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Directorate C: National Accounts, Prices and Key Indicators  
**Unit C-3 :Statistics for Administrative Purposes**

Luxembourg, 14 October 2016

## **COMMISSION STAFF WORKING PAPER**

**Eurostat Report on  
the 2016 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 2016 the remuneration of active staff and the pensions  
of retired staff,**

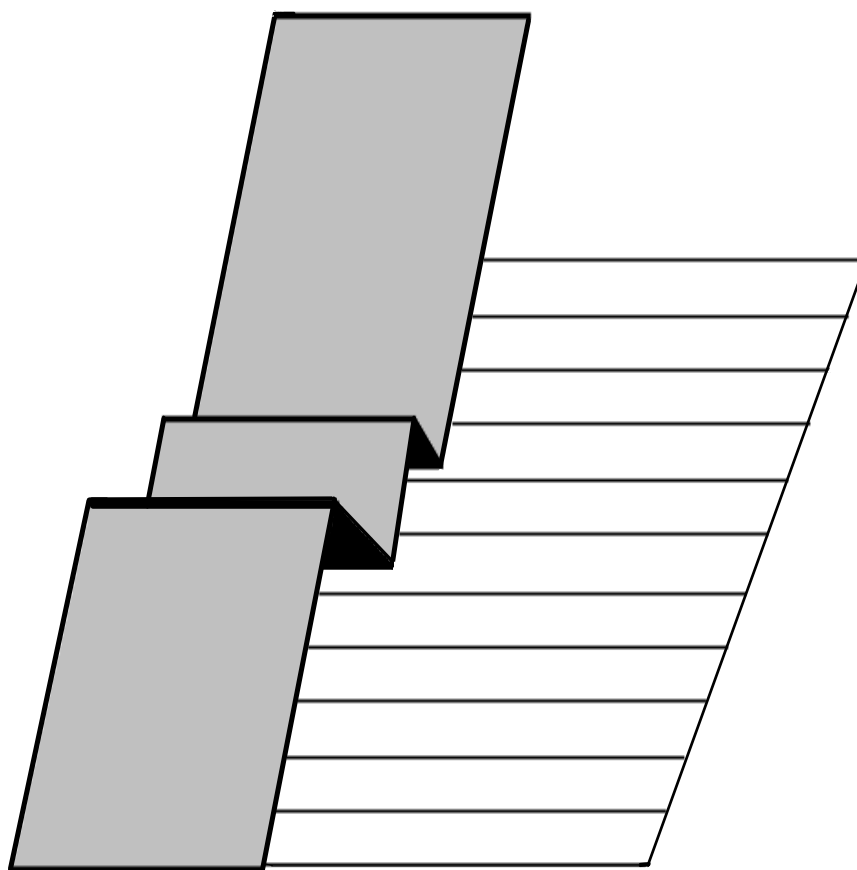
**and updating with effect from 1 July 2016 the correction coefficients applied to the  
remuneration of active staff serving in Intra-EU and Extra-EU duty stations, to the  
pensions of retired staff according to their country of residence, and for pension  
transfers.**

**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 2016**

**Main text**



October 2016

**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 2016.

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

An interim report was submitted in April 2016.

This annual report presents the following information for the period July 2015 – July 2016:

- 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 2015 – July 2016 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 2015 – July 2016 is 101.9 (+1.9%).

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 101.4 (+1.4%). 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 +3.3% (103.3).**

The global specific indicator is below the threshold required to trigger the moderation clause, which therefore does not apply.

As the forecast evolution of GDP in real terms is not negative, the exception clause does not apply.

The correction coefficients which apply to remuneration outside Belgium and Luxembourg with effect from 1 July 2016 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 2016 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 2016 with a target reply deadline of 31 July. In the absence of a correctly completed remuneration questionnaire from a Member State, the forecast figure they supplied in March 2016 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 Intra-EU correction coefficients are based on 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 Service 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:

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## INTRODUCTION

Eurostat hereby presents its report for the twelve months to July 2016. This is the third annual report submitted in accordance with the EU Staff Regulations as amended by Regulation 1023/2013<sup>1,2</sup>.

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 agreements<sup>3</sup>. 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 Luxembourg<sup>4</sup>.

This annual report presents the following information for the period July 2015 – July 2016:

- 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.

Chapters 1 to 4 of this report examine respectively:

- Evolution of the purchasing power of salaries of national officials in the central governments;

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<sup>1</sup> Regulation (EU, Euratom) No. 1023/2013 of the European Parliament and of the Council of 22 October 2013 amending the Staff Regulations of Officials of the European Union and the Conditions of Employment of Other Servants of the European Union, published in Official Journal L.287/15 dated 29.10.2013

<sup>2</sup> An interim report covering Intra-EU staff and pensioners for the period 1 July 2015 - 1 January 2016 was already prepared in April 2016 with reference Ares(2016)1765880; an interim report covering Extra-EU staff for the six months August 2015 - January 2016 was prepared in April 2016 with reference Ares(2016)1970736; an interim report covering Extra-EU staff for the five months February 2016 - June 2016 was prepared in September 2016 with reference Ares(2016)5500119.

<sup>3</sup> 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 Service 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).

<sup>4</sup> These include: document A6465/14/26rev2 “methodology for the calculation of specific indicators and control indicators” (version May 2016); document A6465/14/58rev “methodology for the calculation of the Joint Index” (version July 2014); document A6465/14/59rev3 “methodology for the calculation of Intra-EU correction coefficients” (version May 2016); document A6465/14/60rev2 “methodology for the calculation of Extra-EU correction coefficients” (version July 2016).

- 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 States<sup>5</sup>. Information about the evolution of purchasing power of national officials was requested in the usual manner during June 2016 with a target reply deadline of 31 July. In the absence of a correctly completed remuneration questionnaire from a Member State, the forecast figure they supplied in March 2016 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 Service 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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<sup>5</sup> 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 2015-2016 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), in accordance with the approved method manual.

**Table 1** therefore shows the changes in the net remuneration, both in nominal and real terms, in each of these Member States<sup>6</sup>. Changes in the harmonized indices of consumer prices (inflation rates) during the period June 2015 to June 2016 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 2015 expressed in purchasing power parities.

On this basis, the global specific indicator (average change in real net remuneration) for the year 2016 is 101.9 (+1.9%).

**Table 1**  
**Change in the net remuneration of central government civil servants**  
**July 2015 - July 2016**

Country	Weight <sup>1</sup> EU28=100	Weight in sample	Nominal net specific indicator	Consumer price indices	Real net specific indicator	Effect on the total
	(%)	(%)	(%)	(%)	(%)	
BE	2.6	3.1	3.0	1.8	<b>1.2</b>	0.04
DE	20.0	23.7	1.0	0.2	<b>0.8</b>	0.19
ES	8.3	9.8	4.9	-0.9	<b>5.9</b>	0.58
FR	13.7	16.3	0.4	0.3	<b>0.1</b>	0.02
IT	11.4	13.5	0.0	-0.2	<b>0.2</b>	0.03
LU	0.3	0.4	-1.2	-0.4	<b>-0.8</b>	0.00
NL	4.2	5.0	6.0	-0.2	<b>6.2</b>	0.31
AT	2.2	2.6	4.9	0.6	<b>4.3</b>	0.11
PL <sup>2</sup>	5.2	6.2	7.3	-0.4	<b>7.7</b>	0.47
SE	2.4	2.8	4.1	1.2	<b>2.9</b>	0.08
UK	14.0	16.6	1.1	0.5	<b>0.6</b>	0.10
<b>Total</b>	<b>84.3</b>	<b>100.0</b>	<b>2.0</b>	<b>0.1</b>	<b>1.9</b>	<b>1.9</b>

<sup>1</sup> Basis: GDP expressed in PPP, 2015

<sup>2</sup> Nominal net indicator for Poland combines previous year correction plus current year movement

<sup>6</sup> 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.

There is no direct equivalent of the net specific indicator.

### 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 numbers<sup>7</sup>). 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 2016 with the control indicator (compensation of employees) for the calendar year 2016, where the respective values for 2015 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 2016 is 101.3 (+1.3%).

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 2016 with the control indicator (labour cost index) for calendar year 2016, where the respective values for 2015 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 2016 is 101.7 (+1.7%).

The labour cost index control indicator is not available for all Member States. Relatively big differences are apparent for some Member States. They result from conceptual and statistical differences between the nominal gross specific indicator and the control indicator.

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<sup>7</sup> Where the ESA 2010 central public administration (s.1311) figure was not supplied to Eurostat by Member States, the number of employees in total public administration (= NACE R2 group 'O': central public administration/defence/social security) was used instead.

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

Country	Real gross specific indicator 2016 (2015 = 100)	Control indicator * 2016 (2015 = 100)	Difference (%)
BE	100.2	95.1	-5.1
DE	101.0	102.1	1.1
ES	104.0	103.1	-0.9
FR	100.3	100.1	-0.2
IT	100.2	99.8	-0.4
LU	98.7	105.1	6.5
NL	105.6	101.0	-4.4
AT	100.7	103.0	2.3
PL	99.4	102.1	2.7
SE	102.1	101.9	-0.2
UK	100.7	102.2	1.5
<b>Total</b>	<b>101.1</b>	<b>101.3</b>	<b>0.2</b>

\* 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 2016 (2015 = 100)	Control indicator * 2016 (2015 = 100)	Difference (%)
BE	102.0	100.0	-2.0
DE	101.2	102.6	1.4
ES	103.1	103.3	0.2
FR	100.6	:	:
IT	100.0	99.8	-0.2
LU	98.3	102.9	4.7
NL	105.4	103.6	-1.7
AT	101.3	99.3	-2.0
PL	99.0	101.7	2.7
SE	103.3	102.4	-0.9
UK	101.2	100.9	-0.3
<b>Total</b>	<b>101.3</b>	<b>101.7</b>	<b>0.4</b>

\* Labour Cost Index: Eurostat estimates.

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

For the 2015-2016 exercise Eurostat has calculated the Joint Index as stipulated by the Staff Regulations, in accordance with the approved method manual, 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 82.2% : 17.8%.

The detailed breakdown of this index corresponding to the 2016 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 2015 – June 2016 has increased, on average by 101.4 (+1.4%).

**Table 3**  
**Change in the Joint Belgium-Luxembourg Index**  
**June 2015 - June 2016**

Groups of consumption	Weight	Index
1. Food and non-alcoholic beverages	128.2	101.90
2. Alcoholic beverages and tobacco	20.3	108.10
3. Clothing and footwear	54.3	100.70
4. Housing, water, electricity, gas and other fuels	297.6	100.70
5. Furnishings, household equipment and maintenance of house	74.7	100.90
6. Health	19.2	100.50
7. Transport	127.2	99.20
8. Communications	21.5	104.20
9. Recreation and culture	91.7	101.30
10. Education	14.7	124.00
11. Hotels, cafes and restaurants	100.6	101.90
12. Miscellaneous goods and services	50.0	101.30
Global index without rents	762.9	101.60
Rents index	237.1	100.90
<b>Global index</b>	<b>1000.0</b>	<b>101.40</b>

#### 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 2016, which is necessary to maintain a parallel development of purchasing power with the civil servants in the Member States, is equal to:

##### Annual update

$$\frac{101.9 \times 101.4}{100} - 100 = +3.3\%$$

#### 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:

<b>GDP evolution</b>	<b>1 July</b>	<b>1 April</b>	<b>Cumulative*</b>
$0\% \leq X$	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 3 May 2016<sup>8</sup> estimated that the GDP growth for the EU as a whole for 2016 in real terms will be +1.8%, strengthening in 2017 to +1.9%.

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 STATIONS<sup>9</sup>**

This section presents the values of the economic parities and correction coefficients for staff, calculated in accordance with the approved method manual.

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

<sup>8</sup> Reference KC-BC-16-025-EN-N. The next DG ECFIN Autumn economic forecast is scheduled for publication during November 2016.

<sup>9</sup> 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.

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 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 2016.

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 2016 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 2016  
(for staff)**

<b>Country Place of employment</b>	<b>Parity 1.7.2015</b>	<b>Parity 1.7.2016</b>	<b>Change (%)</b>	<b>Implicit price index</b>
<b>BE/LU Brussels/Luxembourg</b>	<b>1.000</b>	<b>1.000</b>	<b>0.0%</b>	<b>1.4</b>
BG Sofia	1.020	0.9997	-2.0%	-0.6
CZ Prague	20.01	19.84	-0.9%	0.5
DK Copenhagen	9.836	9.896	0.6%	2.0
DE Berlin	0.966	0.961	-0.5%	0.9
Bonn	0.934	0.926	-0.9%	0.5
Karlsruhe	0.938	0.930	-0.8%	0.6
Munich	1.060	1.055	-0.5%	0.9
EE Tallinn	0.780	0.776	-0.4%	1.0
IE Dublin	1.166	1.183	1.5%	3.0
EL Athens	0.799	0.793	-0.7%	0.7
ES Madrid	0.902	0.881	-2.3%	-1.0
FR Paris	1.146	1.138	-0.7%	0.7
HR Zagreb	5.662	5.535	-2.2%	-0.9
IT Rome	0.994	0.979	-1.6%	-0.2
Varese	0.922	0.904	-2.0%	-0.7
CY Nicosia	0.773	0.743	-3.9%	-2.5
LV Riga	0.742	0.730	-1.6%	-0.3
LT Vilnius	0.690	0.697	1.0%	2.5
HU Budapest	216.8	222.0	2.4%	3.9
MT Valletta	0.845	0.857	1.5%	2.9
NL The Hague	1.078	1.080	0.2%	1.6
AT Vienna	1.059	1.047	-1.2%	0.2
PL Warsaw	3.006	2.950	-1.9%	-0.5
PT Lisbon	0.792	0.806	1.9%	3.3
RO Bucharest	2.908	2.887	-0.7%	0.7
SI Ljubljana	0.812	0.807	-0.6%	0.8
SK Bratislava	0.764	0.757	-0.9%	0.4
FI Helsinki	1.197	1.186	-0.9%	0.5
SE Stockholm	11.83	12.02	1.6%	3.0
UK London	1.182	1.171	-1.0%	0.4
Culham	0.9048	0.8859	-2.1%	-0.7

Note: For each place of employment, implicit index = parity change (%) x BE/LU index

**Table 5**  
**Calculation of correction coefficients at 1st July 2016**  
**(for staff)**

Country Place of employment	Parity [1]	Exchange rate [2]	Correction coefficient 100 * [1] / [2]
<b>BE/LU Brussels/Luxembourg</b>	<b>1.000</b>	<b>1.000</b>	<b>100.0</b>
BG Sofia	0.9997	1.956	51.1
CZ Prague	19.84	27.11	73.2
DK Copenhagen	9.896	7.438	133.1
DE Berlin	0.961	1.000	96.1
Bonn	0.926	1.000	92.6
Karlsruhe	0.930	1.000	93.0
Munich	1.055	1.000	105.5
EE Tallinn	0.776	1.000	77.6
IE Dublin	1.183	1.000	118.3
EL Athens	0.793	1.000	79.3
ES Madrid	0.881	1.000	88.1
FR Paris	1.138	1.000	113.8
HR Zagreb	5.535	7.527	73.5
IT Rome	0.979	1.000	97.9
Varese	0.904	1.000	90.4
CY Nicosia	0.743	1.000	74.3
LV Riga	0.730	1.000	73.0
LT Vilnius	0.697	1.000	69.7
HU Budapest	222.0	317.0	70.0
MT Valletta	0.857	1.000	85.7
NL The Hague	1.080	1.000	108.0
AT Vienna	1.047	1.000	104.7
PL Warsaw	2.950	4.426	66.7
PT Lisbon	0.806	1.000	80.6
RO Bucharest	2.887	4.525	63.8
SI Ljubljana	0.807	1.000	80.7
SK Bratislava	0.757	1.000	75.7
FI Helsinki	1.186	1.000	118.6
SE Stockholm	12.02	9.431	127.4
UK London	1.171	0.8255	141.8
Culham	0.8859	0.8255	107.3

## 9. CORRECTION COEFFICIENTS FOR PENSIONERS OUTSIDE BELGIUM AND LUXEMBOURG

This section presents the values of the economic parities and the correction coefficients for pensioners, calculated in accordance with the approved method manual.

The Staff Regulations stipulate the creation of correction coefficients for pensioners separate from those used for adjusting the remuneration of active staff<sup>10</sup>. 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.

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 2016.

**Table 7** shows the correction coefficients calculated for pensioners for all Member States (relative to Belgium) at July 2016.

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

**Table 6****Changes in the economic parities in the twelve months to 1st July 2016  
(for pensioners)**

<b>Country</b>	<b>Parity 1.7.2015</b>	<b>Parity 1.7.2016</b>	<b>Change (%)</b>	<b>Implicit price index</b>
<b>BE/LU</b>	<b>1.000</b>	<b>1.000</b>	<b>0.0%</b>	<b>1.4</b>
BG	1.042	0.9670	-7.2%	-5.9
CZ	18.52	18.19	-1.8%	-0.4
DK	9.626	10.04	4.3%	5.8
DE	0.960	0.972	1.2%	2.6
EE	0.793	0.794	0.2%	1.6
IE	1.078	1.212	12.4%	14.0
EL	0.787	0.778	-1.1%	0.3
ES	0.891	0.870	-2.4%	-1.0
FR	1.047	1.069	2.1%	3.5
HR	5.294	4.969	-6.1%	-4.8
IT	0.967	0.982	1.6%	3.0
CY	0.831	0.778	-6.4%	-5.1
LV	0.718	0.674	-6.2%	-4.9
LT	0.666	0.645	-3.1%	-1.8
HU	195.6	188.7	-3.6%	-2.2
MT	0.858	0.880	2.6%	4.0
NL	1.042	1.075	3.2%	4.6
AT	1.024	1.066	4.1%	5.6
PL	2.664	2.523	-5.3%	-4.0
PT	0.799	0.804	0.6%	2.0
RO	2.621	2.567	-2.1%	-0.7
SI	0.780	0.775	-0.6%	0.8
SK	0.699	0.676	-3.3%	-1.9
FI	1.133	1.181	4.3%	5.8
SE	10.77	11.18	3.8%	5.3
UK	0.9543	1.026	7.5%	9.0

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

**Table 7**  
**Calculation of correction coefficients at 1st July 2016**  
**(for pensioners)**

Country	Parity [1]	Exchange rate [2]	Correction coefficient 100 * [1] / [2]
<b>BE/LU</b>	<b>1.000</b>	<b>1.000</b>	<b>100.0</b>
BG	0.9670	1.956	49.4
CZ	18.19	27.11	67.1
DK	10.04	7.438	135.0
DE	0.972	1.000	97.2
EE	0.794	1.000	79.4
IE	1.212	1.000	121.2
EL	0.778	1.000	77.8
ES	0.870	1.000	87.0
FR	1.069	1.000	106.9
HR	4.969	7.527	66.0
IT	0.982	1.000	98.2
CY	0.778	1.000	77.8
LV	0.674	1.000	67.4
LT	0.645	1.000	64.5
HU	188.7	317.0	59.5
MT	0.880	1.000	88.0
NL	1.075	1.000	107.5
AT	1.066	1.000	106.6
PL	2.523	4.426	57.0
PT	0.804	1.000	80.4
RO	2.567	4.525	56.7
SI	0.775	1.000	77.5
SK	0.676	1.000	67.6
FI	1.181	1.000	118.1
SE	11.18	9.431	118.6
UK	1.026	0.8255	124.2

## 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 Union<sup>11</sup>.

This section presents the values of the economic parities and the correction coefficients for Extra-EU staff, calculated in accordance with the approved method manual.

An important difference from the values established for Intra-EU locations is that expenditure on housing is not taken into account because Annex X makes specific arrangements for these<sup>12</sup>. Price data for remaining consumption items is taken from “place-to-place” surveys undertaken in collaboration with the United Nations International Civil Service Commission (UN.ICSC) and the International Service 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). Basic heading parities are aggregated using consumption expenditure weights derived from periodic family budget surveys conducted amongst EU staff.

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

Information is compiled for a list of 144<sup>13</sup> 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 2016.

**Table 9** shows the correction coefficients for all extra-EU duty stations (relative to Brussels) calculated at July 2016.

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

<sup>12</sup> With effect from 2016, education and healthcare prices and consumption expenditure are taken into account, because reimbursement coverage is less than 100%. In accordance with decision at March 2016 meeting of Working Group on Articles 64&65, and agreement with international partner organisations, Extra-EU PPP are now established using the same classification of 80 basic headings as employed for Intra-EU purposes (sole exception: housing).

<sup>13</sup> No Extra-EU duty station added or deleted since July 2015.

**Table 8**  
**Changes in the economic parities in the 12 months to 1st July 2016**  
**(for staff serving in Extra- EU delegations)**

Place of employment		Economic Parities	Economic Parities	CHANGE (in %)	
	Country	City	Jul-16	Jul-15	Jul 2016 - Jul 2015
(3)	Afghanistan	Kabul	0	0	
	Albania	Tirana	78.67	79.96	-1.6
	Algeria	Algiers	83.93	79.28	5.9
	Angola	Luanda	253.3	200.1	26.6
	Argentina	Buenos Aires	10.41	9.287	12.1
	Armenia	Yerevan	419.1	437.7	-4.2
(5)	Australia	Canberra	1.583	1.457	8.6
	Azerbaijan	Baku	1.162	1.078	7.8
	Bangladesh	Dhaka	75.12	71.37	5.3
	Barbados	Bridgetown	2.647	2.749	-3.7
	Belarus	Minsk	11448	9132	25.4
	Belize	Belize (Belmopan)	1.836	1.858	-1.2
(9)	Benin	Cotonou	661.5	684.2	-3.3
	Bolivia	La Paz	7.096	6.891	3.0
	Bosnia and Herzegovina	Banja Luka	1.061	1.092	-2.8
	Bosnia and Herzegovina	Sarajevo	1.260	1.292	-2.5
(4)	Botswana	Gaborone	6.991	6.330	10.4
	Brazil	Brasilia	3.771	3.597	4.8
(9)	Burkina Faso	Ouagadougou	626.0	636.2	-1.6
	Burundi	Bujumbura	1492	1478	0.9
	Cambodia	Phnom Penh	3587	3827	-6.3
(4)(9)	Cameroon	Yaounde	546.5	633.7	-13.8
(5)	Canada	Ottawa	1.430	1.421	0.6
	Cape Verde	Praia	74.85	76.68	-2.4
(4)(9)	Central African Republic	Bangui	716.7	680.8	5.3
(4)(9)	Chad	Ndjamena	698.6	780.1	-10.4
(4)	Chile	Santiago	459.5	397.1	15.7
	China	Beijing	6.870	6.929	-0.9
	Colombia	Bogota	2223	2100	5.9
(4)	Comoros	Moroni	337.7	317.2	6.5
(4)(9)	Congo	Brazzaville	748.1	806.2	-7.2
	Costa Rica	San Jose	486.4	498.7	-2.5
(4)(1)	Cuba	Havana	0.9521	1.055	-9.8
(1)	Democratic Republic of Congo	Kinshasa	1.830	1.825	0.3
	Djibouti	Djibouti	178.1	181.1	-1.7
	Dominican Republic	Santo Domingo	33.45	33.73	-0.8
(1)	Ecuador	Quito	1.034	1.028	0.6
	Egypt	Cairo	7.209	6.718	7.3
(1)	El Salvador	San Salvador	0.8381	0.8567	-2.2
(4)	Eritrea	Asmara	23.46	24.00	-2.3
	Ethiopia	Addis Ababa	18.04	22.17	-18.6
(4)	Fiji	Suva	1.833	1.609	13.9
	Former Yugoslav Republic of Macedonia	Skopje	30.77	30.65	0.4
(9)	Gabon	Libreville	711.0	719.9	-1.2
	Gambia	Banjul	34.81	33.81	3.0
	Georgia	Tbilisi	1.562	1.577	-1.0
	Ghana	Accra	3.371	2.787	21.0
	Guatemala	Guatemala City	8.081	8.027	0.7

Place of employment			Economic Parities	Economic Parities	CHANGE (in %)
	Country	City	Jul-16	Jul-15	Jul 2016 - Jul 2015
	Guinea	Conakry	7637	7414	3.0
(4)(9)	Guinea-Bissau	Bissau	549.1	585.6	-6.2
	Guyana	Georgetown	169.9	171.5	-0.9
(4)	Haiti	Port-au-Prince	56.85	53.18	6.9
	Honduras	Tegucigalpa	22.41	22.08	1.5
	Hong Kong	Hong Kong	10.63	10.71	-0.7
(6)	Iceland	Reykjavík	185.6	186.8	-0.6
	India	New Delhi	56.80	54.37	4.5
	Indonesia	Banda Aceh	10327	10316	0.1
	Indonesia	Jakarta	11220	11232	-0.1
(3)	Iran	Teheran	0	0	
(3)	Iraq	Baghdad	0	0	
	Israel	Tel-Aviv	4.445	4.559	-2.5
(9)	Ivory coast	Abidjan	630.4	637.3	-1.1
	Jamaica	Kingston	118.4	119.8	-1.2
(5)	Japan	Tokyo	130.9	129.6	1.0
	Jordan	Amman	0.8031	0.8276	-3.0
(4)	Kazakhstan	Astana	234.3	206.1	13.7
	Kenya	Nairobi	104.7	99.88	4.8
	Kosovo	Pristina	0.6950	0.7104	-2.2
(4)	Kyrgyzstan	Bichkek	57.01	54.01	5.6
	Laos	Vientiane	9189	9306	-1.3
	Lebanon	Beirut	1710	1702	0.5
(4)	Lesotho	Maseru	7.899	6.816	15.9
(1)	Liberia	Monrovia	1.480	1.391	6.4
(3)	Libya	Tripoli	0	0	
	Madagascar	Antananarivo	3155	3080	2.4
	Malawi	Lilongwe	432.1	374.0	15.5
	Malaysia	Kuala Lumpur	3.030	3.053	-0.8
(9)	Mali	Bamako	631.4	648.5	-2.6
(4)	Mauritania	Nouakchott	263.1	249.5	5.5
	Mauritius	Port Louis	28.72	28.69	0.1
(5)	Mexico	Mexico City	11.75	12.51	-6.1
	Moldova	Chisinau	12.75	12.03	6.0
	Montenegro	Podgorica	0.6117	0.6274	-2.5
	Morocco	Rabat	7.794	7.879	-1.1
	Mozambique	Maputo	36.62	32.16	13.9
(4)	Myanmar	Yangon	965.7	815.3	18.4
	Namibia	Windhoek	9.570	9.241	3.6
	Nepal	Kathmandu	113.3	104.4	8.5
	New Caledonia	NouMea	127.7	128.9	-0.9
(5)	New Zealand	Wellington	1.625	1.705	-4.7
	Nicaragua	Managua	19.58	19.43	0.8
(9)	Niger	Niamey	543.5	553.7	-1.8
	Nigeria	Abuja	241.0	214.1	12.6
(6)	Norway	Oslo	12.00	11.94	0.5
	Pakistan	Islamabad	70.29	69.70	0.8
(1)	Panama	Panama City	0.8580	0.8670	-1.0
	Papua New Guinea	Port Moresby	3.462	3.514	-1.5
	Paraguay	Asuncion	4093	3984	2.7
	Peru	Lima	3.378	3.322	1.7
	Philippines	Manilla	42.67	42.23	1.0



Place of employment			Economic Parities	Economic Parities	CHANGE (in %)
	Country	City	Jul-16	Jul-15	Jul 2016 - Jul 2015
	Russia	Moscow	59.94	57.26	4.7
	Rwanda	Kigali	719.2	702.2	2.4
	Samoa	Apia	2.598	2.715	-4.3
	Saudi Arabia	Riyadh	3.650	3.521	3.7
(9)	Senegal	Dakar	660.6	666.0	-0.8
	Serbia	Belgrade	63.51	73.39	-13.5
	Sierra Leone	Freetown	7866	7270	8.2
	Singapore	Singapore	1.949	1.971	-1.1
	Solomon Islands	Honiara	10.39	10.16	2.3
(3)	Somalia	Mogadishu	0	0	
	South Africa	Pretoria	8.906	7.905	12.7
(5)	South Korea	Seoul	1218	1286	-5.3
(3)	South-Sudan	Juba	0	4.259	
	Sri Lanka	Colombo	127.3	122.4	4.0
	Sudan	Khartoum	11.74	9.975	17.7
	Suriname	Paramaribo	4.233	2.791	51.7
	Swaziland	Mbabane	10.18	8.707	16.9
(6)	Switzerland	Bern	1.403	1.478	-5.1
(6)	Switzerland	Geneva	1.403	1.478	-5.1
(3)	Syria	Damascus	0	0	
(8)	Taiwan	Taipei	30.37	32.23	-5.8
	Tajikistan	Duschanbe	4.801	4.656	3.1
	Tanzania	Dar es Salaam	1480	1443	2.6
	Thailand	Bangkok	30.62	31.06	-1.4
(1)	Timor Leste	Dili	1.018	1.065	-4.4
(9)	Togo	Lome	530.1	533.1	-0.6
	Trinidad and Tobago	Port-of-Spain	6.951	6.886	0.9
(4)	Tunisia	Tunis	1.662	1.519	9.4
(6)	Turkey	Ankara	2.485	2.332	6.6
	Turkmenistan	Ashkhabad	2.619	2.536	3.3
(4)	Uganda	Kampala	2719	2551	6.6
(4)	Ukraine	Kiev	15.26	13.96	9.3
	United Arab Emirates	Abu Dhabi	3.941	3.988	-1.2
	United States	New York	1.179	1.212	-2.7
(5)	United States	Washington	1.049	1.085	-3.3
	Uruguay	Montevideo	30.42	27.92	9.0
(4)	Uzbekistan	Tachkent	2905	2681	8.4
	Vanuatu	Port Vila	136.3	134.7	1.2
(3)	Venezuela	Caracas	0	0	
	Vietnam	Hanoi	14719	15329	-4.0
	West Bank — Gaza Strip	East Jerusalem	5.071	5.181	-2.1
(3)	Yemen	Sana a	0	285.8	
	Zambia	Lusaka	8.888	7.632	16.5
(1)	Zimbabwe	Harare	0.9624	1.078	-10.7

In table above:

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

(9) 1euro = CFA ( 13 Duty Stations : Benin, Burkina Faso, Cameroon, Cen.Afr.Rep., Chad, Congo, Gabon, Guinea-Bissau, Ivory Coast, Mali, Niger, Senegal, Togo )

(2) Bruxelles = 100%

(3) Not available (9 Duty Stations : Afghanistan, Iran, Iraq, Libya, Somalia, South Sudan, Syria, Venezuela, Yemen)

(4) UN P2P processed (21 Duty Stations )

(5) ISRP PPP processed (7 Duty Stations )

(6) ECP PPP processed (5 Duty Stations )

(7) ECP PPP processed (0 Balkan Duty Stations )

(8) Specific P2P processed (1 Taiwan Duty Station )

**Table 9**

Calculation of correction coefficients at 1st July 2016  
(for staff serving in Extra- EU delegations)

Place of employment		Economic Parities	Exchange Rate <sup>(1)</sup>	Correction Coefficients <sup>(2)</sup>	
		[1]	[2]	100 x [1] / [2]	
	<b>Country</b>	<b>City</b>	Jul-16	Jul-16	
(3)	Afghanistan	Kabul			
	Albania	Tirana	78.67	137.830	57.1
	Algeria	Algiers	83.93	123.202	68.1
	Angola	Luanda	253.3	185.361	<b>136.7</b>
	Argentina	Buenos Aires	10.41	16.5574	62.9
	Armenia	Yerevan	419.1	529.330	79.2
(5)	Australia	Canberra	1.583	1.49110	<b>106.2</b>
	Azerbaijan	Baku	1.162	1.70032	68.3
	Bangladesh	Dhaka	75.12	86.9456	86.4
	Barbados	Bridgetown	2.647	2.22988	<b>118.7</b>
	Belarus	Minsk	11448	22271.0	51.4
	Belize	Belize (Belmopan)	1.836	2.21246	83.0
(9)	Benin	Cotonou	661.5	655.957	<b>100.8</b>
	Bolivia	La Paz	7.096	7.66319	92.6
	Bosnia and Herzegovina	Banja Luka	1.061	1.95583	54.2
	Bosnia and Herzegovina	Sarajevo	1.260	1.95583	64.4
(4)	Botswana	Gaberone	6.991	12.2399	57.1
	Brazil	Brasilia	3.771	3.62160	<b>104.1</b>
(9)	Burkina Faso	Ouagadougou	626.0	655.957	95.4
	Burundi	Bujumbura	1492	1821.54	81.9
	Cambodia	Phnom Penh	3587	4527.50	79.2
(4)(9)	Cameroon	Yaounde	546.5	655.957	83.3
(5)	Canada	Ottawa	1.430	1.44070	99.3
	Cape Verde	Praia	74.85	110.265	67.9
(4)(9)	Central African Republic	Bangui	716.7	655.957	<b>109.3</b>
(4)(9)	Chad	Ndjamena	698.6	655.957	<b>106.5</b>
(4)	Chile	Santiago	459.5	754.353	60.9
	China	Beijing	6.870	7.36800	93.2
	Colombia	Bogota	2223	3296.97	67.4
(4)	Comoros	Moroni	337.7	491.968	68.6
(4)(9)	Congo	Brazzaville	748.1	655.957	<b>114.0</b>
	Costa Rica	San Jose	486.4	606.196	80.2
(4)(1)	Cuba	Havana	0.9521	1.10900	85.9
(1)	Democratic Republic of Congo	Kinshasa	1.830	1.10900	<b>165.0</b>
	Djibouti	Djibouti	178.1	197.093	90.4
	Dominican Republic	Santo Domingo	33.45	50.7717	65.9
(1)	Ecuador	Quito	1.034	1.10900	93.2
	Egypt	Cairo	7.209	9.84400	73.2
(1)	El Salvador	San Salvador	0.8381	1.10900	75.6
(4)	Eritrea	Asmara	23.46	17.4768	<b>134.2</b>
	Ethiopia	Addis Ababa	18.04	24.8220	72.7
(4)	Fiji	Suva	1.833	2.29463	79.9
	Former Yugoslav Republic of Macedonia	Skopje	30.77	61.6959	49.9
(9)	Gabon	Libreville	711.0	655.957	<b>108.4</b>
	Gambia	Banjul	34.81	48.9500	71.1
	Georgia	Tbilisi	1.562	2.53770	61.6
	Ghana	Accra	3.371	4.34310	77.6
	Guatemala	Guatemala City	8.081	8.47304	95.4

Place of employment		Economic Parities	Exchange Rate <sup>(1)</sup>	Correction Coefficients <sup>(2)</sup>	
		[1]	[2]	100 x [1] / [2]	
	<b>Country</b>	<b>City</b>	Jul-16	Jul-16	
	Guinea	Conakry	7637	9925.37	76.9
(4)(9)	Guinea-Bissau	Bissau	549.1	655.957	83.7
	Guyana	Georgetown	169.9	236.030	72.0
(4)	Haiti	Port-au-Prince	56.85	70.0219	81.2
	Honduras	Tegucigalpa	22.41	25.2475	88.8
	Hong Kong	Hong Kong	10.63	8.60410	<b>123.5</b>
(6)	Iceland	Reykjavík	185.6	138.200	<b>134.3</b>
	India	New Delhi	56.80	74.9693	75.8
	Indonesia	Banda Aceh	10327	14577.3	70.8
	Indonesia	Jakarta	11220	14577.3	77.0
(3)	Iran	Teheran			
(3)	Iraq	Baghdad			
	Israel	Tel-Aviv	4.445	4.27930	<b>103.9</b>
(9)	Ivory coast	Abidjan	630.4	655.957	96.1
	Jamaica	Kingston	118.4	141.788	83.5
(5)	Japan	Tokyo	130.9	113.850	<b>115.0</b>
	Jordan	Amman	0.8031	0.786280	<b>102.1</b>
(4)	Kazakhstan	Astana	234.3	373.930	62.7
	Kenya	Nairobi	104.7	112.509	93.1
	Kosovo	Pristina	0.6950	1.00000	69.5
(4)	Kyrgyzstan	Bichkek	57.01	74.7459	76.3
	Laos	Vientiane	9189	8920.00	<b>103.0</b>
	Lebanon	Beirut	1710	1671.82	<b>102.3</b>
(4)	Lesotho	Maseru	7.899	16.6016	47.6
(1)	Liberia	Monrovia	1.480	1.10900	<b>133.5</b>
(3)	Libya	Tripoli			
	Madagascar	Antananarivo	3155	3642.34	86.6
	Malawi	Lilongwe	432.1	785.038	55.0
	Malaysia	Kuala Lumpur	3.030	4.45940	67.9
(9)	Mali	Bamako	631.4	655.957	96.3
(4)	Mauritania	Nouakchott	263.1	404.285	65.1
	Mauritius	Port Louis	28.72	39.5039	72.7
(5)	Mexico	Mexico City	11.75	20.7331	56.7
	Moldova	Chisinau	12.75	22.0064	57.9
	Montenegro	Podgorica	0.6117	1.00000	61.2
	Morocco	Rabat	7.794	10.8435	71.9
	Mozambique	Maputo	36.62	69.2000	52.9
(4)	Myanmar	Yangon	965.7	1291.99	74.7
	Namibia	Windhoek	9.570	16.6016	57.6
	Nepal	Kathmandu	113.3	120.680	93.9
	New Caledonia	NouMea	127.7	119.332	<b>107.0</b>
(5)	New Zealand	Wellington	1.625	1.55650	<b>104.4</b>
	Nicaragua	Managua	19.58	31.7332	61.7
(9)	Niger	Niamey	543.5	655.957	82.9
	Nigeria	Abuja	241.0	311.271	77.4
(6)	Norway	Oslo	12.00	9.30650	<b>128.9</b>
	Pakistan	Islamabad	70.29	117.468	59.8
(1)	Panama	Panama City	0.8580	1.10900	77.4
	Papua New Guinea	Port Moresby	3.462	3.50949	98.6
	Paraguay	Asuncion	4093	6270.65	65.3
	Peru	Lima	3.378	3.68687	91.6
	Philippines	Manilla	42.67	52.1060	81.9

Place of employment		Economic Parities	Exchange Rate <sup>(1)</sup>	Correction Coefficients <sup>(2)</sup>	
		[1]	[2]	100 x [1] / [2]	
	<b>Country</b>	<b>City</b>	Jul-16	Jul-16	
	Russia	Moscow	59.94	71.0452	84.4
	Rwanda	Kigali	719.2	868.557	82.8
	Samoa	Apia	2.598	2.84761	91.2
	Saudi Arabia	Riyadh	3.650	4.15875	87.8
(9)	Senegal	Dakar	660.6	655.957	<b>100.7</b>
	Serbia	Belgrade	63.51	123.953	51.2
	Sierra Leone	Freetown	7866	6889.65	<b>114.2</b>
	Singapore	Singapore	1.949	1.49510	<b>130.4</b>
	Solomon Islands	Honiara	10.39	8.65053	<b>120.1</b>
(3)	Somalia	Mogadishu			
	South Africa	Pretoria	8.906	16.6016	53.6
(5)	South Korea	Seoul	1218	1283.15	94.9
(3)	South-Sudan	Juba			
	Sri Lanka	Colombo	127.3	161.615	78.8
	Sudan	Khartoum	11.74	7.13093	<b>164.6</b>
	Suriname	Paramaribo	4.233	7.80514	54.2
	Swaziland	Mbabane	10.18	16.6016	61.3
(6)	Switzerland	Bern	1.403	1.08540	<b>129.3</b>
(6)	Switzerland	Geneva	1.403	1.08540	<b>129.3</b>
(3)	Syria	Damascus			
(8)	Taiwan	Taipei	30.37	35.8201	84.8
	Tajikistan	Duschanbe	4.801	8.72628	55.0
	Tanzania	Dar es Salaam	1480	2415.15	61.3
	Thailand	Bangkok	30.62	39.0280	78.5
(1)	Timor Leste	Dili	1.018	1.10900	91.8
(9)	Togo	Lome	530.1	655.957	80.8
	Trinidad and Tobago	Port-of-Spain	6.951	7.65815	90.8
(4)	Tunisia	Tunis	1.662	2.45240	67.8
(6)	Turkey	Ankara	2.485	3.21570	77.3
	Turkmenistan	Ashkhabad	2.619	3.88150	67.5
(4)	Uganda	Kampala	2719	3793.83	71.7
(4)	Ukraine	Kiev	15.26	27.5846	55.3
	United Arab Emirates	Abu Dhabi	3.941	4.05880	97.1
	United States	New York	1.179	1.10900	<b>106.3</b>
(5)	United States	Washington	1.049	1.10900	94.6
	Uruguay	Montevideo	30.42	34.3457	88.6
(4)	Uzbekistan	Tachkent	2905	3259.03	89.1
	Vanuatu	Port Vila	136.3	121.643	<b>112.0</b>
(3)	Venezuela	Caracas			
	Vietnam	Hanoi	14719	24758.4	59.5
	West Bank — Gaza Strip	East Jerusalem	5.071	4.27930	<b>118.5</b>
(3)	Yemen	Sana a			
	Zambia	Lusaka	8.888	12.0264	73.9
(1)	Zimbabwe	Harare	0.9624	1.10900	86.8

In table above:

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

(9) 1euro = CFA ( 13 Duty Stations : Benin, Burkina Faso, Cameroon, Central African Rep., Chad, Congo, Gabon, Guinea-Bissau, Ivory Coast, Mali, Niger, Senegal, Togo)

(2) Bruxelles = 100%

(3) Not available (9 Duty Stations : Afghanistan, Iran, Iraq, Libya, Somalia, South Sudan, Syria, Venezuela, Yemen)

(4) UN P2P processed (21 Duty Stations )

(5) ISRP PPP processed (7 Duty Stations )

(6) ECP PPP processed (5 Duty Stations )

(7) ECP PPP processed (0 Balkan Duty Stations )

(8) Specific P2P processed (1 Taiwan Duty Station )