



**Supplement to the**  
**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,**

**presenting**

**detailed remuneration tables and control indicators for Member States, and summary  
information for EU27 to complement the main report.**

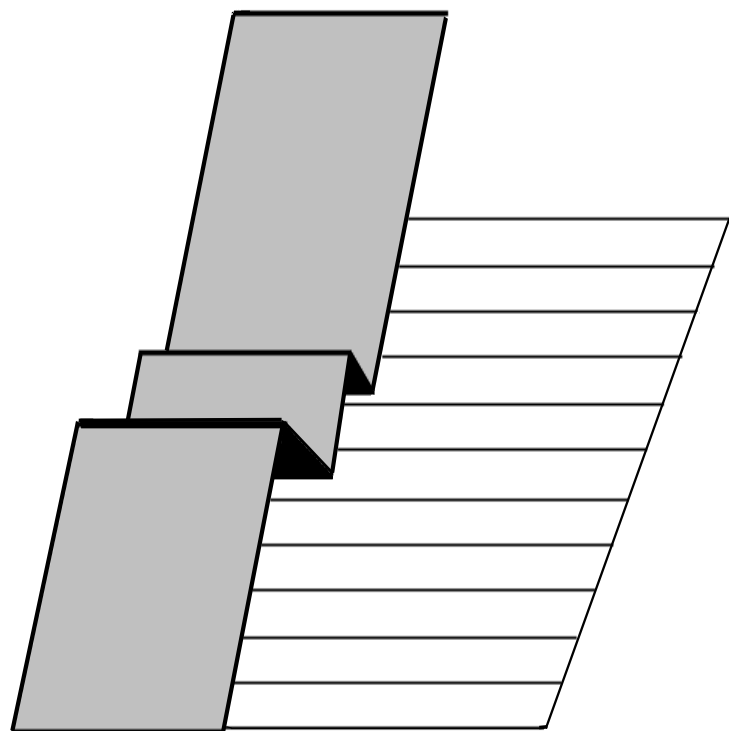


**Eurostat Report on the 2024 annual update  
of remuneration and pensions of EU officials**

# Appendix 2

**Detailed remuneration tables and  
Control Indicators;**

**Summary information for EU27  
to complement main report**



**Reference period:  
Year to 1 July 2024**



# Content & List of Tables

## Detailed remuneration tables and Control Indicators

This document should be read together with:

- 2024 Eurostat Report on the Annual Adjustment of Remuneration and Pensions, main report <sup>(1)</sup> and Appendix 1a;
- Appendix 2a: Country tables BE-LV;
- Appendix 2b: Country tables LT-SE.

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<sup>(1)</sup> Ares(2024)7737647 and Ares(2024)7908796

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# Executive summary & Disclaimer

This document is an appendix to the Eurostat report on the annual adjustment of remuneration and pensions<sup>(2)</sup>. While the principal results concerning specific indicators and control indicators are presented in the main report and appendix 1a to that report, the purpose of this supplementary report is to present selected detailed information for each of the Member States, together with summary and aggregate information for EU27.

This appendix is produced and made available on the Eurostat Dedicated Section web page as soon as possible after completion of the Eurostat Annual Remuneration Report.

## Disclaimers:

1. The information presented in this Appendix is compiled in the context of an indicator which is designed to measure the pay evolution of national civil servants, and is not specifically designed to allow comparison of national pay levels. A detailed benchmarking exercise of that sort would, inter alia, require a more detailed consideration of job content comparability, job occupancy profile and equi-representativity, that is not required for the purposes of the consistent measurement of national pay over time.

2. The source information about staff numbers and salaries presented in this Appendix is compiled according to the specific harmonised methodology adopted for Article 65 purposes. This notably concerns the definition of the target population (inclusion/exclusion of certain occupations, employment status, household composition). The resulting measures of pay evolution may therefore differ from figures established using alternative calculation methodologies at national level.

Public sector pay is an area where international comparisons are particularly difficult to make. Differences in historical purpose, culture, recruitment and progression policy, national pay determination systems, industrial relations, tax and social security systems can be very significant.

A detailed methodological manual has been developed to facilitate the harmonised approach taken for A65 purposes. Since 2007, all countries use a standard remuneration questionnaire to report data to Eurostat. Since 2018, for 7 countries (Belgium, Germany, Spain, France, Italy, the Netherlands and Luxembourg) there is joint collection of information in collaboration with the International Service for Remunerations and Pensions of the Coordinated Organisations. Explicit *ex post* validation of calculations is requested from Member States.

In several countries, public sector pay settlements are established in the form of a legal text, or well-publicised collective bargaining agreement, at a regular time in the calendar year. Where information is not supplied directly in the standard questionnaire, this can be a useful additional source of information.

Questionnaires are typically submitted by a national budgetary authority or ministry with responsibility for public sector. The involvement of statistical offices in certain countries operates as an additional guarantee of independent, objective data transmission.

Completed 2024 questionnaires were received from all Member States, allowing the calculation of a specific indicator in combination with data previously provided for 2023. For the current annual exercise, it was therefore not necessary to use the official forecast figure supplied in March 2024 for any Member State, when calculating the global specific indicator (EU average)<sup>(3)</sup>.

<sup>(2)</sup> Ares(2024)7737647 and Ares(2024)7908796

<sup>(3)</sup> For the 2023 annual exercise, the official forecast was also not used for any Member State.

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 purposes, the United Kingdom is no longer included in the core sample of Member States. The remaining sample countries continue to represent at least 75% of the EU27 gross domestic product. Data is no longer officially compiled for the United Kingdom<sup>(4)</sup>.

In the tables, specific indicators and control indicators are shown rounded to 1 decimal place; percentage movements are rounded to 1 decimal place.

Exceptionally, during the course of the reference period for the annual report, there was a general intermediate update with effect for 1 January 2024, on the basis of the Intermediate Report issued by Eurostat in May 2024<sup>(5)</sup>.

More information about methodology can be found in the detailed procedural manual<sup>(6)</sup>.

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<sup>(4)</sup> A supplementary report is prepared by Eurostat for partner organisations, which includes available data for the United Kingdom.

<sup>(5)</sup> Ares(2024)3646915.

<sup>(6)</sup> Doc.A6465/14/26rev6 (version March 2024) "Methodology for the calculation of specific indicators and control indicators in accordance with Article 65 of the EU Staff Regulations" (main text, together with appendices 1-6).



# EU27 summary tables



# 1. Data type

In principle all elements of remuneration that affect the purchasing power of civil servants during the period should be taken into account. For each Member State, the following two tables summarise the specific elements of gross pay which are included for the current annual exercise, the compulsory deductions which are taken into account, and the eligible social benefits taken into consideration.

**Table A.** Components of gross remuneration

**Table B.** Deductions from gross remuneration

**Table C.** Eligible social benefits

**Table A – Components of gross remuneration**

Country	Components of gross remuneration - 2024
BE	Basic salary, household allowance, holiday payment, year-end allowance, meal voucher
BG	Basic salary, Additional remuneration (night work, overtime work, work on public holidays, on-call time, achieved results)
CZ	Basic salary, allowances and bonuses
DK	Basic salary
DE	Grundgehaltssätze, Ministerialzulage, Familienzulage
EE	Basic salary, additional remunerations
IE	Basic salary
EL	Basic salary, family allowance
ES	Sueldo base, extraordinarias, complemento de destino, trienios, complemento específico, complemento de productividad
FR	Traitement de base, supplément familial de traitement, primes et indemnités
HR	Basis for salary calculation, work complexity coefficients, length of service allowance, transport allowance, Christmas bonus, Holiday gift, Easter bonus, gift for a child in occasion of St. Nicolas day
IT	Stipendio base, 13a mensilità, indennità di amministrazione, indennità di risultato, Retribuzione di posizione fissa, Retribuzione di posizione variabile
CY	Basic salary, cost of living allowance (=COLA)
LV	Basic salary, payments for additional duties, bonus for a significant contribution to the achievement of the strategic goals of the relevant institution
LT	Basic salary, bonuses, supplements for the service to the State of Lithuania
LU	Traitement de base, allocation de repas, allocation de famille, allocation de fin d'année
HU	Basic salary, supplementary payments for working in the central government
MT	Basic salary, government bonuses
NL	Basic salary, percentage end of year allowance, holiday allowance, percentage holiday allowance
AT	Gehalt, Funktionszulage, Kinderzuschuss bei Beamten mit Kind
PL	Base salary and multiplier
PT	Basic salary, regular allowance for managers-salary scale, meal allowance, annual holiday pay, Christmas bonus
RO	Basic salary, meal allowance, holiday allowance
SI	Basic salary, annual holiday pay, meal allowance, position based supplement and length of service increment
SK	Fixed (tariff) salary, personal allowance, bonuses, overtime
FI	Basic salary, personal salary component, annual holiday pay
SE	Basic salary, fixed allowances (due to working conditions), additional allowances (e.g. holiday pay)

**Table B – Deductions from gross remuneration**

Country	Deductions from gross remuneration - 2024
BE	Occupational pension contribution, social security, income tax, other obligatory deductions
BG	Income tax, pension insurance or pension fund, health insurance, sickness and maternity and unemployment insurance
CZ	Income tax, social insurance, health insurance
DK	Income tax, contribution to general pension scheme, contribution to pension schemes according to the specific agreements
DE	Lohnsteuer; Pflegeversicherung; Krankenversicherung; Solidaritätszuschlag
EE	Income tax, unemployment insurance tax, funded pension payment
IE	Occupational pension contributions, Additional superannuation contribution (ASC), employee pay-related social insurance (PRSI), universal social charge (USC), income tax
EL	Main employee insurance, contribution pension schemes (MTPY, TEADY), healthcare, unemployment
ES	Impuesto sobre la Renta de Personas Físicas (IRPF); Mutualidad de Funcionarios de la Administración Central del Estado (MUFACE); Régimen de Clases Pasivas (RCP)
FR	Impôt sur le Revenu des Personnes Physiques (IRPP); Contribution au Remboursement de la Dette Sociale (CRDS); Contribution Sociale Généralisée (CSG); Retenu pour Pension Civile (PC); Régime de retraite Additionnel de la Fonction Publique (RAFP).
HR	Pension insurance, income tax
IT	Income tax (IRPEF), Tesoro, Opera Provvidenza, Fondo Credito, 1% su eccedenza, regional surcharge tax
CY	Income taxes, health care contribution, social insurance fund, pension plan contribution, widows contribution
LV	Income tax, income tax allowances, income tax reliefs (for dependent children), compulsory employee's contributions to social security
LT	Individual income taxes, employee's compulsory social insurance contributions
LU	Impôt; Caisse de maladie; Pension; Assurance dépendance
HU	Personal income tax, social security contributions (pension, health insurance, labour market)
MT	Social Security Contributions, Tax On Income
NL	Income tax (IB); Old-age pension (OP/NP); invalidity pension (IPBW), health insurance (ZVW); other compulsory deductions
AT	Steuern (progressive tax system), gesetzliche DNB zur Sozialversicherung (ohne Pensionsbeiträge), gesetzliche DNB zur Pensionsversicherung (rate of contribution depends on the year of birth)
PL	Health insurance, personal income tax, social security (pension and sickness)
PT	Income tax, compulsory employee's contribution to social security/compulsory employee's contribution to occupational pension scheme
RO	Social security insurance, health insurance, income tax
SI	Taxes on income, social security contributions
SK	Taxes on income, health insurance, sickness insurance, old-age insurance, disability insurance, unemployment insurance
FI	Income taxes, unemployment insurance premium, employee's pension fee
SE	Personal income tax, municipal tax

**Table C – Eligible social benefits**

Country	Eligible social benefits - 2024
BE	Allocations Familiales
BG	-
CZ	Child allowances (state social support)
DK	Child allowances
DE	Kindergeld, one-off payments: Inflationsausgleichsprämie
EE	Child allowances
IE	Child allowances
EL	-
ES	-
FR	Allocations familiales
HR	Child support payed by the Croatian Pension Insurance Institute
IT	-
CY	Child allowances
LV	Child allowances
LT	Child allowances
LU	Allocations familiales
HU	Child allowances
MT	Children's allowance
NL	Child benefit
AT	Child benefits: Familien beihilfe
PL	Child allowances (800+ benefit)
PT	-
RO	Child allowance
SI	Child allowance
SK	State benefits (family allowances), state benefits (child tax bonus), dependent spouse allowance
FI	Child benefit
SE	Child benefit (barnbidrag), large-family supplement (flerbarnstilläg)

## 2. Data status

With effect from the 2018 exercise, data for 7 Member States is compiled by Eurostat 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 reference date 1 April and target reply deadline 31 May.

Data for the remaining 3 Member States in the core sample was also requested in April 2024 with reference date 1 April and target reply deadline 31 May<sup>(7)</sup>.

Data for the remaining 17 Member States was requested in June 2024 with reference date 1 July and target reply deadline 31 July.

A completed **Standard Remuneration Questionnaire** ("SRQ") was received from 25 Member States by the agreed deadline, and from 2 Member States shortly after the deadline. Thus, by 08 August 2024 a complete SRQ for the current exercise had been received from all 27 Member States<sup>(8)</sup>.

Using the available information, an initial **Country Specific Indicator** for the twelve-month reference period July 2023-July 2024 was calculated by Eurostat for all EU27 Member States.

Following the usual comprehensive review process, these calculations were updated where necessary and the Country Specific Indicator was explicitly validated by Member States, together with an explicit declaration by each Member State about the absence of any retrospective changes likely to affect the calculation for the twelve-month reference period. The process was achieved for all Member States by 16 October.

The Country Specific Indicators appear in the Summary Tables in the main report for the core sample of 10 countries and in appendix 1a to that report for the remaining 17 countries. They are reproduced as combined tables for the whole EU27 in the current report<sup>(9)</sup>.

The detailed underlying data and computations are presented in the **Country Tables** (Appendix 2A and Appendix 2B).

**Other information from the SRQ** which was analysed and included in the remaining Summary Tables in the main report and in appendix 1a, is reproduced as combined tables for the whole EU in the current report. This mainly concerns context information about working time.

**Control Indicators** are calculated by Eurostat for all Member States, where possible. These appear in the Summary Tables in the main report and in appendix 1a. They are presented in combined tables for the whole EU in the current report.

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<sup>(7)</sup> These dates were subsequently adapted by mutual agreement (AT and SE: 31 May, PL: 21 June).

<sup>(8)</sup> Note: information compiled for Romania presents results of a pilot exercise of data collection (only for one institution) and may not be representative for the entire Romanian administration.

<sup>(9)</sup> Boxes in Chapter 8 and Chapter 9 of appendix 1a 'Explanation of changes in the specific indicators' are not reproduced (combined) in this report.

### 3. Combination tables (specific indicators and control indicators)

The following tables replicate for EU27 some of the information tables which were included separately in the main text and Chapters 1-11 of appendix 1 of the Annual Report for the core sample of 10 Member States and the remaining group of 17 Member States:

<b>Table 3.1</b>	Change in the net remuneration of central government civil servants (= combination of Table 2.1 from main report and Table 6 from Appendix 1a)
<b>Table 3.2</b>	Nominal and real changes in the remuneration of national civil servants – Results by functional groups AD, AST, SC (= combination of Tables 3.1 and 3.1a from Appendix 1a)
<b>Table 3.3</b>	Central government personnel ratios (total population) – Numbers by functional groups AD, AST, SC (= combination of Tables 4.1 and 4.1a from Appendix 1a)
<b>Table 3.4</b>	Staff numbers in central government (= combination of Tables 4.2 and 4.2a from Appendix 1a)
<b>Table 3.5</b>	Changes in the nominal gross and nominal net specific indicators (= combination of Tables 5.1 and 5.1a from Appendix 1a)
<b>Table 3.6</b>	Average monthly gross and net remuneration in central governments (= combination of Tables 5.2 and 5.2a from Appendix 1a)
<b>Table 3.7</b>	Comparison of the net specific indicator and the initial forecast per intermediate report, in nominal and real terms (= combination of Table 2.2 from main report and Table 10 from Appendix 1a)
<b>Table 3.8</b>	Comparison of the gross specific indicator in real terms and the control indicator (per capita compensation of employees in central government) (= combination of Table 3.1 from main report and Table 11.2 from Appendix 1a)
<b>Table 3.9</b>	Comparison of the gross specific indicator in nominal terms and the control indicator (labour cost index for total public administration) (= combination of Table 3.2 from main report and Table 11.4 from Appendix 1a)
<b>Table 3.10</b>	Comparison of the gross specific indicator in nominal terms and in real terms with the corresponding control indicator (Laspeyres-type index) (= combination of Table 3.3 from main report and Table 11.5 from Appendix 1a)
<b>Table 3.11</b>	Comparison of the net specific indicator in nominal terms and in real terms with the corresponding control indicator (Laspeyres-type index) (= combination of Table 3.4 from main report and Table 11.6 from Appendix 1a)



**Table 3.1**

(combination of Table 2.1 from main report and Table 6 from Appendix 1a)

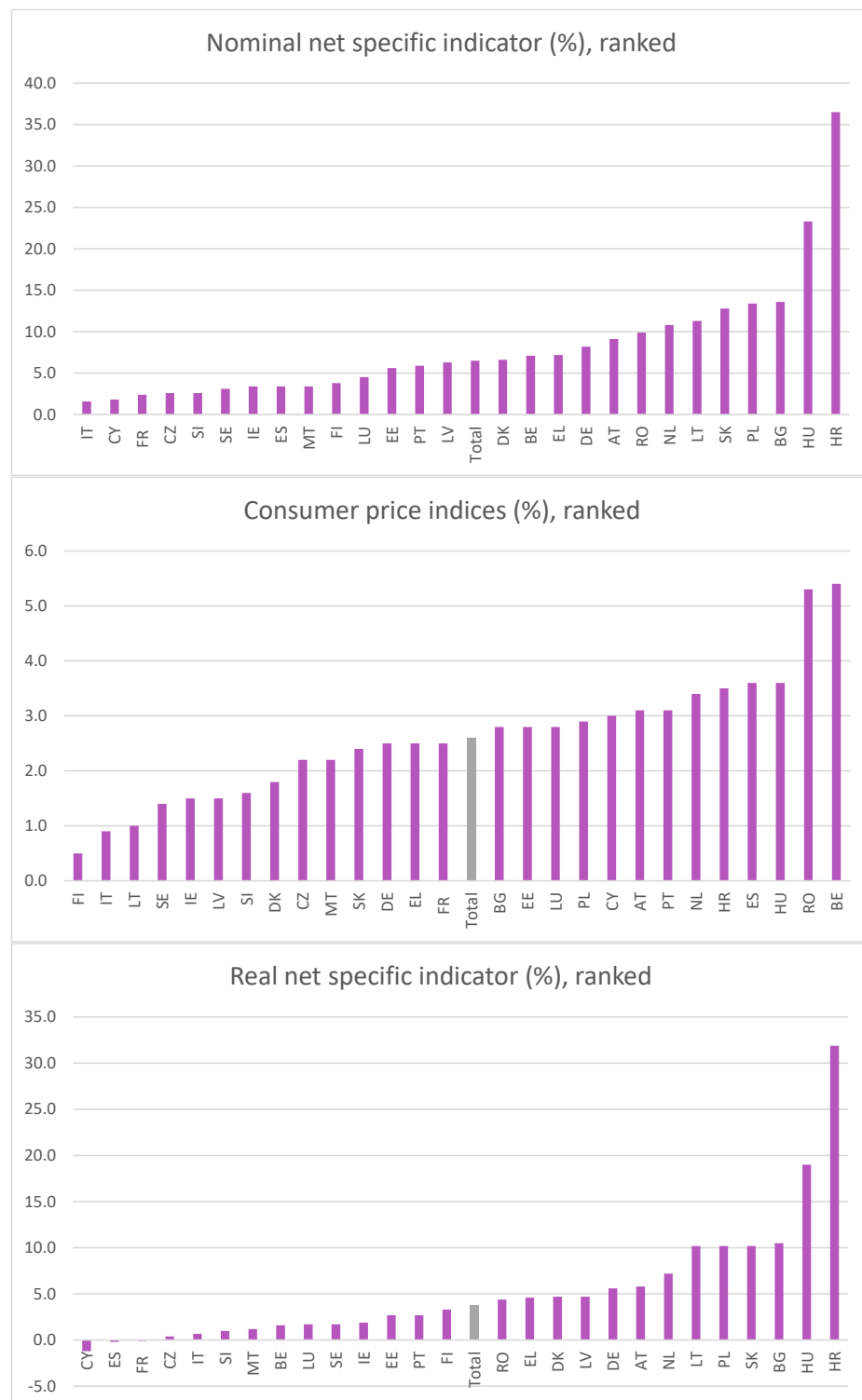
**Nominal and real changes in the remuneration of national civil servants  
in the twelve-month period to 1st July 2024 (1.7.2023 = 100)**

Country	Weight <sup>1</sup> EU27=100	Nominal net specific indicator	Consumer price indices	Real net specific indicator	Effect on the total
	(%)	(%)	(%)	(%)	
BE	3.0	7.1	5.4	1.6	0.0
BG	0.9	13.6	2.8	10.5	0.1
CZ	2.2	2.6	2.2	0.4	0.0
DK	1.7	6.6	1.8	4.7	0.1
DE	21.7	8.2	2.5	5.6	1.2
EE	0.2	5.6	2.8	2.7	0.0
IE	2.5	3.4	1.5	1.9	0.0
EL	1.6	7.2	2.5	4.6	0.1
ES	9.6	3.4	3.6	-0.2	0.0
FR	15.3	2.4	2.5	-0.1	0.0
HR	0.6	36.5	3.5	31.9	0.2
IT	12.8	1.6	0.9	0.7	0.1
CY	0.2	1.8	3.0	-1.2	0.0
LV	0.3	6.3	1.5	4.7	0.0
LT	0.6	11.3	1.0	10.2	0.1
LU	0.4	4.5	2.8	1.7	0.0
HU	1.6	23.3	3.6	19.0	0.3
MT	0.1	3.4	2.2	1.2	0.0
NL	5.3	10.8	3.4	7.2	0.4
AT	2.4	9.1	3.1	5.8	0.1
PL	6.6	13.4	2.9	10.2	0.7
PT	1.9	5.9	3.1	2.7	0.1
RO	3.3	9.9	5.3	4.4	0.1
SI	0.4	2.6	1.6	1.0	0.0
SK	0.9	12.8	2.4	10.2	0.1
FI	1.3	3.8	0.5	3.3	0.0
SE	2.7	3.1	1.4	1.7	0.0
<b>Total</b>	<b>100.0</b>	<b>6.5</b>	<b>2.6</b>	<b>3.8</b>	<b>3.8</b>

<sup>1</sup> Basis: GDP expressed in PPS, 2023

Total = EU27 average weighted by GDP in PPS

The following graphs summarise the information from Table 3.1, showing the changes in the nominal net specific indicators, the consumer price indices, and the real net specific indicators, ranked in order of magnitude.



**Table 3.2**

(combination of Tables 3.1 and 3.1a from Appendix 1a)

**Nominal and real changes in the remuneration of national civil servants  
in the twelve-month period to 1st July 2024 (1.7.2023 = 100)**

Country		Nominal change				Real change			
		AD	AST	SC	Total	AD	AST	SC	Total
BE	Gross	105.4	105.9		105.7	100.0	100.5		100.3
	Net	106.6	107.5		107.1	101.1	102.0		101.6
BG	Gross	113.5	114.1		113.6	110.4	111.0		110.5
	Net	113.5	114.1		113.6	110.4	111.0		110.5
CZ	Gross	104.7	116.8	101.1	105.0	102.4	114.3	98.9	102.7
	Net	102.4	112.0	99.3	102.6	100.2	109.6	97.2	100.4
DK	Gross	106.4	106.3		106.4	104.5	104.4		104.5
	Net	106.7	106.1		106.6	104.8	104.2		104.7
DE	Gross	108.0	109.5	111.4	108.7	105.4	106.8	108.7	106.0
	Net	107.6	108.8	110.6	108.2	105.0	106.1	107.9	105.6
EE	Gross	105.8	105.8		105.8	102.9	102.9		102.9
	Net	105.6	105.6		105.6	102.7	102.7		102.7
IE	Gross	104.9	105.2	106.4	105.4	103.3	103.6	104.8	103.8
	Net	101.0	103.5	105.4	103.4	99.5	102.0	103.8	101.9
EL	Gross	105.8	107.7		106.4	103.2	105.1		103.8
	Net	106.5	108.8		107.2	103.9	106.1		104.6
ES	Gross	103.5	103.6	103.9	103.6	99.9	100.0	100.3	100.0
	Net	103.3	103.3	103.6	103.4	99.7	99.7	100.0	99.8
FR	Gross	101.7	102.3		102.0	99.2	99.8		99.5
	Net	102.1	102.6		102.4	99.6	100.1		99.9
HR	Gross	137.0	154.3	147.5	138.9	132.4	149.1	142.5	134.2
	Net	134.9	148.7	143.8	136.5	130.3	143.6	138.9	131.9
IT	Gross	100.1	100.0	100.0	100.0	99.2	99.1	99.1	99.1
	Net	101.2	101.9	101.8	101.6	100.3	101.0	100.9	100.7
CY	Gross	102.4	102.4	102.4	102.4	99.4	99.4	99.4	99.4
	Net	101.8	101.8	101.9	101.8	98.8	98.8	98.9	98.8
LV	Gross	106.8			106.8	105.2			105.2
	Net	106.3			106.3	104.7			104.7
LT	Gross	110.7	85.2		110.6	109.6	84.4		109.5
	Net	111.3	89.9		111.3	110.2	89.0		110.2
LU	Gross	104.4	104.4		104.4	101.6	101.6		101.6
	Net	104.7	104.3		104.5	101.8	101.5		101.7
HU	Gross	123.6	132.9	125.5	124.9	119.3	128.3	121.1	120.6
	Net	122.2	130.0	123.2	123.3	118.0	125.5	118.9	119.0
MT	Gross	104.0	104.4	104.5	104.2	101.8	102.2	102.3	102.0
	Net	103.3	103.6	103.7	103.4	101.1	101.4	101.5	101.2

Table 3.2, continued

Country		Nominal change				Real change			
		AD	AST	SC	Total	AD	AST	SC	Total
NL	Gross	111.5	112.2	112.7	111.8	107.8	108.5	109.0	108.1
	Net	110.7	111.0	111.2	110.8	107.1	107.4	107.5	107.2
AT	Gross	109.1	109.1		109.1	105.8	105.8		105.8
	Net	109.2	109.1		109.1	105.9	105.8		105.8
PL	Gross	110.1		111.4	110.2	107.0		108.3	107.1
	Net	113.2		116.5	113.4	110.0		113.2	110.2
PT	Gross	107.7	104.3	104.8	106.4	104.5	101.2	101.6	103.2
	Net	107.2	104.3	104.3	105.9	104.0	101.2	101.2	102.7
RO	Gross	109.7	109.4		109.7	104.2	103.9		104.2
	Net	109.9	109.8		109.9	104.4	104.3		104.4
SI	Gross	103.0	102.9	102.9	103.0	101.4	101.3	101.3	101.4
	Net	102.6	102.6	102.5	102.6	101.0	101.0	100.9	101.0
SK	Gross	114.4	115.4	112.9	114.5	111.7	112.7	110.3	111.8
	Net	112.8	113.3	110.7	112.8	110.2	110.6	108.1	110.2
FI	Gross	102.4	102.6		102.5	101.9	102.1		102.0
	Net	103.8	103.7		103.8	103.3	103.2		103.3
SE	Gross	101.7	102.8	101.9	101.8	100.3	101.4	100.5	100.4
	Net	103.1	103.8	103.0	103.1	101.7	102.4	101.6	101.7
Total	Gross	105.9	106.5	107.9	106.2	103.3	103.9	105.3	103.5
	Net	106.1	106.5	108.1	106.5	103.4	103.8	105.5	103.8

**Table 3.3**

(combination of Tables 4.1 and 4.1a from Appendix 1a)

**Central government personnel ratios (total population) - July 2024**

Country	Percentage			
	AD	AST	SC	Total
BE	41.6	58.4		100.0
BG	78.9	21.1		100.0
CZ	94.2	4.2	1.6	100.0
DK	88.1	11.9		100.0
DE	48.6	41.7	9.7	100.0
EE	75.0	25.0		100.0
IE	19.1	44.4	36.5	100.0
EL	62.0	38.0		100.0
ES	45.9	35.4	18.6	100.0
FR	37.6	62.4		100.0
HR	78.1	8.3	13.6	100.0
IT	42.9	53.1	4.0	100.0
CY	43.2	37.0	19.8	100.0
LV	100.0			100.0
LT	99.6	0.4		100.0
LU	47.6	52.4		100.0
HU	79.3	18.2	2.5	100.0
MT	60.8	28.8	10.4	100.0
NL	56.2	39.8	4.0	100.0
AT	22.2	77.8		100.0
PL	92.8		7.2	100.0
PT	45.9	10.2	43.9	100.0
RO	98.4	1.6		100.0
SI	77.7	5.1	17.2	100.0
SK	74.8	19.5	5.7	100.0
FI	77.3	22.7		100.0
SE	83.9	12.0	4.1	100.0

**Table 3.4**  
**(combination of Tables 4.2 and 4.2a from Appendix 1a)**  
**Staff numbers in central governments - July 2024**

Country	Sample	Central Government Population Numbers	Ratio Sample/ Population %	ESA 2010*	NASA_10**	
	Numbers			Numbers	Numbers	
BE	27,749	27,749	100.0	:	930,000	2022
BG	35,211	35,211	100.0	301,461	:	
CZ	20,333	21,833	93.1	387,628	95,800	2023
DK	14,124	14,124	100.0	:	873,000	2023
DE	23,004	26,111	88.1	570,600	:	
EE	6,301	6,301	100.0	57,596	157,000	2022
IE	35,284	35,284	100.0	:	526,000	2022
EL	74,151	74,151	100.0	:	785,000	2022
ES	34,590	39,441	87.7	456,177	:	
FR	69,475	69,475	100.0	:	6,148,000	2022
HR	9,906	11,013	89.9	:	395,000	2022
IT	127,990	127,990	100.0	:	3,528,000	2023
CY	10,252	10,614	96.6	65,465	68,000	2022
LV	1,998	2,089	95.6	96,943	177,000	2022
LT	12,828	12,828	100.0	144,279	314,000	2022
LU	5,672	5,672	100.0	:	74,000	2022
HU	14,593	14,627	99.8	650,087	911,000	2022
MT	29,962	29,962	100.0	:	48,000	2022
NL	156,478	156,478	100.0	:	1,263,000	2023
AT	12,528	12,528	100.0	303,569	779,000	2022
PL	26,281	26,281	100.0	:	2,886,000	2022
PT	103,487	109,329	94.7	560,326	755,000	2022
RO	432	68,005	0.6	:	1,436,000	2020
SI	20,701	20,701	100.0	105,476	182,000	2022
SK	8,478	31,130	27.2	240,260	469,000	2023
FI	3,154	36,638	8.6	153,800	683,000	2022
SE	70,547	70,547	100.0	255,104	:	

\* = figure provided by country

\*\* = figure per Eurostat website (value 06.10.2024)

**Table 3.5**

(combination of Tables 5.1 and 5.1a from Appendix 1a)

**Changes in the nominal gross and nominal net specific indicators  
for the twelve-month period to 1st July 2024**

Country	Gross remuneration	Net remuneration	Difference
BE	105.7	107.1	-1.4
BG	113.6	113.6	0.0
CZ	105.0	102.6	2.4
DK	106.4	106.6	-0.2
DE	108.7	108.2	0.5
EE	105.8	105.6	0.2
IE	105.4	103.4	2.0
EL	106.4	107.2	-0.8
ES	103.6	103.4	0.2
FR	102.0	102.4	-0.4
HR	138.9	136.5	2.4
IT	100.0	101.6	-1.6
CY	102.4	101.8	0.6
LV	106.8	106.3	0.5
LT	110.6	111.3	-0.7
LU	104.4	104.5	-0.1
HU	124.9	123.3	1.6
MT	104.2	103.4	0.8
NL	111.8	110.8	1.0
AT	109.1	109.1	0.0
PL	110.2	113.4	-3.2
PT	106.4	105.9	0.5
RO	109.7	109.9	-0.2
SI	103.0	102.6	0.4
SK	114.5	112.8	1.7
FI	102.5	103.8	-1.3
SE	101.8	103.1	-1.3
<b>Total</b>	<b>106.2</b>	<b>106.5</b>	<b>-0.3</b>

Total = EU27 average, weighted by GDP in PPS

Relatively big differences are apparent for some countries. This partly reflects differences in the way Member States integrate information about entitlements to general social allowances (either as a component of gross remuneration, or as a component in the calculation of net remuneration).

**Analysis of foregoing Table 3.5**

(combination of analysis tables from main report appendix 1a, Chapter 5)

The movements in **nominal gross remuneration** are summarised below for the **countries in the sample**:

Range	Member States	
$x < 0\%$	0	
$0\% \leq x < 2\%$	2	IT, SE
$2\% \leq x < 4\%$	2	ES, FR
$4\% \leq x$	6	BE, DE, LU, NL, AT, PL
<b>Total</b>	<b>10</b>	

The movements in **nominal gross remuneration** are summarised below for the **remaining countries**:

Range	Member States	
$x < 0\%$	0	
$0\% \leq x < 2\%$	0	
$2\% \leq x < 4\%$	3	CY, SI, FI
$4\% \leq x$	14	BG, CZ, DK, EE, IE, EL, HR, LV, LT, HU, MT, PT, RO, SK
<b>Total</b>	<b>17</b>	

The movements in **nominal net remuneration** are summarised below for the **countries in the sample**:

Range	Member States	
$x < 0\%$	0	
$0\% \leq x < 2\%$	1	IT
$2\% \leq x < 4\%$	3	ES, FR, SE
$4\% \leq x$	6	BE, DE, LU, NL, AT, PL
<b>Total</b>	<b>10</b>	

The movements in **nominal net remuneration** are summarised below for the **remaining countries**:

Range	Member States	
$x < 0\%$	0	
$0\% \leq x < 2\%$	1	CY
$2\% \leq x < 4\%$	5	CZ, IE, MT, SI, FI
$4\% \leq x$	11	BG, DK, EE, EL, HR, LV, LT, HU, PT, RO, SK
<b>Total</b>	<b>17</b>	



**Table 3.6**

(combination of Tables 5.2 and 5.2a from Appendix 1a)

**Average monthly gross and net remuneration in central governments - July 2024**

Country	Currency	Period	Nominal pay (avg.)		Exch	PPP
			Gross	Net	1 € =	1 € =
					01/07/2024	01/07/2024
BE	EUR	Annual	60,484	43,563	1	1
BG	EUR	Month	1,473	1,301	1.956	1.266
CZ	CZK	Month	75,039	60,492	24.93	22.88
DK	DKK	Annual	621,373	381,839	7.458	9.683
DE	EUR	Month	6,640	4,974	1	1.022
EE	EUR	Month	4,562	3,736	1	0.934
IE	EUR	Annual	53,821	42,859	1	1.307
EL	EUR	Month	1,579	1,138	1	0.860
ES	EUR	Annual	50,685	38,116	1	0.923
FR	EUR	Month	3,710	2,950	1	1.142
HR	EUR	Month	2,602	1,900	1	0.823
IT	EUR	Month	2,649	2,011	1	0.876
CY	EUR	Month	3,547	2,784	1	0.794
LV	EUR	Month	3,086	2,284	1	0.841
LT	EUR	Month	2,652	1,757	1	0.867
LU	EUR	Month	9,288	6,612	1	1
HU	HUF	Month	929,263	651,259	397.7	300.3
MT	EUR	Annual	25,829	20,778	1	0.918
NL	EUR	Annual	66,584	44,128	1	1.114
AT	EUR	Month	5,487	4,058	1	1.054
PL	PLN	Month	7,757	6,402	4.319	3.404
PT	EUR	Month	2,536	1,860	1	0.921
RO	RON	Month	9,407	5,837	4.978	3.589
SI	EUR	Month	2,803	2,065	1	0.859
SK	EUR	Month	3,167	2,483	1	0.842
FI	EUR	Month	6,162	4,109	1	1.120
SE	SEK	Month	42,923	34,134	11.34	13.35

1. Gross and net remuneration as supplied by Member States for calculation of specific indicators.  
(monthly values include equivalent of irregular components).

2. Exchange rates and purchasing power parities as used for calculation of correction coefficients.

Note: in accordance with the Staff Regulations, the purchasing power parity for Luxembourg is deemed equal to Brussels.

PPP and ER taken from Table 7 of this year's report (Appendix 1c "Explanations and statistical analyses: correction coefficients").

**Table 3.7**

(combination of Table 2.2 from main report and Table 10 from Appendix 1a)

**Comparison of the net specific indicator and the forecast in nominal and real terms, for the twelve-month period to 1st July 2024**

Country	Net specific indicator in nominal terms			Net specific indicator in real terms		
	Actual	Forecast *	Difference %	Actual	Forecast *	Difference %
BE	107.1	101.6	-5.2	101.6	98.3	-3.2
BG	113.6	111.4	-1.9	110.5	106.3	-3.8
CZ	102.6	104.0	1.4	100.4	101.8	1.4
DK	106.6	106.7	0.1	104.7	103.8	-0.9
DE	108.2	108.3	0.1	105.6	105.6	0.0
EE	105.6	107.2	1.5	102.7	102.7	0.0
IE	103.4	105.2	1.7	101.9	103.1	1.2
EL	107.2	104.1	-2.9	104.6	101.5	-3.0
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
HR	136.5	126.9	-7.0	131.9	121.8	-7.7
IT	101.6	103.8	2.2	100.7	103.0	2.3
CY	101.8	101.9	0.1	98.8	99.5	0.7
LV	106.3	108.0	1.6	104.7	106.4	1.6
LT	111.3	102.9	-7.5	110.2	100.1	-9.2
LU	104.5	102.0	-2.4	101.7	99.9	-1.8
HU	123.3	109.0	-11.6	119.0	103.9	-12.7
MT	103.4	103.0	-0.3	101.2	100.3	-0.9
NL	110.8	103.8	-6.4	107.2	100.6	-6.2
AT	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
PT	105.9	105.8	-0.1	102.7	103.2	0.5
RO	109.9	113.4	3.2	104.4	107.2	2.7
SI	102.6	102.9	0.3	101.0	100.0	-1.0
SK	112.8	111.0	-1.6	110.2	105.2	-4.5
FI	103.8	104.1	0.3	103.3	99.8	-3.4
SE	103.1	104.1	1.0	101.7	101.9	0.2
<b>Total</b>	<b>106.5</b>	<b>106.4</b>	<b>-0.1</b>	<b>103.8</b>	<b>103.5</b>	<b>-0.3</b>

\* Per Intermediate Report.

Total = EU27 average, weighted by GDP in PPS

Relatively big differences are apparent for some countries. This reflects factors arising between the date of the forecasts and the date of the definitive data collection.

**Table 3.8**

(combination of Table 3.1 from main report and Table 11.2 from Appendix 1a)

**Comparison of the gross specific indicator in real terms and the control indicator (per capita compensation of employees in central government)****2023-2024 Eurostat estimates based on data supplied by Member States**

Country	Real gross specific indicator	Control indicator *	Difference (%)
	2024 (2023 = 100)	2024 (2023 = 100)	
BE	100.3	98.8	-1.5
BG	110.5	112.6	1.9
CZ	102.7	104.5	1.8
DK	104.5	99.9	-4.4
DE	106.0	106.8	0.8
EE	102.9	108.8	5.7
IE	103.8	106.0	2.1
EL	103.8	102.6	-1.2
ES	100.0	100.7	0.7
FR	99.5	102.6	3.1
HR	134.2	115.3	-14.1
IT	99.1	105.4	6.3
CY	99.4	104.9	5.5
LV	105.2	112.3	6.7
LT	109.5	107.6	-1.7
LU	101.6	104.8	3.1
HU	120.6	102.1	-15.3
MT	102.0	104.2	2.2
NL	108.1	107.8	-0.3
AT	105.8	103.7	-2.0
PL	107.1	117.0	9.2
PT	103.2	102.9	-0.3
RO	104.2	115.5	10.8
SI	101.4	107.6	6.1
SK	111.8	114.5	2.4
FI	102.0	99.5	-2.5
SE	100.4	102.8	2.4
<b>Total (27)</b>	<b>103.5</b>	<b>105.7</b>	<b>2.1</b>

\* Compensation of employees in central government: Eurostat estimates.

Relatively big differences are apparent for some countries. This reflects conceptual and statistical differences between the specific indicator and the control indicator.

**Table 3.9**

(combination of Table 3.2 from main report and Table 11.4 from Appendix 1a)

**Comparison of the gross specific indicator in nominal terms and the control indicator (labour cost index for total public administration)****2023-2024 Eurostat estimates based on data supplied by Member States**

Country	Nominal gross specific indicator	Control indicator *	Difference (%)
	2024 (2023 = 100)	2024 (2023 = 100)	
BE	105.7	101.6	-3.9
BG	113.6	124.6	9.7
CZ	105.0	103.4	-1.5
DK	106.4	107.3	0.8
DE	108.7	104.7	-3.7
EE	105.8	103.9	-1.8
IE	105.4	105.6	0.2
EL	106.4	101.0	-5.1
ES	103.6	101.8	-1.7
FR	102.0	:	:
HR	138.9	130.4	-6.1
IT	100.0	100.6	0.6
CY	102.4	105.6	3.1
LV	106.8	109.2	2.2
LT	110.6	111.8	1.1
LU	104.4	103.9	-0.5
HU	124.9	106.2	-15.0
MT	104.2	99.8	-4.2
NL	111.8	107.7	-3.7
AT	109.1	105.8	-3.0
PL	110.2	120.5	9.3
PT	106.4	103.3	-2.9
RO	109.7	114.0	3.9
SI	103.0	95.2	-7.6
SK	114.5	109.1	-4.7
FI	102.5	101.4	-1.1
SE	101.8	104.0	2.2
<b>Total (27)</b>	<b>106.2</b>	<b>105.8</b>	<b>-0.4</b>

\* Labour Cost Index: Eurostat estimates.

Relatively big differences are apparent for some countries. This reflects conceptual and statistical differences between the specific indicator and the control indicator.

**Table 3.10**

(combination of Table 3.3 from main report and Table 11.5 from Appendix 1a)

**Comparison of the gross specific indicator in nominal terms and in real terms with the corresponding control indicator (Laspeyres-type index)**

Country	Nominal gross specific indicator	Control indicator	Difference	Real gross specific indicator	Control indicator	Difference
	2024 (2023 = 100)	2024 (2023 = 100)	(%)	2024 (2023 = 100)	2024 (2023 = 100)	(%)
BE	105.7	105.7	0.0	100.3	100.3	0.0
BG	113.6	113.6	0.0	110.5	110.5	0.0
CZ	105.0	105.0	0.0	102.7	102.7	0.0
DK	106.4	106.4	0.0	104.5	104.5	0.0
DE	108.7	108.7	0.0	106.0	106.0	0.0
EE	105.8	105.8	0.0	102.9	102.9	0.0
IE	105.4	105.4	0.0	103.8	103.8	0.0
EL	106.4	106.5	0.1	103.8	103.9	0.1
ES	103.6	103.6	0.0	100.0	100.0	0.0
FR	102.0	101.9	-0.1	99.5	99.4	-0.1
HR	138.9	139.8	0.6	134.2	135.1	0.7
IT	100.0	100.0	0.0	99.1	99.1	0.0
CY	102.4	102.4	0.0	99.4	99.4	0.0
LV	106.8	106.8	0.0	105.2	105.2	0.0
LT	110.6	110.3	-0.3	109.5	109.2	-0.3
LU	104.4	104.4	0.0	101.6	101.6	0.0
HU	124.9	125.2	0.2	120.6	120.8	0.2
MT	104.2	104.2	0.0	102.0	102.0	0.0
NL	111.8	111.8	0.0	108.1	108.1	0.0
AT	109.1	109.1	0.0	105.8	105.8	0.0
PL	110.2	110.2	0.0	107.1	107.1	0.0
PT	106.4	106.3	-0.1	103.2	103.1	-0.1
RO	109.7	109.7	0.0	104.2	104.2	0.0
SI	103.0	103.0	0.0	101.4	101.4	0.0
SK	114.5	114.5	0.0	111.8	111.8	0.0
FI	102.5	102.4	-0.1	102.0	101.9	-0.1
SE	101.8	101.8	0.0	100.4	100.4	0.0
Total	106.2	106.2	0.0	103.5	103.5	0.0

**Table 3.11**

(combination of Table 3.4 from main report and Table 11.6 from Appendix 1a)

**Comparison of the net specific indicator in nominal terms and in real terms with the corresponding control indicator (Laspeyres-type index)**

Country	Nominal net specific indicator	Control indicator	Difference	Real net specific indicator	Control indicator	Difference
	2024 (2023 = 100)	2024 (2023 = 100)	(%)	2024 (2023 = 100)	2024 (2023 = 100)	(%)
BE	107.1	107.1	0.0	101.6	101.6	0.0
BG	113.6	113.6	0.0	110.5	110.5	0.0
CZ	102.6	102.7	0.1	100.4	100.5	0.1
DK	106.6	106.6	0.0	104.7	104.7	0.0
DE	108.2	108.2	0.0	105.6	105.6	0.0
EE	105.6	105.6	0.0	102.7	102.7	0.0
IE	103.4	103.4	0.0	101.9	101.9	0.0
EL	107.2	107.3	0.1	104.6	104.7	0.1
ES	103.4	103.4	0.0	99.8	99.8	0.0
FR	102.4	102.3	-0.1	99.9	99.8	-0.1
HR	136.5	137.3	0.6	131.9	132.7	0.6
IT	101.6	101.6	0.0	100.7	100.7	0.0
CY	101.8	101.8	0.0	98.8	98.8	0.0
LV	106.3	106.3	0.0	104.7	104.7	0.0
LT	111.3	111.0	-0.3	110.2	109.9	-0.3
LU	104.5	104.5	0.0	101.7	101.7	0.0
HU	123.3	123.6	0.2	119.0	119.3	0.3
MT	103.4	103.4	0.0	101.2	101.2	0.0
NL	110.8	110.8	0.0	107.2	107.2	0.0
AT	109.1	109.1	0.0	105.8	105.8	0.0
PL	113.4	113.4	0.0	110.2	110.2	0.0
PT	105.9	105.8	-0.1	102.7	102.6	-0.1
RO	109.9	109.9	0.0	104.4	104.4	0.0
SI	102.6	102.6	0.0	101.0	101.0	0.0
SK	112.8	112.8	0.0	110.2	110.2	0.0
FI	103.8	103.8	0.0	103.3	103.3	0.0
SE	103.1	103.1	0.0	101.7	101.7	0.0
Total	106.5	106.5	0.0	103.8	103.8	0.0

## 4. Combination tables (working time)

The following tables replicate for EU27 the information tables which were included in Chapter 12 of Appendix 1a of the Annual Report separately for the core sample of 10 Member States and the remaining group of 17 Member States:

<b>Table 4.1</b>	Statutory or contractual weekly working hours in central governments (= combination of Tables 12.1 and 12.1a from Appendix 1a)
<b>Table 4.2</b>	Number of days of annual leave in central governments (= combination of Tables 12.2 and 12.2a from Appendix 1a)
<b>Table 4.3</b>	Number of days of public holidays per year (statutory, contractual, etc.) (= combination of Tables 12.3 and 12.3a from Appendix 1a)
<b>Table 4.4</b>	Age of retirement and early retirement in central governments (= combination of Tables 12.4 and 12.4a from Appendix 1a)

**Table 4.1**

(combination of tables 12.1 and 12.1a from Appendix 1a)

**Statutory or contractual weekly working hours in central governments**

Country	Weekly working hours		Remarks
	July 2023	July 2024	
BE	38	38	
BG	40	40	
CZ	40	40	
DK	37	37	
DE	41	41	40 for special family reasons
EE	40	40	
IE	35	35	
EL	40	40	
ES	37:30' - 40	37:30' - 40	
FR	35	35	
HR	40	40	
IT	36	36	
CY	37.5	37.5	
LV	40	40	
LT	40	40	
LU	40	40	
HU	40	40	
MT	40	40	
NL	36	36	
AT	40	40	
PL	40	40	
PT	40	40	
RO	40	40	
SI	40	40	
SK	40	40	
FI	36h 15 min	36h 15min	
SE	39:45'	39:45'	



**Table 4.2**  
(combination of tables 12.2 and 12.2a from Appendix 1a)  
**Number of days annual leave in central governments**

Country	Number of days		Remarks - 2024
	July 2023	July 2024	
BE	26 - 33	26 - 33	Depends on age
BG	20	20	
CZ	25	25	
DK	30	30	
DE	30	30	
EE	35	35	
IE	22-32	22-32	
EL	20-25	20-25	
ES	30	<b>29</b>	Depends on age (seniority)
FR	25	25	2 days bonus maximum
HR	20-30	20-30	Depends on age, years of service and grade
IT	32	32	Under 3 years of service: 30 days
CY	20-29	20-29	Depends on years of service
LV	28	28	
LT	22-37	22-37	Depends on years of service
LU	32-36	32-36	Depends on age (34 from 50, 36 from 55)
HU	:	25	Additional days depending on individual situation (age, grade no of children etc.)
MT	26	<b>30</b>	
NL	23	23	Depends on age (144 statutory hours+64 additional hours (=IKB-hours)+age-dependant additional IKB-hours)
AT	25-30	25-30	Depends on age
PL	26-38	26-38	Depends on age
PT	22	22	
RO	21-25	21-25	Depends on years of service
SI	20-35	20-35	Depends on age and grade (+ another 15 days under special conditions)
SK	25-30	25-30	Depends on age (younger than 33: 25, 33 and older: 30)
FI	30-38	30-38	Depends on years of service
SE	28-35	28-35	Depends on age

Table 4.3

(combination of tables 12.3 and 12.3a from Appendix 1a)

Number of public holidays per year (statutory, contractual, etc)

Country	Number of days		Remarks - 2024
	July 2023	July 2024	
BE	13	13	
BG	11	11	Time off when the public holiday falls on Saturday or Sunday
CZ	8	10	
DK	9 - 10	8-9	
DE	9	10	(Mo-Sa Berlin)
EE	12	12	
IE	10	10	
EL	12	12	
ES	14	16	Time off when the public holiday falls on Sunday
FR	10	10	
HR	14	14	
IT	11	11	
CY	15**	15*	* 1 Saturdays and Sundays, 14 working days ** 6 Saturdays and Sundays, 9 working days
LV	15	16	
LT	16	16	
LU	12	12	
HU	9	11	
MT	14	14	
NL	8	6	
AT	12	13	
PL	8	9	Compensation when public holiday falls on Saturday or Sunday
PT	10	13*	* Includes Saturdays and Sundays
RO	:	:	
SI	11	12	Public holidays on Saturday/Sunday not included in this number
SK	10	13	No compensation
FI	9	10	
SE	13	13	Time off when the public holiday falls on Saturday or Sunday

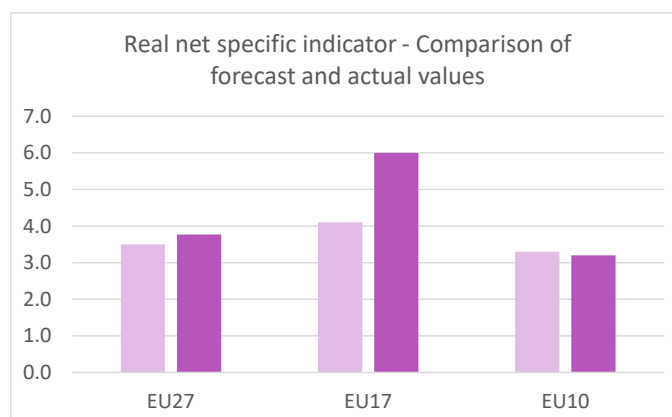
**Table 4.4**  
(combination of tables 12.4 and 12.4a from Appendix 1a)  
**Age of retirement and early retirement in central governments**

Country	Age		Remarks - 2024
	Retirement	Early retirement	
BE	65*	63	* 65 (66 from 2025 and 67 from 2030)
BG	Men: 64 y and 7 m, Women: 62 y and 2m	yes*	* depends on job
CZ	Men 64 y and 2 m, Women 64 y and 2m*	yes**	* Retirement day is a decimal number (years + months). Therefore, the value for this year is the same as the value for the previous year, so that retirement age for both genders remains the same from 2020 (for men and women without children) and from 2037 (for men and women with five or more children). ** first 3 years before pensionable age
DK	67-69*	63-66	* both depend on birthday
DE	67*	63	* variations of retirement depending on date of birth
EE	65	60-62	as from 2021, flexible old-age pension will replace older system - transition period 2021-2025
IE	60-66*	50-65*	* depends on years of service
EL	67	62*	* if 40 years of actual and pensionable public service
ES	65	60-64*	* at least 30 years of service
FR	:	:	
HR	Men 65 Women 63 y 6 m	Men 60 Women 58 y 6 m	
IT	67	Women: 41 y and 10 m, Men: 42 y and 10 m*	* years of contributions; depends on age and sex
CY	65	45*	* 45 y with 3 y in Government Post. Lump sum received immediately while monthly pension at 55 y
LV	64 y and 9 m	62 y and 9 m	
LT	Men 64 y and 8 m Women 64 y 4 m	5 years till the set age of retirement*	
LU	60	57	
HU	65	*	*Women allowed to retire after 40 years' service period even if they are younger than 65.
MT	64	Yes*	* on proved medical ground
NL	67	From 60 y on	
AT	65	62	
PL	60 women/65 men*	55 women/ 60 men**	* depends on sex ** depends on sex and years of work
PT	66 y and 4 m	60*	* 40 years of contribution
RO	:	:	
SI	60	60	depending on age and contributions/conditions
SK	57-62*	55-60**	* depends on age and sex ** early retirement max. 2 y before normal age
FI	64-69	61	
SE	65	yes*	* depends on age

## 5. Comparison of EU27 and EU10 indicators

The following table compares the headline values calculated for global specific indicators and for control indicators, for the whole EU27 and for the core sample of 10 countries specified in the Staff Regulations, for the **twelve-month period July 2023-July 2024**.

Indicator	EU27	EU10
Global specific indicator (change in the <b>net</b> remuneration of central government civil servants) in nominal terms	+6.5 % (106.5)	+5.8 % (105.8)
Global specific indicator (change in the <b>net</b> remuneration of central government civil servants) in real terms	+3.8 % (103.8)	+3.2 % (103.2)
...residual six months	+3.8 % (103.8)	+3.2 % (103.2)
Global specific indicator (change in the <b>gross</b> remuneration of central government civil servants) in nominal terms	+6.2 % (106.2)	+5.4 % (105.4)
Global specific indicator (change in the <b>gross</b> remuneration of central government civil servants) in real terms	+3.5 % (103.5)	+2.7 % (102.7)
Initial forecast of global specific indicator (change in the <b>net</b> remuneration of central government civil servants) in nominal terms	+6.4 % (106.4)	+6.0 % (106.0)
Initial forecast of global specific indicator (change in the <b>net</b> remuneration of central government civil servants) in real terms	+3.5 % (103.5)	+3.3 % (103.3)
...of which 50% (initial six months) if negative	0 % (100)	0 % (100)
Control indicator: per capita compensation of employees in central government in real terms	+5.7 % (105.7)	+5.4 % (105.4)
Control indicator: labour cost index of public administrations in nominal terms	+5.8 % (105.8)	+5.2 % (105.2)
Average inflation rate (harmonised index of consumer prices)	+2.6 % (102.6)	+2.6 % (102.6)
Initial forecast of average inflation rate (harmonised index of consumer prices)	+2.8 % (102.8)	+2.6 % (102.6)



## 6. Hypothetical annual update of remuneration and pensions in Belgium and Luxembourg

The adjustment of the nominal remuneration of EU officials in Belgium and Luxembourg with effect from July 2024, which is necessary to ensure parallel development of purchasing power with national civil servants in the core sample of 10 Member States defined in the Staff Regulations, before consideration of the Exception Clause and the Moderation Clause, is presented in Chapter 5 of the main report <sup>(10)</sup>.

This chapter presents the corresponding hypothetical calculation which would ensure parallel development with the EU27 as a whole.

Taking into account the figures reported in Table 3.1 in Chapter 3 of this Appendix 'Nominal and real changes in the remuneration of national civil servants in the twelve-month period to 1<sup>st</sup> July 2024 (1.7.2023 = 100)', and the movement in the joint Belgium-Luxembourg index reported in Chapter 4 of the main report, the hypothetical update for the EU27 is equal to:

### Annual update (EU27)

$$\frac{103.8 \times 105.1}{100} - 100 = +9.1 \%$$

(This is *higher* than the corresponding value for the core sample, +8.5%).

On the basis of the intermediate report issued by Eurostat in May 2024<sup>(11)</sup>, there was a general update with effect from January 2024, calculated only on the basis of the evolution of the joint Belgium-Luxembourg index for the six-month reference period, because the global specific indicator for the core sample was positive. As the global specific indicator for the EU27 is also positive, the hypothetical equivalent intermediate update for the EU27 is identical, and equal to:

### Intermediate update (EU27)

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

Consequently, the hypothetical residual adjustment for the EU27 with effect from July 2024 would be:

### Residual update (EU27)

$$\frac{103.8 \times 102.0}{100} - 100 = +5.9 \%$$

(This is *higher* than the corresponding value for the core sample, +5.3%).

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

<sup>(10)</sup> Ares(2024)7737647

<sup>(11)</sup> Ares(2024)3646915