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COMMISSION STAFF WORKING PAPER

**2013 Eurostat Report on
the annual adjustment of remuneration and pensions of EU officials**

Accompanying the document

Proposal for a Council Regulation

**adjusting with effect from 1 July 2013 the correction coefficients applied to the
remuneration and pensions of officials and other servants of the European Union**

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EXECUTIVE SUMMARY

Annex XI of the Staff Regulations sets out rules for implementing Articles 64 and 65 of the Staff Regulations. These are supplemented by procedural manuals adopted by the Working Groups on Articles 64 & 65 of the Staff Regulations which meet periodically in Luxembourg, and other applicable legislation and international agreements.

The version of Annex XI adopted in May 2004 expired with effect from 31 December 2012 although Articles 64 and 65 continued to apply. Owing to the legislative void, the modalities to be followed for the Eurostat report covering the period July 2012 – July 2013 were discussed at the meeting of the Article 65 Working Group held in Luxembourg in March 2013 and at the joint meeting of the Articles 64 & 65 Working Groups held in Luxembourg in September 2013.

A new version of Annex XI was subsequently adopted in October 2013. This takes effect from 1 January 2014, however the annual adjustment of remuneration and pensions in Belgium and Luxembourg is temporarily suspended by Article 65(3) which introduces an immediate two-year pay freeze.

In these circumstances, this report presents only the information required for the annual adjustment of remuneration and pensions outside Belgium/Luxembourg, namely:

- correction coefficients for staff working outside Brussels (Intra-EU and Extra-EU);
- correction coefficients for pensioners living outside Belgium.

The correction coefficients which apply to remuneration outside Belgium and Luxembourg in order to maintain equality of purchasing power, are provided in Tables 5 and 9 for staff serving in Intra-EU and Extra-EU duty stations respectively.

The correction coefficients which apply to pensions outside Belgium and Luxembourg in order to maintain equality of purchasing power, are provided in Table 7.

INTRODUCTION

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, Eurostat hereby presents its report for the twelve months to July 2013.

Annex XI of the Staff Regulations describes rules for implementing Articles 64 and 65 of the Staff Regulations, ie. the method for the annual adjustment of remuneration and pension of European officials. These rules are supplemented by procedural manuals adopted by the Working Groups on Articles 64 & 65 of the Staff Regulations which meet periodically in Luxembourg, and other applicable legislation and international agreements¹.

The version of Annex XI adopted in May 2004² expired with effect from 31 December 2012 although Articles 64 and 65 continued to apply. Owing to the legislative void, the modalities to be followed for the Eurostat report covering the period July 2012 – July 2013 were discussed at the meeting of the Article 65 Working Group held in Luxembourg in March 2013 and at the joint meeting of the Articles 64 & 65 Working Groups held in Luxembourg in September 2013.

A new version of Annex XI was subsequently adopted in October 2013³. This takes effect from 1 January 2014, however the annual adjustment of remuneration and pensions in Belgium and Luxembourg is temporarily suspended by Article 65(3) which introduces an immediate two-year pay freeze.

In these circumstances, the annual adjustments shall accordingly be determined by the following factors:

- economic parities between Brussels and elsewhere (correction coefficients) using the same calculation approach as 2003-2012 (current manual A64/11/27 for Intra-EU and A64/11/28 for Extra-EU).

Chapters 1 to 3 of this report examine respectively:

- Economic parities between Brussels and other locations outside Belgium and Luxembourg, for staff (intra-EU),
- Economic parities between Brussels and locations outside the European Union, for staff (extra-EU), and
- Economic parities between Belgium and other member states, for pensioners.

All figures and calculations contained in this report relating to intra-EU locations are based on data supplied by the responsible authorities in the Member States with the exception of information about the consumption patterns of EU officials, which is collected directly by surveys. Information for extra-EU locations is compiled in collaboration with the United

¹ 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 2009 trilateral international memorandum of understanding (Eurostat / UN International Civil Service Commission / International Section on Remuneration and Prices of the Coordinated Organisations); the ILO 1973 Resolution on household surveys; the LFS Regulation (577/1998); the SES and LCS Regulation (530/1999).

² Council Regulation No.723/2004 of 22 March 2004 amending the Staff Regulations of officials of the European Communities and the Conditions of Employment of other servants of the European Communities.

³ The compromise text voted by European Parliament on 2.7.2013 was adopted by the TTE Council on 10.10.2013; signature is anticipated during Parliamentary Session in Strasbourg 21-25.10.2013; publication in Official Journal is expected by 31.10.2013

Nations International Civil Service Commission and the International Section on Remuneration and Prices of the Coordinated Organisations. More information on methodology, detailed results and statistical analysis is available in the appendices to this report and detailed procedural manuals⁴.

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⁴ Document A64/11/27 describes the methodology for the calculation of intra-EU correction coefficients (and the calculation of the Brussels International Index);
Document A64/11/28 describes the methodology for the calculation of extra-EU correction coefficients.

1. CORRECTION COEFFICIENTS FOR STAFF OUTSIDE BELGIUM AND LUXEMBOURG

1.1. Adjustment of remuneration and pensions outside Belgium and Luxembourg

The value of the annual adjustment for duty station locations outside Brussels (active staff) and places of residence outside Belgium (pensioners) is equal to the product of the annual adjustment for Brussels (active staff) or Belgium (pensioners) multiplied by the change in the economic parities between Brussels and the duty station (active staff) or Belgium and the country (pensioners).

In accordance with Article 65(3) of the Staff Regulations adopted in October 2013, the annual adjustment for Brussels (active staff) or Belgium (pensioners) is zero (ie. a pay freeze).

However, in order to maintain equivalence of purchasing power, it is still necessary to take into account changes in economic parities between Brussels and elsewhere.

For the 2012-13 exercise it was agreed at the meeting of the Article 65 Working Group held in Luxembourg in March 2013 and at the joint meeting of the Articles 64 & 65 Working Group held in Luxembourg in September 2013 to calculate economic parities between Brussels and elsewhere using the same calculation method as for 2003-2012 (current manual A64/11/27 for Intra-EU and A64/11/28 for Extra-EU), with the change in the cost of living in Brussels (Belgium) being measured by the Harmonised Index of Consumer Prices for Belgium.

In accordance with Article 3(5) of Annex XI no correction coefficient is applicable in Belgium or Luxembourg.

1.2. Correction coefficients for staff outside Belgium and Luxembourg⁵

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 pattern 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, 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 Belgium and Luxembourg are measured by the implicit price indices which are calculated as the product of the Harmonised Index of Consumer Prices for Belgium (HICP) and the changes in the economic parities between Brussels and those other places. Table 4 shows these changes for the year to July 2013.

⁵ A separate chapter is prepared concerning correction coefficients for duty stations outside the European Union, to which the additional provisions of Annex X to the Staff Regulations also apply.

Table 4

**Changes in the economic parities in the twelve months to 1st July 2013
(for staff)**

Country Place of employment	Parity 1.7.2012	Parity 1.7.2013	Change (%)	Implicit price index
BE/LU Brussels/Luxembourg	1.000	1.000	0.0%	1.5
BG Sofia	1.143	1.125	-1.6%	-0.1
CZ Prague	20.80	20.72	-0.4%	1.1
DK Copenhagen	10.06	10.06	0.0%	1.5
DE Berlin	0.958	0.968	1.0%	2.5
Bonn	0.941	0.949	0.9%	2.4
Karlsruhe	0.938	0.928	-1.0%	0.4
Munich	1.064	1.082	1.7%	3.2
EE Tallinn	0.776	0.789	1.7%	3.2
IE Dublin	1.106	1.130	2.1%	3.7
EL Athens	0.905	0.912	0.8%	2.4
ES Madrid	0.971	0.963	-0.8%	0.7
FR Paris	1.177	1.174	-0.2%	1.2
HR Zagreb	5.911	5.961	0.9%	2.4
IT Rome	1.042	1.044	0.2%	1.7
Varese	0.934	0.928	-0.6%	0.8
CY Nicosia	0.841	0.837	-0.5%	1.0
LV Riga	0.5408	0.5343	-1.2%	0.3
LT Vilnius	2.467	2.484	0.7%	2.2
HU Budapest	225.3	224.4	-0.4%	1.1
MT Valletta	0.833	0.844	1.3%	2.8
NL The Hague	1.053	1.089	3.4%	5.0
AT Vienna	1.064	1.083	1.8%	3.3
PL Warsaw	3.180	3.154	-0.8%	0.7
PT Lisbon	0.835	0.831	-0.5%	1.0
RO Bucharest	3.064	3.107	1.4%	2.9
SI Ljubljana	0.853	0.854	0.1%	1.6
SK Bratislava	0.797	0.802	0.6%	2.1
FI Helsinki	1.221	1.237	1.3%	2.8
SE Stockholm	11.61	11.64	0.2%	1.7
UK London	1.181	1.188	0.6%	2.1
Culham	0.8987	0.9179	2.1%	3.7

The correction coefficients applicable to the salaries of the European institution officials working in the capitals and places of employment other than Brussels and Luxembourg 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.

Table 5 shows the calculation of the correction coefficients at July 2013 for places of employment situated in the European Union territory for which correction coefficients have been set.

Table 5
Calculation of correction coefficients at 1st July 2013
(for staff)

Country Place of employment	Parity [1]	Exchange rate [2]	Correction coefficient 100 * [1] / [2]
BE/LU Brussels/Luxembourg	1.000	1.000	100.0
BG Sofia	1.125	1.956	57.5
CZ Prague	20.72	25.89	80.0
DK Copenhagen	10.06	7.459	134.8
DE Berlin	0.968	1.000	96.8
Bonn	0.949	1.000	94.9
Karlsruhe	0.928	1.000	92.8
Munich	1.082	1.000	108.2
EE Tallinn	0.789	1.000	78.9
IE Dublin	1.130	1.000	113.0
EL Athens	0.912	1.000	91.2
ES Madrid	0.963	1.000	96.3
FR Paris	1.174	1.000	117.4
HR Zagreb	5.961	7.454	80.0
IT Rome	1.044	1.000	104.4
Varese	0.928	1.000	92.8
CY Nicosia	0.837	1.000	83.7
LV Riga	0.5343	0.7021	76.1
LT Vilnius	2.484	3.453	71.9
HU Budapest	224.4	295.0	76.1
MT Valletta	0.844	1.000	84.4
NL The Hague	1.089	1.000	108.9
AT Vienna	1.083	1.000	108.3
PL Warsaw	3.154	4.320	73.0
PT Lisbon	0.831	1.000	83.1
RO Bucharest	3.107	4.452	69.8
SI Ljubljana	0.854	1.000	85.4
SK Bratislava	0.802	1.000	80.2
FI Helsinki	1.237	1.000	123.7
SE Stockholm	11.64	8.756	132.9
UK London	1.188	0.8531	139.2
Culham	0.9179	0.8531	107.6

2. CORRECTION COEFFICIENTS FOR PENSIONERS OUTSIDE BELGIUM AND LUXEMBOURG

The Staff Regulations which are in force since 1 May 2004 stipulate the creation of correction coefficients for pensioners separate from those used for staff remuneration. The 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.

This section presents the calculated values of the economic parities and the correction coefficients for pensioners. 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 Harmonised Index of Consumer Prices (HICP) for Belgium and the changes in the economic parities between Belgium and the Member States.

Table 6 shows these changes for the year to July 2013.

Table 6
Changes in the economic parities in the twelve months to 1st July 2013
(for pensioners)

Country	Parity 1.7.2012	Parity 1.7.2013	Change (%)	Implicit price index
BE/LU	1.000	1.000	0.0%	1.5
BG	1.122	1.112	-0.9%	0.6
CZ	19.24	19.36	0.6%	2.1
DK	9.461	9.862	4.2%	5.8
DE	0.966	0.965	-0.1%	1.4
EE	0.780	0.792	1.6%	3.1
IE	1.045	1.058	1.2%	2.7
EL	0.890	0.917	3.0%	4.5
ES	0.909	0.913	0.3%	1.8
FR	1.092	1.092	0.0%	1.5
HR	5.553	5.590	0.7%	2.2
IT	0.974	0.979	0.5%	2.0
CY	0.874	0.869	-0.5%	1.0
LV	0.5214	0.5176	-0.7%	0.8
LT	2.401	2.454	2.2%	3.7
HU	197.7	197.8	0.0%	1.5
MT	0.837	0.845	1.0%	2.5
NL	1.009	1.056	4.7%	6.2
AT	1.032	1.048	1.6%	3.1
PL	2.845	2.851	0.2%	1.7
PT	0.828	0.851	2.7%	4.3
RO	2.669	2.780	4.2%	5.7
SI	0.812	0.806	-0.8%	0.7
SK	0.735	0.732	-0.3%	1.2
FI	1.138	1.149	1.0%	2.5
SE	10.90	10.89	0.0%	1.5
UK	0.9503	0.9683	1.9%	3.4

Table 7 shows the correction coefficients for all member States (relative to Belgium) calculated for the pensioners at July 2013.

Table 7
Calculation of correction coefficients at 1st July 2013
(for pensioners)

Country	Parity	Exchange rate	Correction coefficient
	[1]	[2]	100 * [1] / [2]
BE/LU	1.000	1.000	100.0
BG	1.112	1.956	56.8
CZ	19.36	25.89	74.8
DK	9.862	7.459	132.2
DE	0.965	1.000	96.5
EE	0.792	1.000	79.2
IE	1.058	1.000	105.8
EL	0.917	1.000	91.7
ES	0.913	1.000	91.3
FR	1.092	1.000	109.2
HR	5.590	7.454	75.0
IT	0.979	1.000	97.9
CY	0.869	1.000	86.9
LV	0.5176	0.7021	73.7
LT	2.454	3.453	71.1
HU	197.8	295.0	67.0
MT	0.845	1.000	84.5
NL	1.056	1.000	105.6
AT	1.048	1.000	104.8
PL	2.851	4.320	66.0
PT	0.851	1.000	85.1
RO	2.780	4.452	62.4
SI	0.806	1.000	80.6
SK	0.732	1.000	73.2
FI	1.149	1.000	114.9
SE	10.893	8.756	124.4
UK	0.9683	0.8531	113.5

3. CORRECTION COEFFICIENTS FOR STAFF SERVING OUTSIDE THE EUROPEAN UNION

Since 1989 the Staff Regulations also stipulate the creation of correction coefficients for staff serving in duty stations outside the European Union. An important difference is that expenditure on housing, on education, and on healthcare is not taken into account as specific arrangements are made for these. Price data for remaining expenditure items is taken from “place-to-place” surveys undertaken in collaboration with the United Nations International Civil Service Commission and the International Section on Remuneration and Prices of the Coordinated Organisations, rather than from surveys run directly by national authorities. This is used to establish economic parities with Brussels, which are subsequently updated using published national consumer price indices (relative to the harmonised index of consumer prices for Belgium). Another important difference is that in accordance with Annex X of the Staff Regulations, correction coefficients are only applied at the specific request of the EU official, irrespective whether they are above or below 100.

This section presents the calculated values of the economic parities and the correction coefficients for extra-EU staff. Information is compiled for a list of 143 duty stations, however economic parities are not presented where data is unavailable or unreliable due to local instability or other reasons. The total changes in the cost of living are measured by the implicit indices which are calculated as the product of the Harmonised Index of Consumer Prices for Belgium (HICP) and the changes in the economic parities between Brussels and the duty station concerned.

Table 8 shows these changes for the year to July 2013.

Table 8
Changes in the economic parities in the twelve months to 1st July 2013
(for staff serving in Extra- EU delegations)

NPAYS		PAYS	VILLE	Economic parities	Economic parities	CHANGE (%)
				Jul-12	Jul-13	Jul 2013- July 2012
127	(3)	Afghanistan	Kabul	0	0	
128		Albania	Tirana	82.84	82.78	-0.1
49		Algeria	Algiers	75.86	75.76	-0.1
97		Angola	Luanda	160.0	172.1	7.6
70	(3)	Argentina	Buenos Aires	3.706	0	
133		Armenia	Yerevan	407.5	423.1	3.8
85	(4)	Australia	Canberra	1.524	1.485	-2.6
135	(4)	Azerbaijan	Baku	1.146	1.024	-10.6
71		Bangladesh	Dhaka	57.29	60.05	4.8
68		Barbados	Bridgetown	3.228	3.182	-1.4
142		Belarus	Minsk	6304	7263	15.2
87	(4)	Belize	Belize (Belmopan)	1.761	1.882	6.9
37		Benin	Cotonou	666.1	657.7	-1.3
72		Bolivia	La Paz	6.022	6.241	3.6
303		Bosnia and Herzegovina	Banja Luka	1.246	1.217	-2.3
228		Bosnia and Herzegovina	Sarajevo	1.473	1.438	-2.4
36		Botswana	Gaberone	5.800	6.062	4.5
4		Brazil	Brasilia	2.500	2.581	3.2
79		Burkina Faso	Ouagadougou	628.1	626.2	-0.3
35	(4)	Burundi	Bujumbura	0	1261	
143		Cambodia	Phnom Penh	4428	4352	-1.7
69		Cameroon	Yaounde	608.2	606.2	-0.3
9		Canada	Ottawa	1.205	1.189	-1.3
81		Cape Verde	Praia	78.73	78.24	-0.6
34	(4)	Central African Republic	Bangui	716.1	666.9	-6.9
65		Chad	Ndjamena	731.0	736.8	0.8
44		Chile	Santiago	448.6	437.2	-2.5
74	(4)	China	Beijing	8.357	7.605	-9.0
118		Colombia	Bogota	2142	2142	0.0
57	(4)	Comoros	Moroni	0	371.0	
33		Congo	Brazzaville	736.5	799.9	8.6
88		Costa Rica	San Jose	619.0	631.9	2.1
29		Côte d'Ivoire	Abidjan	626.2	634.6	1.3
148		Croatia	Zagreb	5.785	5.821	0.6
149	(1)(4)	Cuba	Havana	1.007	0.9525	-5.4
43	(1)(4)	Democratic Republic of Congo	Kinshasa	2.169	1.944	-10.4
32	(4)	Djibouti	Djibouti	235.7	214.2	-9.1
54		Dominican Republic	Santo Domingo	32.01	33.21	3.7
117	(1)	Ecuador	Quito	0.9882	0.9947	0.7
13		Egypt	Cairo	5.400	5.680	5.2
152	(1)	El Salvador	San Salvador	0.9701	0.9560	-1.5
236	(4)	Eritrea	Asmara	24.09	24.67	2.4
31		Ethiopia	Addis Ababa	20.80	21.89	5.2
23		Fiji	Suva	1.685	1.639	-2.7
229		Former Yugoslav Republic of Macedonia	Skopje	36.16	36.47	0.9
76		Gabon	Libreville	670.2	648.2	-3.3
51		Gambia	Banjul	29.61	31.22	5.4
157		Georgia	Tbilisi	1.577	1.543	-2.2
39		Ghana	Accra	1.917	2.075	8.2
119		Guatemala	Guatemala City	7.980	8.092	1.4
98		Guinea	Conakry	6371	6980	9.6
45		Guinea-Bissau	Bissau	615.5	605.6	-1.6
30		Guyana	Georgetown	181.6	179.8	-1.0

NPAYS		PAYS	VILLE	Economic parities	Economic parities	CHANGE (%)
				Jul-12	Jul-13	Jul 2013- July 2012
77		Haiti	Port-au-Prince	47.18	48.81	3.5
99		Honduras	Tegucigalpa	20.20	20.69	2.4
105		Hong Kong	Hong Kong	10.43	10.45	0.2
307		Iceland	Reykjavik	154.8	157.5	1.7
80		India	New Delhi	46.98	49.68	5.7
300		Indonesia	Banda Aceh	8837	9094	2.9
40		Indonesia	Jakarta	9639	9932	3.0
163	(3)	Iraq	Baghdad	0	0	
38		Israel	Tel-Aviv	5.052	5.076	0.5
100		Jamaica	Kingston	118.8	123.8	4.2
8	(4)	Japan	Tokyo	158.7	144.0	-9.3
50		Jordan	Amman	0.8632	0.9240	7.0
301		Kazakhstan	Astana	188.0	196.4	4.5
28		Kenya	Nairobi	91.29	92.28	1.1
304		Kosovo	Pristina	0.6882	0.7282	5.8
168		Kyrgyzstan	Bichkek	46.34	48.77	5.2
171		Laos	Vientiane	8978	9166	2.1
2		Lebanon	Beirut	1650	1570	-4.8
27		Lesotho	Maseru	6.421	6.479	0.9
46	(1)(4)	Liberia	Monrovia	1.449	1.504	3.8
308	(3)	Libya	Tripoli	0	0	
47		Madagascar	Antananarivo	2341	2429	3.8
26		Malawi	Lilongwe	204.2	251.9	23.4
121		Malaysia	Kuala Lumpur	3.090	3.066	-0.8
104		Mali	Bamako	668.9	663.7	-0.8
91		Mauritania	Nouakchott	236.2	239.9	1.6
90		Mauritius	Port Louis	31.40	31.65	0.8
78		Mexico	Mexico City	12.21	12.66	3.7
185		Moldova	Chisinau	10.36	10.66	2.9
187		Montenegro	Podgorica	0.6372	0.6349	-0.4
1		Morocco	Rabat	7.859	7.845	-0.2
25		Mozambique	Maputo	30.62	31.95	4.3
311	(4)	Myanmar	Yangon	0	745.8	
113		Namibia	Windhoek	8.432	8.744	3.7
60		Nepal	Kathmandu	80.60	85.32	5.9
106		New Caledonia	NouMea	134.1	133.4	-0.5
190		New Zealand	Wellington	1.771	1.730	-2.3
59		Nicaragua	Managua	17.49	18.44	5.4
62		Niger	Niamey	548.4	543.2	-0.9
126		Nigeria	Abuja	205.1	214.8	4.7
103		Norway	Oslo	10.46	10.38	-0.8
41		Pakistan	Islamabad	63.76	65.63	2.9
194	(1)	Panama	Panama City	0.8365	0.8445	1.0
22		Papua New Guinea	Port Moresby	3.774	3.680	-2.5
195		Paraguay	Asuncion	3821	3776	-1.2
61		Peru	Lima	3.115	3.138	0.7
108		Philippines	Manilla	44.10	44.45	0.8
114	(4)	Russia	Moscow	43.58	47.88	9.9
21		Rwanda	Kigali	702.6	696.0	-0.9
42		Samoa	Apia	3.004	2.969	-1.2
48		Saudi Arabia	Riyadh	3.597	3.645	1.3
20		Senegal	Dakar	602.6	610.3	1.3
231		Serbia	Belgrade	78.59	83.27	6.0
19		Sierra Leone	Freetown	6407	6948	8.4
207		Singapore	Singapore	2.039	1.990	-2.4
101		Solomon Islands	Honair	11.34	11.60	2.3

			Economic parities	Economic parities	CHANGE (%)	
NPAYS		PAYS	VILLE	Jul-12	Jul-13	Jul 2013- July 2012
124		South Africa	Pretoria	6.387	6.702	4.9
73	(4)	South Korea	Seoul	1637	1473	-10.0
224	(3)	South-Sudan	Juba	0	0	
64		Sri Lanka	Colombo	119.5	122.9	2.8
63		Sudan	Khartoum	4.248	5.479	29.0
94		Suriname	Paramaribo	2.707	2.649	-2.1
17		Swaziland	Mbabane	6.916	7.019	1.5
235		Switzerland	Bern	1.549	1.520	-1.9
82		Switzerland	Geneva	1.565	1.536	-1.9
7	(3)	Syria	Damascus	59.26	0	
216		Taiwan	Taipei	34.33	33.79	-1.6
215		Tajikistan	Duschanbe	4.099	4.274	4.3
15		Tanzania	Dar es Salaam	1402	1467	4.6
6		Thailand	Bangkok	32.81	32.88	0.2
302	(1)	Timor Leste	Dili	1.487	1.588	6.8
66		Togo	Lome	546.2	545.3	-0.2
58		Trinidad and Tobago	Port-of-Spain	6.886	6.945	0.9
56		Tunisia	Tunis	1.313	1.391	5.9
67		Turkey	Ankara	2.130	2.249	5.6
309	(4)	Turkmenistan	Ashkhabad	0	2.208	
16		Uganda	Kampala	2405	2459	2.2
220		Ukraine	Kiev	8.223	8.002	-2.7
310	(3)	United Arab Emirates	Abu Dhabi	0	0	
112		United States	New York	1.253	1.246	-0.6
10		United States	Washington	1.213	1.212	-0.1
5		Uruguay	Montevideo	25.03	26.25	4.9
192	(4)	Uzbekistan	Tachkent	1280	1582	23.6
53	(4)	Vanuatu	Port Vila	154.3	143.8	-6.8
3		Venezuela	Caracas	5.734	7.313	27.5
125		Vietnam	Hanoi	14902	15308	2.7
234		West Bank — Gaza Strip	East Jerusalem	5.301	5.344	0.8
55	(4)	Yemen	Sana'a	237.9	239.9	0.8
96		Zambia	Lusaka	6486	6.854	-99.9
14	(3)	Zimbabwe	Harare	0	0	

(1) 1 euro = USD (Cuba, El Salvador, Ecuador, Liberia, Timor Leste, Panama, D.R.Congo)

(2) Brussels = 100%

(3) Not available due to local instability or unreliable data

(4) New UN P2P processed

Table 9 shows the correction coefficients for all extra-EU duty stations (relative to Belgium) calculated at July 2013.

Table 9
Calculation of correction coefficients at 1st July 2013
(for staff serving in Extra- EU delegations)

Code	Country	City	Parity	Exchange rate	Correction coefficient
			[1]	[2]	100 * [1] / [2]
127	Afghanistan	Kabul	0	0	0
128	Albania	Tirana	82.78	140.580	58.9
49	Algeria	Algiers	75.76	104.367	72.6
97	Angola	Luanda	172.1	127.217	135.3
70	Argentina	Buenos Aires	0	0	0
133	Armenia	Yerevan	423.1	539.500	78.4
85	Australia	Canberra	1.485	1.39950	106.1
135	Azerbaijan	Baku	1.024	1.02236	100.2
71	Bangladesh	Dhaka	60.05	101.996	58.9
68	Barbados	Bridgetown	3.182	2.62036	121.4
142	Belarus	Minsk	7263	11550.0	62.9
87	Belize	Belize (Belmopan)	1.882	2.63246	71.5
37	Benin	Cotonou	657.7	655.957	100.3
72	Bolivia	La Paz	6.241	9.00511	69.3
303	Bosnia and Herzegovina	Banja Luka	1.217	1.95583	62.2
228	Bosnia and Herzegovina	Sarajevo	1.438	1.95583	73.5
36	Botswana	Gaborone	6.062	11.2867	53.7
4	Brazil	Brasilia	2.581	2.84200	90.8
79	Burkina Faso	Ouagadougou	626.2	655.957	95.5
35	Burundi	Bujumbura	1261	2013.63	62.6
143	Cambodia	Phnom Penh	4352	5361.50	81.2
69	Cameroon	Yaounde	606.2	655.957	92.4
9	Canada	Ottawa	1.189	1.35990	81.4
81	Cape Verde	Praia	78.24	110.265	71.0
34	Central African Republic	Banqui	666.9	655.957	101.7
65	Chad	Ndjamena	736.8	655.957	112.3
44	Chile	Santiago	437.2	669.063	65.3
74	China	Beijing	7.605	8.01320	94.9
118	Colombia	Bogota	2142	2532.08	84.6
57	Comoros	Moroni	371.0	491.968	75.4
33	Congo	Brazzaville	799.9	655.957	121.9
88	Costa Rica	San Jose	631.9	650.623	97.1
29	Côte d'Ivoire	Abidjan	631.6	655.957	96.7
148	Croatia	Zagreb	5.821	7.45400	78.1
149	Cuba	Havana	0.9525	1.30820	73.1
43	Democratic Republic of Congo	Kinshasa	1.944	1.30820	149.2
32	Djibouti	Djibouti	214.2	231.606	92.5
54	Dominican Republic	Santo Domingo	33.21	54.4065	61.0
117	Ecuador	Quito	0.9947	1.30820	76.3
13	Egypt	Cairo	5.680	9.17140	61.9
152	El Salvador	San Salvador	0.9560	1.30820	73.4
236	Eritrea	Asmara	24.67	20.0867	123.1
31	Ethiopia	Addis Ababa	21.89	24.3471	89.9
23	Fiji	Suva	1.639	2.48509	66.0
229	Former Yugoslav Republic of Macedonia	Skopje	36.47	61.6850	59.1
76	Gabon	Libreville	648.2	655.957	98.8
51	Gambia	Banjul	31.22	51.0000	61.2
157	Georgia	Tbilisi	1.543	2.16590	71.2
39	Ghana	Accra	2.075	2.62335	79.1
119	Guatemala	Guatemala City	8.092	10.1982	79.3
98	Guinea	Conakry	6980	9033.17	77.3
45	Guinea-Bissau	Bissau	605.6	655.957	92.3
30	Guyana	Georgetown	179.8	270.215	66.5
77	Haiti	Port-au-Prince	48.81	57.0893	85.5
99	Honduras	Togucigalpa	20.69	26.5996	77.8
105	Hong Kong	Hong Kong	10.45	10.1092	103.4
307	Iceland	Reykjavik	157.5	162.050	97.2
80	India	New Delhi	49.68	78.4530	63.3
300	Indonesia	Bandj Aceli	9094	12936.1	70.3
40	Indonesia	Jakarta	9932	12936.1	76.8

Code	Country	City	Parity	Exchange rate	Correction coefficient
			[1]	[2]	100 * [1] / [2]
163	Iraq	Baghdad	0	0	0
38	Israel	Tel-Aviv	5.076	4.73800	107.1
100	Jamaica	Kingston	123.8	131.208	94.4
8	Japan	Tokyo	144.0	127.930	112.6
50	Jordan	Amman	0.9240	0.923969	100.0
301	Kazakhstan	Astana	196.4	198.460	99.0
28	Kenya	Nairobi	92.28	112.916	81.7
304	Kosovo	Pristina	0.7282	1.00000	72.8
168	Kyrgyzstan	Bichkek	48.77	63.3131	77.0
171	Laos	Vientiane	9166	10127.0	90.5
2	Lebanon	Beirut	1570	1964.57	79.9
27	Lesotho	Maseru	6.479	12.9640	50.0
46	Liberia	Monrovia	1.504	1.30820	115.4
308	Libya	Tripoli	0	0	0
47	Madagascar	Antananarivo	2429	2865.05	84.8
26	Malawi	Lilongwe	251.9	438.269	57.5
121	Malaysia	Kuala Lumpur	3.066	4.13620	74.1
104	Mali	Bamako	663.7	655.957	101.2
91	Mauritania	Nouakchott	239.9	396.710	60.5
90	Mauritius	Port Louis	31.65	40.3387	78.5
78	Mexico	Mexico City	12.66	17.0117	74.4
185	Moldova	Chisinau	10.66	16.2640	65.5
187	Montenegro	Podgorica	0.6349	1.00000	63.5
1	Morocco	Rabat	7.845	11.1215	70.5
25	Mozambique	Maputo	31.95	38.5000	83.0
311	Myanmar	Yangon	745.8	1227.61	60.8
113	Namibia	Windhoek	8.744	12.9640	67.4
60	Nepal	Kathmandu	85.32	125.865	67.8
106	New Caledonia	NouMea	133.4	119.332	111.8
190	New Zealand	Wellington	1.730	1.66400	104.0
59	Nicaragua	Managua	18.44	32.1974	57.3
62	Niger	Niamey	543.2	655.957	82.8
126	Nigeria	Abuja	214.8	202.198	106.2
103	Norway	Oslo	10.38	7.88100	131.7
41	Pakistan	Islamabad	65.63	128.896	50.9
194	Panama	Panama City	0.8445	1.30320	64.8
22	Papua New Guinea	Port Moresby	3.680	2.85144	129.1
195	Paraguay	Asuncion	3776	5830.52	64.8
61	Peru	Lima	3.138	3.62420	86.6
108	Philippines	Manilla	44.45	56.4420	78.8
114	Russia	Moscow	47.88	42.7350	112.0
21	Rwanda	Kigali	696.0	836.494	83.2
42	Samoa	Apia	2.969	3.09549	95.9
48	Saudi Arabia	Riyadh	3.645	4.88700	74.6
20	Senegal	Dakar	610.3	655.957	93.0
231	Serbia	Belgrade	83.27	114.460	72.8
19	Sierra Leone	Freetown	6948	5646.66	123.0
207	Singapore	Singapore	1.990	1.64650	120.9
101	Solomon Islands	Honair	11.60	9.33521	124.3
124	South Africa	Pretoria	6.702	12.9640	51.7
73	South Korea	Seoul	1473	1495.51	98.5
224	South-Sudan	Juba	0	0	0
64	Sri Lanka	Colombo	122.9	168.790	72.8
63	Sudan	Khartoum	5.479	7.25179	75.6
94	Suriname	Paramaribo	2.649	4.30056	61.6
17	Swaziland	Mbabane	7.019	12.9640	54.1
235	Switzerland	Bern	1.520	1.23260	123.3
82	Switzerland	Geneva	1.536	1.23260	124.6
7	Syria	Damascus	0	0	0
216	Taiwan	Taipei	33.79	39.1171	86.4
215	Tajikistan	Dushanbe	4.274	6.20910	68.8
15	Tanzania	Dares Salaam	1467	2088.16	70.3
6	Thailand	Bangkok	32.88	40.5560	81.1
302	Timor Leste	Dili	1.588	1.30320	121.9

Code	Country	City	Parity	Exchange rate	Correction coefficient
			[1]	[2]	100 * [1] / [2]
66	Togo	Lome	545.3	655.957	83.1
58	Trinidad and Tobago	Port-of-Spain	6.945	8.30780	83.6
56	Tunisia	Tunis	1.391	2.15770	64.5
67	Turkey	Ankara	2.249	2.50700	89.7
309	Turkmenistan	Ashkhabad	2.208	3.71412	59.4
16	Uganda	Kampala	2459	3416.28	72.0
220	Ukraine	Kiev	8.002	10.4165	76.8
310	United Arab Emirates	Abu Dhabi	0	0	0
112	United States	New York	1.246	1.30320	95.6
10	United States	Washington	1.212	1.30320	93.0
5	Uruguay	Montevideo	26.25	26.7834	98.0
192	Uzbekistan	Tachkent	1582	2727.73	58.0
53	Vanuatu	Port Vila	143.8	127.470	112.8
3	Venezuela	Caracas	7.313	8.19986	89.2
125	Vietnam	Hanoi	15308	27406.9	55.9
234	West Bank — Gaza Strip	East Jerusalem	5.344	4.73800	112.8
55	Yemen	Sana'a	239.9	280.286	85.6
96	Zambia	Lusaka	6.854	7.14850	95.9
14	Zimbabwe	Harare	0	0	0