GSI 2024	100.0	+0.0 % (50 %) *	103.2	+3.2 %	103.2	+3.2 %
JBLI 2024	103.0	+3.0 %	105.1	+5.1 %	102.0	+2.0 %
→ nominal update 2024	103.0	+3.0 %	108.5	+8.5%	105.3	+5.3 %

Table 8a: summary of intermediate update, annual update and residual update for 2024

* For the intermediate adjustment, GSI (50%) is only applicable if negative

6 months 12 months	6 months
--------------------	----------

The total residual adjustment of the nominal net remuneration of EU officials in Brussels and Luxembourg with effect from July 2024, which would be necessary to maintain a parallel development of purchasing power with the civil servants in the Member States, is equal to **+5.3 % (105.3)**.

It can be seen from Table 8a that the residual GSI for the 2024 annual exercise exceeds the boundaries set by the moderation clause. Consequently, the moderation clause <u>does</u> apply to the adjustment of the nominal net remuneration of EU officials in Brussels and Luxembourg with effect from 1 July 2024.

Table 8b below summarises the impact of the moderation clause on the residual update :Table 8b: Residual update for 2024, showing impact of the moderation clause

	[1] Annual (residual)		[2] 1 st instalment		[3] 2 nd instalment	
GSI 2024	103.2	+3.2 %	102.0	+2.0 %	101.2	+1.2 %
JBLI 2024	102.0	+2.0 %	102.0	+2.0 %		
\rightarrow nominal update 2024	105.3	+5.3 %	104.1	+4.1 %	101.2	+1.2 %

From 1.7.2024 From 1.4.2025

Adjustment of remuneration and pensions outside Belgium

For **active staff**, the value of the residual annual update for duty station locations outside Brussels is equal to the product of the residual annual update for Brussels as presented in **chapter 5**, multiplied by the change since the last update in the economic parities established for active staff between Brussels and the duty station as presented in **chapter 10**.

Similarly, for **pensioners**, the value of the residual annual update for places of residence outside Belgium is equal to the product of the residual annual update as presented in **chapter 5**, multiplied by the change since the last update in the economic parities established for pensioners between Belgium and the country of residence as presented in **chapter 11**.

As there was an intermediate update, the residual update will reflect the change in the parities since January.

Table 9 below summarises the approach for these calculations :

Table 9: Residual update outside Brussels (for staff) / Belgium (for pensioners) for 2024

Residual GSI x residual implicit index

$$\frac{103.2 \times \left(102.0 \times \frac{PPP^{2024-07}}{PPP^{2024-01}}\right)}{100}$$

OR

Residual update x change in PPP $105.3 \times \frac{PPP^{2024-07}}{PPP^{2024-01}}$

Correction coefficients for staff working in Intra-EU duty stations outside Brussels

This chapter presents the values of the economic parities and correction coefficients for Intra-EU staff⁽³⁷), calculated in accordance with the approved methodology manual⁽³⁸).

As at 1 July 2024, information is compiled for a list of 29 Intra-EU capital cities and other duty stations. By comparison to the situation at 1 July 2023 presented in the previous annual update, 1 location (DE-Karlsruhe) is now excluded from the list(³⁹).

The object of the economic parities is to compare the relative costs of living of EU officials in Brussels (reference city) with each of the European capitals and other places of employment in the European Union for which a correction coefficient has been set. The method used is to compare the price of a "basket" of goods and services in Brussels with the prices of similar goods and services in each of the other places of employment. The weighted average of all the price ratios is the "economic parity". The average consumption expenditure patterns of EU officials are used as weights, identified by means of periodic surveys of household expenditure. In places of employment outside Brussels with very few officials or where response rates to the survey are very low, a common structure pooling all the questionnaires from similar locations is derived instead.

The changes in the cost of living in the places of employment outside Brussels are measured by the implicit price indices which are calculated as the product of the Joint Belgium-Luxembourg Index of consumer prices (JBLI) and the changes in the economic parities between Brussels and those other places. **Table 10.1** shows these changes for the year to 1 July 2024. As there was a general update with effect from 1 January 2024, on the basis of the Intermediate Report issued by Eurostat in May 2024(⁴⁰), **Table 10.1a** shows these changes for the six months 1 July 2023 – 1 January 2024 and **Table 10.1b** shows these changes for the six months 1 January 2024 – 1 July 2024. **Maps** after each table summarise the information about the implicit indices. Impact of the high inflation clause for Intra-EU staff is assessed.

The correction coefficients applicable to the salaries of the European institution officials working in the capitals and places of employment other than Brussels are determined on the basis of the relationships between the economic parities and the exchange rates for the month of July.

In accordance with Article 3(5) of Annex XI, no correction coefficient is applicable to remuneration of active EU staff working in Luxembourg or pensions of retired EU staff residing in Luxembourg.

The correction coefficient operates as a percentage adjustment to salaries to take account of the cost of living differences between Brussels and the various duty stations.

^{(&}lt;sup>37</sup>) See **Chapter 12** concerning correction coefficients for duty stations outside the European Union, to which the additional provisions of Annex X to the Staff Regulations also apply

See Chapter 11 concerning correction coefficients for pensioners, to which the additional provisions of Annex XIII to the Staff Regulations also apply.

⁽³⁸⁾ Op. cit. (13) Doc.A6465/14/59rev5 (version February 2022) "Methodology for the calculation of Intra-EU correction coefficients"

^{(&}lt;sup>39</sup>) This is because data for DE-Karlsruhe is no longer available from the national statistics office in accordance with European Comparison Programme methodology applied for the other duty stations in Germany for which CC are produced (DE-Berlin and DE-Munich).

⁽⁴⁰⁾ Op.cit. (2) Ares(2024)3646915

Table 10.2 shows the calculation of the correction coefficients at 1 July 2024 for places of employment situated in the European Union territory for which correction coefficients have been set. The **graph** after Table 10.2 distinguishes the locations where the correction coefficient is greater than/lower than 100.

In the tables, purchasing power parities are shown rounded to 3 decimal places (in Euro zone) or 4 significant figures; exchange rates are shown in the same format; correction coefficients are shown rounded to 1 decimal place; percentage movements are shown rounded to 1 decimal place.

Appendix 1c to this report presents explanations and statistical analyses relating to the correction coefficients presented in this chapter.

	Country	Parity	Parity	Change	Implicit price
F	Place of employment	1.7.2023	1.7.2024	(%)	index
BE/LU	Brussels/Luxembourg	1.000	1.000	0.0	5.1
BG	Sofia	1.341	1.266	-5.6	-0.7
CZ	Prague	24.36	22.88	-6.1	-1.3
DK	Copenhagen	9.788	9.683	-1.1	4.0
DE	Berlin	1.034	1.022	-1.2	3.8
	Munich	1.153	1.130	-1.9	3.1
EE	Tallinn	0.989	0.934	-5.6	-0.8
IE	Dublin	1.396	1.307	-6.3	-1.6
EL	Athens	0.896	0.860	-4.0	0.9
ES	Madrid	0.947	0.923	-2.6	2.4
FR	Paris	1.195	1.142	-4.4	0.5
HR	Zagreb	0.848	0.823	-3.0	1.9
ІТ	Rome	0.973	0.876	-10.0	-5.4
	Varese	0.950	0.869	-8.5	-3.8
СҮ	Nicosia	0.825	0.794	-3.8	1.1
LV	Riga	0.880	0.841	-4.5	0.3
LT	Vilnius	0.934	0.867	-7.2	-2.4
нυ	Budapest	321.6	300.3	-6.6	-1.9
мт	Valletta	0.932	0.918	-1.5	3.5
NL	The Hague	1.146	1.114	-2.8	2.2
AT	Vienna	1.120	1.054	-5.9	-1.1
PL	Warsaw	3.582	3.404	-5.0	-0.1
РТ	Lisbon	0.966	0.921	-4.6	0.2
RO	Bucharest	3.702	3.589	-3.0	1.9
SI	Ljubljana	0.919	0.859	-6.6	-1.8
sĸ	Bratislava	0.848	0.842	-0.7	4.4
FI	Helsinki	1.186	1.120	-5.5	-0.7
SE	Stockholm	13.69	13.35	-2.5	2.5

Table 10.1: Changes in the economic parities in the twelve months to 1st July 2024 (Intra-EU staff)

Note: For each duty station, implicit index = parity change (%) x joint BE/LU index

Map: Changes in the implicit index in the twelve months to 1st July 2024 (Intra-EU staff)





$-5.4 \le X < -2.5$
$-2.5 \leq X < 0.0$
$0.0 \leq X < +2.5$
$+2.5 \le X \le +5.1$

Implicit Index – STAFF

	Country	Parity	Parity	Change	Implicit price
F	Place of employment	1.7.2023	1.1.2024	(%)	index
BE/LU	Brussels/Luxembourg	1.000	1.000	0.0	3.0
BG	Sofia	1.341	1.334	-0.5	2.5
cz	Prague	24.36	23.89	-1.9	1.0
DK	Copenhagen	9.788	9.561	-2.3	0.6
DE	Berlin	1.034	1.011	-2.3	0.7
	Munich	1.153	1.127	-2.2	0.7
EE	Tallinn	0.989	0.955	-3.4	-0.5
IE	Dublin	1.396	1.371	-1.8	1.2
EL	Athens	0.896	0.873	-2.5	0.4
ES	Madrid	0.947	0.924	-2.4	0.5
FR	Paris	1.195	1.170	-2.1	0.9
HR	Zagreb	0.848	0.834	-1.8	1.2
ІТ	Rome	0.973	0.944	-3.0	-0.1
	Varese	0.950	0.921	-3.0	-0.1
СҮ	Nicosia	0.825	0.804	-2.6	0.3
LV	Riga	0.880	0.848	-3.7	-0.8
LT	Vilnius	0.934	0.907	-2.8	0.1
HU	Budapest	321.6	319.9	-0.6	2.4
мт	Valletta	0.932	0.915	-1.8	1.2
NL	The Hague	1.146	1.115	-2.7	0.2
AT	Vienna	1.120	1.112	-0.7	2.3
PL	Warsaw	3.582	3.589	0.2	3.2
РТ	Lisbon	0.966	0.945	-2.2	0.8
RO	Bucharest	3.702	3.710	0.2	3.2
SI	Ljubljana	0.919	0.878	-4.5	-1.6
sĸ	Bratislava	0.848	0.834	-1.6	1.4
FI	Helsinki	1.186	1.164	-1.8	1.1
SE	Stockholm	13.69	13.42	-2.0	1.0

Table 10.1a: Changes in the economic parities in the six months to 1st January 2024 (Intra-EU staff)

Note: For each duty station, implicit index = parity change (%) x joint BE/LU index

For this six month period the 'high inflation clause' (>6%) is not triggered in any location.

Map: Changes in the implicit index in the six months to 1st January 2024 (Intra-EU staff)



Implicit Index – STAFF 2023m06-2023m12



$-1.6 \le X < 0.0$
$0.0 \leq X < +1.5$
$+1.5 \le X < +3.0$
$+3.0 < X \le +3.2$

[Country	Parity	Parity	Change	Implicit price
		1 1 2024	1 7 2024	(%)	index
		4 000	4 000	(70)	
BE/LU	Brussels/Luxembourg	1.000	1.000	0.0	2.0
BG	Sofia	1.334	1.266	-5.1	-3.2
CZ	Prague	23.89	22.88	-4.2	-2.3
DK	Copenhagen	9.561	9.683	1.3	3.3
DE	Berlin	1.011	1.022	1.1	3.1
	Munich	1.127	1.130	0.3	2.3
EE	Tallinn	0.955	0.934	-2.3	-0.3
IE	Dublin	1.371	1.307	-4.7	-2.8
EL	Athens	0.873	0.860	-1.5	0.4
ES	Madrid	0.924	0.923	-0.1	1.8
FR	Paris	1.170	1.142	-2.4	-0.4
HR	Zagreb	0.834	0.823	-1.3	0.7
п	Rome	0.944	0.876	-7.2	-5.3
	Varese	0.921	0.869	-5.6	-3.8
СҮ	Nicosia	0.804	0.794	-1.2	0.8
LV	Riga	0.848	0.841	-0.9	1.1
LT	Vilnius	0.907	0.867	-4.5	-2.6
HU	Budapest	319.9	300.3	-6.1	-4.3
мт	Valletta	0.915	0.918	0.3	2.3
NL	The Hague	1.115	1.114	-0.1	1.9
AT	Vienna	1.112	1.054	-5.2	-3.3
PL	Warsaw	3.589	3.404	-5.2	-3.3
РТ	Lisbon	0.945	0.921	-2.5	-0.6
RO	Bucharest	3.710	3.589	-3.2	-1.3
SI	Ljubljana	0.878	0.859	-2.2	-0.2
SK	Bratislava	0.834	0.842	0.9	2.9
FI	Helsinki	1.164	1.120	-3.8	-1.9
SE	Stockholm	13.42	13.35	-0.6	1.4

Table 10.1b Changes in the economic parities in the six months to 1st July 2024 (Intra-EU staff)

Note: For each duty station, implicit index = parity change (%) x joint BE/LU index

For this six month period the 'high inflation clause' (>6%) is not triggered in any location.

Map: Changes in the implicit index in the six months to 1st July 2024 (Intra-EU staff)



²⁰²³m12-2024m06

Implicit Index – STAFF

Administrative boundaries: © EuroGeographics © UN–FAO © Turkstat. Cartography: Eurostat – IMAGE, 10/2024



	Country	Parity	Exchange rate	Correction coefficient
F	Place of employment	[1]	[2]	100 * [1] / [2]
BE/LU	Brussels/Luxembourg	1.000	1.000	100.0
BG	Sofia	1.266	1.956	64.8
cz	Prague	22.88	24.93	91.8
DK	Copenhagen	9.683	7.458	129.8
DE	Berlin	1.022	1.000	102.2
	Munich	1.130	1.000	113.0
EE	Tallinn	0.934	1.000	93.4
IE	Dublin	1.307	1.000	130.7
EL	Athens	0.860	1.000	86.0
ES	Madrid	0.923	1.000	92.3
FR	Paris	1.142	1.000	114.2
HR	Zagreb	0.823	1.000	82.3
ІТ	Rome	0.876	1.000	87.6
	Varese	0.869	1.000	86.9
СҮ	Nicosia	0.794	1.000	79.4
LV	Riga	0.841	1.000	84.1
LT	Vilnius	0.867	1.000	86.7
HU	Budapest	300.3	397.7	75.5
мт	Valletta	0.918	1.000	91.8
NL	The Hague	1.114	1.000	111.4
AT	Vienna	1.054	1.000	105.4
PL	Warsaw	3.404	4.319	78.8
РТ	Lisbon	0.921	1.000	92.1
RO	Bucharest	3.589	4.978	72.1
SI	Ljubljana	0.859	1.000	85.9
sĸ	Bratislava	0.842	1.000	84.2
FI	Helsinki	1.120	1.000	112.0
SE	Stockholm	13.35	11.34	117.7

Table 10.2: Calculation of correction coefficients at 1st July 2024 (Intra-EU staff)



Graph: Correction coefficients at 1st July 2024, ranked (Intra-EU staff)

Correction coefficients for pensioners residing in EU Member States outside Belgium

This chapter presents the values of the economic parities and the correction coefficients for pensioners(⁴¹), calculated in accordance with the approved methodology manual(⁴²).

As at 1 July 2024, information is compiled for the 27 EU Member States plus the United Kingdom. There is no change by comparison to the situation at 1 July 2023 or 1 January 2024.

The Staff Regulations stipulate the creation of correction coefficients for pensioners separate from those used for adjusting the remuneration of active staff⁽⁴³⁾. An important difference is that instead of being based on capital city price comparisons they relate to national comparisons, with Belgium as the base country.

Their use is subject to specific rules set out in the Staff Regulations.

The changes in the cost of living in Member States other than Belgium and Luxembourg are measured by the implicit indices which are calculated as the product of the Joint Belgium-Luxembourg Index of consumer prices (JBLI) and the changes in the economic parities between Belgium and the Member States.

Table 11.1 shows these changes for the year to 1 July 2024. As there was a general update with effect from January 2024 on the basis of the Intermediate Report issued by Eurostat in May 2024(⁴⁴), **Table 11.1a** shows these changes for the six months 1 July 2023 – 1 January 2024, and **Table 11.1b** shows these changes for the six months 1 January 2024 – 1 July 2024. **Maps** after each table summarise the information about the implicit indices for pensioners. Impact of the high inflation clause for pensioners is assessed.

Table 11.2 shows the correction coefficients calculated for pensioners for all Member States (relative to Belgium) at 1 July 2024. The **graph** after Table 11.2 distinguishes the locations where the correction coefficient is greater than/lower than 100.

The correction coefficients applicable to the pensions of the retired European institution officials in the places of residence other than Belgium are determined on the basis of the relationships between the economic parities and the exchange rates for the month of July.

In accordance with Article 3(5b) of Annex XI, correction coefficients are only applicable to pension rights accumulated prior to 1 May 2004 for retired EU staff residing within the EU. In accordance with Article 20 of Annex XII, no correction coefficient is applicable to pensions of retired EU staff residing outside the EU(⁴⁵).

provisions of Annex X to the Staff Regulations also apply.

^{(&}lt;sup>41</sup>) See Chapter 10 concerning correction coefficients for staff working in duty stations within the European Union.
See Chapter 12 concerning correction coefficients for staff working in duty stations outside the European Union, to which the additional

^{(&}lt;sup>42</sup>) Op. cit. (13) Doc.A6465/14/59rev5 (version February 2022) "Methodology for the calculation of Intra-EU correction coefficients"

⁽⁴³⁾ This requirement was first introduced by Council Regulation 723/2004

⁽⁴⁴⁾ Op.cit. (2) Ares(2024)3646915

^{(&}lt;sup>45</sup>) Exceptionally, production and publication of correction coefficient for existing UK pensioners continues.

The correction coefficient operates as a percentage adjustment to salaries to take account of the cost of living differences between Belgium and the various duty stations.

In the tables, purchasing power parities are shown rounded to 3 decimal places (in Euro zone) or 4 significant figures; Exchange rates are shown in the same format; correction coefficients are shown rounded to 1 decimal place; percentage movements are shown rounded to 1 decimal place.

Appendix 1c to this report presents explanations and statistical analyses relating to the correction coefficients presented in this chapter.

Table 11.1: Changes in the economic parities in the twelve months to 1st July 2024 (for pensioners)

Country	Parity	Parity	Change	Implicit price
	1.7.2023	1.7.2024	(%)	index
BE/LU	1.000	1.000	0.0	5.1
BG	1.277	1.184	-7.3	-2.6
cz	21.59	19.49	-9.7	-5.1
DK	10.17	9.876	-2.9	2.0
DE	1.055	1.000	-5.2	-0.3
EE	1.038	0.963	-7.2	-2.5
IE	1.376	1.220	-11.3	-6.8
EL	0.853	0.818	-4.1	0.8
ES	0.914	0.879	-3.9	1.0
FR	1.115	1.032	-7.4	-2.7
HR	0.747	0.699	-6.5	-1.7
ІТ	0.988	0.862	-12.7	-8.3
СҮ	0.846	0.803	-5.1	-0.2
LV	0.823	0.769	-6.6	-1.9
LT	0.827	0.759	-8.2	-3.5
нυ	284.5	257.8	-9.4	-4.8
мт	0.974	0.926	-5.0	-0.1
NL	1.145	1.099	-4.0	0.9
АТ	1.154	1.063	-7.9	-3.2
PL	3.156	2.905	-7.9	-3.2
РТ	0.907	0.845	-6.8	-2.1
RO	3.241	3.116	-3.8	1.1
SI	0.892	0.799	-10.5	-5.9
SK	0.867	0.797	-8.1	-3.4
FI	1.219	1.108	-9.2	-4.5
SE	12.99	12.09	-6.9	-2.1
UK	1.123	1.083	-3.6	1.3

Note: For each country, implicit index = parity change (%) x joint BE/LU index

Map: Changes in the implicit index in the twelve months to 1st July 2024 (for pensioners)







Implicit Index – PEN

Country	Parity	Parity	Change	Implicit price
	1.7.2023	1.1.2024	(%)	index
BE/LU	1.000	1.000	0.0	3.0
BG	1.277	1.273	-0.3	2.7
cz	21.59	21.08	-2.4	0.6
DK	10.17	9.944	-2.3	0.7
DE	1.055	1.032	-2.2	0.7
EE	1.038	1.003	-3.3	-0.4
IE	1.376	1.351	-1.8	1.1
EL	0.853	0.837	-1.9	1.1
ES	0.914	0.896	-2.0	1.0
FR	1.115	1.094	-1.9	1.0
HR	0.747	0.734	-1.8	1.2
п	0.988	0.963	-2.6	0.4
СҮ	0.846	0.825	-2.5	0.4
LV	0.823	0.793	-3.7	-0.9
LT	0.827	0.801	-3.2	-0.3
нυ	284.5	281.9	-0.9	2.0
мт	0.974	0.952	-2.3	0.7
NL	1.145	1.120	-2.1	0.8
АТ	1.154	1.149	-0.4	2.6
PL	3.156	3.137	-0.6	2.4
РТ	0.907	0.889	-2.0	1.0
RO	3.241	3.248	0.2	3.2
SI	0.892	0.856	-4.0	-1.1
sĸ	0.867	0.851	-1.8	1.1
FI	1.219	1.194	-2.1	0.8
SE	12.99	12.72	-2.1	0.9
	4 4 2 2	4 400	4.0	4 7
UK	1.123	1.108	-1.3	1.7

Table 11.1a: Changes in the economic parities in the six months to 1st January 2024 (for pensioners)

Note: For each country, implicit index = parity change (%) x joint BE/LU index

For this six month period the 'high inflation clause' (>6%) is not triggered in any location.

Map: Changes in the implicit index in the six months to 1st January 2024 (for pensioners)





Implicit Index – PEN

Country	Parity	Parity	Change	Implicit price
	1.1.2024	1.7.2024	(%)	index
BE/LU	1.000	1.000	0.0	2.0
BG	1.273	1.184	-7.0	-5.1
CZ	21.08	19.49	-7.5	-5.7
DK	9.944	9.876	-0.7	1.3
DE	1.032	1.000	-3.1	-1.1
EE	1.003	0.963	-4.1	-2.1
IE	1.351	1.220	-9.6	-7.8
EL	0.837	0.818	-2.3	-0.3
ES	0.896	0.879	-1.9	0.0
FR	1.094	1.032	-5.6	-3.8
HR	0.734	0.699	-4.8	-2.9
п	0.963	0.862	-10.4	-8.6
СҮ	0.825	0.803	-2.6	-0.7
LV	0.793	0.769	-3.0	-1.1
LT	0.801	0.759	-5.2	-3.3
нυ	281.9	257.8	-8.5	-6.7
мт	0.952	0.926	-2.8	-0.8
NL	1.120	1.099	-1.9	0.0
АТ	1.149	1.063	-7.5	-5.6
PL	3.137	2.905	-7.4	-5.5
РТ	0.889	0.845	-4.9	-3.0
RO	3.248	3.116	-4.1	-2.1
SI	0.856	0.799	-6.7	-4.9
sĸ	0.851	0.797	-6.4	-4.5
FI	1.194	1.108	-7.2	-5.3
SE	12.72	12.09	-4.9	-3.0
		1		
UK	1.108	1.083	-2.3	-0.4

Table 11.1b: Changes in the economic parities in the six months to 1^{st} July 2024 (for pensioners)

Note: For each country, implicit index = parity change (%) x joint BE/LU index

For this six month period the 'high inflation clause' (>6%) is triggered in IE, IT and HU.

Map: Changes in the implicit index in the six months to 1st July 2024 (for pensioners)





Country	Parity	Exchange rate	Correction coefficient
	[1]	[2]	100 * [1] / [2]
BE/LU	1.000	1.000	100.0
BG	1.184	1.956	60.6
cz	19.49	24.93	78.2
DK	9.876	7.458	132.4
DE	1.000	1.000	100.0
EE	0.963	1.000	96.3
IE	1.220	1.000	122.0
EL	0.818	1.000	81.8
ES	0.879	1.000	87.9
FR	1.032	1.000	103.2
HR	0.699	1.000	69.9
іт	0.862	1.000	86.2
СҮ	0.803	1.000	80.3
LV	0.769	1.000	76.9
LT	0.759	1.000	75.9
ни	257.8	397.7	64.8
мт	0.926	1.000	92.6
NL	1.099	1.000	109.9
АТ	1.063	1.000	106.3
PL	2.905	4.319	67.3
РТ	0.845	1.000	84.5
RO	3.116	4.978	62.6
SI	0.799	1.000	79.9
ѕк	0.797	1.000	79.7
FI	1.108	1.000	110.8
SE	12.09	11.34	106.7
ик	1.083	0.8459	128.0

Table 11.2: Calculation of correction coefficients at 1st July 2024 (for pensioners)



Graph: Correction coefficients at 1st July 2024, ranked (for pensioners)

1 2 Correction coefficients for staff working in duty stations outside the European Union

This chapter presents the values of the economic parities and the correction coefficients for Extra-EU staff⁽⁴⁶⁾, calculated in accordance with the approved methodology manual⁽⁴⁷⁾.

The Staff Regulations stipulate the creation of correction coefficients for staff serving in duty stations outside the European Union separate from those used for adjusting the remuneration of active staff within the European Union(⁴⁸).

An important difference from the values established for Intra-EU locations is that rent levels, rent indices and expenditure on housing are not taken into account because, in accordance with Annex X, specific accommodation arrangements are made for Extra-EU staff⁽⁴⁹⁾. Price data for remaining consumption items is taken from "place-to-place" (P2P) surveys undertaken in collaboration with the United Nations International Civil Service Commission (UN.ICSC) and the International Service for Remunerations and Pensions of the Coordinated Organisations (CO.ISRP). This data is used to establish economic parities with Brussels, which are subsequently updated using published national consumer price indices (CPI), relative to the Joint Belgium-Luxembourg Index of consumer prices (JBLI). Basic heading parities are aggregated using consumption expenditure weights derived from periodic family budget surveys conducted amongst EU staff.

Another important difference is that in accordance with Annex X of the Staff Regulations, Extra-EU correction coefficients are only applied at the specific request of the EU official, irrespective whether they are above or below 100.

As at July 2024 information is compiled for a list of 143⁽⁵⁰⁾ Extra-EU duty stations, however economic parities are not presented where data is unavailable or unreliable due to local instability or other reasons⁽⁵¹⁾. The total changes in the cost of living are measured by the implicit indices which are calculated as the product of the Joint Belgium-Luxembourg Index of consumer prices (JBLI) and the changes in the economic parities between Brussels and the duty station concerned.

The correction coefficients applicable to the salaries of the European institution officials working in the capitals and places of employment other than Brussels are determined on the basis of the relationships between the economic parities and the exchange rates for the month of July.

The correction coefficient operates as a percentage adjustment to salaries to take account of the cost of living differences between Brussels and the various duty stations.

^{(&}lt;sup>46</sup>) See Chapter 10 concerning correction coefficients for duty stations within the European Union.

See Chapter 11 concerning correction coefficients for pensioners, to which the additional provisions of Annex XIII to the Staff Regulations also apply.

⁽⁴⁷⁾ Op. cit. (13) Doc.A6465/14/60rev5 (version April 2022) "Methodology for the calculation of Extra-EU correction coefficients"

⁽⁴⁸⁾ This requirement was first introduced by Council Regulation 3019/87

⁽⁴⁹⁾ Since 2016, Extra-EU PPP are established using a classification of 78 basic headings which are the same as those employed for Intra-EU purposes (sole exception: 2 basic headings relating to housing).

 $^{(^{50})~}$ At July 2023 there were also143 Extra-EU duty stations.

^{(&}lt;sup>51</sup>) Currently 10 locations are affected (Afghanistan, Iraq, Lebanon, Libya, Somalia, Sudan, Syria, Venezuela, Yemen, Zimbabwe). There is one change by comparison to the list at July 2023: production of the CC for Sudan has ceased in February 2024.

Table 12.1 shows these changes for the year to July 2024. As there was a general update with effect from January 2024, on the basis of the Intermediate Report issued by Eurostat in May 2024(⁵²), **Table 12.1a** shows these changes for the whole six-month period July 2023 - January 2024. **Table 12.1b** shows these changes for the whole six-month period January 2024 - July 2024.

Changes for each of the intervening months are presented in the Extra-EU intermediate reports issued by Eurostat in May 2024 and October 2024(⁵³).

Table 12.2 shows the correction coefficients for all Extra-EU duty stations (relative to Brussels) calculated at July 2024.

In the tables, purchasing power parities are shown rounded to 3 decimal places (in Euro zone) or 4 significant figures; exchange rates are shown rounded to 6 significant figures; correction coefficients are shown rounded to 1 decimal place; percentage movements are shown rounded to 1 decimal place.

Appendix 1c to this report presents explanations and statistical analyses relating to the correction coefficients presented in this chapter.

^{(&}lt;sup>52</sup>) Op.cit. (2) Ares(2024)3646915

 ^{(&}lt;sup>53</sup>) Op.cit. (3) Ares(2024)3646931 (six-month period August 2023-January 2024)
 Op.cit. (4) Ares(2024)7212283 (five month period February 2024-June 2024)

Table 12.1 (page 1 of 3): Changes in the economic parities in the 12 months to 1st July 2024 (for staff serving in Extra-EU delegations)

		Place of employment		Economic Parities	Economic Parities	CHANGE (in %)	Implicit Index
Code		Country	City	Jul-2024	Jul-2023	Jul-2024 -	Jul-2024 -
BEL	(1)	Belgium / Luxembourg	Brussels /	1.000	1.000	0.0	5.1
AFG	(5)	Afghanistan	Kabul	0	0		
AGO		Angola	Luanda	1286	933.4	37.8	44.8
ALB	(9)	Albania	Tirana	67.06	70.56	-5.0	-0.1
ARE		United Arab Emirates	Abu Dhabi	4.690	4.269	9.9	15.5
ARG		Argentina	Buenos Aires	859.4	241.3	256.2	274.3
ARM		Armenia	Yerevan	496.4	526.0	-5.6	-0.8
AUS	(7)	Australia	Canberra	1.714	1.686	1.7	6.8
AZE		Azerbaijan	Baku	1.884	2.014	-6.5	-1.7
BDI	(3)	Burundi	Bujumbura	2659	2415	10.1	15.7
BEN	(3)		Cotonou	630.6	648.7	-2.8	2.2
BFA	()	Burkina Faso	Dhaka	110.2	605.4	-3.1	1.8
	(9)	Bosnia and Herzegovina	Sarajovo	1 10.3	1 1 1 96	-0.3	20.0
BIR		Belarus	Minsk	2 351	2 309	-0.5	7.0
BOL		Bolivia	l a Paz	5 841	5 853	-0.2	4.9
BRA		Brazil	Brasilia	5.853	5.940	-1.5	3.6
BRB		Barbados	Bridgetown	2.667	2.747	-2.9	2.0
BWA		Botswana	Gaborone	10.04	10.20	-1.6	3.5
CAF	(3)	Central African Republic	Bangui	656.6	684.6	-4.1	0.8
CAN	(7)	Canada	Ottawa	1.430	1.441	-0.8	4.3
CHE	(8)	Switzerland	Berne	1.301	1.392	-6.5	-1.8
CHE	(8)	Switzerland	Geneva	1.301	1.392	-6.5	-1.8
CHL	(7)	Chile	Santiago	723.1	694.1	4.2	9.5
CHN	(2)	China	Beijing	7.398	6.508	13.7	19.5
CIV	(3)	Côte d'Ivoire	Abidjan	571.5	573.7	-0.4	4.7
CMR	(3)	Cameroon	Yaounde	603.2	608.7	-0.9	4.2
000	(3)	Congo	Rinsnasa	1006	3642	22.5	28.7
		Colombia	Bogotá	3733	3706	0.7	59.4
CPV		Cabo Verde	Praia	73.67	75.99	-3.1	19
CRI		Costa Rica	San José	544.0	570.5	-4.6	0.2
CUB	(2)	Cuba	Havana	2.203	1.708	29.0	35.6
DJI		Djibouti	Djibouti	197.1	202.6	-2.7	2.2
DOM		Dominican Republic	Santo Domingo	45.87	46.51	-1.4	3.7
DZA		Algeria	Algiers	100.4	103.0	-2.5	2.4
ECU	(2)	Ecuador	Quito	0.8972	0.9242	-2.9	2.0
EGY		Egypt	Cairo	25.00	19.59	27.6	34.1
ERI		Eritrea	Asmara	18.13	17.98	0.8	6.0
ETH		Ethiopia	Addis Ababa	67.32	57.69	16.7	22.6
FJI	(3)	Fiji	Suva	2.204	1.840	19.8	25.9
GAB	(8)	Gabon	Libreville	0.0564	738.5	-3.4	1.5
GEN	(3)	Georgia	Thilici	0.9564	0.9924	-3.0	1.3
GHA		Ghana	Accra	10.49	9.211	13.9	19.7
GIN		Guinea	Conakry	12062	12109	-0.4	4.7
GMB		The Gambia	Banjul	66.62	64.97	2.5	7.8
GNB	(3)	Guinea-Bissau	Bissau	714.1	549.7	29.9	36.5
GRL		Greenland	Nuuk	8.501	8.817	-3.6	1.3
GTM		Guatemala	Guatemala City	8.371	8.499	-1.5	3.5
GUY		Guyana	Georgetown	220.3	224.8	-2.0	3.0
HKG		Hong Kong	Hong Kong	9.659	10.05	-3.9	1.0
HND		Honduras	Tegucigalpa	23.85	23.75	0.4	5.5
HTI	<u> </u>	Haiti	Port-au-Prince	242.8	184.0	32.0	38.7
IDN		Indonesia	Jakarta	10281	11696	-12.1	-7.6
			New Delhi	83.06	83.86	-1.0	4.1
	(5)	liran	l ehran	64761	97846	-33.8	-30.4
	(8)	liiay	Bagndad	205.6	0	0.4	5.0
	(7)			205.6	204.7	0.4	0.C
.14M	.,	Jamaica	Kingston	4.377	4.20U	0.0	6.2 6.0
JOR		Jordan	Amman	0.6024	200.0	-5.6	-0.8
JPN	(7)	Japan	Tokyo	138.5	137.0	1 1	63
KAZ	-	Kazakhstan	Astana	459.0	442.6	3.7	9.0
KEN		Kenya	Nairobi	130.7	129.7	0.8	5.9
KGZ		Kyrgyzstan	Bishkek	82.50	81.19	1.6	6.8
КНМ	1	Cambodia	Phnom Penh	3797	3926	-3.3	1.6
KOR	(7)	South Korea	Seoul	1263	1240	1.9	7.0
кwт	1	Kuwait	Kuwait City	0.2959	0.2997	-1.3	3.8

Table 12.1 (page 2 of 3): Changes in the economic parities in the 12 months to 1st July 2024 (for staff serving in Extra-EU delegations)

		Place of employment		Economic Parities	Economic Parities	CHANGE (in %)	Implicit Index
Code		Country	City	Jul-2024	Jul-2023	Jul-2024 -	Jul-2024 -
LAO		Laos	Vientiane	13649	11900	14.7	20.5
LBN	(5)	Lebanon	Beirut	0	0		
LBR	(5)	Liberia	Monrovia	269.2	253.1	6.4	11.8
	(5)	Libya Sri Lonko	l ripoli Colombo	0	0	0.6	4.5
LSO		l esotho	Maseru	14 20	11.92	-0.0	4.5 25.2
MAR		Могоссо	Rabat	8.376	8.636	-3.0	1.9
MDA		Moldova	Chisinau	18.73	19.41	-3.5	1.4
MDG		Madagascar	Antananarivo	4174	4082	2.3	7.5
MEX	(7)	Mexico	Mexico City	15.46	14.86	4.0	9.3
MKD	(9)	North Macedonia	Skopje	33.66	32.92	2.2	7.5
	(3)	Mali Muopmor/Purmo	Bamako	616.6	634.9	-2.9	2.1
MNE	(4)(9)	Montenegro	Podgorica	0.6140	0.5848	5.0	10.3
MNG		Mongolia	Ulan Bator	3190	2728	16.9	22.9
MOZ		Mozambique	Maputo	75.83	77.57	-2.2	2.7
MRT		Mauritania	Nouakchott	42.86	39.19	9.4	14.9
MUS		Mauritius	Port Louis	36.85	37.39	-1.4	3.6
MWI		Malawi	Lilongwe	1032	879.4	17.4	23.3
MYS		Malaysia	Kuala Lumpur	3.765	3.864	-2.6	2.4
NCL	(10)	New Caledonia	Nouméa	110.0	114.2	-3.7	1.2
NER	(3)	Niger	Niamey	631.8	619.0	2.1	7.3
NGA		Nigeria	Abuja	608.3	505.3	20.4	26.5
NIC		Nicaragua	Managua	35.52	35.63	-0.3	4.8
NOR	(8)	Norway	Oslo	13.76	14.15	-2.8	2.2
NPL	(7)	Nepal	Kathmandu	101.3	102.0	-0.7	4.4
	(1)	New Zealand	vveilington	1.783	205.8	2.1	7.3 12.7
PAN	(2)	Panama	Panama City	1.088	1.127	-3.5	1.5
PER		Peru	Lima	3.676	3.754	-2.1	2.9
PHL		Philippines	Manila	51.30	52.25	-1.8	3.2
PNG		Papua New Guinea	Port Moresby	3.678	3.844	-4.3	0.6
PRY	(40)	Paraguay	Asunción	5385	5451	-1.2	3.8
PSE	(12)	West Bank — Gaza Strip	East Jerusalem	4.377	4.250	3.0	8.2
		Qatar Russia	Dona	4.460	4.005	-4.4	0.5
RWA		Rwanda	Kigali	1172	1155	1.5	6.6
SAU		Saudi Arabia	Riyadh	3.875	4.065	-4.7	0.2
SDN	(5)	Sudan	Khartoum	0	584.2		
SEN	(3)	Senegal	Dakar	554.6	569.3	-2.6	2.4
SGP	(11)	Singapore	Singapore	1.852	1.905	-2.8	2.2
SLE	(11)	Sierra Leone	Freetown	23.78	18.30	29.9	36.6
SOM	(5)	Somalia	Mogadishu	0.9230	0.9855	-0.1	-1.3
SRB	(9)	Serbia	Belgrade	79.30	79.52	-0.3	4.8
SSD		South Sudan	Juba	317.9	263.0	20.9	27.0
STP		São Tomé and Príncipe	São Tomé	27.44	26.35	4.1	9.4
SWZ	(E)	eSwatini	Mbabane	14.24	13.94	2.2	7.4
SYR	(3)	Syria	Damascus	0	0	5.2	10.7
TGO	(3)		l omé	634.1	645.6	-1.8	3.2
THA		Thailand	Bangkok	34.45	28.96	19.0	25.0
тјк		Tajikistan	Dushanbe	8.560	8.569	-0.1	5.0
ткм		Turkmenistan	Ashgabat	5.922	5.942	-0.3	4.7
TLS	(2)	Timor-Leste	Dili	0.9424	0.9765	-3.5	1.4
тто		Trinidad and Tobago	Port-of-Spain	7.221	7.526	-4.1	0.8
	(8)	Türkiye	Ankara	2.631	2.572	2.3	1.5 00 2
TWN		Taiwan	Taipei	25.80	26.35	-2.1	2.9
TZA		Tanzania	Dar es Salaam	2465	2489	-1.0	4.1
UGA		Uganda	Kampala	3884	3577	8.6	14.1
UKR		Ukraine	Kyiv	31.70	32.52	-2.5	2.4
URY		Uruguay	Montevideo	41.00	40.96	0.1	5.2
USA		United States	New York	1.215	1.183	2.7	7.9
USA	(7)	United States	San Francisco	1.040	1.108	-6.1	-1.4
UZB		Uzbekistan	Tashkent	9586	9002	-0.1	-1.4
VEN	(5)	Venezuela	Caracas	0	0	0.0	

Table 12.1 (page 3 of 3): Changes in the economic parities in the 12 months to 1st July 2024 (for staff serving in Extra-EU delegations)

	Place of employment			Economic Parities	Economic Parities	CHANGE (in %)	Implicit Index
Code		Country	City	Jul-2024	Jul-2023	Jul-2024 - Jul-2023	Jul-2024 - Jul-2023
VNM		Vietnam	Hanoi	18514	18094	2.3	7.5
ХКХ	(4)(9)(12)	Kosovo	Pristina	0.5696	0.5667	0.5	5.6
YEM	(5)	Yemen	Sana'a	0	0		
ZAF		South Africa	Pretoria	11.60	11.61	-0.1	5.0
ZMB		Zambia	Lusaka	21.17	19.56	8.2	13.8
ZWE	(5)	Zimbabwe	Harare	0	0		

In table above:

Note: For each duty station, implicit index = parity change (%) x joint BE/LU index

(1) Figures are stated relative to Brussels, ie. Brussels PPP = 1, ER = 1, CC = 100%

(2) 1 euro = USD (5 Duty Stations: Cuba - Ecuador - El Salvador - Panama - Timor-Leste)

(3) 1 euro = CFA (13 Duty Stations: Benin - Burkina Faso - Cameroon - Central African Republic - Chad - Congo - Gabon - Côte d'Ivoire - Guinea-Bissau - Mali - Niger - Senegal - Togo)

(4) Currency = Euro (2 Duty Stations: Kosovo - Montenegro)

(5) Not available (10 Duty Stations: Afghanistan - Iraq - Lebanon - Libya - Somalia - Sudan - Syria - Venezuela - Yemen - Zimbabwe)

(6) UN P2P processed (0 Duty Stations)

(7) ISRP PPP processed (9 Duty Stations: Australia - Canada - Chile - Israel - Japan - Mexico - New Zealand - South Korea - United States (Washington))

(8) ECP PPP processed (6 Duty Stations: Iceland - Norway - Switzerland (Bern, Geneva) - Türkiye - United Kingdom)

(9) ECP Balkan Duty stations (6 Duty Stations: Albania - Bosnia and Herzegovina - Kosovo -North Macedonia - Montenegro - Serbia)

(10) Duty stations for which Intra-EU CC excluding rent is used (1 Duty Station: New Caledonia)

(11) Sierra Leone: SLL ceased to exist effective 1st October 2022. The new currency SLE came into force on 1 April 2022. Three zeros were cut off the SLL rate.

(12) For Kosovo, West Bank – Gaza Strip: This designation is without prejudice to positions on status and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.

Table 12.1a (page 1 of 3): Changes in the economic parities in the 6 months to 1st January 2024 (for staff serving in Extra-EU delegations)

		Place of employment		Economic Parities	Economic Parities	CHANGE (in %)	Implicit Index
Code		Country	City	Jan-2024	Jul-2023	Jan-2024 - Jul-2023	Jan-2024 - Jul-2023
BEL	(1)	Belgium / Luxembourg	Brussels / Luxembourg	1.000	1.000	0.0	3.0
AFG	(5)	Afghanistan	Kabul	0	0		
AGO		Angola	Luanda	1090	933.4	16.8	20.3
ALB	(9)	Albania	Tirana	69.63	70.56	-1.3	1.6
ARE		United Arab Emirates	Abu Dhabi	4.363	4.269	2.2	5.3
ARG		Argentina	Buenos Aires	483.1	241.3	100.2	106.2
	(7)		Conhorro	495.1	526.0	-5.9	-3.1
AU3 47F		Australia Azerbaijan	Baku	1.720	2 014	-6.0	-3.1
BDI		Burundi	Buiumbura	2557	2415	-0.0	9.1
BEN	(3)	Benin	Cotonou	630.3	648.7	-2.8	0.1
BFA	(3)	Burkina Faso	Ouagadougou	593.2	605.4	-2.0	0.9
BGD		Bangladesh	Dhaka	108.3	96.64	12.1	15.4
BIH	(9)	Bosnia and Herzegovina	Sarajevo	1.180	1.196	-1.3	1.6
BLR		Belarus	Minsk	2.306	2.309	-0.1	2.9
BOL		Bolivia	La Paz	5.841	5.853	-0.2	2.8
BRA		Brazil	Brasilia	5.894	5.940	-0.8	2.2
BRB		Barbados	Bridgetown	2.710	2.747	-1.3	1.6
BWA		Botswana	Gaborone	9.990	10.20	-2.1	0.9
CAF	(3)	Central African Republic	Bangui	668.8	684.6	-2.3	0.6
CAN	(/) (8)	Canada	Ottawa	1.456	1.441	1.0	4.1
CHE	(8)	Switzerland	Berne	1.349	1.392	-3.1	-0.2
CHE	(0)	Switzerland	Geneva	1.349	1.392	-3.1	-0.2
CHL	(.)		Santiago	/14.2	694.1	2.9	6.0
	(3)	China Côte d'hoire	Abidian	571.6	6.508 573.7	-0.4	9.3
	(3)		Vaoundó	500.4	608.7	-0.4	2.0
		Democratic Republic of the Congo	Kinshasa	4208	3642	15.5	19.0
COG	(3)	Congo	Brazzaville	1078	889.9	21.1	24.8
COL		Colombia	Bogotá	3742	3706	1.0	4.0
CPV		Cabo Verde	Praia	75.17	75.99	-1.1	1.9
CRI		Costa Rica	San José	553.7	570.5	-2.9	0.0
CUB	(2)	Cuba	Havana	1.955	1.708	14.5	17.9
DJI		Djibouti	Djibouti	201.7	202.6	-0.4	2.5
DOM		Dominican Republic	Santo Domingo	46.30	46.51	-0.5	2.5
DZA		Algeria	Algiers	102.6	103.0	-0.4	2.6
ECU	(2)	Ecuador	Quito	0.9116	0.9242	-1.4	1.6
EGY		Egypt	Cairo	21.47	19.59	9.6	12.9
ERI		Eritrea	Asmara	18.11	17.98	0.7	3.7
ETH		Ethiopia	Addis Ababa	66.31	57.69	14.9	18.4
FJI	(3)		Suva	2.021	1.840	9.8	13.1
CPD	(8)	Gabon United Kingdom		720.0	730.5	-2.4	0.5
GEO		Coorgia	Thilici	2 / 81	2 5 1 3	-2.1	0.0
GEO		Chana	Accra	9.501	2.313	-1.5	7.2
GIN		Guinea	Conakry	12036	12109	-0.6	2.4
GMB		The Gambia	Banjul	65.92	64.97	1.5	4.5
GNB	(3)	Guinea-Bissau	Bissau	619.6	549.7	12.7	16.1
GRL		Greenland	Nuuk	8.684	8.817	-1.5	1.4
GTM		Guatemala	Guatemala City	8.422	8.499	-0.9	2.1
GUY		Guyana	Georgetown	221.7	224.8	-1.4	1.6
HKG		Hong Kong	Hong Kong	9.735	10.05	-3.1	-0.2
HND		Honduras	Tegucigalpa	23.85	23.75	0.4	3.4
HTI		Haiti	Port-au-Prince	203.4	184.0	10.5	13.9
IDN		Indonesia	Jakarta	11488	11696	-1.8	1.2
IND		India	New Delhi	83.10	83.86	-0.9	2.1
IRN	(5)	Iran	Tehran	77570	97846	-20.7	-18.3
IRQ	(C) (R)	lraq	Baghdad	0	0		
ISL	(0)	Iceland	Reykjavik	200.7	204.7	-2.0	1.0
ISK	(1)		I EI-AMV	4.346	4.250	2.3	5.3
			Kingston	207.3	200.8	3.2	6.3
	(7)		Toba	120.0	127 0	1.C-	-2.3 1 E
	· · · · · ·	Vapali Kazakhetan		139.0	131.0	1.5 1.1	4.5 // 1
			Nairobi	447.5	442.0	1.1	4.1
KG7		Kvravzstan	Rishkek	82 10	81 10	0.0	3.0 4.3
KHM		Cambodia	Phnom Penh	3852	3926	-1 Q	3 1 1
KOR	(7)	South Korea	Seoul	1279	1240	31	62
KWT		Kuwait	Kuwait City	0.2963	0.2997	-1.1	1.8

Table 12.1a (page 2 of 3): Changes in the economic parities in the 6 months to 1st January 2024 (for staff serving in Extra-EU delegations)

		Place of employment		Economic	Economic	CHANGE (in	Implicit
Code		Country	City	Jan-2024	Jul-2023	70) Jan-2024 - Jul-2023	Jan-2024 - Jul-2023
LAO		Laos	Vientiane	12992	11900	9.2	12.5
LBN	(5)	Lebanon	Beirut	0	0		
LBR	(5)	Liberia	Monrovia	275.0	253.1	8.7	11.9
LBY	(5)	Libya	Tripoli	0	0		4.5
		Sri Lanka	Colombo	304.9	309.4	-1.5	1.5
MAR		Morocco	Rabat	8 537	8.636	9.4 -1 1	12.7
MDA		Moldova	Chisinau	18.60	19.41	-4.2	-1.3
MDG		Madagascar	Antananarivo	4068	4082	-0.3	2.6
MEX	(7)	Mexico	Mexico City	15.47	14.86	4.1	7.2
MKD	(9)	North Macedonia	Skopje	32.91	32.92	0.0	3.0
MLI	(3)	Mali	Bamako	611.9	634.9	-3.6	-0.7
MMR	(1)(2)	Myanmar/Burma	Yangon	1370	1400	-2.1	0.8
MNE	(4)(9)	Montenegro	Podgorica	0.6070	0.5848	3.8	6.9
MNG		Mongolia	Ulan Bator	2949	2728	8.1	11.3
MOZ		Mozambique	Naputo	15.73	20.10	-2.4	0.6
MUS		Mauritius	Port Louis	36.95	37.39	9.5 -1.2	12.0
MWI		Malawi	Lilongwe	972.5	879.4	10.6	13.9
MYS		Malaysia	Kuala Lumpur	3.790	3.864	-1.9	1.0
NAM		Namibia	Windhoek	13.59	13.59	0.0	3.0
NCL		New Caledonia	Nouméa	110.2	114.2	-3.5	-0.6
NER	(3)	Niger	Niamey	621.4	619.0	0.4	3.4
NGA		Nigeria	Abuja	550.2	505.3	8.9	12.2
NIC	(0)	Nicaragua	Managua	35.31	35.63	-0.9	2.1
NOR	(6)	Norway	Oslo	13.89	14.15	-1.8	1.1
NPL	(7)	Nepal	Kathmandu	103.1	102.0	1.1	4.1
		Pakistan	Islamabad	231.1	205.8	3.3 12.3	15.7
PAN	(2)	Panama	Panama City	1 101	1 127	-2.3	0.6
PER		Peru	Lima	3.697	3.754	-1.5	1.4
PHL		Philippines	Manila	51.88	52.25	-0.7	2.3
PNG		Papua New Guinea	Port Moresby	3.817	3.844	-0.7	2.3
PRY		Paraguay	Asunción	5378	5451	-1.3	1.6
PSE	(10)	West Bank — Gaza Strip	East Jerusalem	4.346	4.250	2.3	5.3
QAT		Qatar	Doha	4.505	4.665	-3.4	-0.5
RUS		Russia	Moscow	83.36	81.80	1.9	5.0
RWA		Rwanda	Rigall	2 057	1155	1.0	4.6
SDN		Sudan	Khartoum	684.2	584.2	-2.7	20.6
SEN	(3)	Senegal	Dakar	562.8	569.3	-1.1	1.8
SGP		Singapore	Singapore	1.890	1.905	-0.8	2.2
SLE		Sierra Leone	Freetown	22.72	18.30	24.2	27.9
SLV	(2)	El Salvador	San Salvador	0.9436	0.9833	-4.0	-1.2
SOM	(5)	Somalia	Mogadishu	0	0		
SRB	(9)	Serbia	Belgrade	80.16	79.52	0.8	3.8
SSD		South Sudan	Juba	223.9	263.0	-14.9	-12.3
SIP SW7		Sao Tome and Principe	Sao Iome Mbabano	13.84	20.35	4.0	7.1
SYR	(5)	Svria	Damascus	0	0	-0.1	۷.۵
TCD	(3)	Chad	N'Diamena	708.1	684.4	3.5	6.6
TGO	(3)	Тодо	Lomé	629.9	645.6	-2.4	0.5
THA		Thailand	Bangkok	31.68	28.96	9.4	12.7
тјк		Tajikistan	Dushanbe	8.563	8.569	-0.1	2.9
ткм		Turkmenistan	Ashgabat	5.910	5.942	-0.5	2.4
TLS	(2)	Timor-Leste	Dili	0.9616	0.9765	-1.5	1.4
TTO		Trinidad and Tobago	Port-of-Spain	7.403	7.526	-1.6	1.3
	(8)	Türkino	Tunis	2.625	2.572	2.1	5.1
		Taiwan	Tainei	25 70	26.35	-2 1	35.9 0.8
TZA		Tanzania	Dar es Salaam	2455	2489	-1 4	1.6
UGA		Uganda	Kampala	3863	3577	8.0	11.2
UKR		Ukraine	Kyiv	31.61	32.52	-2.8	0.1
URY		Uruguay	Montevideo	40.31	40.96	-1.6	1.4
USA		United States	New York	1.194	1.183	0.9	4.0
USA		United States	San Francisco	1.046	1.108	-5.6	-2.8
USA	(7)	United States	Washington DC	1.046	1.108	-5.6	-2.8
UZB	(5)	Uzbekistan	Tashkent	9278	9002	3.1	6.2
VEN	(5)	Venezuela	Caracas	0	0		

Table 12.1a (page 3 of 3): Changes in the economic parities in the 6 months to 1st January 2024 (for staff serving in Extra-EU delegations)

	Place of employment			Economic Parities	Economic Parities	CHANGE (in %)	Implicit Index
Code		Country	City	Jan-2024	Jul-2023	Jan-2024 - Jul-2023	Jan-2024 - Jul-2023
VNM		Vietnam	Hanoi	18344	18094	1.4	4.4
ХКХ	(4)(8)(10)	Kosovo	Pristina	0.5607	0.5667	-1.1	1.9
YEM	(5)	Yemen	Sana'a	0	0		
ZAF		South Africa	Pretoria	11.57	11.61	-0.3	2.6
ZMB		Zambia	Lusaka	20.03	19.56	2.4	5.5
ZWE	(5)	Zimbabwe	Harare	0	0		

In table above:

(1) Figures are stated relative to Brussels, ie. Brussels PPP = 1, ER = 1, CC = 100%

(2) 1 euro = USD (5 Duty Stations: Cuba - Ecuador - El Salvador - Panama - Timor-Leste)

(3) 1 euro = CFA (13 Duty Stations: Benin - Burkina Faso - Cameroon - Central African Republic - Chad - Congo - Gabon - Guinea-Bissau - Côte d'Ivoire - Mali - Niger - Senegal - Togo)

(4) Currency = Euro (2 Duty Stations: Kosovo - Montenegro)

(5) Not available (9 Duty Stations: Afghanistan - Iraq - Lebanon - Libya - Somalia - Syria - Venezuela - Yemen - Zimbabwe)

(6) UN P2P processed (0 Duty Stations)

(7) ISRP PPP processed (9 Duty Stations: Australia - Canada - Chile - Israel - Japan - Mexico - New Zealand - South Korea - United States (Washington DC))

(8) ECP PPP processed (7 Duty Stations: Iceland - Kosovo - Norway - Switzerland (Berne, Geneva) - Türkiye - United Kingdom)

(9) ECP Balkan Duty stations (5 Duty Stations: Albania - Bosnia and Herzegovina - North Macedonia - Montenegro - Serbia)

(10) Note for Kosovo, West Bank — Gaza Strip: This designation is without prejudice to positions on status and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.

Table 12.1b (page 1 of 3): Changes in the economic parities in the 6 months to 1st July 2024 (for staff serving in Extra-EU delegations)

Place of employment			Economic Parities	Economic Parities	CHANGE (in %)	Implicit Index	
Code		Country	City	Jul-24	Jan-24	Jul-2024 - Jan-2024	Jul-2024 - Jan-2024
BEL	(1)	Belgium / Luxembourg	Brussels / Luxembourg	1.000	1.00000	0	2.0
AFG	(5)	Afghanistan	Kabul	0	0		
AGO	(0)	Angola	Luanda	1286	1090.00	18.0	20.3
ALB	(9)	Albania	Tirana	67.06	69.6300	-3.7	-1.8
	(0)	United Arab Emirates	Abu Dhabi Buonoo Airoo	4.690	4.36300	7.5 77.0	9.6 91 E
		Argenina	Verevan	496.4	485.100	0.3	23
AUS	(7)	Australia	Canberra	1 714	1 72800	-0.8	12
AZE		Azerbaijan	Baku	1.884	1.89400	-0.5	1.5
BDI		Burundi	Bujumbura	2659	2557.00	4.0	6.1
BEN	(3)	Benin	Cotonou	630.6	630.300	0.0	2.0
BFA	(3)(6)	Burkina Faso	Ouagadougou	586.6	593.200	-1.1	0.9
BGD	(6)	Bangladesh	Dhaka	110.3	108.300	1.8	3.9
BIH	(9)	Bosnia and Herzegovina	Sarajevo	1.192	1.18000	1.0	3.0
BLR		Belarus	Minsk	2.351	2.30600	2.0	4.0
BOL		Bolivia	La Paz	5.841	5.84100	0.0	2.0
BRA		Brazil	Brasilia	5.853	5.89400	-0.7	1.3
BKB		Barbados	Bridgetown	2.667	2.71000	-1.6	0.4
BWA	(3)(6)	Botswana	Gaborone	10.04	9.99000	0.5	2.5
	(7)	Canada	Ottawa	1 /30	1 /5600	-1.0	0.1
CHE	(8)	Switzerland	Berne	1,301	1.34900	-1.0	-1.6
CHE	(8)	Switzerland	Geneva	1.301	1.34900	-3.6	-1.6
CHL	(7)	Chile	Santiago	723.1	714.200	1.2	3.3
CHN	(6)	China	Beijing	7.398	6.90300	7.2	9.3
CIV	(3)	Côte d'Ivoire	Abidjan	571.5	571.600	0.0	2.0
CMR	(3)	Cameroon	Yaoundé	603.2	599.400	0.6	2.6
COD		Democratic Republic of the Congo	Kinshasa	4460	4208.00	6.0	8.1
COG	(3)	Congo	Brazzaville	1096	1078.00	1.7	3.7
COL		Colombia	Bogotá	3733	3742.00	-0.2	1.8
CPV		Cabo Verde	Praia	73.67	75.1700	-2.0	0.0
CRI		Costa Rica	San José	544.0	553.700	-1.8	0.2
CUB	(2)	Cuba	Havana	2.203	1.95500	12.7	14.9
DJI		Djibouti	Djibouti	197.1	201.700	-2.3	-0.3
DOM		Dominican Republic	Santo Domingo	45.87	46.3000	-0.9	1.1
	(2)	Algeria	Aigiers	100.4	102.600	-2.1	-0.2
ECU	(Ecuador	Cairo	25.00	21 4700	-1.0	19.9
FRI		Fritroa	Asmara	18 13	18 1100	0.1	2.1
FTH		Ethiopia	Addis Ababa	67.32	66.3100	1.5	36
FJI	(6)	Fiii	Suva	2.204	2.02100	9.1	11.2
GAB	(3)	Gabon	Libreville	713.2	720.600	-1.0	1.0
GBR	(8)	United Kingdom	London	0.9564	0.971300	-1.5	0.4
GEO		Georgia	Tbilisi	2.458	2.48100	-0.9	1.1
GHA		Ghana	Accra	10.49	9.59100	9.4	11.6
GIN		Guinea	Conakry	12062	12036.0	0.2	2.2
GMB	100.1	The Gambia	Banjul	66.62	65.9200	1.1	3.1
GNB	(3)(6)	Guinea-Bissau	Bissau	714.1	619.600	15.3	17.6
GKL				8.501	8.68400	-2.1	-0.1
			Guatemala City	8.3/1 220 2	8.42200	-0.6	1.4
HKG		Hong Kong	Hong Kong	220.3	221.7UU 0.72500	σ.υ- ΩΩ_	1.4
HND		Honduras	Tegucigalpa	23.85	23 8500	0.0	20
нті	(6)	Haiti	Port-au-Prince	242.8	203.400	19.4	21.8
IDN	1	Indonesia	Jakarta	10281	11488.0	-10.5	-8.7
IND		India	New Delhi	83.06	83.1000	0.0	2.0
IRN	(6)	Iran	Tehran	64761	77570.0	-16.5	-14.8
IRQ	(5)	Iraq	Baghdad	0	0		
ISL	(8)	Iceland	Reykjavik	205.6	200.700	2.4	4.5
ISR	(7)	Israel	Tel-Aviv	4.377	4.34600	0.7	2.7
JAM		Jamaica	Kingston	202.5	207.300	-2.3	-0.4
JOR		Jordan	Amman	0.6924	0.696300	-0.6	1.4
JPN	(7)	Japan	Tokyo	138.5	139.000	-0.4	1.6
KAZ		Kazakhstan	Astana	459.0	447.500	2.6	4.6
KEN		Kenya	Nairobi	130.7	130.400	0.2	2.2
KGZ		Kyrgyzstan	Bishkek	82.50	82.1900	0.4	2.4
	(7)	Cambodia	Social	3/9/	3852.00	-1.4	0.5
KWT	<u> </u>	Kuwait	Seoul Kuwait City	0 2050	0.296300	-1.3	1.0

Table 12.1b (page 2 of 3): Changes in the economic parities in the 6 months to 1st July 2024 (for staff serving in Extra-EU delegations)

		Place of employment			Economic Parities	CHANGE (in %)	Implicit Index
Code		Country	City	Jul-24	Jan-24	Jul-2024 - Jan-2024	Jul-2024 - Jan-2024
LAO		Laos	Vientiane	13649	12992.0	5.1	7.2
LBN	(5)(6)	Lebanon	Beirut	0	0		
LBR		Liberia	Monrovia	269.2	275.000	-2.1	-0.2
LBY	(5)	Libya	Tripoli	0	0		
LKA	(6)	Sri Lanka	Colombo	307.6	304.900	0.9	2.9
LSO	(0)	Lesotho	Maseru	14.20	13.0400	8.9	11.1
MAR		Morocco	Rabat	8.376	8.53700	-1.9	0.1
MDG		Moldova	Antananariyo	10.73	18.6000	0.7	2.7
MEX	(7)	Mavico		15.46	4008.00	-0.1	4.7
MKD	(9)	North Macedonia	Skopie	33.66	32 9100	2.3	4.3
MLI	(3)	Mali	Bamako	616.6	611.900	0.8	2.8
MMR		Myanmar/Burma	Yangon	1764	1370.00	28.8	31.3
MNE	(4)(9)	Montenegro	Podgorica	0.6140	0.607000	1.2	3.2
MNG	(6)	Mongolia	Ulan Bator	3190	2949.00	8.2	10.3
MOZ		Mozambique	Maputo	75.83	75.7300	0.1	2.1
MRT		Mauritania	Nouakchott	42.86	42.8400	0.0	2.0
MUS		Mauritius	Port Louis	36.85	36.9500	-0.3	1.7
MWI		Malawi	Lilongwe	1032	972.500	6.1	8.2
MYS		Malaysia	Kuala Lumpur	3.765	3.79000	-0.7	1.3
NAM		Namibia	Windhoek	13.67	13.5900	0.6	2.6
NCL	(10)	New Caledonia	Nouméa	110.0	110.200	-0.2	1.8
NER	(3)	Niger	Niamey	631.8	621.400	1.7	3.7
NGA		Nigeria	Abuja	608.3	550.200	10.6	12.8
NIC		Nicaragua	Managua	35.52	35.3100	0.6	2.6
NOR	(8)	Norway	Oslo	13.76	13.8900	-0.9	1.0
NPL	(7)	Nepal	Kathmandu	101.3	103.100	-1.7	0.2
NZL	(1)	New Zealand	Wellington	1.783	1.80400	-1.2	0.8
PAK	(2)		Islamabad	220.6	231.100	-4.5	-2.6
PAN	(_)			1.088	1.10100	-1.2	0.8
		Pelu	Lima	51.20	51 9900	-0.0	1.4
		Panua New Guinea	Port Moresby	3 678	3 81700	-1.1	-1 7
PRY		Paraguay	Asunción	5385	5378.00	0.1	21
PSF	(12)	West Bank — Gaza Strip	Fast.lerusalem	4 377	4 34600	0.7	27
QAT		Qatar	Doha	4.460	4.50500	-1.0	1.0
RUS		Russia	Moscow	85.35	83.3600	2.4	4.4
RWA		Rwanda	Kigali	1172	1173.00	-0.1	1.9
SAU		Saudi Arabia	Riyadh	3.875	3.95700	-2.1	-0.1
SDN	(6)	Sudan	Khartoum	0	684.200		
SEN	(3)	Senegal	Dakar	554.6	562.800	-1.5	0.5
SGP	(6)	Singapore	Singapore	1.852	1.89000	-2.0	-0.1
SLE	(11)	Sierra Leone	Freetown	23.78	22.7200	4.7	6.8
SLV	(2)	El Salvador	San Salvador	0.9236	0.943600	-2.1	-0.2
SOM	(5)	Somalia	Mogadishu	0	0		
SRB	(9)	Serbia	Belgrade	79.30	80.1600	-1.1	0.9
SSD		South Sudan	Juba	317.9	223.900	42.0	44.8
51P		Sao Tome and Principe	Sao Iome	27.44	27.4100	0.1	2.1
SWZ	(5)	eswaum Suzio	Domocouo	14.24	13.8400	2.9	4.9
	(3)	Chad	N'Diamena	720.8	708 100	1.8	3.8
TGO	(3)	Togo	Lomé	634.1	629 900	0.7	27
THA	(6)	Thailand	Bangkok	34.45	31.6800	8.7	10.9
тјк		Tajikistan	Dushanbe	8.560	8.56300	0.0	2.0
ткм	(6)	Turkmenistan	Ashgabat	5.922	5.91000	0.2	2.2
TLS	(2)(6)	Timor-Leste	Dili	0.9424	0.961600	-2.0	0.0
тто		Trinidad and Tobago	Port-of-Spain	7.221	7.40300	-2.5	-0.5
TUN		Tunisia	Tunis	2.631	2.62500	0.2	2.2
TUR	(8)	Türkiye	Ankara	18.51	13.5000	37.1	39.9
TWN		Taiwan	Taipei	25.80	25.7900	0.0	2.0
TZA		Tanzania	Dar es Salaam	2465	2455.00	0.4	2.4
UGA		Uganda	Kampala	3884	3863.00	0.5	2.6
UKR		Ukraine	Kyiv	31.70	31.6100	0.3	2.3
URY		Uruguay	Montevideo	41.00	40.3100	1.7	3.7
USA		United States	New York	1.215	1.19400	1.8	3.8
USA	(7)	United States	San Francisco	1.040	1.04600	-0.6	1.4
USA			Tashkort	1.040	0279.00	-0.6	1.4
	(5)		Caracas	9200	9210.00	3.3	5.4
		VOIIOZUEIA	Calacas	U U	U		

Table 12.1b (page 3 of 3): Changes in the economic parities in the 6 months to 1st July 2024 (for staff serving in Extra-EU delegations)

	Place of employment				Economic Parities	CHANGE (in %)	Implicit Index
Code		Country	City	Jul-24	Jan-24	Jul-2024 - Jan-2024	Jul-2024 - Jan-2024
VNM		Vietnam	Hanoi	18514	18344.0	0.9	2.9
ХКХ	(4)(9)(12)	Kosovo	Pristina	0.5696	0.560700	1.6	3.6
YEM	(5)	Yemen	Sana'a	0	0		
ZAF		South Africa	Pretoria	11.60	11.5700	0.3	2.3
ZMB		Zambia	Lusaka	21.17	20.0300	5.7	7.8
ZWE	(5)	Zimbabwe	Harare	0	0		

In table above:

(1) Figures are stated relative to Brussels, ie. Brussels PPP = 1, ER = 1, CC = 100%

(2) 1 euro = USD (5 Duty Stations: Cuba - Ecuador - El Salvador - Panama - Timor-Leste)

(3) 1 euro = CFA (13 Duty Stations: Benin - Burkina Faso - Cameroon - Central African Republic - Chad - Congo - Gabon - Guinea-Bissau - Côte d'Ivoire - Mali - Niger - Senegal - Togo)

(4) Currency = Euro (2 Duty Stations: Kosovo - Montenegro)

(5) Not available (10 Duty Stations: Afghanistan - Iraq - Lebanon - Libya - Somalia - Sudan - Syria - Venezuela - Yemen - Zimbabwe)

(6) UN P2P processed (0 Duty Stations)

(7) ISRP PPP processed (9 Duty Stations: Australia - Canada - Chile - Israel - Japan - Mexico - New Zealand - South Korea - United States (Washington DC))

(8) ECP PPP processed (6 Duty Stations: Iceland - Norway - Switzerland (Berne, Geneva) - Türkiye - United Kingdom)

(9) ECP Balkan Duty stations (6 Duty Stations: Albania - Bosnia and Herzegovina - Kosovo -North Macedonia - Montenegro - Serbia)

(10) Duty stations for which Intra-EU CC excluding rent is used (1 Duty Station: New Caledonia)

(11) Sierra Leone: SLL ceased to exist effective 1st October 2022. The new currency SLE came into force on 1 April 2022. Three zeros were cut off the SLL rate.

(12) This designation is without prejudice to positions on status and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.

Table 12.2 (page 1 of 3): Calculation of correction coefficients at 1st July 2024 (for staff serving in Extra- EU delegations)

Code		Country	Code	City	Code	Parity	Exchange rate	Correction coefficient
Country			City		X-rates	[1]	[2]	100 * [1] / [2]
BEL	(1)	Belgium / Luxembourg	BRU	Brussels / Luxembourg	EUR	1.000	1.00000	100.0
AFG	(5)	Afghanistan	KBL	Kabul	AFN	0	0	0
AGO		Angola	LAD	Luanda	AOA	1286	923.630	139.2
ALB	(9)	Albania	TIA	Tirana	ALL	67.06	100.280	66.9
ARE		United Arab Emirates	AUH	Abu Dhabi	AED	4.690	3.92305	119.5
ARG		Argentina	BUE	Buenos Aires	ARS	859.4	974.406	88.2
ARM		Armenia	EVN	Yerevan	AMD	496.4	417.100	119.0
AUS	(7)	Australia	CBR	Canberra	AUD	1.714	1.60780	106.6
AZE		Azerbaijan	BAK	Baku	AZN	1.884	1.81832	103.6
BDI		Burundi	BJM	Bujumbura	BIF	2659	3072.25	86.5
BEN	(3)	Benin	C00	Cotonou	XOF	630.6	655.957	96.1
BFA	(3)	Burkina Faso	OUA	Ouagadougou	XOF	586.6	655.957	89.4
BGD		Bangladesh	DAC	Dhaka	BDT	110.3	125.678	87.8
BIH	(9)	Bosnia and Herzegovina	SJJ	Sarajevo	BAM	1.192	1.95583	60.9
BLR		Belarus	MSQ	Minsk	BYN	2.351	3.49530	67.3
BOL		Bolivia	LPB	La Paz	BOB	5.841	7.41768	78.7
BRA		Brazil	BSB	Brasilia	BRL	5.853	5.88870	99.4
BRB		Barbados	BDG	Bridgetown	BBD	2.667	2.15963	123.5
BWA		Botswana	GBE	Gaborone	BWP	10.04	14.5116	69.2
CAF	(3)	Central African Republic	BGF	Bangui	XAF	656.6	655.957	100.1
CAN	(7)	Canada	YOW	Ottawa	CAD	1.430	1.46470	97.6
CHE	(8)	Switzerland	BRN	Berne	CHF	1.301	0.960400	135.5
CHE	(8)	Switzerland	GVA	Geneva	CHF	1.301	0.960400	135.5
CHL	(7)	Chile	SCL	Santiago	CLP	723.1	1017.62	71.1
CHN		China	PEK	Beijing	CNY	7.398	7.77450	95.2
CIV	(3)	Côte d'Ivoire	ABJ	Abidian	XOF	571.5	655.957	87.1
CMR	(3)	Cameroon	YAO	Yaoundé	XAF	603.2	655.957	92.0
COD		Democratic Republic of the Congo	FIH	Kinshasa	CDF	4460	3035.40	146.9
000	(3)	Congo	BZV	Brazzaville	XAF	1096	655.957	167.1
COL		Colombia	BOG	Bogotá	COP	3733	4437 24	84 1
CPV		Cabo Verde	RAI	Praia	CVE	73.67	110 265	66.8
		Costa Rica	SIO	San José	CRC	544.0	559 200	97.3
	(2)	Cuba		Havana		2 203	1 06960	206.0
		Diibouti		Diibouti		197 1	190 442	103 5
DOM		Dominican Republic	800	Santo Domingo		45.87	63.0791	72.7
			ALG	Algiers		100.4	144 081	69.7
FCU	(2)	Equador		Aigitis		0.8072	1 06960	83.0
EGV		Egypt		Cairo	ECP	25.00	51 3198	48.7
		Eritroo		Callo	EGF	18.13	16 12/2	112 4
сти		Ethiopia		Addie Ababa	ETR	67 32	61 6470	109.2
511		Eiii	SUV	Supp	EID	2 204	2 42134	91.0
GAR	(3)	Gabon	I BV	Jibrovillo	YAE	713.2	655 957	108.7
GRD	(8)	Lipited Kingdom		London	GBP	0.9564	0.845900	113.1
GEO		Georgia	TBS	Thilisi	GEL	2 458	3 02785	81.2
		Chana		Accra	CHS	10.49	16 3412	64.2
		Guinaa	CKV	Copokry	ONE	12062	9193.26	131.2
		The Combin		Boniul		66.62	73 6950	90.4
GNR	(3)	Guinoa-Bissau	BYO	Bissou	YOE	714 1	655 957	108.9
CPI		Greenland	GOH	Nuuk		8 501	7 45830	114.0
GTM		Guatomala	GUA	Guatemala City	GTO	8 371	8 31079	100.7
		Curppo	CEO	Coorgotown		220.3	223.450	98.6
		Hong Kong		Hong Kong		9 659	8 35210	115.6
			TCU			23.85	26 4737	90.1
		Haiti		Port-pu-Prince	HTG	242.8	1/1 882	171 1
		Indonosia		lakarta		10281	17530.0	58.6
		Indunesia		Jakana New Delki		02.06	90.2420	02.1
		India		Tehren		64761	1/025.0	111 2
	(5)	lian		Deabded		04701	0	0
	(8)	Iraq	BGW	Baghdad		205.6	148.000	128.4
ISL	(7)			теукјачк	ISKB	200.0 4 277	140.900	130.1
	. ,			I EI-AVIV	ILS	4.311	4.01710	109.0
JAM			KIN	Kingston	JIMD	202.5	100.010	121.5
JOR	(7)	Jordan	AMM	Amman	JOD	0.6924	0.758350	91.3
JPN	(1)	Japan		Tokyo	JPY	138.5	1/1.660	80.7
KAZ		Kazakhstan	TSE	Astana	KZT	459.0	495.605	92.6
KEN		Kenya	NBO	Nairobi	KES	130.7	137.245	95.2
KGZ		Kyrgyzstan	FRU	Bishkek	KGS	82.50	92.5190	89.2
КНМ	17	Cambodia	PNH	Phnom Penh	KHR	3797	4433.00	85.7
KOR	(7)	South Korea	SEL	Seoul	KRW	1263	1482.71	85.2
KWT		Kuwait	KWI	Kuwait City	KWD	0.2959	0.328220	90.2

Table 12.2 (page 2 of 3): Calculation of correction coefficients at 1st July 2024 (for staff serving in Extra- EU delegations)

Code		Country	Code	City	Code	Parity	Exchange rate	Correction coefficient
Country			City		X-rates	[1]	[2]	100 * [1] / [2]
LAO		Laos	VTE	Vientiane	LAK	13649	23531.8	58.0
LBN	(5)	Lebanon	BEY	Beirut	LBP	0	0	0
LBR		Liberia	MLW	Monrovia	LRD	269.2	207.930	129.5
LBY	(5)	Libya	TIP	Tripoli	LYD	0	0	0
LKA		Sri Lanka	CMB	Colombo	LKR	307.6	326.129	94.3
LSO		Lesotho	MSU	Maseru	LSL	14.20	19.6609	72.2
MAR			RBA	Rabat	MAD	8.376	10.6256	78.8
MDA		Moldova		Chisinau	MDL	18.73	19.1750	97.7
MDG	(7)	Madagascar		Antananarivo	MGA	4174	4785.50	87.2
	(9)	Nexto		Skopio		33.66	61 4950	54.7
	(3)	Mali	BKO	Bamako	XOF	616.6	655 957	94.0
MMR		Myanmar/Burma	RGN	Yangon	MMK	1764	3850.56	45.8
MNF	(4)(9)	Montenegro	POG	Podgorica	FUR	0.6140	1.00000	61.4
MNG		Mongolia	ULN	Ulan Bator	MNT	3190	3637.17	87.7
MOZ		Mozambique	MPO	Maputo	MZN	75.83	67.9600	111.6
MRT		Mauritania	NKC	Nouakchott	MRU	42.86	42.1346	101.7
MUS		Mauritius	PZL	Port Louis	MUR	36.85	50.2300	73.4
MWI		Malawi	LLW	Lilongwe	MWK	1032	1851.34	55.7
MYS		Malaysia	KUH	Kuala Lumpur	MYR	3.765	5.04800	74.6
NAM		Namibia	WDH	Windhoek	NAD	13.67	19.6609	69.5
NCL	(10)	New Caledonia	NOU	Nouméa	XPF	110.0	119.355	92.2
NER	(3)	Niger	NIM	Niamey	XOF	631.8	655.957	96.3
NGA		Nigeria	ABV	Abuja	NGN	608.3	1609.15	37.8
NIC	(9)	Nicaragua	MGA	Managua	NIO	35.52	39.3720	90.2
NOR	(0)	Norway	OSL	Oslo	NOK	13.76	11.3980	120.7
NPL	(7)	Nepal	KTM	Kathmandu	NPR	101.3	142.820	70.9
NZL	(1)	New Zealand	WLG	Wellington	NZD	1.783	1.75430	101.6
	(2)	Pakistan	ISB	Islamabad		220.0	1 06960	101 7
DED			FAC	Limo	DEN	3.676	4 09234	89.8
PHI		Philippines	MNI	Manila	PHP	51 30	62 7050	81.8
PNG		Papua New Guinea	MOR	Port Moresby	PGK	3.678	4.11226	89.4
PRY		Paraguay	ASU	Asunción	PYG	5385	8062.17	66.8
PSE	(12)	West Bank — Gaza Strip	JRE	East Jerusalem	ILS	4.377	4.01710	109.0
QAT		Qatar	DOH	Doha	QAR	4.460	3.89334	114.6
RUS		Russia	MOW	Moscow	RUB	85.35	94.2555	90.6
RWA		Rwanda	KGL	Kigali	RWF	1172	1394.60	84.0
SAU		Saudi Arabia	RUH	Riyadh	SAR	3.875	4.01271	96.6
SDN	(5)	Sudan	KRT	Khartoum	SDG	0	0	0
SEN	(3)	Senegal	DKR	Dakar	XOF	554.6	655.957	84.5
SGP	(11)	Singapore	SIN	Singapore	SGD	1.852	1.45190	127.6
SLE	(1)	Sierra Leone	FNA	Freetown	SLE	23.78	24.1114	98.6
SLV	(5)	El Salvador	SAL	San Salvador	USDL	0.9236	1.06960	86.4
SOM	(9)	Somalia	MGP	Mogadishu	USDC	70.20	0	0
SKB	(.)	Serbia	BEG	Beigrade	RSD	79.30 317.0	1660.65	10.1
SSD		South Sudan	JUD	Juba São Tomó	STN	27 44	24 5000	112.0
SWZ		eSwatini	MTS	Mbabane	S7I	14.24	19.6609	72.4
SYR	(5)	Svria	DAM	Damascus	SYP	0	0	0
TCD	(3)	Chad	NDJ	N'Djamena	XAF	720.8	655.957	109.9
TGO	(3)	Тодо	LFW	Lomé	XOF	634.1	655.957	96.7
THA		Thailand	BKK	Bangkok	THB	34.45	39.3930	87.5
тјк		Tajikistan	DYU	Dushanbe	TJS	8.560	11.3912	75.1
ткм		Turkmenistan	ASB	Ashgabat	TMT	5.922	3.74360	158.2
TLS	(2)	Timor-Leste	DIL	Dili	USDC	0.9424	1.06960	88.1
тто		Trinidad and Tobago	POS	Port-of-Spain	TTD	7.221	7.25775	99.5
TUN	(0)	Tunisia	TUN	Tunis	TND	2.631	3.35530	78.4
TUR	(8)	Türkiye	ANK	Ankara	TRY	18.51	35.1720	52.6
TWN		Taiwan	TPE	Taipei	TWD	25.80	34.7800	74.2
TZA		Tanzania	DAR	Dar es Salaam	TZS	2465	2814.32	87.6
UGA		Uganda	KAM	Kampala	UGX	3884	3968.00	97.9
UKR		Ukraine	IEV	Kyiv	UAH	31.70	43.3723	/3.1
		Uruguay		Montevideo	UYU	41.00	42.0406	97.5
		United States	NYC	New York	USD	1.215	1.06960	113.0
	(7)	United States	SFU MING	San Francisco	11601	1.040	1 06960	91.2
UZB			TAQ	Tashkant	1179	9586	13455 9	71.2
VEN	(5)	Venezuela	CCS	Caracas	VES	0	0	0
	I			04.4040	0	· · ·	· · · ·	-

Table 12.2 (page 3 of 3): Calculation of correction coefficients at 1st July 2024 (for staff serving in Extra- EU delegations)

Code		Country	Code	City	Code	Parity	Exchange rate	Correction coefficient
Country			City		X-rates	[1]	[2]	100 * [1] / [2]
VNM		Vietnam	HAN	Hanoi	VND	18514	27239.0	68.0
ХКХ	(4)(9)(12)	Kosovo	PRN	Pristina	EUR	0.5696	1.00000	57.0
YEM	(5)	Yemen	SAA	Sana'a	YER	0	0	0
ZAF		South Africa	PRY	Pretoria	ZAR	11.60	19.6609	59.0
ZMB		Zambia	LUN	Lusaka	ZMW	21.17	27.6032	76.7
ZWE	(5)	Zimbabwe	HRE	Harare	ZWL	0	0	0

In table above:

(1) Figures are stated relative to Brussels, i.e. Brussels PPP = 1, EUR = 1, CC = 100%

(2) 1 euro = USD (5 Duty Stations: Cuba - Ecuador - El Salvador - Panama - Timor-Leste)

(3) 1 euro = CFA (13 Duty Stations: Benin - Burkina Faso - Cameroon - Central African Republic - Chad - Congo - Gabon - Guinea-Bissau - Ivory Coast - Mali - Niger - Senegal - Togo)

(4) Currency = Euro (2 Duty Stations: Kosovo - Montenegro)

(5) Not available (10 Duty Stations: Afghanistan - Iraq - Lebanon - Libya - Somalia - Sudan - Syria - Venezuela - Yemen - Zimbabwe)

(6) UN P2P processed (0 Duty Station:)

(7) ISRP PPP processed (9 Duty Stations: Australia - Canada - Chile - Israel - Japan - Mexico - New Zealand - South Korea - United States (Washington))

(8) ECP PPP processed (6 Duty Stations: Iceland - Norway - Switzerland (Bern, Geneva) - Türkiye - United Kingdom)

(9) ECP Balkan Duty stations (6 Duty Stations: Albania - Bosnia and Herzegovina - Kosovo - North Macedonia - Montenegro - Serbia)

(10) Duty stations for which Intra-EU CC excluding rent is used (1 Duty Station: New Caledonia)

(11) Sierra Leone: SLL ceased to exist effective 1st October 2022. The new currency SLE came into force on 1 April 2022. Three zeros were cut off the SLL rate.

(12) For Kosovo, West Bank — Gaza Strip: This designation is without prejudice to positions on status and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.

Appendices

Appendix 1a	Explanations and statistical analysis: specific indicators, control indicators, working time.
Appendix 1b	Explanations and statistical analysis: cost of living in Belgium and Luxembourg.
Appendix 1c	Explanations and statistical analysis: Correction coefficients for Intra-EU staff, Pensioners and Extra-EU staff.
Appendix 2	Detailed remuneration tables; Summary information for EU27. [see separate document]
Appendix 3	Information at the level of analytical categories for Intra-EU staff, Pensioners, Joint Belgium-Luxembourg Index.
	[see separate document]