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Unit C-3 :Statistics for Administrative Purposes

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COMMISSION STAFF WORKING PAPER

**Eurostat Report on
the 2015 annual update of remuneration and pensions of EU officials**

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

**adjusting with effect from 1 July 2015 the remuneration of active staff and the pensions
of retired staff,**

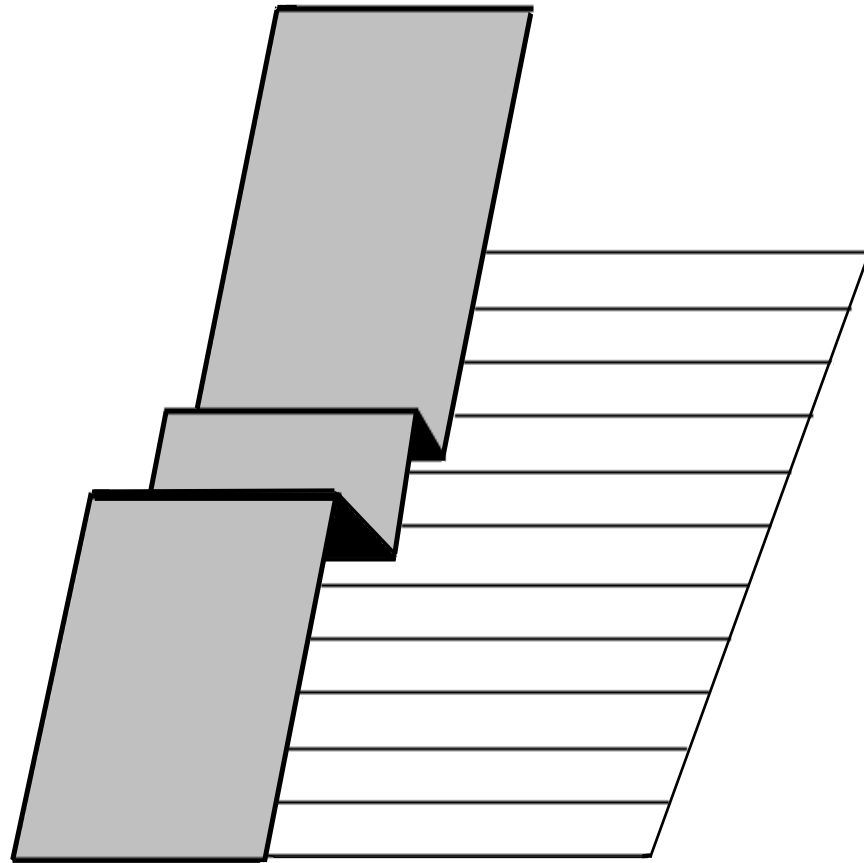
**and updating with effect from 1 July 2015 the correction coefficients applied to the
remuneration of active staff serving in Intra-EU and Extra-EU duty stations, to the
pensions of retired staff according to their country of residence, and for pension
transfers.**

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

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

**Reference period:
Year to 1 July 2015**

Main text



October 2015

**Statistical Office of the European Union
Unit C3, Statistics for administrative purposes
Luxembourg**

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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 & 65 of the Staff Regulations which meets annually in Luxembourg, and with other applicable legislation and international agreements, Eurostat hereby presents its report for the twelve months to July 2015.

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

The temporary suspension of the annual adjustment of remuneration and pensions in Belgium and Luxembourg under Article 65(3) of the Staff Regulations, which introduced an immediate two year pay freeze for the periods 1 July 2012 - 1 July 2014, has now expired. In these circumstances, this report therefore presents the following information for the period July 2014 – July 2015:

- specific indicators of the evolution of the purchasing power of salaries of national officials;
- 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 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 11 sample member states for the period July 2014 – July 2015 are provided in **Table 1**.

On this basis, the global specific indicator (weighted average using percentage share of EU GDP expressed in PPS terms) for the period July 2014 – July 2015 is 101.2 (+1.2%).

For the same period, the Joint Belgium-Luxembourg Index (used to measure the change in the cost of living for the EU officials in Brussels) is 101.2 (+1.2%). Details are provided in **Table 3**.

As a consequence, the adjustment of the nominal net remuneration and pensions of 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 +2.4% (102.4).

The correction coefficients which apply to remuneration outside Belgium and Luxembourg with effect from 1 July 2015 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 with effect from 1 July 2015 in order to maintain equality of purchasing power, are provided in **Table 7**.

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 the usual manner during June 2015 with a target reply deadline of 31 July. In the absence of a completed, validated remuneration questionnaire from a Member State, the forecast figure they supplied in March 2015 was used, or a more recent estimate.

With the exception of the information about consumption expenditure pattern data which is compiled by Eurostat from direct surveys of staff, and a direct survey of international schools, all calculations and figures presented in this report relating to correction coefficients 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 collaboration with the International Section on Remuneration and Prices of the Coordinated Organisations (CO.ISRP) and the United Nations International Civil Service Commission (UN.ICSC).

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) 4301-33659
Email: estat-a64ia65@ec.europa.eu*

INTRODUCTION

Eurostat hereby presents its report for the twelve months to July 2015. This is the second annual report submitted in accordance with the EU Staff Regulations as amended by Regulation 1023/2013^{1,2}.

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 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 agreements³. Various procedural manuals to implement these rules have been developed by the Working Group on Articles 64 & 65 of the Staff Regulations which meets annually in Luxembourg⁴.

The temporary suspension of the annual adjustment of remuneration and pensions in Belgium and Luxembourg under Article 65(3) of the Staff Regulations, which introduced an immediate two year pay freeze for the period 1 July 2012 - 1 July 2014, has now expired. In these circumstances, this report therefore presents the following information for the period July 2014 – July 2015:

- specific indicators of the evolution of the purchasing power of salaries of national officials;
- 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 living outside Belgium;
- correction coefficients for staff working outside Brussels in Extra-EU duty stations.

¹ 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

² An interim report covering Intra-EU staff and pensioners for the period 1 July 2014 - 1 January 2015 was already prepared in April 2015 with reference Ares(2015)1660037; an interim report covering Extra-EU staff for the six months August 2014 - January 2015 was prepared in April 2015 with reference Ares(2015)1638258; an interim report covering Extra-EU staff for the five months February 2015 - June 2015 was prepared in September 2015 with reference Ares(2015)3805783.

³ 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).

⁴ These include: document A6465/14/26rev “methodology for the calculation of specific indicators and control indicators” (version June 2014); document A6465/14/58rev “methodology for the calculation of the Joint Index” (version July 2014); document A6465/14/59rev “methodology for the calculation of Intra-EU correction coefficients” (version July 2014); document A6465/14/60rev “methodology for the calculation of Extra-EU correction coefficients” (version July 2014).

Chapters 1 to 4 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;
- Changes in the cost of living in Brussels and Luxembourg;
- Adjustment of remuneration and pensions in Belgium and Luxembourg;

Chapters 6 to 8 of this report examine respectively:

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

All figures and calculations contained in this report relating to specific indicators are based on data supplied by the responsible authorities in the Member States⁵. Information about the evolution of purchasing power of national officials was requested in the usual manner during June 2015 with a target reply deadline of 31 July. In the absence of a completed remuneration questionnaire from a Member State, the forecast figure they supplied in March 2015 was used, or a more recent estimate.

With the exception of the information about consumption expenditure pattern data which is compiled by Eurostat from direct surveys of staff, and a direct survey of international schools, all calculations and figures presented in this report relating to correction coefficients 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 collaboration with the International Section on Remuneration and Prices of the Coordinated Organisations (CO.ISRP) and the United Nations International Civil Service Commission (UN.ICSC).

More information on methodology, detailed results and statistical analysis is available in the appendices to this report and detailed procedural manuals.

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Tel.: (352) 4301-33659
Email: estat-a64ia65@ec.europa.eu*

⁵ Important note: a sample of 11 Member States now applies. Information for EU28 continues to be compiled for comparative purposes.

1. EVOLUTION OF THE PURCHASING POWER OF SALARIES OF NATIONAL OFFICIALS

1.1. Specific Indicator

For the 2014-2015 exercise Eurostat has compiled information for the EU28 Member States. The global specific indicator is calculated for the sample of 11 EU Member States stipulated in the Staff Regulations, which represents at least 75% of the EU gross domestic product (GDP).

Table 1 therefore shows the changes in the net remuneration, both in nominal and real terms, in each of these Member States⁶. Changes in the harmonized indices of consumer prices (inflation rates) during the period June 2014 to June 2015 have been used to transform nominal changes in the remunerations into movements in real terms. In order to get the global specific indicator the results per country have been weighted in proportion to their national GDP for the year 2014 expressed in purchasing power parities.

On this basis, the global specific indicator (average change in real net remuneration) for the year 2015 is 101.2 (+1.2%).

Table 1

Change in the net remuneration of central government civil servants July 2014 - July 2015

Country	Weight ¹ EU28=100		Nominal net specific indicator	Consumer price indices	Real net specific indicator	Effect on the total
	(%)	(%)				
BE	2.6	3.1	0.5	0.9	-0.4	-0.01
DE	20.1	23.8	3.0	0.1	2.9	0.69
ES	8.3	9.8	1.2	0.0	1.2	0.12
FR	13.9	16.4	0.6	0.3	0.3	0.05
IT	11.5	13.6	0.6	0.2	0.4	0.05
LU	0.3	0.4	1.7	0.5	1.2	0.00
NL	4.4	5.2	1.2	0.5	0.7	0.04
AT	2.1	2.5	1.7	1.0	0.7	0.02
PL	5.1	6.0	1.1	-0.6	1.7	0.10
SE	2.4	2.8	2.3	0.4	1.9	0.05
UK	13.9	16.4	0.5	0.0	0.5	0.08
Total	84.6	100.0	1.4	0.2	1.2	1.2

¹ Basis: GDP expressed in PPP, 2014

⁶ Information for the EU28 is included in annex 1.

2. CONTROL INDICATORS

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

2.1. 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 numbers⁷). 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 2a compares the changes in real gross specific indicator for the twelve months to July 2015 with the control indicator (compensation of employees) for the calendar year 2015, where the respective values for 2014 are taken as 100. The table also shows the differences (in percent) between these two indicators.

The global compensation of employees control indicator (weighted average of individual country values) for 2015 is 101.7 (+1.7%).

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.

2.2. Labour cost index for total public administration

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

Table 2b compares the changes in nominal gross specific indicator for the twelve months to July 2015 with the control indicator (labour cost index) for calendar year 2015, where the respective values for 2014 are taken as 100. 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 2015 is 101.9 (+1.9%).

The 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.

⁷ Where the ESA s.1311 figure was not supplied to Eurostat by Member States, the number of employees in total public administration (NACE group 'O') was used instead.

Table 2a**Comparison of the gross specific indicator and the control indicator in real terms**

Country	Real gross specific indicator July 2014-July 2015 [1]	Control indicator * 2015 (2014 = 100) [2]	Difference (%) [3]
BE	99.1	99.4	0.3
DE	103.5	102.4	-1.1
ES	100.4	98.5	-1.9
FR	100.2	100.3	0.1
IT	99.8	99.8	0.0
LU	102.4	105.2	2.7
NL	100.3	100.7	0.4
AT	101.0	101.0	0.0
PL	101.9	105.3	3.3
SE	102.1	102.5	0.4
UK	100.7	105.0	4.3
Total	101.2	101.7	0.5

* Compensation of employees: Eurostat estimates.

Table 2b**Comparison of the gross specific indicator and the control indicator in nominal terms**

Country	Nominal gross specific indicator July 2014-July 2015 [1]	Control indicator * 2015 (2014 = 100) [2]	Difference (%) [3]
BE	100.0	100.6	0.6
DE	103.6	103.4	-0.2
ES	100.4	101.5	1.1
FR	100.5	:	:
IT	100.0	100.2	0.2
LU	102.9	102.5	-0.4
NL	100.8	99.8	-1.0
AT	102.0	103.5	1.4
PL	101.3	102.9	1.6
SE	102.5	102.2	-0.2
UK	100.7	101.9	1.2
Total	101.3	102.0	0.7

* Labour Cost Index: Eurostat estimates.

3. CHANGES IN THE COST OF LIVING IN BRUSSELS AND LUXEMBOURG

For the 2014-2015 exercise Eurostat has calculated the Joint 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 Belgium and in Luxembourg was 81.6% : 18.4%.

The detailed breakdown of this index corresponding to the 2015 annual salary adjustment is set out in **Table 3**. The table shows that the cost of living for the EU officials in Brussels and Luxembourg during the period June 2014 – June 2015 has increased, on average by +1.2%.

Table 3
Change in the Joint Belgium-Luxembourg Index
June 2014 - June 2015

Groups of consumption	Weight	Index
1. Food and non-alcoholic beverages	128.2	101.30
2. Alcoholic beverages and tobacco	20.3	102.40
3. Clothing and footwear	54.3	100.70
4. Housing, water, electricity, gas and other fuels	297.6	100.60
5. Furnishings, household equipment and maintenance of house	74.7	101.10
6. Health	19.2	101.10
7. Transport	127.2	102.50
8. Communications	21.5	99.30
9. Recreation and culture	91.7	100.30
10. Education	14.7	101.20
11. Hotels, cafes and restaurants	100.6	102.70
12. Miscellaneous goods and services	50.0	101.50
Global index without rents	762.9	101.20
Rents index	237.1	101.20
Global index	1000.0	101.20

4. UPDATE OF REMUNERATION AND PENSIONS IN BELGIUM AND LUXEMBOURG

Taking into account the figures reported in chapters 1 and 3 the adjustment of the nominal net remuneration of EU officials in Belgium and Luxembourg with effect from July 2015, which is necessary to maintain a parallel development of purchasing power with the civil servants in the Member States, is equal to:

Annual update

$$\frac{101.2 \times 101.2}{100} - 100 = +2.4\%$$

5. MODERATION CLAUSE

In accordance with Article 10 of Annex XI to the Staff Regulations, if the value of the 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.

As the calculated gross specific indicator value for the current exercise which is reported in Chapter 1 falls within these boundaries, this moderation clause does not apply and the full calculated value of the annual update should be used with effect from 1 July.

6. EXCEPTION CLAUSE

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:

GDP evolution	1 July	1 April	Cumulative*
$0\% \leq X$	100%	0%	0%
$-1.0\% \leq X < 0\%$	33%	67%	0%
$-3.0\% \leq X < -1.0\%$	0%	100%	0%
$X < -3.0\%$	0%	0%	100%
* 1 July in year when cumulative GDP is again positive			

The European Economic Forecast issued by DG ECFIN on 27 May 2015⁸ estimated that the GDP growth for the EU as a whole for 2015 in real terms will be +1.8%, strengthening in 2016 to +2.1%.

On this basis, as GDP for the EU in real terms is not forecast to be negative, then the exception clause does not apply and the full calculated value of the proposed update should be used with effect from 1 July.

7. ADJUSTMENT OF REMUNERATION AND PENSIONS OUTSIDE BELGIUM AND LUXEMBOURG

The value of the annual update for duty station locations outside Brussels (active staff) and places of residence outside Belgium (pensioners) is equal to the product of the annual update 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 of residence (pensioners).

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

8. CORRECTION COEFFICIENTS FOR STAFF OUTSIDE BELGIUM AND LUXEMBOURG IN INTRA-EU DUTY STATIONS⁹

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

⁸ Reference KC-AR-15-002-EN-N. The next DG ECFIN Autumn economic forecast is scheduled for publication on 5 November 2015.

⁹ 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.

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 Joint Belgium-Luxembourg Index of consumer prices (JBLI) and the changes in the economic parities between Brussels and those other places. **Table 4** shows these changes for the year to July 2015.

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 2015 for places of employment situated in the European Union territory for which correction coefficients have been set.

Table 4
Changes in the economic parities in the twelve months to 1st July 2015
(for staff)

Country Place of employment	Parity 1.7.2014	Parity 1.7.2015	Change (%)	Implicit price index
BE/LU Brussels/Luxembourg	1.000	1.000	0.0%	1.2
BG Sofia	1.078	1.020	-5.4%	-4.3
CZ Prague	20.58	20.01	-2.8%	-1.6
DK Copenhagen	9.917	9.836	-0.8%	0.4
DE Berlin	0.972	0.966	-0.6%	0.6
Bonn	0.946	0.934	-1.2%	0.0
Karlsruhe	0.950	0.938	-1.3%	-0.1
Munich	1.077	1.060	-1.6%	-0.4
EE Tallinn	0.786	0.780	-0.9%	0.3
IE Dublin	1.159	1.166	0.6%	1.8
EL Athens	0.868	0.799	-7.9%	-6.8
ES Madrid	0.945	0.902	-4.5%	-3.4
FR Paris	1.168	1.146	-1.9%	-0.7
HR Zagreb	5.874	5.662	-3.6%	-2.5
IT Rome	1.004	0.994	-1.0%	0.2
Varese	0.931	0.922	-0.9%	0.2
CY Nicosia	0.812	0.773	-4.8%	-3.7
LV Riga	0.765	0.742	-3.1%	-1.9
LT Vilnius	0.714	0.690	-3.3%	-2.2
HU Budapest	220.2	216.8	-1.6%	-0.4
MT Valletta	0.834	0.845	1.3%	2.5
NL The Hague	1.078	1.078	-0.1%	1.1
AT Vienna	1.072	1.059	-1.2%	0.0
PL Warsaw	3.075	3.006	-2.2%	-1.1
PT Lisbon	0.822	0.792	-3.7%	-2.6
RO Bucharest	3.051	2.908	-4.7%	-3.6
SI Ljubljana	0.847	0.812	-4.1%	-2.9
SK Bratislava	0.790	0.764	-3.3%	-2.1
FI Helsinki	1.230	1.197	-2.7%	-1.5
SE Stockholm	11.73	11.83	0.8%	2.1
UK London	1.205	1.182	-1.9%	-0.7
Culham	0.9333	0.9048	-3.1%	-1.9

Lithuania adopted the Euro with effect 1.1.2015: 2014 PPP restated using fixed conversion rate

Table 5
Calculation of correction coefficients at 1st July 2015
(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	1.020	1.956	52.1
CZ Prague	20.01	27.25	73.4
DK Copenhagen	9.836	7.460	131.8
DE Berlin	0.966	1.000	96.6
Bonn	0.934	1.000	93.4
Karlsruhe	0.938	1.000	93.8
Munich	1.060	1.000	106.0
EE Tallinn	0.780	1.000	78.0
IE Dublin	1.166	1.000	116.6
EL Athens	0.799	1.000	79.9
ES Madrid	0.902	1.000	90.2
FR Paris	1.146	1.000	114.6
HR Zagreb	5.662	7.589	74.6
IT Rome	0.994	1.000	99.4
Varese	0.922	1.000	92.2
CY Nicosia	0.773	1.000	77.3
LV Riga	0.742	1.000	74.2
LT Vilnius	0.690	1.000	69.0
HU Budapest	216.8	314.4	69.0
MT Valletta	0.845	1.000	84.5
NL The Hague	1.078	1.000	107.8
AT Vienna	1.059	1.000	105.9
PL Warsaw	3.006	4.189	71.8
PT Lisbon	0.792	1.000	79.2
RO Bucharest	2.908	4.489	64.8
SI Ljubljana	0.812	1.000	81.2
SK Bratislava	0.764	1.000	76.4
FI Helsinki	1.197	1.000	119.7
SE Stockholm	11.83	9.245	127.9
UK London	1.182	0.7085	166.9
Culham	0.9048	0.7085	127.7

9. CORRECTION COEFFICIENTS FOR PENSIONERS OUTSIDE BELGIUM AND LUXEMBOURG

The Staff Regulations stipulate the creation of correction coefficients for pensioners separate from those used for adjusting the remuneration of active staff¹⁰. 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 Joint Belgium-Luxembourg Index of consumer prices (JBLI) and the changes in the economic parities between Belgium and the Member States.

Table 6 shows these changes for the year to July 2015.

Table 7 shows the correction coefficients calculated for pensioners for all member States (relative to Belgium) at July 2015.

¹⁰ This requirement was first introduced by Council Regulation 723/2004

Table 6
Changes in the economic parities in the twelve months to 1st July 2015
(for pensioners)

Country	Parity 1.7.2014	Parity 1.7.2015	Change (%)	Implicit price index
BE/LU	1.000	1.000	0.0%	1.2
BG	1.095	1.042	-4.8%	-3.6
CZ	19.35	18.52	-4.3%	-3.1
DK	9.794	9.626	-1.7%	-0.5
DE	0.964	0.960	-0.4%	0.8
EE	0.801	0.793	-1.0%	0.2
IE	1.063	1.065	0.1%	1.3
EL	0.847	0.787	-7.2%	-6.1
ES	0.902	0.891	-1.2%	0.0
FR	1.071	1.047	-2.3%	-1.1
HR	5.469	5.294	-3.2%	-2.0
IT	0.945	0.967	2.3%	3.6
CY	0.858	0.831	-3.1%	-1.9
LV	0.748	0.718	-4.0%	-2.8
LT	0.711	0.666	-6.4%	-5.2
HU	197.5	195.6	-0.9%	0.2
MT	0.842	0.858	1.9%	3.1
NL	1.047	1.042	-0.5%	0.7
AT	1.044	1.024	-1.9%	-0.7
PL	2.802	2.668	-4.8%	-3.6
PT	0.852	0.799	-6.2%	-5.1
RO	2.800	2.621	-6.4%	-5.3
SI	0.814	0.780	-4.1%	-3.0
SK	0.731	0.699	-4.3%	-3.1
FI	1.145	1.133	-1.1%	0.1
SE	10.66	10.77	1.1%	2.3
UK	0.9651	0.9543	-1.1%	0.1

Lithuania adopted the Euro with effect 1.1.2015: 2014 PPP restated using fixed conversion rate

Table 7
Calculation of correction coefficients at 1st July 2015
(for pensioners)

Country	Parity [1]	Exchange rate [2]	Correction coefficient 100 * [1] / [2]
BE/LU	1.000	1.000	100.0
BG	1.042	1.956	53.3
CZ	18.52	27.25	68.0
DK	9.626	7.460	129.0
DE	0.960	1.000	96.0
EE	0.793	1.000	79.3
IE	1.065	1.000	106.5
EL	0.787	1.000	78.7
ES	0.891	1.000	89.1
FR	1.047	1.000	104.7
HR	5.294	7.589	69.8
IT	0.967	1.000	96.7
CY	0.831	1.000	83.1
LV	0.718	1.000	71.8
LT	0.666	1.000	66.6
HU	195.6	314.4	62.2
MT	0.858	1.000	85.8
NL	1.042	1.000	104.2
AT	1.024	1.000	102.4
PL	2.668	4.189	63.7
PT	0.799	1.000	79.9
RO	2.621	4.489	58.4
SI	0.780	1.000	78.0
SK	0.699	1.000	69.9
FI	1.133	1.000	113.3
SE	10.77	9.245	116.5
UK	0.9543	0.7085	134.7

10. CORRECTION COEFFICIENTS FOR STAFF SERVING OUTSIDE THE EUROPEAN UNION

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 Union¹¹.

An important difference from the values established for Intra-EU locations is that expenditure on housing, on education, and on healthcare is not taken into account because Annex X makes specific arrangements for these¹². Price data for remaining expenditure items is taken from “place-to-place” surveys undertaken in collaboration with the United Nations International Civil Service Commission (UN.ICSC) and the International Section on Remuneration and Prices of the Coordinated Organisations (CO.ISRP). This 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). 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 144¹³ 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 Joint Belgium-Luxembourg Index of consumer prices (JBLI) and the changes in the economic parities between Brussels and the duty station concerned.

Table 8 shows these changes for the year to July 2015.

Table 9 shows the correction coefficients for all extra-EU duty stations (relative to Brussels) calculated at July 2015.

¹¹ This requirement was first introduced by Council Regulation 3019/87

¹² The exclusion of education and healthcare costs is currently under review, as reimbursement coverage is less than 100%.

¹³ The interim period of 18 months for the continued publication of Extra-EU CC for Croatia ended January 2015. One new duty station country since July 2014: Iran

Table 8
Changes in the economic parities in the 12 months to 1st July 2015
(for staff serving in Extra- EU delegations)

Place of employment			Economic Parities	Economic Parities	CHANGE (in %)
	Country	City	Jul-15	Jul-14	Jul 2015- Jul 2014
(3)	Afghanistan	Kabul	0	0	
(6)	Albania	Tirana	79.96	84.56	-5.4
	Algeria	Algiers	79.28	74.36	6.6
	Angola	Luanda	200.1	188.8	6.0
(4)	Argentina	Buenos Aires	9.287	0	
	Armenia	Yerevan	437.7	424.3	3.2
	Australia	Canberra	1.457	1.470	-0.9
	Azerbaijan	Baku	1.078	1.025	5.2
	Bangladesh	Dhaka	71.37	67.08	6.4
	Barbados	Bridgetown	2.749	2.974	-7.6
	Belarus	Minsk	9132	8208	11.3
	Belize	Belize (Belmopan)	1.858	1.915	-3.0
(2)(4)	Benin	Cotonou	684.2	622.9	9.8
	Bolivia	La Paz	6.891	6.792	1.5
(6)	Bosnia and Herzegovina	Banja Luka	1.092	1.190	-8.2
(6)	Bosnia and Herzegovina	Sarajevo	1.292	1.407	-8.2
	Botswana	Gaberone	6.330	6.238	1.5
	Brazil	Brasilia	3.597	3.030	18.7
(2)	Burkina Faso	Ouagadougou	636.2	648.9	-2.0
	Burundi	Bujumbura	1478	1425	3.7
(4)	Cambodia	Phnom Penh	3827	4481	-14.6
(2)	Cameroon	Yaounde	633.7	612.9	3.4
(5)	Canada	Ottawa	1.421	1.283	10.8
	Cape Verde	Praia	76.68	77.78	-1.4
(2)	Central African Republic	Bangui	680.8	695.9	-2.2
(2)	Chad	Ndjamena	780.1	745.8	4.6
	Chile	Santiago	397.1	403.6	-1.6
(4)	China	Beijing	6.929	7.596	-8.8
(4)	Colombia	Bogota	2100	2213	-5.1
	Comoros	Moroni	317.2	334.3	-5.1
(2)	Congo	Brazzaville	806.2	783.5	2.9
	Costa Rica	San Jose	498.7	584.4	-14.7
(1)	Cuba	Havana	1.055	0.9925	6.3
(1)	Democratic Republic of Congo	Kinshasa	1.825	1.838	-0.7
	Djibouti	Djibouti	181.1	181.3	-0.1
(4)	Dominican Republic	Santo Domingo	33.73	36.44	-7.4
(1)	Ecuador	Quito	1.028	0.9862	4.2
	Egypt	Cairo	6.718	6.036	11.3
(1)(4)	El Salvador	San Salvador	0.8567	0.9548	-10.3
(4)	Eritrea	Asmara	24.00	23.69	1.3
(4)	Ethiopia	Addis Ababa	22.17	24.25	-8.6
	Fiji	Suva	1.609	1.649	-2.4
(6)	Former Yugoslav Republic of Macedonia	Skopje	30.65	35.89	-14.6
(2)(4)	Gabon	Libreville	719.9	697.9	3.2
	Gambia	Banjul	33.81	32.61	3.7
	Georgia	Tbilisi	1.577	1.572	0.3
	Ghana	Accra	2.787	2.378	17.2
	Guatemala	Guatemala City	8.027	8.160	-1.6

Place of employment		Economic Parities	Economic Parities	CHANGE (in %)	
	Country	City	Jul-15	Jul-14	Jul 2015-Jul 2014
(4)	Guinea	Conakry	7414	7449	-0.5
(2)	Guinea-Bissau	Bissau	585.6	586.5	-0.2
	Guyana	Georgetown	171.5	177.0	-3.1
	Haiti	Port-au-Prince	53.18	50.35	5.6
	Honduras	Tegucigalpa	22.08	21.70	1.8
	Hong Kong	Hong Kong	10.71	10.72	-0.1
(6)	Iceland	Reykjavik	186.8	173.8	7.5
	India	New Delhi	54.37	53.48	1.7
	Indonesia	Banda Aceh	10316	9731	6.0
	Indonesia	Jakarta	11232	10711	4.9
(3)	Iraq	Baghdad	0	0	
(3)	Iran	Teheran	0	0	
	Israel	Tel-Aviv	4.559	4.747	-4.0
(2)	Ivory coast	Abidjan	637.3	645.7	-1.3
(4)	Jamaica	Kingston	119.8	134.2	-10.7
(5)	Japan	Tokyo	129.6	139.4	-7.0
	Jordan	Amman	0.8276	0.8586	-3.6
	Kazakhstan	Astana	206.1	200.6	2.7
	Kenya	Nairobi	99.88	94.74	5.4
	Kosovo	Pristina	0.7104	0.7168	-0.9
	Kyrgyzstan	Bichkek	54.01	50.77	6.4
	Laos	Vientiane	9306	9408	-1.1
(4)	Lebanon	Beirut	1702	1589	7.1
	Lesotho	Maseru	6.816	6.871	-0.8
(1)	Liberia	Monrovia	1.391	1.372	1.4
(3)	Libya	Tripoli	0	0	
	Madagascar	Antananarivo	3080	2734	12.7
	Malawi	Lilongwe	374.0	321.1	16.5
	Malaysia	Kuala Lumpur	3.053	3.088	-1.1
(2)	Mali	Bamako	648.5	657.6	-1.4
	Mauritania	Nouakchott	249.5	243.9	2.3
(4)	Mauritius	Port Louis	28.69	32.50	-11.7
(5)	Mexico	Mexico City	12.51	11.82	5.8
	Moldova	Chisinau	12.03	11.27	6.7
(6)	Montenegro	Podgorica	0.6274	0.6414	-2.2
(4)	Morocco	Rabat	7.879	7.826	0.7
	Mozambique	Maputo	32.16	32.85	-2.1
	Myanmar	Yangon	815.3	780.3	4.5
	Namibia	Windhoek	9.241	9.199	0.5
	Nepal	Kathmandu	104.4	93.34	11.8
	New Caledonia	NouMea	128.9	130.6	-1.3
	New Zealand	Wellington	1.705	1.741	-2.1
	Nicaragua	Managua	19.43	18.88	2.9
(2)(4)	Niger	Niamey	553.7	535.4	3.4
	Nigeria	Abuja	214.1	200.4	6.8
(6)	Norway	Oslo	11.94	10.92	9.3
	Pakistan	Islamabad	69.70	71.00	-1.8
(1)	Panama	Panama City	0.8670	0.8911	-2.7
(4)	Papua New Guinea	Port Moresby	3.514	3.838	-8.4
	Paraguay	Asuncion	3984	3997	-0.3
	Peru	Lima	3.322	3.315	0.2
	Philippines	Manilla	42.23	42.56	-0.8

Place of employment		Economic Parities	Economic Parities	CHANGE (in %)	
	Country	City	Jul-15	Jul-14	Jul 2015-Jul 2014
	Russia	Moscow	57.26	51.00	12.3
	Rwanda	Kigali	702.2	708.2	-0.8
	Samoa	Apia	2.715	2.723	-0.3
(4)	Saudi Arabia	Riyadh	3.521	3.504	0.5
(2)	Senegal	Dakar	666.0	677.8	-1.7
(6)	Serbia	Belgrade	73.39	83.95	-12.6
	Sierra Leone	Freetown	7270	6878	5.7
	Singapore	Singapore	1.971	2.054	-4.0
(4)	Solomon Islands	Honiara	10.16	11.92	-14.8
(3)	Somalia	Mogadishu	0	0	
(4)	South Africa	Pretoria	7.905	7.152	10.5
(5)	South Korea	Seoul	1286	1367	-5.9
	South-Sudan	Juba	4.259	3.558	19.7
	Sri Lanka	Colombo	122.4	124.2	-1.4
	Sudan	Khartoum	9.975	8.689	14.8
	Suriname	Paramaribo	2.791	2.783	0.3
(4)	Swaziland	Mbabane	8.707	7.447	16.9
(5)	Switzerland	Bern	1.478	1.469	0.6
(5)	Switzerland	Geneva	1.478	1.503	-1.7
(3)	Syria	Damascus	0	0	
	Taiwan	Taipei	32.23	33.51	-3.8
	Tajikistan	Duschanbe	4.656	4.510	3.2
	Tanzania	Dar es Salaam	1443	1441	0.1
(4)	Thailand	Bangkok	31.06	32.70	-5.0
(1)	Timor Leste	Dili	1.065	1.400	-23.9
(2)(4)	Togo	Lome	533.1	557.1	-4.3
	Trinidad and Tobago	Port-of-Spain	6.886	6.772	1.7
	Tunisia	Tunis	1.519	1.474	3.1
(6)	Turkey	Ankara	2.332	2.183	6.8
	Turkmenistan	Ashkhabad	2.536	2.396	5.8
	Uganda	Kampala	2551	2507	1.8
	Ukraine	Kiev	13.96	8.681	60.8
	United Arab Emirates	Abu Dhabi	3.988	3.984	0.1
	United States	New York	1.212	1.252	-3.2
(5)	United States	Washington	1.085	1.079	0.6
(4)	Uruguay	Montevideo	27.92	28.79	-3.0
	Uzbekistan	Tachkent	2681	2359	13.6
	Vanuatu	Port Vila	134.7	134.8	-0.1
(3)	Venezuela	Caracas	0	11.93	
	Vietnam	Hanoi	15329	15962	-4.0
	West Bank — Gaza Strip	East Jerusalem	5.181	5.255	-1.4
	Yemen	Sana a	285.8	261.2	9.4
	Zambia	Lusaka	7.632	7.368	3.6
(1)(4)	Zimbabwe	Harare	1.078	0	

In table above:

With reference to Brussels, Economic Parity = 1, Exchange Rate = 1, Correction Coefficient = 100%

(1) Currency USD = 8 Duty Stations: Cuba, El Salvador, Ecuador, Liberia, Timor Leste, Panama, Dem Rep Congo, Zimbabwe (+USA)

(2) Currency CFA = 13 Duty Stations: Benin, Burkina Faso, Cameroon, CAR, Chad, Congo, Gabon, Guinea-B, Ivory Coast, Mali, Niger, Senegal, Togo

(3) Not available (7 Duty Stations)

(4) Introduce processed UN P2P (25 Duty Stations)

(5) Introduce processed ISRP PPP (7 Duty Stations)

(6) Introduce processed ECP PPP (9 Duty Stations)

Table 9

**Calculation of correction coefficients at 1st July 2015
(for staff serving in Extra- EU delegations)**

Place of employment		Economic Parities	Exchange Rate	Correction Coefficients
		[1]	[2]	100 x [1] / [2]
	Country	City	Jul-15	Jul-15
(3)	Afghanistan	Kabul	0	0
(6)	Albania	Tirana	79.96	140.550
	Algeria	Algiers	79.28	110.821
	Angola	Luanda	200.1	134.757
(4)	Argentina	Buenos Aires	9.287	10.0965
	Armenia	Yerevan	437.7	529.690
	Australia	Canberra	1.457	1.45260
	Azerbaijan	Baku	1.078	1.16696
	Bangladesh	Dhaka	71.37	86.6147
	Barbados	Bridgetown	2.749	2.23853
	Belarus	Minsk	9132	17248.0
	Belize	Belize (Belmopan)	1.858	2.24330
(2)(4)	Benin	Cotonou	684.2	655.957
	Bolivia	La Paz	6.891	7.69290
(6)	Bosnia and Herzegovina	Banja Luka	1.092	1.95583
(6)	Bosnia and Herzegovina	Sarajevo	1.292	1.95583
	Botswana	Gaberone	6.330	11.0742
	Brazil	Brasilia	3.597	3.49590
(2)	Burkina Faso	Ouagadougou	636.2	655.957
	Burundi	Bujumbura	1478	1751.18
(4)	Cambodia	Phnom Penh	3827	4614.00
(2)	Cameroon	Yaounde	633.7	655.957
(5)	Canada	Ottawa	1.421	1.37760
	Cape Verde	Praia	76.68	110.265
(2)	Central African Republic	Bangui	680.8	655.957
(2)	Chad	Ndjamena	780.1	655.957
	Chile	Santiago	397.1	704.519
(4)	China	Beijing	6.929	6.91210
(4)	Colombia	Bogota	2100	2839.74
	Comoros	Moroni	317.2	491.968
(2)	Congo	Brazzaville	806.2	655.957
	Costa Rica	San Jose	498.7	595.543
(1)	Cuba	Havana	1.055	1.11330
(1)	Democratic Republic of Congo	Kinshasa	1.825	1.11330
	Djibouti	Djibouti	181.1	197.857
(4)	Dominican Republic	Santo Domingo	33.73	50.2830
(1)	Ecuador	Quito	1.028	1.11330
	Egypt	Cairo	6.718	8.52845
(1)(4)	El Salvador	San Salvador	0.8567	1.11330
(4)	Eritrea	Asmara	24.00	17.3943
(4)	Ethiopia	Addis Ababa	22.17	23.238
	Fiji	Suva	1.609	2.33918
(6)	Former Yugoslav Republic of Macedonia	Skopje	30.65	61.6940
(2)(4)	Gabon	Libreville	719.9	655.957
	Gambia	Banjul	33.81	43.9300
	Georgia	Tbilisi	1.577	2.51700
	Ghana	Accra	2.787	4.81095
	Guatemala	Guatemala City	8.027	8.47985

Place of employment			Economic Parities	Exchange Rate	Correction Coefficients
			[1]	[2]	100 x [1] / [2]
	Country	City	Jul-15	Jul-15	Jul-15
(4)	Guinea	Conakry	7414	8206.67	90.3
(2)	Guinea-Bissau	Bissau	585.6	655.957	89.3
	Guyana	Georgetown	171.5	231.930	73.9
	Haiti	Port-au-Prince	53.18	55.8709	95.2
	Honduras	Tegucigalpa	22.08	24.4101	90.5
	Hong Kong	Hong Kong	10.71	8.63060	124.1
(6)	Iceland	Reykjavík	186.8	147.770	126.4
	India	New Delhi	54.37	71.0695	76.5
	Indonesia	Banda Aceh	10316	14868.3	69.4
	Indonesia	Jakarta	11232	14868.3	75.5
(3)	Iraq	Baghdad	0	0	0
(3)	Iran	Teheran	0	0	0
	Israel	Tel-Aviv	4.559	4.22500	107.9
(2)	Ivory coast	Abidjan	637.3	655.957	97.2
(4)	Jamaica	Kingston	119.8	129.193	92.7
(5)	Japan	Tokyo	129.6	136.810	94.7
	Jordan	Amman	0.8276	0.789330	104.8
	Kazakhstan	Astana	206.1	208.950	98.6
	Kenya	Nairobi	99.88	110.340	90.5
	Kosovo	Pristina	0.7104	1.00000	71.0
	Kyrgyzstan	Bichkek	54.01	68.1088	79.3
	Laos	Vientiane	9306	9075.00	102.5
(4)	Lebanon	Beirut	1702	1678.30	101.4
	Lesotho	Maseru	6.816	13.6434	50.0
(1)	Liberia	Monrovia	1.391	1.11330	124.9
(3)	Libya	Tripoli	0	0	0
	Madagascar	Antananarivo	3080	3197.30	96.3
	Malawi	Lilongwe	374.0	490.125	76.3
	Malaysia	Kuala Lumpur	3.053	4.20700	72.6
(2)	Mali	Bamako	648.5	655.957	98.9
	Mauritania	Nouakchott	249.5	364.760	68.4
(4)	Mauritius	Port Louis	28.69	39.4345	72.8
(5)	Mexico	Mexico City	12.51	17.3959	71.9
	Moldova	Chisinau	12.03	21.1341	56.9
(6)	Montenegro	Podgorica	0.6274	1.00000	62.7
(4)	Morocco	Rabat	7.879	10.9025	72.3
	Mozambique	Maputo	32.16	44.8000	71.8
	Myanmar	Yangon	815.3	1212.38	67.2
	Namibia	Windhoek	9.241	13.6434	67.7
	Nepal	Kathmandu	104.4	114.080	91.5
	New Caledonia	NouMea	128.9	119.332	108.0
	New Zealand	Wellington	1.705	1.62680	104.8
	Nicaragua	Managua	19.43	30.3371	64.0
(2)(4)	Niger	Niamey	553.7	655.957	84.4
	Nigeria	Abuja	214.1	220.223	97.2
(6)	Norway	Oslo	11.94	8.80650	135.6
	Pakistan	Islamabad	69.70	113.767	61.3
(1)	Panama	Panama City	0.8670	1.11330	77.9
(4)	Papua New Guinea	Port Moresby	3.514	3.05432	115.1
	Paraguay	Asuncion	3984	5738.95	69.4
	Peru	Lima	3.322	3.53640	93.9
	Philippines	Manilla	42.23	50.3010	84.0

Place of employment		Economic Parities	Exchange Rate	Correction Coefficients	
		[1]	[2]	100 x [1] / [2]	
	Country	City	Jul-15	Jul-15	Jul-15
	Russia	Moscow	57.26	61.6025	93.0
	Rwanda	Kigali	702.2	805.110	87.2
	Samoa	Apia	2.715	2.85462	95.1
(4)	Saudi Arabia	Riyadh	3.521	4.17488	84.3
(2)	Senegal	Dakar	666.0	655.957	101.5
(6)	Serbia	Belgrade	73.39	120.422	60.9
	Sierra Leone	Freetown	7270	5411.94	134.3
	Singapore	Singapore	1.971	1.50160	131.3
(4)	Solomon Islands	Honiara	10.16	8.73172	116.4
(3)	Somalia	Mogadishu	0	0	0
(4)	South Africa	Pretoria	7.905	13.6434	57.9
(5)	South Korea	Seoul	1286	1249.68	102.9
	South-Sudan	Juba	4.259	3.28424	129.7
	Sri Lanka	Colombo	122.4	149.945	81.6
	Sudan	Khartoum	9.975	7.01746	142.1
	Suriname	Paramaribo	2.791	3.67389	76.0
(4)	Swaziland	Mbabane	8.707	13.6434	63.8
(5)	Switzerland	Bern	1.478	1.03760	142.4
(5)	Switzerland	Geneva	1.478	1.03760	142.4
(3)	Syria	Damascus	0	0	0
	Taiwan	Taipei	32.23	34.4458	93.6
	Tajikistan	Duschanbe	4.656	6.96948	66.8
	Tanzania	Dar es Salaam	1443	2337.55	61.7
(4)	Thailand	Bangkok	31.06	37.6350	82.5
(1)	Timor Leste	Dili	1.065	1.11330	95.7
(2)(4)	Togo	Lome	533.1	655.957	81.3
	Trinidad and Tobago	Port-of-Spain	6.886	7.16400	96.1
	Tunisia	Tunis	1.519	2.17640	69.8
(6)	Turkey	Ankara	2.332	2.99050	78.0
	Turkmenistan	Ashkhabad	2.536	3.89655	65.1
	Uganda	Kampala	2551	3646.60	70.0
	Ukraine	Kiev	13.96	23.5775	59.2
	United Arab Emirates	Abu Dhabi	3.988	4.09190	97.5
	United States	New York	1.212	1.11330	108.9
(5)	United States	Washington	1.085	1.11330	97.5
(4)	Uruguay	Montevideo	27.92	29.8676	93.5
	Uzbekistan	Tachkent	2681	2839.86	94.4
	Vanuatu	Port Vila	134.7	121.130	111.2
(3)	Venezuela	Caracas	0	0	0
	Vietnam	Hanoi	15329	24281.1	63.1
	West Bank — Gaza Strip	East Jerusalem	5.181	4.22500	122.6
	Yemen	Sana a	285.8	239.237	119.5
	Zambia	Lusaka	7.632	8.23290	92.7
(1)(4)	Zimbabwe	Harare	1.078	1.11330	96.8

In table above:

With reference to Brussels, Economic Parity = 1, Exchange Rate = 1, Correction Coefficient = 100%

(1) Currency USD = 8 Duty Stations: Cuba, El Salvador, Ecuador, Liberia, Timor Leste, Panama, Dem Rep Congo, Zimbabwe (+USA)

(2) Currency CFA = 13 Duty Stations: Benin, Burkina Faso, Cameroon, CAR, Chad, Congo, Gabon, Guinea-B, Ivory Coast, Mali, Niger, Senegal, Togo

(3) Not available (7 Duty Stations)

(4) Introduce processed UN P2P (25 Duty Stations)

(5) Introduce processed ISRP PPP (7 Duty Stations)

(6) Introduce processed ECP PPP (9 Duty Stations)