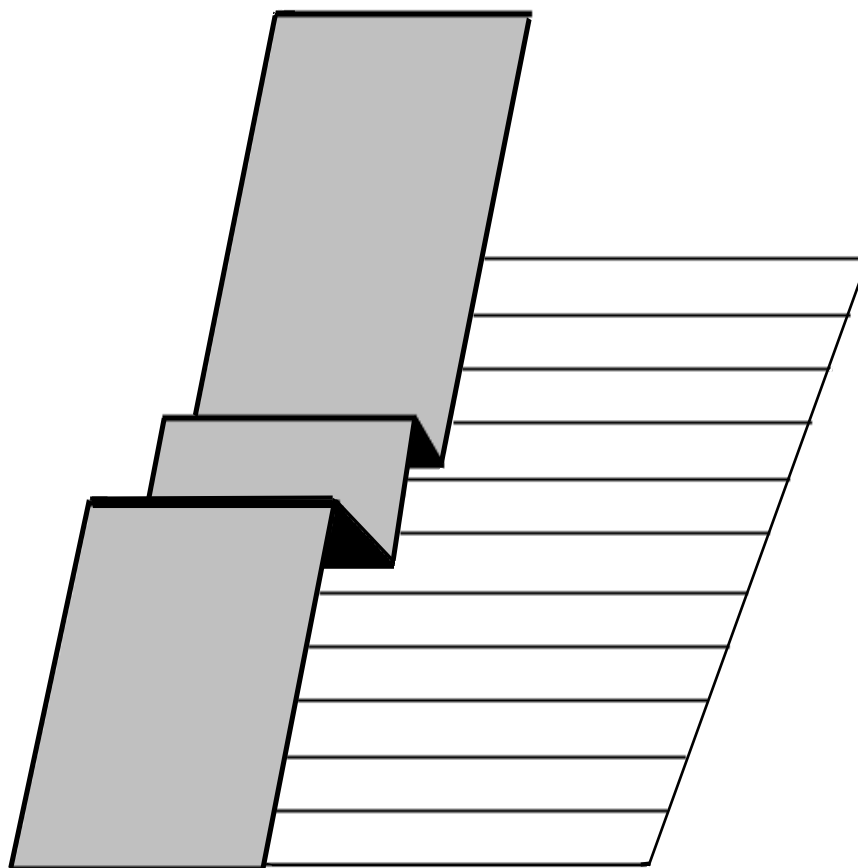


Appendix 1a

Appendix 1a to the Eurostat Report on the Annual Adjustment of Remuneration and Pensions

Explanations and statistical analyses:
specific indicators, control indicators, worktime

Reference period:
Year to 1 July 2018



CONTENTS

Introduction	29
1. PARALLELISM WITH EVOLUTION OF PURCHASING POWER OF NATIONAL OFFICIALS	30
1.1. General remarks on the calculation of the specific indicator	30
1.1.1. Elements of remuneration	30
1.1.2. Net remuneration.....	30
1.1.3. Reference period	31
1.1.4. Reference population	31
1.1.5. Sample of family types	31
1.1.6. Function groups.....	31
1.1.7. Sample of grades	32
1.1.8. Sample of countries.....	32
1.1.9. Calculation of country specific indicators	32
1.2. Specific indicators - results by functional groups	33
1.3. Ratio of AD-equivalent to AST-equivalent and to AST/SC-equivalent personnel	35
1.4. The evolution of gross and net remuneration.....	37
1.5. The impact of statutory deductions	39
1.6. Changes in the specific indicators (countries in the sample).....	40
1.7. Changes in the specific indicators (countries not in the sample)	42
1.8. Comparison with forecast.....	45
2. CONTROL INDICATORS.....	47
2.1. Compensation of employees in central government	47
2.2. Labour cost index for total public administration	50
3. INFORMATION ABOUT WORKING TIME	53

INTRODUCTION

This document is an appendix to the 2018 Eurostat report on the annual adjustment of remuneration and pensions. While the principal results concerning specific indicators are presented in the main report, the purpose of this appendix is to give further explanations and statistical analyses of the results as well as detailed tables with statistical information.

Chapter 1 of this document examines the changes in the purchasing power of salaries of central government civil servants in the Member States (specific indicator).

In Chapter 2 information is provided about control indicators (compensation of employees in central government; labour cost index for total public administration).

In Chapter 3 information about working time in central governments of the Member States is given.

All calculations and figures presented in this appendix relating to specific indicators are based on data supplied and validated by the responsible authorities in the Member States. In the absence of a correctly completed remuneration questionnaire from a Member State, the forecast figure they supplied in March 2018 was used, or a more recent estimate.

More information about methodology can be found in the detailed procedural manuals¹⁵.

For any information concerning this report appendix, please contact the Eurostat Remuneration Team in Luxembourg:

*Eurostat, Unit C3
BECH – A2/004
L-2920 Luxembourg
tel.: (+352) 4301-35129
Email: estat-a64ia65@ec.europa.eu*

¹⁵ Op cit (3) Doc.A6465/14/26rev2 (version May 2016)

1. PARALLELISM WITH EVOLUTION OF PURCHASING POWER OF NATIONAL OFFICIALS

1.1. General remarks on the calculation of the specific indicator

The *global specific indicator* is a measure to represent the average change in the purchasing power of central government civil servants in the Member States of the European Communities. It is measured by the real net salary increase in the central government civil services.

One of the basic elements of the annual salary adjustment procedure is the principle of **parallel development** of the salaries, in terms of purchasing power of national central government civil servants and of officials of the European Communities. The **specific indicator** is the methodological tool allowing the implementation of this principle of parallelism.

Article 65 and Annex XI determine the basic principles of the method, but these have to be complemented with practical procedures¹⁶. Therefore, we provide here a set of commonly agreed basic definitions. If a particular situation in a given country makes it meaningful to deviate from these definitions to ensure a better application of the spirit of the method, then Eurostat, in agreement with that country may do so.

1.1.1. Elements of remuneration

All elements of remuneration that affect the purchasing power of civil servants should be taken into account in calculating the gross remuneration. All general bonuses and premiums, which are part of the salary, should be reported. In general the following elements should be taken into account:

- basic salaries;
- all allowances and bonuses (e.g. general premiums, child benefit and family allowances¹⁷);
- non-pensionable lump-sum payments (e.g. annual holiday pay, Christmas bonus).

Not to be included:

- regional allowances granted to compensate for 'cost-of-living' differences;
- increase due to promotion or seniority;
- person-specific special allowances, for example individual bonuses for exceptional performance.

1.1.2. Net remuneration

In order to get the net remuneration the following elements should be deducted from the gross remuneration:

- the amount of compulsory social deductions (social security and occupational pension scheme contributions);
- general taxes on income;
- other compulsory deductions (mutual assistance contribution, temporary contribution, etc.).

Not to be included:

- voluntary contributions.

¹⁶ For full details, see the latest version of the methodology manual.

¹⁷ Where national civil servants are also eligible for state benefits (family allowances) these are included.

1.1.3. Reference period

In order to calculate the specific indicator for the year (t) the remuneration of central government civil servants on a fixed month of the year (t-1) is to be compared with the remuneration on the same date of the year (t).

The method is based on the comparison of a snapshot of a national remuneration system in the month of July of the current year with the equivalent snapshot in the month of July of the previous year. A snapshot of the system, however, does not simply mean the remuneration grid in a particular month; rather it means the remuneration level of the reference population employees in that month, including 1/12 of all annually paid elements such as Christmas bonuses, annual holiday pay, lump-sum payments etc.

If Member States report remuneration data of a given month/year again (e.g. data concerning remuneration of July 2017 sent in 2017 and re-sent in 2018), the data should be exactly the same. If not, they have to provide Eurostat with a clear justification (e.g. change in the structure of grades and categories in the public administration) and impact analysis.

1.1.4. Reference population

The reference population relates to permanent statutory staff of the sub-sector “**central governments**” (**S.1311 of ESA 2010**) of Member States. It should be noted that the sub-sector S.1311 in ESA 2010 is defined as follows:

“This sub-sector includes all administrative departments of the state and other central agencies whose competence extends normally over the whole economic territory, except for the administration of social security funds.”

The reference population for calculating the specific indicator consists of subsector central government, with the following exclusions:

- state and local governments;
- social security funds;
- the armed forces, security forces, police forces, frontier guards, etc.;
- teaching staff;
- medical staff of national health services;
- ministers of religion, if directly paid by central government;
- diplomats and magistrates.

1.1.5. Sample of family types

The specific indicator for each country is calculated on the basis of remuneration data of officials of two different family statuses - **single** and **married with two dependent children**, and each with a weight of 50%. Where relevant, spouses are assumed to have zero income.

1.1.6. Function groups

According to Annex XI, Art. 1 Eurostat is obliged to provide a specific indicator for each of the three function groups: Administrators (AD), Assistants (AST) and Secretaries and Clerks (AST/SC). Therefore, the posts in the national reference population should be classified, according to the nature of the duties to which they relate, in these three function groups – each should comprise several grades.

- Function group **AD** relates to staff engaged in administrative, advisory, linguistic and scientific duties that require university education or equivalent professional experience.
- Function group **AST** relates to staff engaged in executive and technical duties that require an advanced level of secondary education or equivalent professional experience.

- Function group **AST/SC** relates to staff engaged in clerical and secretarial duties that require an advanced level of secondary education or equivalent professional experience.

1.1.7. Sample of grades

Out of the reference population the Member States may select a sample of the more important grades in terms of staff numbers for each of the above mentioned function groups. Grades having only a small proportion of the total number of staff may be excluded from the sample.

The sample should be representative of the reference population. The ratio between the number of staff in the grades covered by the sample and the number in the reference population should normally be more than 75%.

1.1.8. Sample of countries

Prior to 2004, data for all EU15 Member States was used.

Between 2004 and 2012 a sample composed of the following 8 Member States was specified: Belgium, Germany, Spain, France, Italy, Luxembourg, Netherlands and United Kingdom. For 2013 it was agreed to use data for all 28 Member States.

A new version of Annex XI was adopted in October 2013, and specifies a sample composed of 11 Member States (the same 8 as for 2004-2012 plus Austria, Poland and Sweden). This sample took effect from January 2014.

1.1.9. Calculation of country specific indicators

On receipt of the data from the Member States Eurostat calculates specific indicators for each of the countries separately¹⁸. The steps leading to these calculations are:

- For each grade, Eurostat will calculate average gross and net remunerations for the available steps (eg. minimum, maximum, median) and the family types.
- Average gross and net remunerations for each grade are then aggregated to three function groups (AD, AST and AST/SC). They are calculated by taking weighted averages of the grades belonging to these groups. The sample size (number of civil servants in the sample of each grade) is taken as weight.
- The average gross and net remunerations for the three function groups are then aggregated to overall gross and net remunerations in the central government civil service by taking the weighted average of the remunerations of these three groups, where the total actual number of civil servants in each of the groups is taken as weights.
- For each of the function groups as well as for the overall remunerations the following changes for the period July – July are calculated:
 - Gross nominal
 - Net nominal
 - Gross real
 - Net real
- The increases/decreases in real terms are calculated by taking into account the increases/decreases in nominal terms and the increase/decrease in the harmonized index of consumer price (HICP) for the corresponding period.
- The overall real net increase/decrease in remuneration is called the **country specific indicator**.

¹⁸ With effect from 2018, Eurostat and the International Service for Remuneration and Pensions of the Coordinated Organisations compile harmonised data for the following 7 Member States: Belgium, Germany, Spain, France, Italy, Luxembourg and Netherlands.

1.2. Specific indicators - results by functional groups

Table 1.1 sets out the gross and net specific indicators for each of the three function-groups, both in nominal and real terms, for the sample of countries specified in the Staff Regulations.

Table 1.1

**Nominal and real changes in the remuneration of national civil servants
in the twelve-month period to 1st July 2018 (1.7.2017 = 100)**

Country		Nominal change				Real change			
		AD	AST	SC	Total	AD	AST	SC	Total
BE	Gross	100.0	100.0		100.0	97.5	97.5		97.5
	Net	101.6	101.9		101.8	99.0	99.3		99.2
DE	Gross	102.8	102.8	103.0	102.8	100.7	100.7	100.9	100.7
	Net	102.7	102.8	103.1	102.8	100.6	100.7	101.0	100.7
ES	Gross	99.0	98.9	98.5	98.9	96.8	96.7	96.3	96.7
	Net	99.2	99.0	98.7	99.0	97.0	96.8	96.5	96.8
FR	Gross	100.4	100.9		100.8	98.1	98.6		98.5
	Net	99.6	99.8		99.8	97.4	97.6		97.6
IT	Gross	103.4	103.8	104.0	103.7	102.0	102.4	102.6	102.3
	Net	104.0	103.6	104.0	103.8	102.6	102.2	102.6	102.4
LU	Gross	101.0	101.1		101.0	98.6	98.7		98.6
	Net	100.9	101.1		101.0	98.5	98.7		98.6
NL	Gross	104.4	104.7	105.2	104.6	102.7	102.9	103.4	102.9
	Net	103.1	102.9	102.8	103.0	101.4	101.2	101.1	101.3
AT	Gross	102.3	102.3		102.3	100.0	100.0		100.0
	Net	101.9	101.9		101.9	99.6	99.6		99.6
PL	Gross	100.6		100.9	100.6	99.2		99.5	99.2
	Net	100.6		100.8	100.6	99.2		99.4	99.2
SE	Gross	102.5	102.8	103.7	102.6	100.4	100.7	101.6	100.5
	Net	102.6	103.1	103.9	102.7	100.5	101.0	101.8	100.6
UK	Gross	100.2	101.0	101.8	101.2	97.9	98.6	99.4	98.8
	Net	100.6	101.0	101.4	101.1	98.2	98.6	99.0	98.7
Total	Gross	101.5	101.9	102.3	101.8	99.5	99.8	100.4	99.7
	Net	101.5	101.6	102.2	101.6	99.5	99.6	100.2	99.6

Table 1.1a presents the corresponding information for the remaining countries.

Table 1.1a

**Nominal and real changes in the remuneration of national civil servants
in the twelve-month period to 1st July 2018 (1.7.2017 = 100)**

Country		Nominal change				Real change			
		AD	AST	SC	Total	AD	AST	SC	Total
BG	Gross	122.2	112.7		120.7	118.6	109.4		117.2
	Net	122.2	112.1		120.8	118.6	108.8		117.3
CZ	Gross	114.7	104.6	103.5	114.2	112.0	102.1	101.1	111.5
	Net	113.8	104.7	102.5	113.4	111.1	102.2	100.1	110.7
DK	Gross	102.6	102.5		102.6	101.5	101.4		101.5
	Net	103.1	103.2		103.1	102.0	102.1		102.0
EE	Gross	103.2	103.2		103.2	99.3	99.3		99.3
	Net	104.4	104.4		104.4	100.5	100.5		100.5
IE	Gross	103.5	101.0	101.0	101.7	102.8	100.3	100.3	101.0
	Net	102.9	101.2	106.4	103.4	102.2	100.5	105.7	102.7
EL	Gross	100.0	100.0		100.0	99.0	99.0		99.0
	Net	99.9	99.9		99.9	98.9	98.9		98.9
HR	Gross	120.4	125.3	87.6	111.6	117.8	122.6	85.7	109.2
	Net	119.8	124.0	90.0	111.1	117.2	121.3	88.1	108.7
CY	Gross	100.3	100.3	100.3	100.3	98.6	98.6	98.6	98.6
	Net	101.4	101.7	102.4	101.7	99.7	100.0	100.7	100.0
LV	Gross	105.1	107.5	99.8	104.9	102.3	104.7	97.2	102.1
	Net	106.6	109.2	102.8	106.5	103.8	106.3	100.1	103.7
LT	Gross	102.3	101.3		102.2	99.7	98.7		99.6
	Net	102.8	103.0		102.8	100.2	100.4		100.2
HU	Gross	102.9	105.6	102.3	103.1	99.7	102.3	99.1	99.9
	Net	103.5	106.1	103.4	103.7	100.3	102.8	100.2	100.5
MT	Gross	105.5	105.3	104.8	105.3	103.4	103.2	102.7	103.2
	Net	104.4	104.0	103.5	104.2	102.4	102.0	101.5	102.2
PT	Gross	100.2	100.2	100.4	100.2	98.2	98.2	98.4	98.2
	Net	101.4	101.2	100.9	101.2	99.4	99.2	98.9	99.2
RO	Gross	114.3	114.3		114.3	109.2	109.2		109.2
	Net	114.3	114.3		114.3	109.2	109.2		109.2
SI	Gross	100.8	100.2	100.4	100.7	98.5	97.9	98.1	98.4
	Net	100.9	100.4	100.9	100.9	98.6	98.1	98.6	98.6
SK	Gross	117.8	135.6	109.6	119.1	114.5	131.8	106.5	115.7
	Net	115.9	129.5	108.0	116.8	112.6	125.9	105.0	113.5
FI	Gross	101.2	101.1		101.2	100.0	99.9		100.0
	Net	101.2	101.0		101.1	100.0	99.8		99.9

1.3. Ratio of AD-equivalent to AST-equivalent and to AST/SC-equivalent personnel

Table 1.2 summarises the ratio of AD-equivalent to AST-equivalent and to AST/SC-equivalent personnel amongst central government personnel (total population), as reported in SRQ for the sample of countries specified in the Staff Regulations.

Table 1.2

**Central government personnel ratios
(total population)
July 2018**

Country	Percentage			
	AD	AST	SC	Total
BE	42.5	57.5		100.0
DE	47.9	42.1	10.0	100.0
ES	44.1	34.1	21.8	100.0
FR	17.2	82.8		100.0
IT	31.0	62.5	6.5	100.0
LU	44.9	55.1		100.0
NL	51.3	45.3	3.4	100.0
AT	19.0	81.0		100.0
PL	89.3		10.7	100.0
SE	83.3	11.9	4.7	100.0
UK	11.5	24.4	64.1	100.0

Table 1.2a presents the corresponding information for the remaining Member States.

Table 1.2a

**Central government personnel ratios
(total population)**

July 2018

Country	Percentage			
	AD	AST	SC	Total
BG	76.8	23.2		100.0
CZ	92.7	4.9	2.3	100.0
DK	84.4	15.6		100.0
EE	75.0	25.0		100.0
IE	14.8	40.3	44.9	100.0
EL	49.9	50.1		100.0
HR	27.5	26.4	46.1	100.0
CY	40.9	36.2	22.9	100.0
LV	77.3	9.1	13.7	100.0
LT	96.2	3.8		100.0
HU	86.2	10.1	3.7	100.0
MT	47.1	40.5	12.4	100.0
PT	39.5	11.3	49.2	100.0
RO	5.6	94.4		100.0
SI	71.0	7.3	21.7	100.0
SK	72.1	16.3	11.7	100.0
FI	68.0	32.0		100.0

2017

2013 data

1.4. The evolution of gross and net remuneration

Table 1.3 provides comparative information on the evolution of gross and net nominal remuneration for the sample of countries specified in the Staff Regulations.

Table 1.3

Changes in the nominal gross and nominal net specific indicators for the twelve-month period to 1st July 2018

Country	Gross remuneration	Net remuneration	Difference
BE	100.0	101.8	1.8
DE	102.8	102.8	0.0
ES	98.9	99.0	0.1
FR	100.8	99.8	-1.0
IT	103.7	103.8	0.1
LU	101.0	101.0	0.0
NL	104.6	103.0	-1.6
AT	102.3	101.9	-0.4
PL	100.6	100.6	0.0
SE	102.6	102.7	0.1
UK	101.2	101.1	-0.1
Total	101.8	101.6	-0.2

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

Range (GROSS)	Member States	
$x < 0\%$	1	ES
$0\% \leq x < 2\%$	5	BE, FR, LU, PL, UK,
$2\% \leq x < 4\%$	4	DE, IT, AT, SE
$4\% \leq x$	1	NL
Total	11	
Range (NET)	Member States	
$x < 0\%$	2	ES, FR
$0\% \leq x < 2\%$	5	BE, LU, AT, PL, UK
$2\% \leq x < 4\%$	4	DE, IT, NL, SE
$4\% \leq x$	0	
Total	11	

Table 1.3a presents the corresponding information for the remaining Member States.

Table 1.3a

Changes in the nominal gross and nominal net specific indicators for the twelve-month period to 1st July 2018

Country	Gross remuneration	Net remuneration	Difference
BG	120.7	120.8	0.1
CZ	114.2	113.4	-0.8
DK	102.6	103.1	0.5
EE	103.2	104.4	1.2
IE	101.7	103.4	1.7
EL	100.0	99.9	-0.1
HR	111.6	111.1	-0.5
CY	100.3	101.7	1.4
LV	104.9	106.5	1.6
LT	102.2	102.8	0.6
HU	103.1	103.7	0.6
MT	105.3	104.2	-1.1
PT	100.2	101.2	1.0
RO	114.3	114.3	0.0
SI	100.7	100.9	0.2
SK	119.1	116.8	-2.3
FI	101.2	101.1	-0.1

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

Range (GROSS)	Member States	
$x < 0\%$	0	
$0\% \leq x < 2\%$	6	IE, EL, CY, PT, SI, FI
$2\% \leq x < 4\%$	4	DK, EE, LT, HU
$4\% \leq x$	7	BG, CZ, HR, LV, MT, RO, SK
Total	17	
Range (NET)	Member States	
$x < 0\%$	1	EL
$0\% \leq x < 2\%$	4	CY, PT, SI, FI
$2\% \leq x < 4\%$	4	DK, IE, LT, HU
$4\% \leq x$	8	BG, CZ, EE, HR, LV, MT, RO, SK
Total	17	

1.5. The impact of statutory deductions

Table 1 in the main report shows the change in net remuneration of central government civil servants in real terms for the sample of countries specified in the Staff Regulations. The corresponding information for the remaining Member States is shown in **Table 1.4** below.

Table 1.4

**Change in the net remuneration of central government civil servants
July 2017 - July 2018**

Country	Weight ¹ EU28=100	Nominal net specific indicator	Consumer price indices	Real net specific indicator
	(%)	(%)	(%)	(%)
BG	0.7	20.8	3.0	17.3
CZ	1.8	13.4	2.4	10.7
DK	1.4	3.1	1.1	2.0
EE	0.2	4.4	3.9	0.5
IE	1.7	3.4	0.7	2.7
EL	1.4	-0.1	1.0	-1.1
HR	0.5	11.1	2.2	8.7
CY	0.1	1.7	1.7	0.0
LV	0.3	6.5	2.7	3.7
LT	0.4	2.8	2.6	0.2
HU	1.3	3.7	3.2	0.5
MT	0.1	4.2	2.0	2.2
PT	1.5	1.2	2.0	-0.8
RO	2.4	14.3	4.7	9.2
SI	0.3	0.9	2.3	-1.4
SK	0.8	16.8	2.9	13.5
FI	1.2	1.1	1.2	-0.1

¹ Basis: GDP expressed in PPP, 2017

Global specific indicator for the EU28

Combining the information in Table 1.4 with the information in Table 1 of the main report, it is possible to calculate a hypothetical global specific indicator for the EU28 as a whole. For the year to July 2018, this would be 102.5 (+2.5%) in nominal terms, and 100.4 (+0.4%) in real terms.

1.6. Changes in the specific indicators (countries in the sample)

With effect from 2018, joint data compilation and validation with ISRP for Belgium, Germany, Spain, France, Italy, Luxembourg and Netherlands.

The main changes affecting the individual country specific indicators in nominal terms for the period are as follows:

1	<p>Belgium: Figures are supplied in accordance with a country manual validated in November 2015 and subsequent bilateral correspondence.</p> <p>Modification to sample to better reflect career system and improve coverage, affects both AD/AST grades. There was no indexation of gross salaries during the period (the last change was in May 2017). Tax thresholds were updated from January 2018. In consequence nominal net remuneration changed by +1.8%.</p>
2	<p>Germany: Figures are supplied in accordance with a country manual validated in September 2016 and subsequent bilateral correspondence.</p> <p>Small changes to staff numbers. Civil servant gross salaries increased by 2.99% with effect from March 2018, as part of a three year pay deal approved by Bundesrat in September 2018. This does not apply to the ministerial allowance, thus recorded increase in gross salaries is slightly lower, +2.8%. With only slight modifications of some parameters used for taxation and calculation of social contributions, nominal net remuneration has also increased by +2.8%.</p>
3	<p>Spain: Figures are supplied in accordance with draft country manual as presented at A6465WG meeting in March 2015 and subsequent bilateral correspondence.</p> <p>Small changes to staff numbers. Due to complexity of the Spanish system components, reference date is December rather than July. Budget law 3/2017 introduced +1.0% pay rise. However, one-off payment in 2016 was not repeated, explaining the relative decrease in gross salary -1.1%. Statutory deductions reflect the annual Budget Law and are largely unchanged. Overall, nominal net remuneration has decreased by -1.0%.</p>
4	<p>France: Figures are supplied in accordance with country manual validated in April 2010 and subsequent bilateral correspondence.</p> <p>Data sample was expanded, with modifications for AD/AST grades. The government did not raise the "point de l'indice" which remains at 56.2323 from February 2017. Partial implementation of "PPCU" reform and other adjustments generated a small nominal gross remuneration increase +0.8%. French authorities report that the "GIPA" allowance to adjust for consumer price inflation has low impact, being only applicable in the absence of seniority progression/promotion: it is therefore not included. Pension contributions increased from 10.29% to 10.56%. CSG increased from 7.5% to 9.2%. CES deduction (1.0%) was abolished. There were slight changes to personal income tax. Overall, the nominal change in net remuneration was -0.2%.</p>
5	<p>Italy: Figures are supplied in accordance with country manual validated in March 2016 and subsequent bilateral correspondence and mission to Rome in April 2018.</p> <p>Staff decrease 2840, proportionately for AD/AST grades. Basic salary increased in accordance with collective agreement implemented in March 2018 for "aree funzionali"; no change for "dirigenti". Gross remuneration increased by +3.7%. There were small changes to statutory deductions (Renzi tax credit and thresholds for income tax and social security contributions). Taking all elements into account, the nominal change in net remuneration was +3.8%.</p>

6	<p>Luxembourg: Figures are supplied in accordance with a draft country manual as presented at A6465WG meeting in March 2015 and subsequent bilateral correspondence.</p> <p>Sample of grades very slightly revised. The index on which gross salaries are based has been increased by +1.5% in January 2018, to 19.266802. One-off payment in 2017 was not repeated in 2018. Meal allowance increased from €110 to €144. Thus gross salaries increased by +1.1%. With minor changes in taxation and social contributions, increase in net remuneration is also +1.0%.</p>
7	<p>Netherlands: Figures are supplied in accordance with country manual validated in December 2015 and subsequent bilateral correspondence.</p> <p>Staff numbers increased by 9,000 proportionately fro AD/AST. Gross salary increased +1.4% retroactive from January 2017, and +3.0% from July 2018. With minor changes to holiday allowances, combined impact +4.6%. Increase pension contribution rate from 6.45% to 6.87%. Another increase in health insurance contribution. Various changes to personal income tax rates and deductions. Child benefit increased from 1939 to 1964. As a result of all these changes, nominal net indicator increased by +3.0%.</p>
8	<p>Austria: Figures are supplied in accordance with a country manual validated in December 2015 and subsequent bilateral correspondence.</p> <p>Staff figures decreased slightly. The table by grade and step as well as the functional allowances were increased by +2.33% in January 2018. Without major changes in taxation or social contributions the net remuneration increased by +1.9%.</p>
9	<p>Poland: Figures are supplied in accordance with a country manual validated in September 2015 and subsequent bilateral correspondence and mission to Warsaw May 2017.</p> <p>Staff numbers increased slightly. Minimum and maximum pay were unchanged but there were movements in median pay. Civil servant gross salaries increased by +0.6%. There were no changes to statutory deductions. Consequently, nominal net remuneration increased by +0.6%.</p>
10	<p>Sweden: Figures are supplied in accordance with a country manual validated in February 2018.</p> <p>Staff increased by 3,139, mainly for AD grades, partly reflecting an improved classification system. Reported evolution in nominal gross remuneration, +2.6%, reflects framework agreement 2017-2020 (average of a variety of contractual arrangements). Child benefit increased from 2250 SEK to 2500 SEK. Without changes in compulsory deductions, the nominal net remuneration increased by +2.7%.</p>
11	<p>United Kingdom: By mutual agreement in 2017, the calculation is now done for 5 major departments representing approximately 80% of the UK civil service. This updates the approach described in country manual validated June 2015.</p> <p>Sample of grades expanded to include SCS and FS. Staff numbers increased by 4,946, mainly in AST equivalents. Gross salary reflects 2017 departmental agreements. Average increase +1.2%. Changes to statutory deductions (tax and social security thresholds) between 2017 and 2018 had limited impact. Pension contribution thresholds were updated. State benefits were unchanged. In consequence the nominal net remuneration specific indicator is +1.1%.</p>

1.7. Changes in the specific indicators (countries not in the sample)

The main changes affecting the individual country specific indicators for the period are as follows:

1	<p>Bulgaria: Figures are supplied in accordance with draft country manual and subsequent bilateral correspondence.</p> <p>Small increase in staff numbers. National minimum wage increased to BGN 510 from BGN 460 as from 1.1.2018). As in previous years there are reported salary increases and decreases for almost all grades. On average, nominal gross remuneration increased by +20.7%. This is driven by large increases for grades with large staff numbers. No changes in most statutory deduction rates. Increase of pension contribution from 8.34% to 8.78%. Nominal net remuneration consequently increased by +20.8%.</p>
2	<p>Czech Republic: Figures are supplied in accordance with draft country manual as presented at A6465WG meeting in March 2015 and subsequent bilateral correspondence.</p> <p>Staff numbers increased by 1992, with proportionate impact AD/AST/SC. There was a general increase in basic salaries of +10.0% by government resolution in November 2017. As in previous years there was volatility in reported values. On average, nominal gross remuneration increased by +14.2%. There were slight changes to statutory deductions; in consequence the increase in nominal net remuneration was +13.4%.</p>
3	<p>Denmark: Figures are supplied according to approach agreed bilaterally in 2017.</p> <p>Staff numbers decreased by 578. Collective agreement April 2018 increased salary values. The nominal gross remuneration increased by +2.6%. Changes to tax rates and tax deductions from 1.1.2018 are reflected in the calculation of nominal net remuneration, which increased by +3.1%.</p>
4	<p>Estonia: Figures are reported here in accordance with bilateral discussions December 2014 and subsequent correspondence.</p> <p>Staff numbers decreased slightly. Gross pay components modified to include basic salary plus additional allowances. Nominal gross salary has increased on average by +3.2%, which mainly reflects increases in remuneration of minimum and middle salaries (no changes to maximum salaries). Child allowance remained unchanged. The tax-free allowance was increased from €180 to €500, but means-testing now applies. Taking all these elements into account, the nominal net remuneration increased by +4.4%.</p>
5	<p>Ireland: Figures are supplied in accordance with draft country manual and subsequent bilateral correspondence.</p> <p>Staff numbers increased by 3,118. New public service stability agreement 2018-2020: gross salary increase +1.0% for general service grades. Pay restoration for grades earning between €65,000 and €100,000. Partial restoration for grades earning above €100,000. The average increase in nominal gross remuneration was +1.7%. There was an increase to personal income tax thresholds and universal social charge thresholds. Some changes to USC rates. As a result of all the changes, nominal net remuneration increased by +3.4%.</p>

6	<p><u>Greece</u>: Figures are supplied in accordance with draft country manual as presented at A6465WG meeting in March 2015 and subsequent bilateral correspondence.</p> <p>Staff increased by 999. Gross salary was unchanged. Minor changes to statutory deductions. Consequently, the nominal net remuneration indicator decreased by -0.1%.</p>
7	<p><u>Croatia</u>: Figures are supplied according to a transitional approach agreed bilaterally in 2017. Improved methodology discussed during mission to Zagreb in May 2018 should be implemented for 2018-19 exercise.</p> <p>Reported staff numbers decreased by 2542. Gross pay increased on average by +11.6%. Nominal net remuneration increased by +11.1%.</p>
8	<p><u>Cyprus</u>: Figures are supplied in accordance with country manual validated in April 2015 and subsequent bilateral correspondence.</p> <p>Small change to staff numbers. Re-introduction of automatic cost-of-living indexation. Nominal gross remuneration increased by +0.3%. Revision to thresholds for statutory deductions. Consequent increase in nominal net remuneration +1.7%.</p>
9	<p><u>Latvia</u>: Figures are reported here in accordance with bilateral correspondence.</p> <p>Small decrease in staff numbers. Reported average nominal gross remuneration increased by +4.9%. Basic child allowance unchanged; new monthly family supplement €10 is included in gross salary. Flat rate personal income tax 23% replaced by progressive system, with lower rate 20% for incomes 0-20,000, standard rate 23% for incomes 20,001-55,000, and higher rate 31.4% for incomes above €55,000. Slight changes to exempt income allowance and allowance for dependent persons. In consequence, nominal net remuneration increased by +6.5%.</p>
10	<p><u>Lithuania</u>: Figures are reported here in accordance with bilateral correspondence.</p> <p>Staff numbers decreased by 1,165. Basic amount increased €130 to €132 from 1.1.2018. The average increase of nominal gross remuneration was +2.2%. New Civil Service Code will take effect in 2019. Personal income tax free allowance increased, but allowance for dependents was abolished. Combined impact of all these changes resulted in an increase of nominal net remuneration by +2.8%.</p>
11	<p><u>Hungary</u>: Figures are supplied in accordance with country manual validated in May 2017 and subsequent correspondence.</p> <p>Staff numbers increased by 619. Inflation compensation arrangement for lower salary grades since 2011 continues to apply. As in previous years there were big increases in gross salary for some grades. Gross remuneration increased on average by +3.1%. Statutory deductions were largely unchanged, however family tax benefit increased from 200,000 HUF to 233,340 HUF per month. Nominal net remuneration increased by +3.7%.</p>

12	<p>Malta: Figures are established in accordance with a draft country manual and subsequent updates. Change of data responsibility from Statistics Office to Finance Ministry in 2018.</p> <p>No change to staff numbers. Annual budget law schedule of grades identifies new gross salary values. Annual (six monthly) bonus unchanged. Nominal gross indicator increased on average by +5.3%. No change in personal income tax thresholds or rates. Increase in social security thresholds. Nominal net remuneration increased by +4.2%.</p>
13	<p>Portugal: Figures are supplied in accordance with country manual validated in August 2014 and subsequent bilateral correspondence.</p> <p>Staff numbers increased by 944. Gross remuneration increased by +0.2% due to changes to daily meal allowance. Extra taxes on income were eliminated in 2018. Consequently the nominal net remuneration increased by +1.2%.</p>
14	<p>Romania: Figures are now supplied in accordance with agreement (mission to Bucharest in April 2018).</p> <p>For the current report, in the absence of comparative data for the preceding period, the forecast figure from the Spring 2018 exercise is used. This shows +14.3% increase in nominal net remuneration.</p>
15	<p>Slovenia: Figures are reported here in accordance with a draft country manual as presented at A6465WG meeting in March 2015 and subsequent bilateral correspondence.</p> <p>Staff numbers increased by 485. Minor changes to grade structure within AST/SC categories. No change to basic salary, however simplification of holiday allowance (flat rate €842) represents an increase for staff on lower grades. Average increase in gross remuneration +0.7%. With minor changes in statutory deductions, nominal net remuneration increased by +0.9%</p>
16	<p>Slovak Republic: Figures are supplied in accordance with bilateral correspondence.</p> <p>Staff numbers increased by 983, changes within AD category. Structural reform implemented, causing changes of employees within grades. As in previous years, some big reported changes in salaries for some grades. Average increase in gross remuneration +19.1%. Statutory deductions are largely unchanged by comparison with previous year. Nominal net remuneration increased by +16.8%.</p>
17	<p>Finland: Figures are supplied in accordance with approach adopted in 2016 and subsequent correspondence.</p> <p>Minor change to staff numbers. General increases in the basis salary of 1 to 2 per cent as per collective agreement. 2017 reduction in holiday pay continued to apply in 2018. Average gross remuneration increased by +1.2%. Slight increases to social security contribution rates were partially offset by changes to tax rates and thresholds. Average nominal net remuneration increased by +1.1%</p>

1.8. Comparison with forecast

An initial forecast about the expected changes in net remuneration in nominal terms during the period 1 July 2017 – 1 July 2018 was compiled from Member States. Where these forecasts were not available, Eurostat or DG ECFIN estimates were used instead.

National estimates of expected changes in the harmonized consumer price indices (inflation rates) during the period were used to transform the nominal changes in remuneration into movements in real terms. Where these forecasts were not available, Eurostat or DG ECFIN estimates were used instead.

Values were confirmed by national delegates at the March 2018 meeting of the Working Group on Articles 64 & 65 of the Staff Regulations, and published in the Intermediate Report¹⁹.

The information presented in that report is a best estimate based on available information at the time. The results of the definitive annual data collection exercise may vary by comparison to those forecasts, for example due to factors arising between the date of the Working Group meeting and the date of drafting the Annual Report.

Table 1.5 provides comparative information on the evolution of net remuneration in nominal and real terms for the countries in the sample.

Table 1.5
Comparison of the net specific indicator and the forecast in nominal and real terms
for the twelve-month period to 1st July 2018

Country	Net specific indicator in nominal terms			Net specific indicator in real terms		
	Actual	Forecast *	Difference %	Actual	Forecast *	Difference %
BE	101.8	100.9	-0.9	99.2	99.0	-0.2
DE	102.8	100.2	-2.5	100.7	98.4	-2.3
ES	99.0	99.9	0.9	96.8	98.0	1.3
FR	99.8	99.8	-0.1	97.6	98.5	0.9
IT	103.8	103.8	0.0	102.4	103.3	0.9
LU	101.0	101.5	0.5	98.6	99.7	1.1
NL	103.0	101.0	-2.0	101.3	99.4	-1.9
AT	101.9	102.3	0.4	99.6	100.4	0.8
PL	100.6	100.0	-0.6	99.2	99.3	0.1
SE	102.7	102.2	-0.5	100.6	100.5	-0.1
UK	101.1	101.4	0.3	98.7	99.2	0.5
Total	101.6	101.4	-0.2	99.6	99.8	0.2

* Per Intermediate Report.

¹⁹ Ares(2018)2349020

Table 1.5a presents the corresponding information for the remaining Member States.

Table 1.5a

**Comparison of the net specific indicator and the forecast in nominal and real terms
for the twelve-month period to 1st July 2018**

Country	Net specific indicator in nominal terms			Net specific indicator in real terms		
	Actual	Forecast *	Difference %	Actual	Forecast *	Difference %
BG	120.8	104.5	-13.5	117.3	102.5	-12.7
CZ	113.4	112.5	-0.8	110.7	110.4	-0.3
DK	103.1	101.5	-1.6	102.0	100.1	-1.9
EE	104.4	110.2	5.6	100.5	106.4	5.9
IE	103.4	103.4	0.0	102.7	102.7	0.0
EL	99.9	100.9	1.0	98.9	100.5	1.6
HR	111.1	104.6	-5.9	108.7	103.1	-5.1
CY	101.7	100.2	-1.4	100.0	100.5	0.5
LV	106.5	104.5	-1.9	103.7	101.6	-2.1
LT	102.8	103.2	0.4	100.2	101.0	0.8
HU	103.7	100.9	-2.7	100.5	98.4	-2.1
MT	104.2	102.0	-2.1	102.2	100.6	-1.6
PT	101.2	101.2	0.0	99.2	100.1	0.9
RO	114.3	114.3	0.0	109.2	109.4	0.2
SI	100.9	101.0	0.1	98.6	99.4	0.8
SK	116.8	105.8	-9.4	113.5	103.8	-8.5
FI	101.1	100.8	-0.3	99.9	100.2	0.3

* Per Intermediate Report.

2. CONTROL INDICATORS

2.1. Compensation of employees in central government

Table 1.6 shows the calculation of this control indicator for the countries in the sample specified in the Staff Regulations.

Table 1.6

Control indicator: compensation of employees in central government

2017-2018 Eurostat estimates based on data supplied by Member States

Country	Compensation of employees ¹		Number of employees ²	Nominal change (%)	HICP ³ (%)	Change in real terms (%)	GDP in PPS ⁴ (%)
	2017	2018					
BE	9,331.3	9,369.0	429.600	0.4	2.6	-2.1	2.6
DE	31,708.0	33,238.0	2,561.000	4.8	2.1	2.7	19.9
ES	23,223.0	22,902.0	473.711	-1.4	2.3	-3.6	8.4
FR	142,222.0	145,389.0	2,448.000	2.2	2.3	-0.1	13.6
IT	96,955.0	97,884.0	1,243.300	1.0	1.4	-0.4	11.3
LU	3,950.4	4,290.0	23.790	8.6	2.4	6.1	0.3
NL	22,995.0	23,588.0	472.000	2.6	1.7	0.9	4.3
AT	15,752.7	16,259.0	19.956	6.5	2.3	4.2	2.2
PL	92,159.0	96,301.0	1,085.400	4.5	1.4	3.1	5.2
SE	132,727.0	138,755.0	265.000	4.5	2.1	2.4	2.4
UK	120,946.0	126,827.0	418.343	4.6	2.4	2.1	13.6
Global	-	-	-	3.0	2.1	0.9	83.8

¹ Numerator: ESA 2010 expenditure on compensation of employees in Central Government (NAC million) per Eurostat website 22.08.2018.

² Denominator: ESA 2010 employment in Central Government (thousand persons) per SRQ. If no figure supplied then NACE R2 employment in Public administration; defence; social security (thousand persons) per Eurostat website 22.08.2018. Not supplied: BE, DE, FR, IT, LU, NL, PL, SE.

³ HICP June 2017 - June 2018 per Eurostat website 29.08.2018

⁴ GDP 2017 in PPS per Eurostat website 29.08.2018

Table 1.6a shows the corresponding figures for the remaining Member States.

Table 1.6a

Control indicator: compensation of employees in central government

2017-2018 Eurostat estimates based on data supplied by Member States

Country	Compensation of employees ¹		Number of employees ²	Nominal change	HICP ³	Change in real terms	GDP in PPS ⁴
	2017	2018					
BG	5,803.7	6,126.0	308.323	6.3	3.0	3.3	0.7
CZ	231,421.0	254,733.0	372.759	7.4	2.4	4.9	1.8
DK	87,338.0	87,585.0	153.000	0.3	1.1	-0.8	1.4
EE	1,522.1	1,596.0	53.766	4.9	3.9	0.9	0.2
IE	18,974.6	20,143.0	113.150	6.2	0.7	5.4	1.7
EL	18,825.0	18,855.0	371.340	0.2	1.0	-0.8	1.4
HR	21,392.0	22,363.0	107.940	4.5	2.2	2.3	0.5
CY	2,222.6	2,319.0	55.942	1.9	1.7	0.2	0.1
LV	1,496.9	1,630.0	39.395	8.3	2.7	5.4	0.3
LT	2,180.4	2,301.0	143.773	7.1	2.6	4.3	0.4
HU	3,207,364.6	3,484,446.0	616.611	7.5	3.2	4.2	1.3
MT	1,262.8	1,361.0	16.660	7.8	2.0	5.7	0.1
PT	17,283.1	17,581.0	508.977	1.0	2.0	-1.0	1.5
RO	47,737.6	56,136.0	437.800	17.6	4.7	12.3	2.4
SI	3,080.1	3,211.0	98.887	2.7	2.3	0.4	0.3
SK	4,698.2	4,911.0	230.107	4.1	2.9	1.2	0.8
FI	6,411.0	6,267.0	164.200	-2.2	1.2	-3.4	1.2

¹ Numerator: ESA 2010 expenditure on compensation of employees in Central Government (NAC million) per Eurostat website 22.08.2018, extrapolated to 2018 using growth rate 2016-2017

² Denominator: ESA 2010 employment in Central Government (thousand persons) per SRQ.

If no figure supplied then NACE R2 employment in Public administration; defence; social security (thousand persons) per Eurostat website 22.08.2018.

Not supplied: DK, IE, EL, HR, MT, RO, FI.

³ HICP June 2017 - June 2018 per Eurostat website 29.08.2018

⁴ GDP 2017 in PPS per Eurostat website 29.08.2018

Table 2a in the main report compares the gross specific indicator and the control indicator in real terms (compensation of employees) for the countries in the sample specified in the Staff Regulations. The corresponding information for the remaining Member States is shown in **Table 2a'** below.

Table 2a'

Comparison of the gross specific indicator and the control indicator in real terms

Country	Real gross specific indicator 2018 (2017 = 100)	Control indicator * 2018 (2017 = 100)	Difference (%)
BG	117.2	103.3	-11.9
CZ	111.5	104.9	-5.9
DK	101.5	99.2	-2.3
EE	99.3	100.9	1.6
IE	101.0	105.4	4.4
EL	99.0	99.2	0.2
HR	109.2	102.3	-6.3
CY	98.6	100.2	1.6
LV	102.1	105.4	3.2
LT	99.6	104.3	4.8
HU	99.9	104.2	4.3
MT	103.2	105.7	2.4
PT	98.2	99.0	0.8
RO	109.2	112.3	2.9
SI	98.4	100.4	2.1
SK	115.7	101.2	-12.6
FI	100.0	96.6	-3.4

* Compensation of employees in central government: Eurostat estimates.

2.2. Labour cost index for total public administration

Table 1.7 shows the calculation of this control indicator for the countries in the sample specified in the Staff Regulations.

Table 1.7

Control indicator: labour cost index for total public administration

2017-2018 Eurostat estimates based on data supplied by Member States

Country	Labour cost index ¹		Nominal change	HICP ²	Change in real terms	GDP in PPS ³
	2017	2018	(%)	(%)	(%)	(%)
BE	104.8	105.8	1.0	2.6	-1.6	2.6
DE	114.8	118.1	2.9	2.1	0.8	19.9
ES	110.8	110.3	-0.4	2.3	-2.7	8.4
FR	:	:	:	:	:	:
IT	103.2	104.6	1.4	1.4	0.0	11.3
LU	112.3	116.1	3.4	2.4	1.0	0.3
NL	108.9	112.7	3.5	1.7	1.8	4.3
AT	109.7	109.5	-0.2	2.3	-2.4	2.2
PL	119.9	126.4	5.5	1.4	4.0	5.2
SE	111.6	113.8	2.0	2.1	-0.1	2.4
UK	104.4	104.5	0.1	2.4	-2.3	13.6
Global	-	-	1.7	2.0	-0.3	70.2

1 Labour cost index (nominal value, annual data, wages and salaries component) NACE R2 group O per Eurostat website 22.08.2018, 2017 extrapolated to 2018 using growth rate 2016-2017

2 HICP June 2017 - June 2018 per Eurostat website 29.08.2018

3 GDP 2017 in PPS per Eurostat website 29.08.2018

4 In the absence of Labour cost index data for France, French data for HICP and GDP in PPS is excluded

Table 1.7a shows the corresponding figures for the remaining Member States.

Table 1.7a

Control indicator: labour cost index for total public administration

2017-2018 Eurostat estimates based on data supplied by Member States

Country	Labour cost index ¹		Nominal change	HICP ²	Change in real terms	GDP in PPS ³
	2017	2018	(%)	(%)	(%)	(%)
BG	133.3	146.4	9.8	3.0	6.6	0.7
CZ	127.6	139.6	9.4	2.4	6.9	1.8
DK	105.3	107.0	1.6	1.1	0.5	1.4
EE	142.9	155.5	8.8	3.9	4.7	0.2
IE	97.5	99.1	1.7	0.7	1.0	1.7
EL	107.2	108.6	1.3	1.0	0.3	1.4
HR	109.8	115.5	5.2	2.2	2.9	0.5
CY	88.6	88.7	0.1	1.7	-1.6	0.1
LV	138.4	150.6	8.8	2.7	5.9	0.3
LT	130.1	141.6	8.9	2.6	6.1	0.4
HU	133.7	152.7	14.2	3.2	10.6	1.3
MT	119.3	128.8	8.0	2.0	5.8	0.1
PT	114.8	116.9	1.9	2.0	-0.1	1.5
RO	193.2	249.2	29.0	4.7	23.2	2.4
SI	107.0	111.4	4.1	2.3	1.7	0.3
SK	124.7	132.2	6.0	2.9	3.0	0.8
FI	103.0	101.1	-1.8	1.2	-3.0	1.2

1 Labour cost index (nominal value, annual data, wages and salaries component) NACE R2 group O per Eurostat website 22.08.2018, 2017 extrapolated to 2018 using growth rate 2016-2017

2 HICP June 2017 - June 2018 per Eurostat website 29.08.2018

3 GDP 2017 in PPS per Eurostat website 29.08.2018

Table 2b in the main report compares the gross specific indicator and the control indicator in real terms (labour cost index) for the countries in the sample specified in the Staff Regulations. The corresponding information for the remaining Member States is shown in **Table 2b'** below.

Table 2b'

Comparison of the gross specific indicator and the control indicator in nominal terms

Country	Nominal gross specific indicator 2018 (2017 = 100)	Control indicator * 2018 (2017 = 100)	Difference (%)
BG	120.7	109.8	-9.0
CZ	114.2	109.4	-4.2
DK	102.6	101.6	-0.9
EE	103.2	108.8	5.5
IE	101.7	101.7	0.0
EL	100.0	101.3	1.3
HR	111.6	105.2	:
CY	100.3	100.1	-0.2
LV	104.9	108.8	3.7
LT	102.2	108.9	6.5
HU	103.1	114.2	10.7
MT	105.3	108.0	2.5
PT	100.2	101.9	1.7
RO	114.3	129.0	12.8
SI	100.7	104.1	3.4
SK	119.1	106.0	-11.0
FI	101.2	98.2	-3.0

* Labour Cost Index: Eurostat estimates.

3. INFORMATION ABOUT WORKING TIME

Through the standard remuneration questionnaire, Eurostat also collects statistical information on differences in the working hours of national officials in all Member States. Information about statutory or contractual weekly working hours in central governments (**Table 10.1**), number of days of annual leave (**Table 10.2**) and number of public holidays per year (**Table 10.3**) are shown below. In all these tables the situation in July 2018 has been compared with that in July 2017.

Similarly, information is also collected about retirement age in central government. The situation at July 2018 is shown in **Table 10.4**.

The tables are presented separately for the Member States in the sample and for the remaining Member States.

Important note: this information is supplied to help understand the situation in Member States. Any differences in working hours per week or yearly number of days on holiday are not employed to adjust the remuneration data used to establish specific indicators onto a common basis.

Table 10.1**Statutory or contractual weekly working hours in central governments**

Country	Weekly working hours		Remarks
	July 2017	July 2018	
BE	38	38	
DE	41	41	40 for special family reasons
ES	37.30-40	37.30-40	
FR	35	35	
IT	36	36	
LU	40	40	
NL	36	36	
AT	40	40	
PL	40	40	
SE	39.45	39.45	
UK (London)	36	36	
UK (Country)	37	37	

Table 10.1a

Statutory or contractual weekly working hours in central governments

Country	Weekly working hours		Remarks
	July 2017	July 2018	
BG	40	40	
CZ	40	40	
DK	35	35	
EE	40	40	
IE	37	37	
EL	40	40	
HR	37.30	37.30	
CY	37.30	37.30	
LV	40	40	
LT	40	40	
HU	40	40	
MT	40	:	
PT	35	35	
RO	:	:	Figure provided in 2013: 40h
SI	37.30	37.30	
SK	38	38	
FI	36.45	36.45	

Table 10.2
Number of days annual leave

Country	Number of days		Remarks - 2018
	July 2017	July 2018	
BE	26 - 33	26 - 33	Depends on age
DE	30	30	
ES	30	30	Depends on age (seniority)
FR	25	25	2 days bonus maximum
IT	32	32	Under 3 years of service: 30 days
LU	32-36	32-36	Depends on age (34 from 50, 36 from 55)
NL	23-27	23-27	Depends on age (age 45:24, 50:25, 55:26, 60:27)
AT	25-30	25-30	Depends on age
PL	26-38	26-38	Depends on age
SE	28-35	28-35	Depends on age
UK	25-30	25-30	Some variation in senior grades

Table 10.2a
Number of days annual leave

Country	Number of days		Remarks - 2018
	July 2017	July 2018	
BG	20	20	
CZ	25	25	
DK	30	30	
EE	35	35	
IE	22-32*	22-32*	*Depends on grade (new+promoted employees: 22-30 days)
EL	20-25	20-25	
HR	20-30		Depends on age, years of service and grade
CY	20-29	20-29	Depends on years of service
LV	28	28	
LT	28-42	28-42	Depends on years of service
HU	25	25	Additional days by length of service (3-10 days)
MT	192 hours	:	
PT	22	22	
RO	:	:	Depends on years of service Figure provided in 2013: 21-25 days
SI	20-35	20-35	Depends on age and grade (+ another 15 days under special conditions)
SK	25-30	25-30	Depends on age (younger than 33: 25, older: 30)
FI	30-38		Depends on years of service

Table 10.3**Number of public holidays per year (statutory, contractual, etc)**

Country	Number of days		Remarks - 2018
	July 2017	July 2018	
BE	13	13	Time off when the public holiday falls on Saturday or Sunday
DE	9	9	Berlin
ES	14	14	Time off when the public holiday falls on Sunday
FR	10	10	
IT	11	11	
LU	11	11	
NL	7	7	
AT	:	:	No figure provided
PL	9	9	Compensation when public holiday falls on Saturday or Sunday (1x this year)
SE	13	13	Time off when the public holiday falls on Saturday or Sunday
UK	8	8	Time off when the public holiday falls on Saturday or Sunday

Table 10.3a

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

Country	Number of days		Remarks - 2018
	July 2017	July 2018	
BG	11	11	Time off when the public holiday falls on Saturday or Sunday
CZ	9	10	
DK	9 - 10	9 - 10	
EE	12	12	
IE	10*	10*	*Time off when the public holiday falls on Saturday or Sunday
EL	12	12	
HR	14	14	Only if civil servant works on the day of public holiday
CY	15	15	4 Saturdays/Sundays, 11 working days
LV	15	16	
LT	15	15	
HU	9	11	
MT	14	:	
PT	9	10	
RO	:	:	Figure provided in 2013: 12
SI	11	13	Public holidays on Saturday/Sunday not included in this number
SK	13	11	
FI	9	9	

Table 10.4
Age of retirement and early retirement

Country	Age		Remarks - 2018
	Retirement	Early retirement	
BE	65*	62,5	* 65 (66 from 2025 and 67 from 2030)
DE	67*	63	* variations of retirement depending on age
ES	65	60-64*	* at least 30 years of service
FR	60*	51 - 55*	* depends on age
IT	66 y 7 months	Women: 41 y and 10 m, Men: 42 y and 10 m*	* depends on age, sex, contributions
LU	60	57	
NL	66	From 60 y on	
AT	65	62	
PL	60 women/65 men*	55 women/ 60 men**	* depends on sex ** depends on sex and years of work
SE	65	Yes	
UK	67	Yes*	* dependent on individual choice and entitlements

Table 10.4a

Age of retirement and early retirement

Country	Age		Remarks - 2018
	Retirement	Early retirement	
BG	Men: 63 y and 10 m, Women: 60 y and 10 m	Yes*	* depends on job
CZ	Men 63 y and 4 m, Women 62 y and 8 m*	Yes**	* age lowers when having brought up child ** first 3 years before pensionable age
DK	60 - 70*	60*	* both depending on grade
EE	65	57 y 6 m - 60*	* men 60, women 57-60, depends on age
IE	60-66*	50-65*	* depends on years of service
EL	67*	62	* depends on age
HR	65*	60*	* both under conditions
CY	65	45*	* 45 y with 3 years in Government Post. Lump sum received immediately while the monthly pension at 55 y
LV	63 y and 4 m	61 y and 4 m	* both depending on age
LT	Men 63 y 8 m, Women 62 y 4 m*	5 years till the set age of retirement*	* both depending on sex and age
HU	65	60-65*	* depends on age
MT	62-65*	Any age on medical grounds/ early retirement schemes	* depends on age
PT	66 y and 4 m*	55**	* depends on age and grade ** depends on age and grade, with min. 30 y of service
RO	:	:	2013: "according to public pensions systems"
SI	Men 60 y, Women 59 y 4 m*	Men 60 y, Women 59 y 8 m*	* depending on age, sex and contributions/conditions
SK	57-62*	55-60**	* depends on age and sex ** early retirement max. 2 y before normal age
FI	63-68*	61*	* depends on age

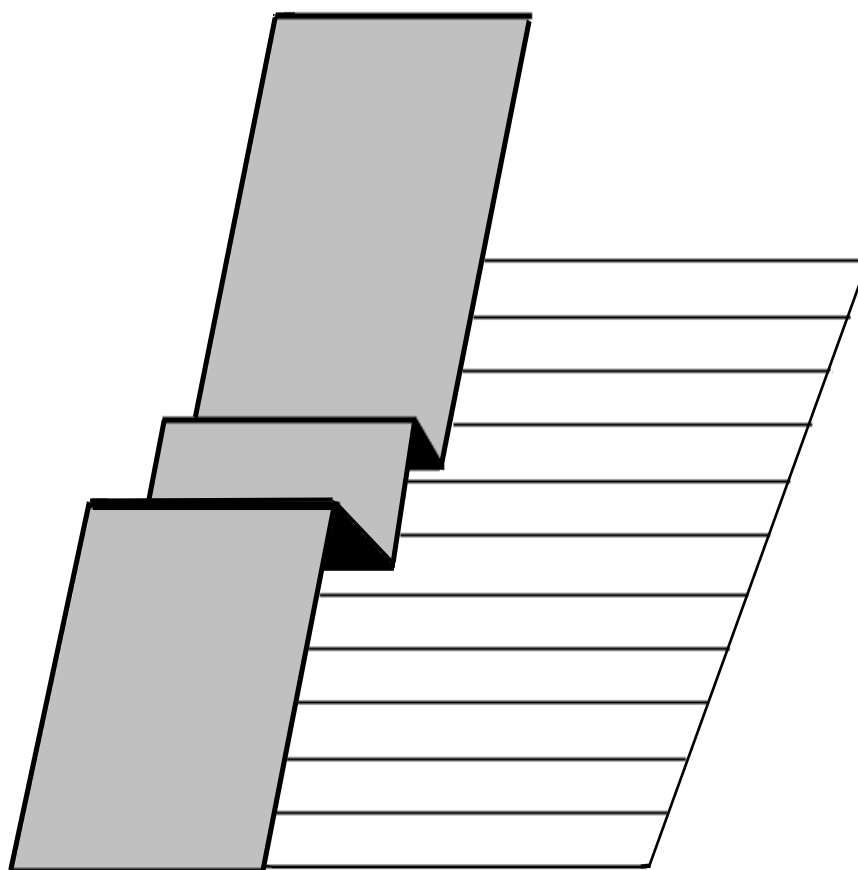
2017

Appendix 1b

Appendix 1b to the Eurostat Report on the Annual Adjustment of Remuneration and Pensions

Explanations and statistical analyses:
the cost of living in Brussels and Luxembourg

Reference period:
Year to 1 July 2018



CONTENTS

Introduction	65
1. Changes in the cost of living (Joint Belgium-Luxembourg Index)	66
2. Belgium HICP.....	66
3. Luxembourg CPI.....	67
4. Staff ratio Brussels : Luxembourg.....	68

INTRODUCTION

This document is an appendix to the 2018 Eurostat report on the annual adjustment of remuneration and pensions. While the principal results concerning changes in the cost of living in Brussels and Luxembourg are presented in the main report, the purpose of this appendix is to give further explanations and statistical analyses of the results as well as detailed tables with statistical information.

Chapters 1 to 4 of this document examine respectively:

- the evolution of the Joint Index;
- the evolution of the Belgium HICP;
- the evolution of the Luxembourg CPI;
- staff numbers

With the exception of the information about staff numbers which is obtained from internal Commission services, and the information about consumption expenditure pattern which is compiled by Eurostat from direct surveys of staff, all calculations and figures presented in this appendix relating to the cost of living in Brussels and Luxembourg are based on data supplied and validated by the responsible authorities in the Member States.

More information about methodology can be found in the detailed procedural manuals²⁰.

For any information concerning this report appendix, please contact the Eurostat Remuneration Team in Luxembourg:

*Eurostat, Unit C3
BECH – A2/004
L-2920 Luxembourg
tel.: (+352) 4301-35129
Email: estat-a64ia65@ec.europa.eu*

²⁰ Op cit (3) Doc.A6465/14/58rev1 (version July 2014)

1. CHANGES IN THE COST OF LIVING (JOINT BELGIUM-LUXEMBOURG INDEX)

Annex XI Article 2 of the Staff Regulations requests that Eurostat shall draw up an index to measure the changes in the cost of living for EU officials in Belgium and Luxembourg²¹. This index, known as the Joint Belgium-Luxembourg Index of consumer prices (JBLI) is calculated by weighting national inflation as measured by the Harmonised Index of Consumer Prices (HICP) for Belgium, and the Consumer Prices Index (CPI) for Luxembourg, between June of the previous year and June of the current year, according to the distribution of EU staff serving in Belgium and Luxembourg. This is done at the level of the detailed sub-indices for the 80 basic headings, aggregated using weights derived from the latest of the periodic "Survey of Household Expenditures" conducted amongst EU staff in Brussels (2009)²². Precise methodology has been defined by the Working Group on Articles 64 & 65 of the Staff Regulations.

The Joint Index represents a weighted average of national indices, and may not reflect the specific price evolution in either of the reference cities (Brussels and Luxembourg). By comparing results at the level of the 12 main COICOP groups in chapters 2 and 3, reasons for the difference in the value of the overall index can be identified. Note: when doing such comparisons, the impact of differing numbers of underlying basic headings and different aggregation approaches should be remembered.

2. BELGIUM HICP

Table 3.1 presents the published HICP values for June 2017 and June 2018, base 2005 = 100, and the final figure in the right-hand column shows the variation for the period at global level, 102.6 (+2.6%).

Table 3.1
Change in the Belgian HICP (HICP weights)
June 2017 - June 2018

Groups of consumption	Weight 2017	Index 2017	Weight 2018	Index 2018	Movement
1. Food and non-alcoholic beverages	164.4	102.52	164.1	105.34	102.80
2. Alcoholic beverages and tobacco	49.7	111.13	48.8	116.33	104.70
3. Clothing and footwear	59.2	104.86	54.3	105.60	100.70
4. Housing, water, electricity, gas and other fuels	159.3	105.01	165.9	109.44	104.20
5. Furnishings, household equipment and maintenance of house	74.9	101.55	74.8	102.64	101.10
6. Health	78.7	102.58	77.2	104.16	101.50
7. Transport	117.6	103.09	122.2	108.61	105.40
8. Communications	33.2	106.77	32.0	106.38	99.60
9. Recreation and culture	93.3	102.25	90.7	103.47	101.20
10. Education	6.2	120.15	5.1	122.14	101.70
11. Hotels, cafes and restaurants	78.2	105.57	79.6	107.64	102.00
12. Miscellaneous goods and services	85.3	103.18	85.3	104.75	101.50
Global index without rents	938.0	104.08	937.7	106.92	102.70
Rents index	62.0	102.00	62.3	103.07	101.00
Global index	1000.0	103.95	1000.0	106.68	102.60

The foregoing information is provided by the Belgian authorities "Service public fédéral, Economie, P.M.E., Classes moyennes et Energie, division des prix" (Federal Public Service, Economy, SMEs, Self-Employed and Energy, Price indices department), and reformatted by Eurostat.

²¹ This definition was introduced by Regulation 1023/2013 and applies with effect from 1.1.2014. Alternative definitions applied for earlier reporting periods.

²² An updating survey was conducted in autumn 2017, however results have not yet been finalised.

Table 3.1a below shows the revised Belgium HICP variation for the period June 2017 to June 2018, base 2005 = 100, replacing with weights that include owner-occupiers. The final figure in the right-hand column again shows the variation for the period at global level, 102.1 (+2.1%):

Table 3.1a
Change in the Belgian HICP (rev. weights)
June 2017 - June 2018

Groups of consumption	Weight	Index
1. Food and non-alcoholic beverages	128.2	102.90
2. Alcoholic beverages and tobacco	20.3	103.00
3. Clothing and footwear	54.3	100.80
4. Housing, water, electricity, gas and other fuels	297.6	102.30
5. Furnishings, household equipment and maintenance of house	74.7	101.00
6. Health	19.2	101.50
7. Transport	127.2	103.60
8. Communications	21.5	100.00
9. Recreation and culture	91.7	101.00
10. Education	14.7	101.70
11. Hotels, cafes and restaurants	100.6	102.30
12. Miscellaneous goods and services	50.0	101.40
Global index without rents	762.9	102.50
Rents index	237.1	101.00
Global index	1000.0	102.10

3. LUXEMBOURG CPI

Table 3.2 presents the published CPI values for June 2017 and June 2018, base 2005 = 100, and the final figure in the right-hand column again shows the variation for the period at global level, 101.4 (+1.4%).

Table 3.2
Change in the Luxembourg CPI (CPI weights)
June 2017 - June 2018

Groups of consumption	Weight 2017	Index 2017	Weight 2018	Index 2018	Movement
1. Food and non-alcoholic beverages	121.7	104.16	113.5	106.70	102.40
2. Alcoholic beverages and tobacco	37.3	103.43	31.8	104.90	101.40
3. Clothing and footwear	58.2	104.88	60.2	105.73	100.80
4. Housing, water, electricity, gas and other fuels	151.7	99.53	155.3	102.85	103.30
5. Furnishings, household equipment and maintenance of house	84.4	102.26	82.9	102.90	100.60
6. Health	29.8	101.87	27.7	100.42	98.60
7. Transport	161.8	100.53	168.6	103.42	102.90
8. Communications	29.0	98.70	26.0	94.92	96.20
9. Recreation and culture	79.0	103.08	79.4	105.75	102.60
10. Education	18.4	103.92	17.6	105.38	101.40
11. Hotels, cafes and restaurants	71.2	103.23	74.7	105.19	101.90
12. Miscellaneous goods and services	157.5	103.55	162.2	102.35	98.80
Global index without rents	935.4	102.18	935.1	103.69	101.50
Rents index	64.6	102.03	64.9	103.03	101.00
Global index	1000.0	102.17	1000.0	103.65	101.40

The foregoing information is provided by the Luxembourg authorities "Institut national de la statistique et des études économiques, STATEC, unité SOC4-Prix" (National Institute for Statistics and Economic Analysis, STATEC, Unit SOC4-Prices), and reformatted by Eurostat.

The only distinction between the Luxembourg CPI and the Luxembourg HICP is that for the CPI the weights used for aggregation purposes exclude expenditures by non-residents on the Luxembourg territory, whereas these are included for the HICP.

Table 3.2a below shows the revised Luxembourg CPI variation for the period June 2017 to June 2018, base 2005 = 100, replacing with weights that include owner-occupiers. The final figure in the right-hand column again shows the variation for the period at global level, 101.6 (+1.6%):

Table 3.2a
Change in the Luxembourg CPI (rev. weights)
June 2017 - June 2018

Groups of consumption	Weight	Index
1. Food and non-alcoholic beverages	128.2	102.30
2. Alcoholic beverages and tobacco	20.3	102.00
3. Clothing and footwear	54.3	100.70
4. Housing, water, electricity, gas and other fuels	297.6	102.10
5. Furnishings, household equipment and maintenance of house	74.7	100.80
6. Health	19.2	98.60
7. Transport	127.2	101.60
8. Communications	21.5	96.40
9. Recreation and culture	91.7	101.50
10. Education	14.7	101.40
11. Hotels, cafes and restaurants	100.6	101.60
12. Miscellaneous goods and services	50.0	101.30
Global index without rents	762.9	101.70
Rents index	237.1	101.00
Global index	1000.0	101.60

4. STAFF RATIO BRUSSELS : LUXEMBOURG

In accordance with the agreed methodology, the staff weights available for the base period are used. The information is obtained from Commission internal services.

The ratio between active staff in Brussels and Luxembourg has remained broadly stable by comparison to the previous period (previously 81.6 : 18.4).

Number of permanent officials and other servants in active service at July 2017 (ie. December 2016)

Duty station	No.	%
Brussels	37,012	81.1
Luxembourg	8,614	18.9
Total	45,626	100.0

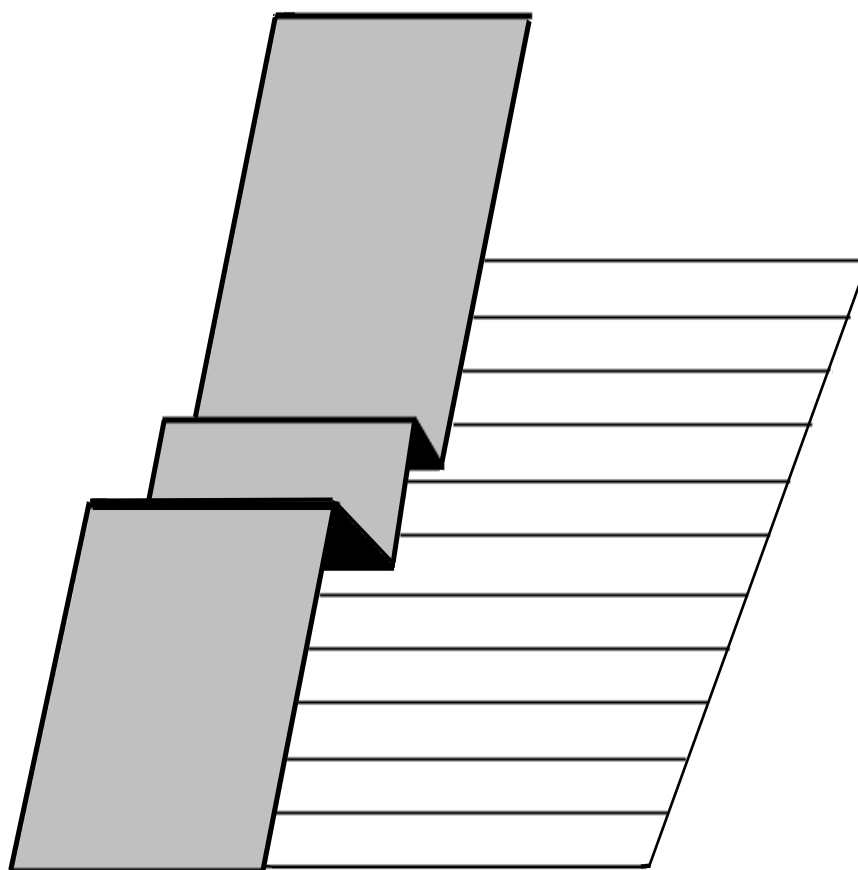
Source: PMO, as included in PSEO database (Eurostat)

Appendix 1c

Appendix 1c to the Eurostat Report on the Annual Adjustment of Remuneration and Pensions

Explanations and statistical analyses:
correction coefficients

Reference period:
Year to 1 July 2018



CONTENTS

Introduction	72
1. EQUIVALENCE OF PURCHASING POWER OF EU OFFICIALS IN THE MEMBER STATES	73
1.1 Economic parities, exchange rates and correction coefficients	73
1.1.1 Changes in the correction coefficients from July 2017 to July 2018.....	73
1.1.2 Changes in exchange rates from July 2017 to July 2018.....	74
1.2 Economic parities	74
1.3 Purchasing power parities – analysis of results	79
1.3.1 Changes in the economic parities from July 2017 to July 2018	79
1.3.2 Impact of changes in the expenditure weights	79
1.3.3 Impact of new parities derived from price surveys.....	80
1.3.4 Impact of indexation	82
1.3.5 Impact of new education parities	84
1.3.6 Impact of new rent parities	84
1.3.7 Impact of rents on the overall parity for staff	85
1.3.8 Summary of component impacts on global parity	85
2. EQUIVALENCE OF PURCHASING POWER OF EU PENSIONERS IN THE MEMBER STATES	96
2.1 Economic parities, exchange rates and correction coefficients	96
2.1.1 Changes in the correction coefficients from July 2017 to July 2018.....	96
2.1.2 Economic parities.....	97
2.1.3 Expenditure weights.....	97
2.1.4 Detailed economic parities.....	97
2.2 Purchasing power parities for pensioners - analysis of results	100
2.2.1 Changes in the economic parities from July 2017 to July 2018	100
2.2.2 Impact of rents on the overall parity for pensioners	100
2.2.3 Summary of component impacts on global parity for pensioners.....	101
2.3 Comparison of correction coefficients for active staff and pensioners	107
3. EQUIVALENCE OF PURCHASING POWER OF EU OFFICIALS OUTSIDE THE EUROPEAN UNION	109

3.1	Economic parities, exchange rates and correction coefficients.....	109
3.1.1.	Changes in correction coefficients from July 2017 to July 2018.....	109
3.1.2.	Changes in exchange rates from July 2017 to July 2018.....	109
3.1.3.	Changes in economic parities from July 2017 to July 2018	110
3.2.	Data sources.....	110
3.2.1	Spatial and temporal price data to establish detailed parities	110
3.2.2	Expenditure weights.....	111
3.2.3	Impact of changes	112
4.	ADJUSTMENT OF REMUNERATION OUTSIDE BRUSSELS AND LUXEMBOURG	117
4.1	Intra-EU duty stations (for staff).....	117
4.2	Intra-EU country of residence (for pensioners)	118
4.3	Extra-EU duty stations (for staff).....	119

INTRODUCTION

This document is an appendix to the 2018 Eurostat report on the annual adjustment of remuneration and pensions. While the principal results concerning correction coefficients for staff and pensioners are presented in the main report, the purpose of this appendix is to give further explanations and statistical analyses of the results as well as detailed tables with statistical information.

Chapters 1, 2 and 3 of this document examine respectively:

- the economic parities and correction coefficients for staff (Intra-EU);
- the economic parities and correction coefficients for pensioners (Intra-EU);
- the economic parities and correction coefficients for staff (Extra-EU).

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 appendix 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 about methodology can be found in the detailed procedural manuals²³.

For any information concerning this report appendix, please contact the Eurostat Remuneration Team in Luxembourg:

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

²³ Op cit (3) Doc.A6465/14/59rev3 (version May 2016), Doc.A6465/14/60rev3 (version April 2017)

1. EQUIVALENCE OF PURCHASING POWER OF EU OFFICIALS IN THE MEMBER STATES

1.1 Economic parities, exchange rates and correction coefficients

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, which are calculated for the month of July, are determined on the basis of the relationships between the economic parities and the exchange rates fixed by the Commission and specified in the Staff Regulations for the relevant countries.

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. Changes in correction coefficients from one year to another are therefore a component of the annual adjustment of remuneration. However, as salaries are first expressed in Euros, then converted to local currency using exchange rate before being multiplied by the correction coefficient, it is clear that the exchange rate effect cancels out so the relevant factor is any change in the economic parities. If a correction coefficient changes due solely to a change in the exchange rate (ie. there is no change in the economic parity), then local purchasing power will not be impacted. This is illustrated in the worked example below:

Numeric example (constant parity, fluctuating exchange rate)*

t₀: 1000 EUR x ER 9.431 x CC 127.4% (ie. PPP 12.02 ÷ ER 9.431) = 12015 local
which is essentially the same as **1000 EUR x PPP 12.02 = 12020 local** (with slight rounding effect)

t₁: 1000 EUR x ER 9.722 x CC 123.6% (ie. PPP 12.02 ÷ ER 9.722) = 12016 local
which is essentially the same as **1000 EUR x PPP 12.02 = 12020 local** (with slight rounding effect)

* t₀ = actual Sweden CC 2016, t₁ = hypothetical CC using actual ER 2017 but constant PPP

1.1.1 Changes in the correction coefficients from July 2017 to July 2018

The simple average change for all duty stations in the correction coefficient for the period under review was +1.3%, with standard deviation 2.5%. The maximum increase was +6.0% (CZ-Prague). The maximum decrease was -4.6% (SE-Stockholm). For 21 locations there was an increase, for 2 locations there was zero change, and for 8 locations there was a decrease. The movement in correction coefficients of EU officials for the period July 2017 - July 2018 are summarised in the table below²⁴:

²⁴ Note: For this analysis, a full table is not included in the report.

Range		Duty stations
$X < -3.7\%$	1	SE
$-3.7\% \leq X < -1.2\%$	4	DK, IE, HU, PL
$-1.2\% \leq X < 1.3\%$	7	IT ^{Rom} , LT, FI, IT ^{Var} , AT, RO, UK ^{Lon}
$1.3\% \leq X < 3.8\%$	14	BG, DE ^{Ber} , DE ^{Bon} , DE ^{Kar} , DE ^{Mun} , EE, EL, ES, FR, HR, LV, NL, SK, UK ^{Cul}
$3.8\% \leq X < 6.3\%$	5	CZ, CY, MT, PT, SI
$6.3\% \leq X$	0	
Total	31	excluding Brussels and Luxembourg ²⁵

1.1.2 Changes in exchange rates from July 2017 to July 2018

For those duty stations in Member States which are not in the Eurozone, the impact of exchange rate fluctuations relative to the Euro on the global correction coefficient can be significant. Exchange rate movements were as follows for the period July 2017 - July 2018: BG 0.0%, CZ -1.1%, DK +0.2%, HR -0.4%, HU +5.8%, PL +2.7%, RO +1.8%, SE +7.2% and UK +0.6%.

1.2 Economic parities

The object of the economic parities is to compare the relative cost of living of European officials in Brussels (reference city) and in each of the capitals and other places of employment for which a correction coefficient has been set. The method used is to compare the price of a "basket" of goods and services purchased by the average official in Brussels with the price of the same basket in each of the other places of employment. The average of all the price ratios is the "economic parity".

The system works as follows: the total range of goods and services constituting the consumption of the average European institution official is divided into 80 basic headings (such as meat, footwear, electricity supply, motor cars, telephone communications, books). A price ratio between the place of employment and Brussels is established for each of these headings; this is called the basic parity. Price surveys are conducted on goods and services which are selected to represent the basic heading and specified in the necessary detail to enable prices in a sufficiently narrow range to be collected for internationally comparable items.

The Staff Regulations require each basic parity to be checked by direct survey at least once every five years. In practice checks are carried out at shorter intervals as part of the European Comparison Programme (ECP). Specific methodologies apply for the calculation of parities relating to delivery of healthcare services and delivery of education services. At each annual salary review around one third of the basic price parities are replaced by new parities produced by the latest price surveys.

²⁵ Brussels is the reference city for the bilateral comparisons (CC for staff). In accordance with Article 3(2) of Annex XI to the Staff Regulations, Luxembourg = Brussels

The 80 basic parities are then updated using the ratio between the Harmonised Index of Consumer Prices (HICP) for the country in which the place of employment is located and the Joint Brussels-Luxembourg Index of consumer prices (JBLI).

Housing is dealt with differently. Special rent surveys of estate agents are carried out each year at each place of employment, including Brussels, to calculate an economic parity for the basic heading "accommodation costs for tenants". The calculation follows a methodology that has been developed by Eurostat in collaboration with the national statistical institutes of the Member States, based on the principle that the parity used should be calculated in such a way to allow European institution officials outside Brussels to live in dwellings of comparable quality to those occupied by European institution officials in Brussels. The basic parity "accommodation costs of owner-occupiers" is calculated by reference to the rent the owner-occupiers would pay if they were tenants (these are known as "imputed rents").

In order to calculate the overall economic parities weights have to be applied to each basic heading according to its relative importance in the consumption basket. These weights are calculated directly from the results of the special family budget surveys conducted among European and international civil servants every five to seven years. The resulting structure reflects the consumption of the average international civil servant in Brussels and in each country or place of employment.

Using the 80 basic parities and the specific weights the overall parity is calculated in two ways: the first uses the consumption pattern for the reference city (Brussels) (this is a type of Laspeyres index); the second uses the consumption pattern for the place of employment (this is a type of Paasche index). In accordance with the standard practice for international comparisons both types of index are calculated and the geometric mean of the results (the Fisher index) is used as the economic parity.

The details of the economic parities calculation, at the level of 12 main consumption groups, are shown in **Table 4.1** for all capitals and other places apart from Brussels and Luxembourg.

In recent years there has been repeated discussion about greater access to detailed information below the level of the 12 main consumption groups. An approved list of analytical categories has been developed for Article 64 correction coefficient purposes within the applicable constraints of data quality and sensitivity regarding source data. This list includes the 12 main COICOP groups, and adds a selection of basic headings and interim aggregates. In total there are 35 analytical categories. Following a decision at the 2017 meeting of the Working Group on Articles 64 & 65 of the Staff Regulations, this information is made available separately.

Table 4.1 (page 1 of 3)
Economic parities of the 12 main expenditure groups for each duty station
at 1st July 2018
(for staff)

Expenditure Groups	BE	BG-Sofia		CZ-Prague		DK-Copenhagen		DE-Berlin		DE-Bonn		DE-Karlsruhe	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	128.2	160.1	1.367	92.8	20.25	129.6	9.80	108.8	0.974	108.8	0.986	108.8	0.981
2	20.3	17.5	1.188	13.6	21.34	17.4	9.484	17.7	0.804	17.7	0.801	17.7	0.799
3	54.3	80.2	1.374	53.9	24.19	51.6	8.375	53.6	0.858	53.6	0.871	53.6	0.877
4	297.6	240.4	0.9128	413.1	26.54	299.6	12.31	272.5	1.141	272.5	0.958	272.5	0.984
5	74.7	53.6	1.082	71.9	18.75	56.0	7.992	85.6	0.953	85.6	0.944	85.6	0.955
6	19.2	15.8	0.6924	13.4	11.33	16.2	8.462	16.8	0.945	16.8	0.949	16.8	0.947
7	127.2	131.0	1.363	110.3	21.38	148.2	8.845	156.0	1.034	156.0	1.089	156.0	1.041
8	21.5	24.0	0.9806	15.6	19.74	18.9	5.447	15.8	0.773	15.8	0.764	15.8	0.766
9	91.7	102.0	1.316	81.0	20.92	103.9	9.603	110.4	1.023	110.4	1.029	110.4	1.015
10	14.7	30.4	0.3664	19.5	11.645	21.9	4.877	19.8	0.687	19.8	0.661	19.8	1.177
11	100.6	76.3	0.8691	69.5	14.36	86.1	9.896	94.4	0.855	94.4	0.894	94.4	0.882
12	50.0	68.8	1.174	45.3	21.43	50.6	10.21	48.6	0.916	48.6	0.894	48.6	0.942
Rents	237.1	188.5	0.9344	358.4	28.05	246.9	13.23	211.2	1.173	211.2	0.933	211.2	0.964
Total without rents	762.9	811.5	1.123	641.6	19.34	753.1	8.957	788.8	0.947	788.8	0.963	788.8	0.968
Global parity	1000.0	1000.0	1.080	1000.0	21.57	1000.0	9.830	1000.0	0.993	1000.0	0.956	1000.0	0.967
Exchange rate			1.956		26.00		7.451		1		1		1

Expenditure Groups	BE	DE-Munich		EE-Tallinn		IE-Dublin		EL-Athens		ES-Madrid		FR-Paris	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	128.2	108.8	0.983	135.9	0.861	85.1	0.975	124.7	0.929	113.0	0.835	123.1	1.018
2	20.3	17.7	0.794	15.8	1.066	19.7	1.663	19.2	1.063	14.3	0.821	18.7	0.971
3	54.3	53.6	0.884	77.6	0.959	55.5	0.894	61.2	0.915	49.2	0.902	57.9	0.978
4	297.6	272.5	1.454	250.5	0.824	223.8	1.825	229.6	0.748	287.4	1.063	294.4	1.612
5	74.7	85.6	0.968	65.7	0.756	95.6	0.879	86.9	0.778	71.0	0.943	69.3	1.046
6	19.2	16.8	0.948	16.7	0.548	21.3	1.758	16.7	0.754	17.6	0.996	9.0	0.842
7	127.2	156.0	1.062	139.8	0.824	165.5	1.039	168.1	0.936	148.4	0.882	131.3	1.068
8	21.5	15.8	0.771	18.8	0.486	14.6	1.101	25.1	1.034	22.5	0.910	16.5	0.669
9	91.7	110.4	1.069	108.8	0.939	135.1	0.991	95.7	0.869	89.1	0.952	90.2	1.127
10	14.7	19.8	0.884	26.9	0.460	48.4	0.556	28.6	0.445	44.7	0.660	30.4	0.634
11	100.6	94.4	0.943	90.1	0.795	63.8	1.144	89.2	0.699	91.5	0.771	107.5	1.037
12	50.0	48.6	1.023	53.5	0.901	71.6	1.028	55.2	0.798	51.3	0.839	51.7	1.095
Rents	237.1	211.2	1.590	193.0	0.898	185.3	2.137	160.9	0.778	237.2	1.140	244.2	1.807
Total without rents	762.9	788.8	0.988	807.0	0.803	814.7	0.998	839.1	0.829	762.8	0.858	755.8	1.014
Global parity	1000.0	1000.0	1.100	1000.0	0.822	1000.0	1.177	1000.0	0.818	1000.0	0.917	1000.0	1.167
Exchange rate			1		1		1		1		1		1

Table 4.1 (page 2 of 3)
Economic parities of the 12 main expenditure groups for each duty station
at 1st July 2018
(for staff)

Expenditure Groups	BE	HR-Zagreb		IT-Rome		IT-Varese		CY-Nicosia		LV-Riga		LT-Vilnius	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	128.2	135.7	6.459	110.1	1.024	117.7	1.084	154.6	0.935	136.6	0.826	137.1	0.725
2	20.3	15.3	6.668	13.2	1.030	12.4	0.895	16.9	0.855	15.9	0.929	15.9	0.901
3	54.3	60.9	6.174	56.7	0.953	55.2	0.976	77.4	0.857	78.0	0.920	78.2	0.952
4	297.6	259.1	5.747	268.7	1.004	300.0	0.772	266.3	0.577	246.7	0.763	244.1	0.770
5	74.7	51.1	5.126	72.0	0.987	74.4	1.030	51.8	0.756	66.0	0.705	66.2	0.723
6	19.2	16.9	3.750	21.5	1.077	19.6	1.211	15.3	1.052	16.8	0.560	16.8	0.533
7	127.2	169.5	6.549	161.5	0.967	153.6	0.988	126.5	1.022	140.5	0.822	141.0	0.771
8	21.5	24.5	5.392	18.2	0.864	16.8	0.835	23.2	0.730	18.9	0.556	19.0	0.500
9	91.7	91.8	5.602	93.9	1.017	85.4	0.991	98.5	0.949	109.4	0.840	109.7	0.788
10	14.7	25.6	2.785	29.0	0.633	34.2	1.112	29.3	0.591	27.0	0.381	27.1	0.327
11	100.6	98.1	4.471	85.1	0.815	73.4	0.773	73.7	0.773	90.6	0.731	90.9	0.618
12	50.0	51.6	5.675	70.1	0.951	57.4	0.927	66.5	0.790	53.7	0.892	53.9	0.836
Rents	237.1	198.6	6.185	205.7	1.077	230.0	0.764	216.2	0.558	189.0	0.830	186.2	0.876
Total without rents	762.9	801.4	5.504	794.3	0.937	770.0	0.957	783.8	0.858	811.0	0.763	813.8	0.704
Global parity	1000.0	1000.0	5.638	1000.0	0.965	1000.0	0.909	1000.0	0.779	1000.0	0.776	1000.0	0.736
Exchange rate			7.382		1		1		1		1		1

Expenditure Groups	BE	HU-Budapest		MT-Valletta		NL-TheHague		AT-Vienna		PL-Warsaw		PT-Lisbon	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	128.2	124.6	237.8	144.9	0.971	113.5	0.893	109.7	1.073	110.7	2.769	103.0	0.860
2	20.3	19.2	226.6	27.1	1.015	19.1	1.055	9.9	0.935	13.7	3.629	11.0	0.901
3	54.3	59.3	252.7	57.8	0.872	45.1	0.947	63.9	0.922	62.1	2.997	49.0	0.804
4	297.6	328.7	283.2	302.0	0.953	292.1	1.299	292.4	1.192	308.9	3.558	268.3	0.946
5	74.7	60.7	208.4	70.3	0.874	76.0	0.949	71.9	0.996	69.5	2.746	96.5	0.818
6	19.2	9.7	186.8	16.2	0.819	7.5	1.157	14.7	1.063	11.8	2.277	17.2	0.899
7	127.2	129.2	253.0	116.4	1.002	164.1	1.143	149.3	1.067	132.2	3.226	152.1	0.986
8	21.5	17.6	178.1	17.9	0.743	15.5	0.854	18.2	0.644	12.9	1.407	16.9	0.924
9	91.7	82.4	224.2	80.4	0.936	99.5	1.058	90.0	1.078	98.1	3.014	86.4	0.950
10	14.7	23.6	97.75	14.8	0.668	26.2	1.239	32.0	1.000	39.7	1.538	60.9	0.4705
11	100.6	92.7	178.0	113.2	0.704	88.2	1.052	75.0	0.932	89.3	2.594	86.0	0.679
12	50.0	52.2	227.7	38.9	0.813	53.2	1.066	72.9	1.083	51.0	2.941	52.9	0.792
Rents	237.1	267.6	329.7	256.7	0.992	238.7	1.389	223.5	1.290	252.6	3.964	217.0	0.960
Total without rents	762.9	732.4	211.5	743.3	0.875	761.3	1.022	776.5	1.004	747.4	2.739	783.0	0.831
Global parity	1000.0	1000.0	236.0	1000.0	0.902	1000.0	1.099	1000.0	1.063	1000.0	2.993	1000.0	0.857
Exchange rate			328.1		1		1		1		4.363		1

Table 4.1 (page 3 of 3)
Economic parities of the 12 main expenditure groups for each duty station
at 1st July 2018
(for staff)

Expenditure Groups	BE	RO-Bucharest		SI-Ljubljana		SK-Bratislava		FI-Helsinki		SE-Stockholm	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	128.2	132.4	2.881	135.5	0.886	98.1	0.839	128.1	1.083	126.6	10.75
2	20.3	14.5	2.905	15.3	0.901	14.4	0.810	17.2	1.603	17.0	12.62
3	54.3	66.3	3.511	60.8	0.837	57.0	0.905	51.0	1.028	50.4	10.80
4	297.6	371.7	3.447	259.8	0.815	379.8	0.850	307.8	1.349	315.9	17.00
5	74.7	44.3	2.694	51.1	0.792	76.0	0.700	55.3	1.031	54.7	11.06
6	19.2	13.1	1.806	16.9	0.727	14.2	0.530	16.0	1.514	15.8	15.18
7	127.2	108.3	3.136	169.4	0.982	116.5	0.774	146.5	1.143	144.8	10.48
8	21.5	19.8	1.747	24.5	0.892	16.5	0.546	18.7	0.660	18.5	8.747
9	91.7	84.4	3.169	91.7	0.970	85.6	0.817	102.7	1.214	101.5	11.51
10	14.7	25.1	1.5087	25.5	0.609	20.6	0.506	21.7	0.812	21.4	7.906
11	100.6	63.1	2.214	98.0	0.693	73.4	0.654	85.1	1.165	84.1	12.28
12	50.0	56.9	2.866	51.6	0.860	47.9	0.806	50.0	1.229	49.4	12.56
Rents	237.1	328.7	3.767	199.4	0.835	322.0	0.903	255.7	1.496	264.4	18.88
Total without rents	762.9	671.3	2.727	800.6	0.849	678.0	0.744	744.3	1.099	735.6	11.15
Global parity	1000.0	1000.0	2.983	1000.0	0.846	1000.0	0.785	1000.0	1.185	1000.0	12.71
Exchange rate			4.658		1		1		1		10.42

Expenditure Groups	BE	UK-London		UK-Culham	
	Weight	Weight	Parity	Weight	Parity
1	128.2	110.0	0.7466	98.5	0.7014
2	20.3	26.2	1.232	19.5	1.204
3	54.3	55.0	0.6938	47.3	0.6668
4	297.6	314.6	2.134	287.7	1.063
5	74.7	69.3	0.9076	86.3	0.8986
6	19.2	12.2	1.4536	6.0	1.4536
7	127.2	124.7	1.013	153.1	0.9524
8	21.5	16.5	0.7660	19.0	0.7695
9	91.7	99.7	0.9898	130.4	0.9319
10	14.7	25.3	0.7303	22.0	0.7233
11	100.6	100.2	0.8659	60.0	0.7968
12	50.0	46.4	0.995	70.2	0.8271
Rents	237.1	270.2	2.733	235.5	1.178
Total without rents	762.9	729.8	0.8850	764.5	0.8392
Global parity	1000.0	1000.0	1.192	1000.0	0.9081
Exchange rate			0.8852		0.8852

Consumption groups:

1. Food and non-alcoholic beverages
2. Alcoholic beverages and tobacco
3. Clothing and footwear
4. Housing, water, electricity, gas and other fuels
5. Furnishings, household equipment and maintenance of house
6. Health
7. Transport
8. Communications
9. Recreation and culture
10. Education
11. Hotels, cafes and restaurants
12. Miscellaneous goods and services

1.3 Purchasing power parities – analysis of results

1.3.1 Changes in the economic parities from July 2017 to July 2018

The calculation of correction coefficients used for salary adjustment in places other than Brussels and Luxembourg involves the revision of some elementary parities each year. Changes in the global parities from one year to the next come mainly from survey prices and rent revisions, but may also be affected by the trend in the price indices used to update the elementary parities at the date of the adjustment and by changes in the consumption structures. A decomposition of all the effects underlying the changes in the economic parities for the period July 2017 - July 2018, is given in **Table 4.2**.

The simple average change in the global economic parity for all duty stations for the period under review was +1.8% with standard deviation 1.8%. The maximum increase was +4.8% (CY-Nicosia). The maximum decrease was -1.8% (IE-Dublin). For 24 locations there was an increase and for 7 locations there was a decrease (for IT-Varese: rounded to zero). The movements in the global economic parities for the period are summarised in the table below:

Range		Duty stations
$X < -1.8\%$	0	
$-1.8\% \leq X < 0\%$	7	DK, IE, IT ^{Rom} , IT ^{Var} , LT, PL, FI
$0\% \leq X < 1.8\%$	6	FR, HR, NL, AT, SK, UK ^{Lon}
$1.8\% \leq X < 3.6\%$	12	BG, DE ^{Ber} , DE ^{Bon} , DE ^{Kar} , DE ^{Mun} , EE, EL, ES, HU, RO, SE, UK ^{Cul}
$3.6\% \leq X < 5.4\%$	6	CZ, CY, LV, MT, PT, SI
$5.4\% \leq X$	0	
Total	31	excluding Brussels and Luxembourg ²⁶

1.3.2 Impact of changes in the expenditure weights

The consumption weighting structure used to aggregate the basic heading parities to produce the global economic parity were updated during the period under review for many (22) duty stations.

Updating surveys were conducted amongst staff of EU institutions and EU agencies in the following locations:

- (2) Bulgaria and Croatia: spring 2016.
- (5) Greece, Spain, Italy (incl. Italy-Varese), Austria and Portugal: autumn 2016.
- (14) Czech Republic, Denmark, Estonia, Cyprus, Lithuania, Latvia, Hungary, Malta, Poland, Romania, Slovenia, Slovakia, Finland, Sweden: spring 2017.

²⁶ Op cit (21) Brussels is the reference city. Luxembourg = Brussels.

Where possible, information was combined with data from partner international organisations (with whom these surveys are done using a harmonised questionnaire and insofar as possible on a common timetable) – notably for Spain, Italy (not Varese) and Portugal.

In several cases the response levels were insufficient to allow robust individual weighting structures to be established. Results have instead been combined to produce “regional pool” weights. The country groups concerned are Bulgaria-Cyprus-Romania, Denmark-Sweden, Estonia-Latvia-Lithuania, Croatia-Slovenia.

	Old	New
BG	2010 pool	BG-CY-RO
CZ	2010 pool	CZ-SK
DK	2010 pool	DK-SE
EE	2010 pool	EE-LT-LV
EL	2008	EL
ES	2008	ES
HR	[2010 pool]	HR-SI
IT	2008	IT

	Old	New
IT ^{VAR}	2008	IT ^{VAR}
CY	2010 pool	BG-CY-RO
LV	2010 pool	EE-LT-LV
LT	2010 pool	EE-LT-LV
HU	2010 pool	HU
MT	2010 pool	MT
AT	2010 pool	AT
PL	2010 pool	PL

	Old	New
PT	2008	PT
RO	2010 pool	BG-CY-RO
SI	2010 pool	HR-SI
SK	2010 pool	CZ-SK
FI	2010 pool	FI
SE	2010 pool	DK-SE

It can be seen that by comparison to the existing pool weighting structure established in 2010 (16 country average), the new consumption patterns are more precisely targeted.

The new expenditure structures adjust the relative importance of the parities for every basic heading when calculating the aggregate parity, and can therefore have an important impact. For the 22 duty stations concerned, the new weights have led to zero change or an increase in the overall parity for 6 locations (CZ, EL, ES, HR, SI, SK), and a decrease for 16 locations (BG, DK, EE, IT, IT^{Var}, CY, LV, LT, HU, MT, AT, PL, PT, RO, FI, SE). The maximum increase is +1.7% and the maximum decrease is -2.4%. The average impact is -0.4%, with standard deviation 0.8%.

Data from the autumn 2017 survey in Brussels is now being processed. Other things being equal, a consumption structure based on those results should be introduced for the July 2019 calculation exercise. This will affect all duty stations, as Brussels is the reference city for parity calculation.

The next surveys amongst Intra-EU staff are currently planned during 2018-2019 as follows in 5 locations: Ireland, France, Germany, Netherlands, United Kingdom.

There will also be surveys amongst Pensioners and amongst Extra-EU staff.

1.3.3 Impact of new parities derived from price surveys

For the current annual exercise, new parities obtained from the following consumer price surveys have been integrated for the following groups:

- Services (survey conducted in spring 2017)
- Furniture; Healthcare (survey conducted in autumn 2017)

In the usual way, prices were obtained from the European Comparison Programme (ECP) for capital cities, and complemented with consistent data from national statistical offices for duty stations in Italy (Varese) and Germany (Bonn, Karlsruhe, Munich).

The introduction of price data from the spring 2017 ECP survey on Services affects 26 elementary parities out of the 80 basic heading classification, which together account for 221.2% of the total consumption weight in Brussels and 200.4% on average in other EU duty stations with range between 168.4% and 239.7% and standard deviation 17.9%. In accordance with the methodology agreed in 2015, price data for Electricity and for Gas are taken directly from the regular Energy statistics compilation by Eurostat.

Two basic headings required calculation of parities which combine price data from the Services survey with price data from earlier ECP surveys: “Pets and related products & veterinary services” and “Telephone and telefax equipment & services”. Data for repairs to footwear from Services survey was not combined with price data for footwear items from earlier ECP survey due to low relative weight of repairs, however it was used in certain imputation calculations. The 2017 ECP survey did not collect prices to cover certain basic headings for certain countries. The tables below summarise how these parities were imputed:

Gap to be filled		Basis for imputation (hierarchical)	
BH	Title	BH	Title
25	Refuse and sewage	23	Services for the regular maintenance and repair of the dwelling
		24	Water supply
		26	Electricity
		27	Gas
		28	Solid, liquid and heat energy
49	Passenger transport by water	46	Passenger transport by railway
		47	Passenger transport by road
		48	Passenger transport by air
50	Combined passenger transport	46	Passenger transport by railway
		47	Passenger transport by road
		48	Passenger transport by air

Gap to be filled		Basis for imputation (similarity)	
BH	Title	BH	Title
31	Repair of furniture, furnishings and floor coverings	19	Repairs to footwear
		23	Services for the regular maintenance and repair of the dwelling
		34	Repair of household appliances
60	Maintenance and repair of other major durables for recreation and culture	19	Repairs to footwear
		23	Services for the regular maintenance and repair of the dwelling
		34	Repair of household appliances

Gap to be filled		Basis for imputation (relational)	
BH	Title	BH	Title
70	Package holidays	48	Passenger transport by air
		74	Accommodation

Introduction of these various results has led to an increase in the overall parity for 20 locations, and a decrease in the parity for 11 locations - with the impact ranging between +3.0% (CY-Nicosia) and -2.2% (LT-Vilnius). The average impact was +0.5%, with standard deviation 1.1%.

The introduction of the price data from the autumn 2017 ECP survey on Furniture; Healthcare affects 4 elementary parities out of the 80 basic heading classification, which together account for 56.2‰ of the total consumption weight in Brussels and 55.4‰ on average in other EU duty stations with range between 37.5‰ and 70.1‰ and standard deviation 8.1‰. In accordance with the methodology adopted in 2015, the Healthcare calculation also integrates the results of the latest (2017) ECP cost survey on Hospitals. Introduction of these results has generated an increase in the overall parity for 27 locations, and a decrease for 4 locations - with the impact ranging between +1.3% (IE-Dublin) and -0.3% (EE-Tallinn). The average impact was +0.5%, with standard deviation 0.4%.

The 2015-2017 cycle of ECP surveys did not collect prices to cover two basic headings (“insurances” and “other services, including financial services n.e.c.”) which are particularly comparison-resistant. Together they account for 27.6‰ of the total consumption weight in Brussels and 25.4‰ on average in other EU duty stations with range between 13.1‰ and 44.4‰ and standard deviation 7.3‰. In accordance with the approved methodology, parities for these basic headings have been updated by imputation of a reference parity equal to the global parity as at July 2017. This has generated an increase in the overall parity for 16 locations, and a decrease for 15 locations - with the impact ranging between +0.6% (PT-Lisbon) and -2.8% (RO-Bucharest). The average impact was -0.1%, with standard deviation 0.6%.

1.3.4 Impact of indexation

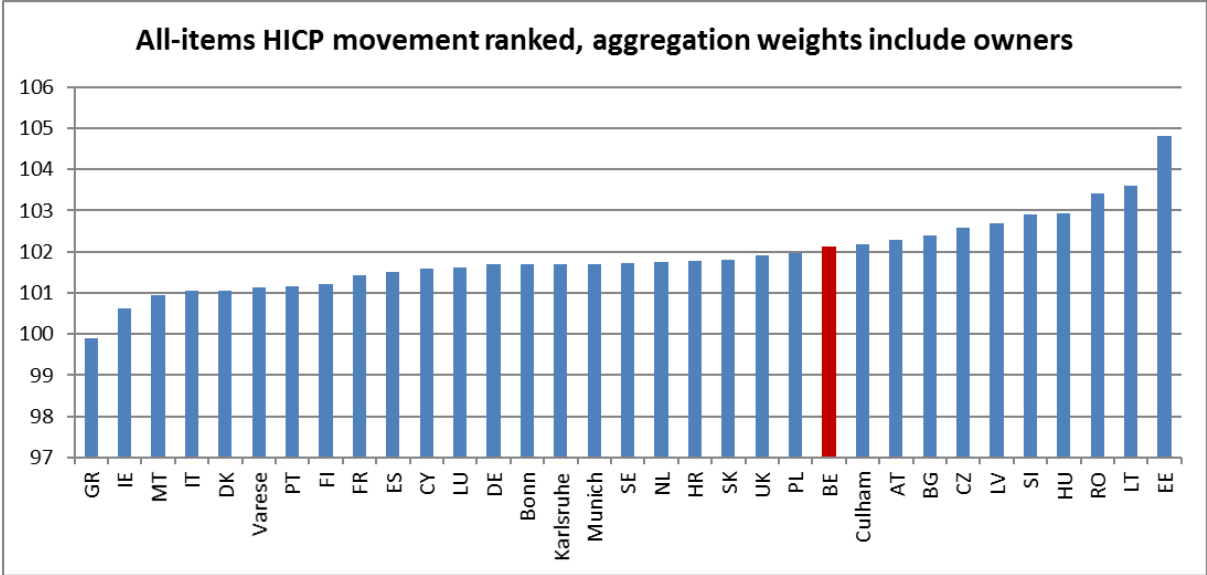
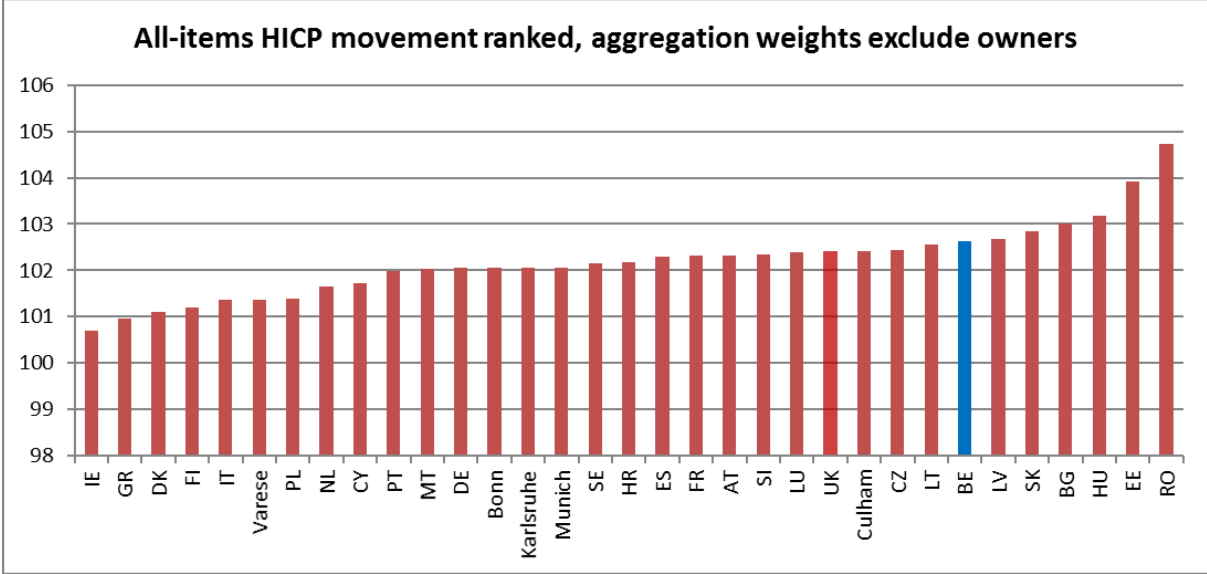
As regards price indexation, it has to be remembered that the impact for each duty station reflects the movement of the national Harmonised Index of Consumer Prices (HICP) relative to the evolution of prices in Brussels²⁷.

The impact on the overall parity of applying detailed sub- indices at basic heading level for the year to July 2018 generated a decrease (ie. inflation was lower than Brussels) in 21 places and an increase (ie. inflation was higher than Brussels) in the remaining 10 places - with the impact ranging between +1.7% (EE-Tallinn) and -2.3% (EL-Athens). The average impact was -0.2% and standard deviation 0.8%.

Here it should be recalled that there are important differences between HICP and PPP methodologies, notably regarding weights used for aggregation purposes. For this reason, the "price updating effect" presented in the table cannot be directly compared with the relative movement of the all-items HICP published separately on the Eurostat website – although

²⁷ See appendix 1b for details of the movement in the Joint Belgium-Luxembourg Index (JBLI).

other things being equal that movement does give an indication of the general magnitude and direction of change. Therefore, purely for information purposes, the following graphs summarise how national HICP have developed relative to Belgium during the year to July 2018. It is clear from the graph that the overall price index has risen more quickly in one-third of the duty station countries and less quickly in the other two-thirds.



There is a second potential impact due to any change in the numbers of active staff in Brussels and Luxembourg, as these are used as weights in the construction of the index used to measure the evolution of prices in Brussels. For the new base period July 2017 (December 2016) compared with the previous base period July 2016 (December 2015) the ratio remained broadly stable²⁸.

²⁸ See appendix 1b

1.3.5 Impact of new education parities

An updating calculation was done in accordance with the methodology adopted in 2015, which combined 2018 data for European schools, 2018 data for national schools from the joint Unesco-OECD-Eurostat exercise (quality adjusted data obtained from the ECP), and the results of a detailed 2018 survey of private school tuition fees in all Intra-EU duty stations, weighted by the number of pupils of EU officials. The education basic heading accounts for 14.7‰ of the total consumption weight in Brussels and 27.4‰ on average in other EU duty stations with range between 14.8‰ and 60.9‰ and standard deviation 9.7‰. Introduction of the new parities has generated an increase in the overall parity for 30 locations, and a decrease for 1 location - with the impact ranging between +3.7% (LV-Riga) and -0.2% (UK-Culham). The average impact was +0.9%, with standard deviation 0.8%.

1.3.6 Impact of new rent parities

Estate Agency Rent Surveys are carried out every year in all Member States to compile rent data. A six-year moving average model is used for calculating rent parities: the rent parities for 2018 are based on the relative trend in the real-estate markets in Brussels and other places of employment between 2013 and 2018.

The rent parities are, therefore, affected by the following factors:

- introduction of rent data for each dwelling type for year 2018;
- deletion of the rent data for 2012;
- price indices used for updating the rents for 2013 - 2017 to price level of 2018;
- relative weighting of rents data for each of the years 2013 – 2018 (“taper weights” *)
- relative weighting of rents data for each dwelling type (*).

(*) relative weighting structure is derived from the 2016 housing surveys conducted amongst active staff in all Intra-EU duty stations in collaboration with other international organisations. Dwelling type weights were introduced for 2016 exercise; taper weights were introduced for 2017 exercise. No further changes for 2018.

Details of the average rent values by type of dwelling are provided in **Table 4.3** at July 2018, together with comparative information for July 2017.

Details of the changes in the rent parities from July 2017 to July 2018, including a decomposition of all the effects, are given in **Table 5.4** and **Table 5.4a**.

The simple average change in the rent parity for all duty stations was 0.6%. There were increases in the rent parity for 28 duty stations and decreases for 3 locations (IT-Rome, LV-Riga, UK-London).

Movements in the rent parity in absolute terms of 5% or more could be observed in 11 places: Lisbon (+14.3%), Nicosia (+10.2%), Prague (+8.4%), Valletta (+8.2%), Sofia (+8.0%), Dublin (+7.7%), Bucharest (+6.8%), Madrid (+6.4%), Vilnius (+6.4%), Tallinn (+5.3%), Zagreb (+5.3%).

The rents basic headings account for 237.1‰ of the total consumption weight in Brussels and 234.1‰ on average in other EU duty stations with range between 160.8‰ and 358.4‰ and standard deviation 44.3‰. Consequently, the rent parities can influence in a quite significant way the global economic parities. The introduction of the new rent parities has led to an increase in the overall parity for 26 locations and decreases for 5 locations: EE-Tallinn, IT-Rome, LV-Riga, AT-Vienna, PL-Warsaw) - with the impact ranging between +2.8% (PT-

Lisbon) and -0.9% (EE-Tallinn). The average impact on the overall parity was +0.6% with standard deviation 0.8%.

1.3.7 Impact of rents on the overall parity for staff

In **Table 5.5** and **Table 5.6**, the analysis of correction coefficients and parities calculated with and without the rent element for the same place of employment makes it easier to isolate the effect of rent differences separately from the impact of differences arising from other causes.

In 2018, for 16 out of the 31 duty stations (i.e. excluding Brussels and Luxembourg), the rent correction coefficient (ratio between the rent parity and the exchange rate) is under 100. This means that the average rents are generally lower in these places than in Brussels. For the remaining 15 duty stations, the rent correction coefficient is greater than 100.

The correction coefficients for rents (compared to Brussels =100) are very high in UK-London (308.8), IE-Dublin (213.7), SE-Stockholm (181.2), Paris (180.7) and DK-Copenhagen (177.5) whereas they are quite low in BG-Sofia (47.8), CY-Nicosia (55.8), IT-Varese (76.4) and EL-Athens (77.8).

In 2018, the rent correction coefficient is lower than the correction coefficient without rent in 7 of the duty stations (BG, DE^{Bon}, DE^{Kar}, EL, IT^{Var}, CY and SI). This means that, for those places, the rents lead to a reduction of the global correction coefficient.

When rents are integrated in the computation, the correction coefficient is increased by 10% or more in UK-London (+34.7%), IE-Dublin (+17.9%), FR-Paris (+15.1%), SE-Stockholm (+14.0%), HU-Budapest (+11.5%) and DE-Munich (+11.3%). By contrast, the impact is quite negative in CY-Nicosia (-9.2%), IT-Varese (-5.0%) and BG-Sofia (-3.8%). The average rent effect is +6.2% with standard deviation 8.1%.

1.3.8 Summary of component impacts on global parity

The table below summarises the impact of the various components on the global parity, which are discussed in the preceding paragraphs:

Component	BH	Expenditure weight %				
		BE	Other (Avg.)	Other (St.Dev)	Other (Min.)	Other (Max.)
FBS weights	80	1000.0	1000.0	0	1000.0	1000.0
E17-1 Services (incl. Energy)	26	221.2	200.4	17.9	168.4	239.7
BH79 + BH80 imputation	2	27.6	25.4	7.3	13.1	44.4
E17-2 Furniture; Health	4	56.2	55.4	8.1	37.5	70.1
HICP relative to JBLI	80	1000.0	1000.0	0	1000.0	1000.0
Education	1	14.7	27.4	9.7	14.8	60.9
Rent	2	237.1	234.1	44.3	160.8	358.4

Component	BH	Impact on Global PPP					
		Avg.	St.Dev	Max.	Min.	+ve	-ve
FBS weights	80	-0.4%	0.8%	+1.7%	-2.4%	6	16
E17-1 Services (incl. Energy)	26	+0.5%	1.1%	+3.0%	-2.2%	20	11
BH79 + BH80 imputation	2	-0.1%	0.6%	+0.6%	-2.8%	16	15
E17-2 Furniture; Health	4	+0.5%	0.4%	+1.3%	-0.3%	27	4
HICP relative to JBLI	80	-0.2%	0.8%	+1.7%	-2.3%	10	21
Education	1	+0.9%	0.8%	+3.7%	-0.2%	30	1
Rent	2	+0.6%	0.8%	+2.8%	-0.9%	26	5
GLOBAL	80	+1.8%	1.8%	+4.8%	-1.8%	24	7

Table 4.2

**Changes in the economic parities in the twelve months to 1st July 2018
Decomposition of the effects
(for staff)**

Place of employment	Introduction of new price data							Total
	New FBS weights	E17-1 Services; Energy	Impute BH79 (ins.) + BH80 (fin.)	E17-2 Furniture; Health	Indexation (HICP relative to JBLI)	2018 Education	2018 Rents	
BG Sofia	-1.5	2.7	-0.8	0.5	0.7	0.5	1.4	3.4
CZ Prague	1.7	0.1	-0.3	0.1	0.5	0.8	1.8	4.7
DK Copenhagen	-1.4	0.1	0.0	0.1	-1.0	0.4	0.6	-1.3
DE Berlin	0.0	0.2	0.2	0.5	-0.5	0.6	0.8	1.9
Bonn	0.0	0.8	0.1	0.5	-0.5	0.7	0.2	1.8
Karlsruhe	0.0	0.9	0.2	0.6	-0.5	0.6	0.5	2.2
Munich	0.0	0.9	0.3	0.5	-0.4	0.4	0.7	2.4
EE Tallinn	-0.6	-0.6	0.1	-0.3	1.7	2.9	-0.9	2.4
IE Dublin	0.0	-0.9	-1.5	1.3	-1.5	0.3	0.6	-1.8
EL Athens	0.0	1.0	0.5	0.9	-2.3	0.8	1.4	2.3
ES Madrid	0.7	1.0	-0.5	0.5	-0.4	0.6	1.4	3.4
FR Paris	0.0	0.0	0.1	0.6	-0.6	0.5	1.0	1.6
HR Zagreb	0.1	-0.5	0.4	-0.1	-0.4	1.2	0.8	1.5
IT Rome	-0.4	-0.2	-0.2	0.2	-1.3	1.3	-0.3	-0.8
Varese	-0.6	-0.6	0.0	0.9	-1.2	1.0	0.5	0.0
CY Nicosia	-1.2	3.0	0.0	0.6	-0.1	0.4	1.9	4.8
LV Riga	-1.5	1.7	-0.1	0.3	0.3	3.7	-0.8	3.7
LT Vilnius	-0.6	-2.2	0.0	0.0	1.0	0.9	0.1	-0.9
HU Budapest	-1.7	-0.1	0.5	0.7	0.7	1.7	0.4	2.1
MT Vallette	-0.1	2.5	0.1	0.0	-1.1	1.1	1.8	4.4
NL The Hague	0.0	0.9	0.0	0.1	-0.3	0.5	0.3	1.5
AT Vienna	-0.3	-0.2	0.2	0.2	0.0	0.7	-0.4	0.1
PL Warsaw	-1.6	0.3	0.1	0.5	-0.1	1.1	-0.4	-0.2
PT Lisbon	-2.4	1.5	0.6	0.5	-0.9	1.9	2.8	4.0
RO Bucharest	-1.1	1.0	-2.8	0.1	1.6	1.8	1.5	2.1
SI Ljubljana	0.6	1.6	-0.2	0.4	0.7	0.4	0.2	3.7
SK Bratislava	0.5	-0.1	0.0	0.5	-0.5	0.4	0.8	1.5
FI Helsinki	-0.6	-0.2	-0.2	0.3	-1.0	0.5	0.1	-1.2
SE Stockholm	-0.3	0.0	0.4	0.9	-0.3	0.4	1.1	2.2
UK London	0.0	0.1	-0.1	0.8	0.0	0.6	0.1	1.5
Culham	0.0	1.4	-0.6	1.5	0.1	-0.2	0.4	2.7

Table 4.3 (page 1 of 4)
Changes in the average rents of accommodation in the twelve months to 1st July 2018

(Values expressed in Euro, except local currencies: BG*, CZ, DK, HR*, HU, PL, RO*, SE, UK) ¹

Country Place of employment			3 bedroom flat			2 bedroom flat		1 bedroom flat	
			(140-160m ²)	(110-130m ²)	(80-100m ²)	(80-100m ²)	(60-80m ²)	(60-80m ²)	(40-60m ²)
BE	Brussels	2017	1,580	1,255	1,031	1,021	837	773	637
		2018	1,663	1,319	1,037	1,046	878	802	672
BG	Sofia	2017	1,565	-	-	1,087	-	737	-
		2018	1,727	-	-	1,111	-	706	-
CZ	Prague	2017	-	35,828	-	24,944	-	18,486	-
		2018	-	39,111	-	28,333	-	21,000	-
DK	Copenhagen	2017	-	17,536	-	-	13,229	-	10,079
		2018	-	18,746	-	-	13,188	-	10,604
DE	Berlin	2017	-	1,583	-	1,215	-	964	-
		2018	-	1,752	-	1,260	-	992	-
	Bonn	2017	-	1,245	-	938	-	755	-
		2018	-	1,293	-	968	-	783	-
	Karlsruhe	2017	-	1,274	-	972	-	792	-
		2018	-	1,323	-	1,022	-	806	-
	Munich	2017	-	2,064	-	1,566	-	1,253	-
		2018	-	2,160	-	1,647	-	1,344	-
EE	Tallin	2017	-	-	1,122	-	798	-	564
		2018	-	-	1,160	-	848	-	600
IE	Dublin	2017	-	2,379	-	-	1,914	-	1,546
		2018	-	2,712	-	-	2,044	-	1,654
EL	Athens	2017	1,302	-	-	877	-	653	-
		2018	1,327	-	-	909	-	686	-
ES	Madrid	2017	-	1,590	-	-	1,125	-	890
		2018	-	1,732	-	-	1,281	-	961
FR	Paris	2017	-	2,578	-	1,913	-	-	1,148
		2018	-	2,678	-	2,010	-	-	1,216
HR	Zagreb	2017	-	9,859	-	6,619	-	4,692	-
		2018	-	11,280	-	6,998	-	4,562	-
IT	Rome	2017	-	1,525	-	1,192	-	927	-
		2018	-	1,526	-	1,177	-	914	-
	Varese	2017	-	986	-	734	-	589	-
		2018	-	1,008	-	740	-	583	-
CY	Nicosia	2017	-	764	-	560	-	475	-
		2018	-	903	-	713	-	619	-

¹ Rent value for dwelling type for year in question is average of reported values.

* BG, HR, RO collected in Euros. Values converted to national currency

Table 4.3 (page 2 of 4)
Changes in the average rents of accommodation in the twelve months to 1st July 2018

(Values expressed in Euro, except local currencies: BG*, CZ, DK, HR*, HU, PL, RO*, SE, UK) ¹

Country			3 bedroom flat			2 bedroom flat		1 bedroom flat	
			(140-160m ²)	(110-130m ²)	(80-100m ²)	(80-100m ²)	(60-80m ²)	(60-80m ²)	(40-60m ²)
Place of employment									
BE	Brussels	2017	1,580	1,255	1,031	1,021	837	773	637
		2018	1,663	1,319	1,037	1,046	878	802	672
LV	Riga	2016	-	1,095	-	825	-	589	-
		2017	-	1,250	-	861	-	609	-
LT	Vilnius	2016	-	-	938	-	725	-	565
		2017	-	-	1,005	-	819	-	602
HU	Budapest	2016	-	517,361	-	-	299,611	-	205,022
		2017	-	468,042	-	-	311,971	-	203,428
MT	Valletta	2016	-	1,316	-	985	-	-	760
		2017	-	1,400	-	1,107	-	-	821
NL	The Hague	2016	-	1,841	-	1,395	-	1,028	-
		2017	-	1,983	-	1,424	-	1,058	-
AT	Vienna	2016	-	1,692	-	1,287	-	980	-
		2017	-	1,704	-	1,269	-	966	-
PL	Warsaw	2016	-	6,049	-	4,324	-	-	2,499
		2017	-	5,167	-	3,979	-	-	2,408
PT	Lisbon	2016	1,667	-	-	1,147	-	894	-
		2017	1,813	-	-	1,488	-	1,070	-
RO	Bucharest	2016	-	4,776	-	3,563	-	-	2,315
		2017	-	5,353	-	4,016	-	-	2,478
SI	Ljubljana	2016	-	1,200	-	845	-	-	550
		2017	-	1,329	-	915	-	-	606
SK	Bratislava	2016	-	1,070	-	839	-	607	-
		2017	-	1,132	-	858	-	630	-
FI	Helsinki	2016	-	2,031	-	-	1,458	-	1,131
		2017	-	2,083	-	-	1,473	-	1,125
SE	Stockholm	2016	-	29,920	-	22,330	-	15,070	-
		2017	-	32,010	-	24,310	-	15,510	-
UK	London	2016	-	-	2,893	-	2,005	-	1,544
		2017	-	-	2,671	-	2,015	-	1,561
	Culham	2016	-	-	1,289	-	1,089	-	890
		2017	-	-	1,271	-	1,070	-	883

¹ Rent value for dwelling type for year in question is average of reported values.

* BG, HR, RO collected in Euros. Values converted to national currency

Table 4.3 (page 3 of 4)
Changes in the average rents of accommodation in the twelve months to 1st July 2018
 (Values expressed in Euro, except local currencies: BG*, CZ, DK, HR*, HU, PL, RO*, SE, UK) ¹

Country			Non-detached houses			Detached houses			Rent Parity ²
			(140-160m ²)	(110-130m ²)	(80-100m ²)	(190-220m ²)	(150-180m ²)	(110-140m ²)	
Place of employment									
BE	Brussels	2017	1,695	1,343	1,104	2,352	1,850	1,536	1.000
		2018	1,759	1,400	1,125	2,378	1,833	1,439	1.000
BG	Sofia	2017	-	-	-	2,543	-	-	0.8652
		2018	-	-	-	2,589	-	-	0.9344
CZ	Prague	2017	-	35,444	-	-	53,056	-	25.88
		2018	-	41,111	-	-	61,389	-	28.05
DK	Copenhagen	2017	-	19,107	-	-	24,583	-	12.90
		2018	-	19,167	-	-	24,500	-	13.23
DE	Berlin	2017	-	1,647	-	-	2,352	-	1.126
		2018	-	1,733	-	-	2,613	-	1.173
	Bonn	2017	-	1,262	-	-	1,793	-	0.921
		2018	-	1,329	-	-	1,811	-	0.933
	Karlsruhe	2017	-	1,387	-	-	1,962	-	0.940
		2018	-	1,402	-	-	1,980	-	0.964
	Munich	2017	-	2,358	-	-	3,633	-	1.537
		2018	-	2,436	-	-	3,631	-	1.590
EE	Tallin	2017	-	1,222	-	-	1,761	-	0.853
		2018	-	1,245	-	-	1,755	-	0.898
IE	Dublin	2017	-	-	2,326	-	-	2,927	1.985
		2018	-	-	2,646	-	-	3,257	2.137
EL	Athens	2017	1,399	-	-	2,110	-	-	0.760
		2018	1,447	-	-	2,131	-	-	0.778
ES	Madrid	2017	2,009	-	-	2,754	-	-	1.071
		2018	2,154	-	-	2,976	-	-	1.140
FR	Paris	2017	-	2,691	-	-	3,415	-	1.770
		2018	-	2,768	-	-	3,449	-	1.807
HR	Zagreb	2017	9,718	-	-	16,419	-	-	5.876
		2018	11,523	-	-	18,130	-	-	6.185
IT	Rome	2017	-	1,455	-	1,991	-	-	1.100
		2018	-	1,347	-	1,906	-	-	1.077
	Varese	2017	-	1,265	-	1,855	-	-	0.752
		2018	-	1,269	-	1,917	-	-	0.764
CY	Nicosia	2017	869	-	-	1,431	-	-	0.507
		2018	1,102	-	-	1,875	-	-	0.558

¹ Rent value for dwelling type for year in question is average of reported values.

* BG, HR, RO collected in Euros. Values converted to national currency

² Rent parity uses a six year model of the rent averages, updated by indices, applying taper weights.

Dwelling type weights and taper weights are identified by periodic housing surveys.

Table 4.3 (page 4 of 4)
Changes in the average rents of accommodation in the twelve months to 1st July 2018
 (Values expressed in Euro, except local currencies: BG*, CZ, DK, HR*, HU, PL, RO*, SE, UK) ¹

Country			Non-detached houses			Detached houses			Rent Parity ²
			(140-160m ²)	(110-130m ²)	(80-100m ²)	(190-220m ²)	(150-180m ²)	(110-140m ²)	
Place of employment									
BE	Brussels	2017	1,695	1,343	1,104	2,352	1,850	1,536	1.000
		2018	1,759	1,400	1,125	2,378	1,833	1,439	1.000
LV	Riga	2017	1,394	-	-	2,006	-	-	0.835
		2018	1,341	-	-	1,756	-	-	0.830
LT	Vilnius	2017	-	1,193	-	-	1,766	-	0.823
		2018	-	1,398	-	-	1,970	-	0.876
HU	Budapest	2017	596,438	-	-	934,167	-	-	314.8
		2018	604,007	-	-	831,535	-	-	329.7
MT	Valletta	2017	-	1,705	-	2,704	-	-	0.916
		2018	-	1,817	-	2,712	-	-	0.992
NL	The Hague	2017	2,349	-	-	-	2,963	-	1.367
		2018	2,328	-	-	-	3,189	-	1.389
AT	Vienna	2017	-	1,836	-	-	3,403	-	1.281
		2018	-	1,860	-	-	3,075	-	1.290
PL	Warsaw	2017	-	5,992	-	8,402	-	-	3.918
		2018	-	6,450	-	9,250	-	-	3.964
PT	Lisbon	2017	1,783	-	-	-	2,317	-	0.840
		2018	2,188	-	-	-	2,517	-	0.960
RO	Bucharest	2017	-	-	-	-	7,827	-	3.527
		2018	-	-	-	-	7,747	-	3.767
SI	Ljubljana	2017	-	1,238	-	-	1,780	-	0.796
		2018	-	1,342	-	-	1,788	-	0.835
SK	Bratislava	2017	-	1,243	-	-	2,023	-	0.884
		2018	-	1,356	-	-	2,013	-	0.903
FI	Helsinki	2017	-	2,010	-	3,094	-	-	1.480
		2018	-	2,181	-	3,294	-	-	1.496
SE	Stockholm	2017	-	26,500	-	-	35,000	-	18.06
		2018	-	25,833	-	-	32,333	-	18.88
UK	London	2017	-	-	3,510	-	-	4,286	2.745
		2018	-	-	3,143	-	-	4,168	2.733
	Culham	2017	-	-	1,309	-	-	1,642	1.167
		2018	-	-	1,261	-	-	1,569	1.178

¹ Rent value for dwelling type for year in question is average of reported values.

* BG, HR, RO collected in Euros. Values converted to national currency

² Rent parity uses a six year model of the rent averages, updated by indices, applying taper weights.

Dwelling type weights and taper weights are identified by periodic housing surveys.

Table 5.4

**Changes in rent parities in the twelve months to 1st July 2018
Decomposition of the effects
(for staff)**

Place of employment	Delete survey 2012	Introduce survey 2018	Rent index 2018	New SHS dwelling weights	New taper weights	Currency conversion *	Total change rent PPP
BG Sofia	6.8	0.1	1.0	-	-	0.0	8.0
CZ Prague	4.6	2.9	0.6	-	-	0.0	8.4
DK Copenhagen	3.2	-0.3	-0.4	-	-	0.0	2.5
DE Berlin	3.2	1.2	-0.3	-	-	0.0	4.2
Bonn	1.4	0.2	-0.3	-	-	0.0	1.3
Karlsruhe	2.9	0.0	-0.3	-	-	0.0	2.6
Munich	3.6	0.2	-0.3	-	-	0.0	3.5
EE Tallinn	3.3	0.2	1.7	-	-	0.0	5.3
IE Dublin	1.6	2.7	3.2	-	-	0.0	7.7
EL Athens	3.0	-0.1	-0.5	-	-	0.0	2.5
ES Madrid	4.3	1.6	0.4	-	-	0.0	6.4
FR Paris	2.4	0.2	-0.5	-	-	0.0	2.1
HR Zagreb	2.9	2.2	0.5	-	-	-0.4	5.3
IT Rome	-0.5	-1.5	-0.1	-	-	0.0	-2.1
Varese	2.1	-0.3	-0.1	-	-	0.0	1.6
CY Nicosia	3.2	6.3	0.4	-	-	0.0	10.2
LV Riga	-1.1	-0.3	0.9	-	-	0.0	-0.6
LT Vilnius	3.6	2.0	0.7	-	-	0.0	6.4
HU Budapest	5.4	-1.7	1.0	-	-	0.0	4.7
MT Valletta	7.8	0.9	-0.5	-	-	0.0	8.2
NL The Hague	1.6	0.0	0.0	-	-	0.0	1.6
AT Vienna	1.7	-1.3	0.3	-	-	0.0	0.7
PL Warsaw	2.2	-1.3	0.4	-	-	0.0	1.2
PT Lisbon	10.0	4.1	-0.2	-	-	0.0	14.3
RO Bucharest	1.4	0.8	2.7	-	-	1.8	6.8
SI Ljubljana	3.4	1.2	0.3	-	-	0.0	4.9
SK Bratislava	0.9	0.4	0.8	-	-	0.0	2.1
FI Helsinki	1.4	0.0	-0.4	-	-	0.0	1.0
SE Stockholm	4.8	-0.5	0.3	-	-	0.0	4.6
UK London	0.0	-1.3	0.9	-	-	0.0	-0.4
Culham	0.8	-0.8	0.9	-	-	0.0	1.0

* BG, HR, RO rent values are compiled in Euro and converted to local currency for PPP calculation.
Restatement of national currency values expressed at July 2017 exchange rates into July 2018 exchange rates.

Table 5.4a
Changes in rent parities in the twelve months to 1st July 2018
Decomposition of the effects (impact on global parity)
(for staff)

Place of employment	Delete survey 2012	Introduce survey 2018	Rent index 2018	New SHS dwelling weights	New taper weights	Currency conversion *	Total rent impact
BG Sofia	1.2	0.0	0.2	-	-	0.0	1.4
CZ Prague	1.0	0.6	0.1	-	-	0.0	1.8
DK Copenhagen	0.7	-0.1	-0.1	-	-	0.0	0.6
DE Berlin	0.6	0.2	-0.1	-	-	0.0	0.8
Bonn	0.2	0.0	0.0	-	-	0.0	0.2
Karlsruhe	0.5	0.0	-0.1	-	-	0.0	0.5
Munich	0.7	0.0	-0.1	-	-	0.0	0.7
EE Tallinn	-0.5	0.0	-0.3	-	-	0.0	-0.9
IE Dublin	0.1	0.2	0.2	-	-	0.0	0.6
EL Athens	1.7	0.0	-0.3	-	-	0.0	1.4
ES Madrid	1.0	0.4	0.1	-	-	0.0	1.4
FR Paris	1.1	0.1	-0.2	-	-	0.0	1.0
HR Zagreb	0.4	0.3	0.1	-	-	-0.1	0.8
IT Rome	-0.1	-0.2	0.0	-	-	0.0	-0.3
Varese	0.7	-0.1	0.0	-	-	0.0	0.5
CY Nicosia	0.6	1.2	0.1	-	-	0.0	1.9
LV Riga	-1.5	-0.4	1.2	-	-	0.0	-0.8
LT Vilnius	0.0	0.0	0.0	-	-	0.0	0.1
HU Budapest	0.5	-0.1	0.1	-	-	0.0	0.4
MT Valletta	1.7	0.2	-0.1	-	-	0.0	1.8
NL The Hague	0.3	0.0	0.0	-	-	0.0	0.3
AT Vienna	-1.1	0.8	-0.2	-	-	0.0	-0.4
PL Warsaw	-0.7	0.4	-0.1	-	-	0.0	-0.4
PT Lisbon	1.9	0.8	0.0	-	-	0.0	2.8
RO Bucharest	0.3	0.2	0.6	-	-	0.4	1.5
SI Ljubljana	0.1	0.0	0.0	-	-	0.0	0.2
SK Bratislava	0.3	0.1	0.3	-	-	0.0	0.8
FI Helsinki	0.1	0.0	0.0	-	-	0.0	0.1
SE Stockholm	1.2	-0.1	0.1	-	-	0.0	1.1
UK London	0.0	0.2	-0.1	-	-	0.0	0.1
Culham	0.3	-0.3	0.4	-	-	0.0	0.4

* BG, HR, RO rent values are compiled in Euro and converted to local currency for PPP calculation.

Restatement of national currency values expressed at July 2017 exchange rates into July 2018 exchange rates.

Table 5.5
Effect of rent on the correction coefficients at 1st July 2018
(for staff)

Place of employment	Weight		Correction coefficient			Rent effect (%)
	Without rent	Rent	Without rent	Rent	Overall	
	[1]	[2]	[3]	[4]	[5]	[6] = [5]/[3]
BG Sofia	811.5	188.5	57.4	47.8	55.2	-3.8
CZ Prague	641.6	358.4	74.4	107.9	83.0	11.6
DK Copenhagen	753.1	246.9	120.2	177.5	131.9	9.7
DE Berlin	788.8	211.2	94.7	117.3	99.3	4.9
Bonn	788.8	211.2	96.3	93.3	95.6	-0.7
Karlsruhe	788.8	211.2	96.8	96.4	96.7	-0.1
Munich	788.8	211.2	98.8	159.0	110.0	11.3
EE Tallinn	807.0	193.0	80.3	89.8	82.2	2.4
IE Dublin	814.7	185.3	99.8	213.7	117.7	17.9
EL Athens	839.1	160.9	82.9	77.8	81.8	-1.3
ES Madrid	762.8	237.2	85.8	114.0	91.7	6.9
FR Paris	755.8	244.2	101.4	180.7	116.7	15.1
HR Zagreb	801.4	198.6	74.6	83.8	76.4	2.4
IT Rome	794.3	205.7	93.7	107.7	96.5	3.0
Varese	770.0	230.0	95.7	76.4	90.9	-5.0
CY Nicosia	783.8	216.2	85.8	55.8	77.9	-9.2
LV Riga	811.0	189.0	76.3	83.0	77.6	1.7
LT Vilnius	813.8	186.2	70.4	87.6	73.6	4.5
HU Budapest	732.4	267.6	64.5	100.5	71.9	11.5
MT Vallette	743.3	256.7	87.5	99.2	90.2	3.1
NL The Hague	761.3	238.7	102.2	138.9	109.9	7.5
AT Vienna	776.5	223.5	100.4	129.0	106.3	5.9
PL Warsaw	747.4	252.6	62.8	90.9	68.6	9.2
PT Lisbon	783.0	217.0	83.1	96.0	85.7	3.1
RO Bucharest	671.3	328.7	58.5	80.9	64.0	9.4
SI Ljubljana	800.6	199.4	84.9	83.5	84.6	-0.4
SK Bratislava	678.0	322.0	74.4	90.3	78.5	5.5
FI Helsinki	744.3	255.7	109.9	149.6	118.5	7.8
SE Stockholm	735.6	264.4	107.0	181.2	122.0	14.0
UK London	729.8	270.2	100.0	308.8	134.7	34.7
Culham	764.5	235.5	94.8	133.1	102.6	8.2

Table 5.6
Effect of rent on the economic parities at 1st July 2018
(for staff)

Place of employment	Weight		PPP			Rent effect (%)
	Without rent	Rent	Without rent	Rent	Overall	
	[1]	[2]	[3]	[4]	[5]	[6] = [5]/[3]
BG Sofia	811.5	188.5	1.123	0.934	1.080	-3.8
CZ Prague	641.6	358.4	19.34	28.05	21.57	11.6
DK Copenhagen	753.1	246.9	8.957	13.23	9.830	9.7
DE Berlin	788.8	211.2	0.947	1.173	0.993	4.9
Bonn	788.8	211.2	0.963	0.933	0.956	-0.7
Karlsruhe	788.8	211.2	0.968	0.964	0.967	-0.1
Munich	788.8	211.2	0.988	1.590	1.100	11.3
EE Tallinn	807.0	193.0	0.803	0.898	0.822	2.4
IE Dublin	814.7	185.3	0.998	2.137	1.177	17.9
EL Athens	839.1	160.9	0.829	0.778	0.818	-1.3
ES Madrid	762.8	237.2	0.858	1.140	0.917	6.9
FR Paris	755.8	244.2	1.014	1.807	1.167	15.1
HR Zagreb	801.4	198.6	5.504	6.185	5.638	2.4
IT Rome	794.3	205.7	0.937	1.077	0.965	3.0
Varese	770.0	230.0	0.957	0.764	0.909	-5.0
CY Nicosia	783.8	216.2	0.858	0.558	0.779	-9.2
LV Riga	811.0	189.0	0.763	0.830	0.776	1.7
LT Vilnius	813.8	186.2	0.704	0.876	0.736	4.5
HU Budapest	732.4	267.6	211.5	329.7	236.0	11.5
MT Vallette	743.3	256.7	0.875	0.992	0.902	3.1
NL The Hague	761.3	238.7	1.022	1.389	1.099	7.5
AT Vienna	776.5	223.5	1.004	1.290	1.063	5.9
PL Warsaw	747.4	252.6	2.739	3.964	2.993	9.2
PT Lisbon	783.0	217.0	0.831	0.960	0.857	3.1
RO Bucharest	671.3	328.7	2.727	3.767	2.983	9.4
SI Ljubljana	800.6	199.4	0.849	0.835	0.846	-0.4
SK Bratislava	678.0	322.0	0.744	0.903	0.785	5.5
FI Helsinki	744.3	255.7	1.099	1.496	1.185	7.8
SE Stockholm	735.6	264.4	11.15	18.88	12.71	14.0
UK London	729.8	270.2	0.8850	2.733	1.192	34.7
Culham	764.5	235.5	0.8392	1.178	0.9081	8.2

2. EQUIVALENCE OF PURCHASING POWER OF EU PENSIONERS IN THE MEMBER STATES

2.1 Economic parities, exchange rates and correction coefficients

The correction coefficients applicable to the EU pensioners are determined on the basis of the relationships between the economic parities and the exchange rates fixed by the Commission and specified in the Staff Regulations for the relevant countries.

The correction coefficient operates as a percentage adjustment to pensions (only for the pension rights acquired before 1 May 2004; the correction coefficient being 100% for the pension rights acquired from that date) to take account of the cost of living differences between Belgium and the Member States, except Luxembourg where, according to the Staff Regulations, a correction coefficient of 100% is applied. The correction coefficient applies in full for transfers into, or out of, the pension scheme of European Officials.

As pensions are first expressed in Euros, then converted to local currency using exchange rates, before being multiplied by the correction coefficients, it is clear that the exchange rate effect cancels out and the relevant factor is any change in the economic parities²⁹.

2.1.1 Changes in the correction coefficients from July 2017 to July 2018

The simple average change for all Member States in the correction coefficient for the period under review was -0.3% with standard deviation 2.9%. The maximum increase was +4.1% (Slovenia). The maximum decrease was -6.8% (Sweden). For 13 Member States the change was positive, and for 13 Member States the change was negative. The movements in pensioner correction coefficients for the period July 2017 - July 2018 are summarised in the table below³⁰:

Range		Duty stations
$X < -6.1\%$	1	SE
$-6.1\% \leq X < -3.2\%$	4	IE, IT, HU, PL
$-3.2\% \leq X < -0.3\%$	7	DK, LT, NL, AT, RO, SK, FI
$-0.3\% \leq X < 2.6\%$	9	CZ, DE, EE, EL, ES, FR, HR, LV, UK
$2.6\% \leq X < 5.5\%$	5	BG, CY, MT, PT, SI
$5.5\% \leq X$	0	
Total	26	excluding Belgium and Luxembourg ³¹

²⁹ For a numerical example to illustrate this, see Appendix 1c Section 1.1; for details of changes in exchange rates, see Appendix 1c Section 1.1.2

³⁰ Note: For this analysis, a full table is not included in the report.

³¹ Belgium is the reference country for the bilateral comparisons (CC for pensioners). In accordance with Article 3(2) of Annex XI to the Staff Regulations, Luxembourg = Belgium.

2.1.2 Economic parities

The economic parities for pensioners with a reference date of 1 July have been calculated in accordance with the agreed methodology on the basis of the following information:

- a) Basic heading parities for all goods and services, except for rents, as used for the calculation of the correction coefficients for active staff. These parities are based on bilateral comparison of prices between different capital cities and Brussels³².
- b) For calculating country rent parities a two-stage procedure has been applied. Firstly a spatial adjustment factor is calculated in the form of national/capital ratio of market rents. Secondly, with the help of this adjustment factor the capital city rent parity is transformed into the country rent parity.

To establish the capital/national adjustment ratio, average rent values from Article 64 exercise for duty station and Brussels (ie. bilateral parity with Brussels) as used for the calculation of correction coefficients for active staff are compared with average rent values from European Comparison Programme exercise for duty station country and Belgium (ie. bilateral parity with Belgium)³³. That approach is applied for all Member States except Belgium (CPI), Estonia (1:1 ratio), Malta (1:1 ratio), Austria (microcensus).

- c) Basic heading parities are aggregated using specific consumption weights for the pensioners.

2.1.3 Expenditure weights

The consumption weighting structure used to aggregate the basic heading parities to produce the global economic parity for pensioners was not updated during the period under review for any Member State.

The current weights are established on the basis of an across-the-whole-EU family budget survey carried out in 2013 and first introduced for calculation of the July 2016 parities.

Naturally, as the pension scheme continues to mature, the number of pensioners can be expected to increase, and they may choose to reside in different locations. These factors may have an impact on the eventual spending patterns. Other things being equal, the next family budget survey amongst pensioners will be scheduled in 2019-2020.

2.1.4 Detailed economic parities

The details of the calculated economic parities at the level of 12 main consumption groups are shown in **Table 6.1** for all countries apart from Belgium and Luxembourg. This table also includes information about the consumption weights by country and by expenditure groups.

³² For more details, see Appendix 1c Section 1.2

³³ Source: Eurostat Free Data Table *prc_ppp_ind* "Purchasing power parities (PPPs), price level indices and real expenditures for ESA 2010 aggregates", AGGREG Housing, water, electricity, gas and other fuels

Table 6.1 (page 1 of 2)

**Economic parities of the 12 main expenditure groups for each country
1st July 2018
(for pensioners)**

Expenditure Groups*	BE	BG		CZ		DK		DE		EE		IE		EL	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	131.0	155.0	1.358	140.7	20.21	119.0	9.837	123.4	0.977	118.6	0.817	131.1	1.026	137.0	0.922
2	24.4	32.0	1.267	29.0	21.68	31.4	9.743	27.4	0.793	24.8	1.092	27.1	1.709	28.3	1.161
3	42.4	46.0	1.349	41.7	23.98	33.3	8.436	40.6	0.850	27.3	0.800	38.9	1.077	40.6	0.895
4	337.0	186.0	0.7446	261.1	18.01	376.4	11.48	305.5	1.134	349.8	0.933	311.4	1.438	280.8	0.675
5	70.9	92.0	1.028	83.5	17.28	60.2	8.241	74.4	0.980	67.8	0.674	77.8	0.933	81.3	0.731
6	21.7	29.5	0.6924	26.8	11.33	16.8	8.462	30.9	0.945	18.5	0.471	25.0	2.043	26.1	0.754
7	118.0	147.4	1.317	133.8	20.68	131.6	9.118	117.7	1.017	124.2	0.791	124.7	1.024	130.2	0.899
8	19.6	22.1	0.9826	20.0	19.58	15.5	5.570	14.1	0.772	19.0	0.500	18.7	1.092	19.5	1.005
9	95.2	119.3	1.304	108.2	20.44	95.3	9.931	114.8	1.021	102.7	0.941	100.9	1.040	105.4	0.899
10	2.7	5.7	0.3664	5.1	11.645	4.4	4.877	7.9	0.687	6.5	0.536	4.8	0.477	5.0	0.445
11	72.2	88.0	0.9186	79.9	14.70	66.7	10.59	77.6	0.865	76.6	0.833	74.5	1.166	77.8	0.732
12	65.0	77.2	1.121	70.0	20.96	49.4	10.41	65.8	0.924	64.2	0.864	65.3	1.060	68.2	0.767
Rents	255.4	83.1	0.6626	167.8	17.83	297.2	12.27	230.1	1.173	224.5	1.009	258.0	1.764	190.0	0.675
Total without rents	744.6	916.9	1.138	832.2	19.08	702.8	9.311	769.9	0.955	775.6	0.796	742.0	1.043	810.0	0.831
Global parity	1000.0	1000.0	1.044	1000.0	18.78	1000.0	10.04	1000.0	1.004	1000.0	0.841	1000.0	1.193	1000.0	0.794
Exchange rate			1.956		26.00		7.451		1		1		1		1

Expenditure Groups*	BE	ES		FR		HR		IT		CY		LV		LT	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	131.0	147.7	0.836	131.6	1.025	144.8	6.478	144.9	1.024	137.7	0.932	129.7	0.817	162.6	0.718
2	24.4	25.2	0.833	23.6	0.975	29.9	6.872	21.1	1.061	28.4	0.899	26.8	0.992	33.6	0.963
3	42.4	38.4	0.896	39.8	0.975	42.9	6.121	36.4	0.935	40.8	0.845	38.4	0.911	48.2	0.950
4	337.0	259.2	0.982	313.6	1.207	239.4	3.774	351.7	0.926	276.9	0.717	319.0	0.571	146.0	0.494
5	70.9	94.3	0.933	75.0	1.060	85.9	4.634	86.3	0.962	81.7	0.721	76.9	0.657	96.5	0.696
6	21.7	35.4	0.996	21.0	0.842	27.6	3.750	41.7	1.077	26.2	1.052	24.7	0.560	31.0	0.533
7	118.0	153.2	0.866	137.1	1.057	137.7	6.205	91.6	0.959	130.9	0.942	123.3	0.790	154.6	0.740
8	19.6	17.5	0.912	19.7	0.682	20.6	5.325	18.5	0.874	19.6	0.723	18.5	0.558	23.1	0.500
9	95.2	90.2	0.961	97.4	1.145	111.4	5.830	79.3	0.989	105.9	0.984	99.8	0.801	125.1	0.757
10	2.7	9.0	0.660	7.0	0.634	5.3	2.785	1.5	0.633	5.0	0.591	4.7	0.381	5.9	0.3273
11	72.2	66.6	0.789	67.2	1.081	82.3	4.644	66.3	0.867	78.2	0.797	73.6	0.752	92.4	0.637
12	65.0	63.4	0.832	67.1	1.104	72.1	5.488	60.6	0.942	68.5	0.755	64.5	0.878	80.9	0.803
Rents	255.4	178.1	1.076	232.5	1.288	143.4	3.609	253.5	0.946	185.6	0.742	233.0	0.570	38.1	0.484
Total without rents	744.6	821.9	0.865	767.6	1.033	856.6	5.434	746.5	0.957	814.4	0.844	767.0	0.752	961.9	0.698
Global parity	1000.0	1000.0	0.906	1000.0	1.089	1000.0	5.019	1000.0	0.954	1000.0	0.820	1000.0	0.704	1000.0	0.663
Exchange rate			1		1		7.382		1		1		1		1

Table 6.1 (page 2 of 2)

**Economic parities of the 12 main expenditure groups for each country
1st July 2018
(for pensioners)**

Expenditure Groups*	BE	HU		MT		NL		AT		PL		PT		RO	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	131.0	142.0	239.2	130.0	0.965	111.0	0.894	111.0	1.073	150.5	2.735	147.7	0.856	150.3	2.873
2	24.4	29.3	229.2	26.8	1.059	28.6	1.047	28.6	0.952	31.1	3.927	25.2	0.907	31.0	2.936
3	42.4	42.1	249.5	38.6	0.865	39.8	0.942	39.8	0.918	44.6	2.972	38.4	0.783	44.5	3.441
4	337.0	254.1	153.2	317.1	1.019	321.6	1.220	321.6	1.216	209.4	1.921	259.2	0.853	211.0	2.082
5	70.9	84.3	200.2	77.2	0.804	91.9	0.949	91.9	1.004	89.3	2.652	94.3	0.813	89.1	2.560
6	21.7	27.1	186.8	24.8	0.819	22.3	1.157	22.3	1.063	28.7	2.277	35.4	0.899	28.6	1.806
7	118.0	135.1	251.6	123.7	0.952	122.0	1.126	122.0	1.035	143.2	3.200	153.2	0.959	142.9	3.117
8	19.6	20.2	179.4	18.5	0.731	15.8	0.857	15.8	0.647	21.4	1.436	17.5	0.918	21.4	1.751
9	95.2	109.3	227.5	100.0	0.967	100.0	1.085	100.0	1.075	115.8	2.896	90.2	0.947	115.6	3.050
10	2.7	5.2	97.75	4.7	0.668	3.2	1.239	3.2	1.000	5.5	1.538	9.0	0.471	5.5	1.5087
11	72.2	80.7	185.9	73.9	0.745	73.7	1.123	73.7	0.925	85.5	2.720	66.6	0.724	85.3	2.219
12	65.0	70.7	221.7	64.7	0.797	70.0	1.073	70.0	1.096	74.9	2.871	63.4	0.780	74.8	2.763
Rents	255.4	159.9	153.5	230.8	1.115	238.2	1.315	238.2	1.348	109.6	1.726	178.1	0.849	111.3	2.035
Total without rents	744.6	840.1	213.1	769.2	0.875	761.8	1.022	761.8	1.001	890.4	2.757	821.9	0.858	888.7	2.690
Global parity	1000.0	1000.0	199.3	1000.0	0.927	1000.0	1.087	1000.0	1.077	1000.0	2.540	1000.0	0.855	1000.0	2.555
Exchange rate			328.1		1		1		1		4.363		1		4.658

Expenditure Groups*	BE	SI		SK		FI		SE		UK	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	131.0	140.8	0.887	143.1	0.839	119.0	1.079	119.0	10.77	102.6	0.7398
2	24.4	29.1	0.933	29.5	0.828	31.4	1.624	31.4	12.81	22.4	1.203
3	42.4	41.7	0.835	42.4	0.890	33.3	1.046	33.3	10.84	25.5	0.6990
4	337.0	260.5	0.735	248.7	0.530	376.4	1.259	376.4	11.87	391.1	1.440
5	70.9	83.5	0.756	84.9	0.661	60.2	1.052	60.2	11.34	64.2	0.9059
6	21.7	26.8	0.727	27.3	0.530	16.8	1.514	16.8	15.18	13.8	1.454
7	118.0	133.9	0.915	136.0	0.784	131.6	1.101	131.6	10.57	120.5	0.9385
8	19.6	20.0	0.880	20.4	0.548	15.5	0.677	15.5	8.906	15.6	0.7696
9	95.2	108.3	0.988	110.1	0.800	95.3	1.239	95.3	11.55	99.8	1.010
10	2.7	5.1	0.609	5.2	0.506	4.4	0.812	4.4	7.906	5.9	0.7303
11	72.2	80.0	0.722	81.2	0.682	66.7	1.200	66.7	12.56	77.1	0.9393
12	65.0	70.1	0.846	71.2	0.780	49.4	1.248	49.4	12.83	61.7	1.035
Rents	255.4	167.1	0.747	153.8	0.497	297.2	1.390	297.2	12.08	309.1	1.756
Total without rents	744.6	832.9	0.841	846.2	0.739	702.8	1.113	702.8	11.36	691.0	0.8951
Global parity	1000.0	1000.0	0.819	1000.0	0.683	1000.0	1.183	1000.0	11.56	1000.0	1.082
Exchange rate			1		1		1		10.42		0.8852

* For explanation of codes see table 4.1

2.2 Purchasing power parities for pensioners - analysis of results

2.2.1 Changes in the economic parities from July 2017 to July 2018

A decomposition of the changes in the economic parities for the period July 2017 - July 2018 is shown in **Table 6.3**.

The simple average change across all countries in the global economic parity for pensioners for the period under review was +0.3% with standard deviation 2.2%. The maximum increase was +4.1% (Slovenia). The maximum decrease was -3.8% (Ireland). For 13 Member States the change was positive, and for 13 Member States the change was negative. The movements in the global economic parities for the period are summarised in the table below:

Range		Duty stations
$X < -4.1\%$	0	
$-4.1\% \leq X < -1.9\%$	4	IE, IT, LT, FI
$-1.9\% \leq X < 0.3\%$	9	CZ, DK, EL, NL, AT, PL, RO, SK, SE
$0.3\% \leq X < 2.5\%$	8	DE, EE, ES, FR, HR, LV, HU, UK
$2.5\% \leq X < 4.7\%$	5	BG, CY, MT, PT, SI
$4.7\% \leq X$	0	
Total	26	excluding Belgium and Luxembourg ³⁴

One of the main differences in the calculation of parity values for pensioners by comparison to those established for active staff arises from the aggregation using specific expenditure weights for pensioners rather than consumption patterns for active staff. This can affect the magnitude of the impact of the individual components (introduction of new price surveys, price updating using indices, new rents, etc.). Consequently the movements in the overall parity differ from those reported for active staff, details of which are provided elsewhere in this report.

The other adjustment in the calculation of parity values for pensioners is the conversion of capital city rent levels to national average rent levels. The ratio values applied for the current year and the change by comparison to the previous year are shown in **Table 6.2**. For 2018 the ratio for Belgium/Brussels is 0.89. The average ratio for other countries/capitals is 0.71 with standard deviation 0.23. The minimum ratio is 0.39 (Poland/Warsaw). The maximum ratio is 1.18 (Cyprus/Nicosia). The rent ratio has decreased by comparison to the previous year for 21 countries/capitals, has remained stable for 2 countries/capitals and has increased for 3 countries/capitals. The average change is -2.2% with standard deviation 5.3%. The largest increase is +11.3% (Netherlands/The Hague). The largest decrease is -11.8% (Greece/Athens).

2.2.2 Impact of rents on the overall parity for pensioners

Details of the impact of rent on the overall correction coefficient are given in **Table 7.1** and on the overall parity in **Table 7.2**.

³⁴ Op cit (26) Belgium is the reference country. Luxembourg = Belgium.

In 2018, for 14 out of the 26 member states (ie. excluding Belgium and Luxembourg), the rent correction coefficient (ratio between the rent parity and the exchange rate) is under 100. This means that the average rents are generally lower in these places than in Belgium. For the remaining 12 countries, the rent correction coefficient is greater than 100.

The correction coefficients for rents (compared to Belgium =100) are very high in UK (198.4), Ireland (176.4) and Denmark (164.6), whereas they are quite low in Bulgaria (33.9), Poland (39.6), Romania (43.7), Hungary (46.8), Lithuania (48.4), Croatia (48.9) and Slovakia (49.7).

Moreover, in 2018, the rent correction coefficient is lower than the correction coefficient without rent for 14 of the Member States. This means that, for these places, the rents lead to a reduction of the global correction coefficient.

When rents are integrated in the computation, the average impact is +1.0% with standard deviation 7.4%. The correction coefficient is increased by 10% or more in the United Kingdom (20.9%) and in Ireland (14.5%). By contrast, the impact is quite negative in Bulgaria (-8.3%), Poland (-7.9%), Croatia (-7.6%) and Slovakia (-7.6%).

2.2.3 Summary of component impacts on global parity for pensioners

Across all Member States the simple average impact on the global parity for pensioners for the current annual exercise of the individual component factors are summarised below:

Component	BH	Expenditure weight %				
		BE	Other (Avg.)	Other (St.Dev)	Min	Max
E17-1 Services (incl.. Energy)	26	231.7	246.1	22.3	214.2	298.4
BH 79 + BH80 imputation	2	38.9	41.2	5.8	29.1	53.3
E17-2 Furniture; Health	4	46.8	57.9	7.9	40.8	72.8
HICP relative to JBLI	80	1000.0	1000.0	0	1000.0	1000.0
Education	1	2.7	5.3	1.7	1.5	9.0
Rent	2	255.4	200.3	68.0	38.1	309.1
Rent ratios	2	255.4	200.3	68.0	38.1	309.1

Component	BH	Impact on Global PPP					
		Avg.	St.Dev	Max.	Min.	+ve	-ve
E17-1 Services (incl. Energy)	26	+0.6%	1.4%	+3.6%	-2.2%	17	9
BH 79 + BH80 imputation	2	-0.2%	1.1%	+0.9%	-4.5%	15	11
E17-2 Furniture; Health	4	+0.4%	0.4%	+1.0%	-0.4%	23	3
HICP relative to JBLI	80	-0.6%	0.7%	+1.2%	-2.5%	5	21
Education	1	+0.2%	0.1%	+0.6%	0.0%	26	0
Rent	2	+0.9%	0.8%	+2.9%	-0.5%	23	3
Rent ratios	2	-1.0%	1.0%	+1.6%	-3.2%	2	24
GLOBAL	80	+0.3%	2.2%	+4.1%	-3.8%	13	13

Table 6.2
Rent ratios applied for the estimation
of the pensioners rent parities

Country	Ratio applied in		Diff. (absolute)	Diff. (%)
	2017	2018		
BE ¹	0.88	0.89	0.01	1.14
BG	0.67	0.63	-0.04	-5.81
CZ	0.59	0.57	-0.02	-4.12
DK	0.83	0.83	0.00	-0.55
DE	0.93	0.89	-0.04	-4.34
EE ²	1.00	1.00	0.00	0.00
IE	0.75	0.73	-0.02	-2.04
EL	0.89	0.77	-0.12	-13.28
ES	0.89	0.84	-0.05	-5.57
FR	0.65	0.63	-0.02	-2.44
HR	0.53	0.52	-0.01	-2.02
IT	0.85	0.78	-0.07	-8.01
CY	1.26	1.18	-0.08	-6.13
LV	0.64	0.61	-0.03	-4.44
LT	0.55	0.49	-0.06	-10.48
HU	0.43	0.41	-0.02	-3.62
MT ²	1.00	1.00	0.00	0.00
NL	0.73	0.84	0.11	15.44
AT ¹	0.94	0.93	-0.01	-1.06
PL	0.39	0.39	0.00	-0.61
PT	0.88	0.79	-0.09	-10.53
RO	0.49	0.48	-0.01	-1.88
SI	0.73	0.80	0.07	9.02
SK	0.52	0.49	-0.03	-5.69
FI	0.84	0.83	-0.01	-1.53
SE	0.62	0.57	-0.05	-8.13
UK	0.54	0.57	0.03	5.91

Standard estimation using national (ECP) and capital (A64) rents, except:

¹ specific national source: BE (CPI database), AT (microcensus)

² no adjustment: EE, MT

Table 6.3

**Changes in the economic parities in the twelve months to 1st July 2018
Decomposition of the effects
(for PENSIONERS)**

Country	Impact of component change on global PPP							Total
	Introduction of new price data							
	E17-1 Services; Energy	Impute BH79 (ins.) + BH80 (fin.)	E17-2 Furniture; Health	Indexation (HICP relative to JBL)	2018 Education	2018 Rents	Update rent ratios	
BG	3.6	-1.3	0.6	0.3	0.1	1.1	-1.0	3.3
CZ	-0.3	-0.5	-0.1	-0.2	0.2	1.7	-1.2	-0.6
DK	-0.2	0.0	0.1	-1.2	0.1	0.7	-0.4	-0.9
DE	0.3	0.2	0.4	-0.6	0.2	1.0	-1.3	0.3
EE	0.5	0.2	-0.4	0.3	0.5	1.2	-0.3	2.1
IE	-1.4	-1.8	1.0	-2.5	0.0	2.0	-1.0	-3.8
EL	2.3	0.9	0.9	-1.6	0.1	0.5	-3.2	-0.3
ES	1.7	-0.6	0.7	-0.5	0.1	1.4	-1.5	1.4
FR	-0.1	0.1	0.5	0.0	0.1	0.5	-0.9	0.3
HR	0.1	0.5	-0.1	-0.7	0.2	1.0	-0.6	0.4
IT	0.1	-0.2	0.2	-1.0	0.1	-0.5	-2.4	-3.7
CY	2.7	0.0	0.8	-0.8	0.1	2.1	-1.5	3.3
LV	1.9	-0.2	0.3	-0.1	0.6	-0.1	-1.5	0.9
LT	-2.2	-0.1	0.0	-0.2	0.2	0.8	-1.4	-2.9
HU	0.0	0.8	0.9	-0.2	0.3	0.9	-1.0	1.8
MT	3.3	0.3	0.0	-1.6	0.3	1.9	-0.3	3.9
NL	0.3	0.0	0.3	-0.6	0.1	0.4	-1.2	-0.8
AT	-0.2	0.2	0.2	-0.9	0.1	0.2	-0.5	-0.9
PL	-0.5	0.1	0.5	-1.2	0.1	0.2	-0.1	-1.5
PT	2.0	0.7	0.7	-1.0	0.3	2.9	-2.5	3.1
RO	1.3	-4.5	0.1	1.2	0.3	1.1	-0.6	-1.3
SI	1.6	-0.3	0.4	-0.3	0.1	1.0	1.6	4.1
SK	-0.5	0.0	0.4	-0.2	0.1	0.4	-1.3	-1.1
FI	-0.7	-0.3	0.4	-1.0	0.1	0.3	-0.7	-1.9
SE	0.0	0.6	1.0	-0.6	0.1	1.2	-2.4	-0.1
UK	0.1	-0.1	1.0	0.2	0.1	-0.1	1.1	2.3

Table 7.1
Effect of rent on the correction coefficients at 1st July 2018
(for pensioners)

Country	Weight		Correction coefficient			Rent effect (%)
	Without rent	Rent	Without rent	Rent	Overall	
	[1]	[2]	[3]	[4]	[5]	[6] = [5] / [3]
BG	916.9	83.1	58.2	33.9	53.4	-8.3
CZ	832.2	167.8	73.4	68.6	72.2	-1.6
DK	702.8	297.2	125.0	164.6	134.7	7.8
DE	769.9	230.1	95.5	117.3	100.4	5.1
EE	775.6	224.5	79.6	100.9	84.1	5.7
IE	742.0	258.0	104.3	176.4	119.3	14.5
EL	810.0	190.0	83.1	67.5	79.4	-4.5
ES	821.9	178.1	86.5	107.6	90.6	4.8
FR	767.6	232.5	103.3	128.8	108.9	5.5
HR	856.6	143.4	73.6	48.9	68.0	-7.6
IT	746.5	253.5	95.7	94.6	95.4	-0.3
CY	814.4	185.6	84.4	74.2	82.0	-2.9
LV	767.0	233.0	75.2	57.0	70.4	-6.4
LT	961.9	38.1	69.8	48.4	66.3	-5.0
HU	840.1	159.9	64.9	46.8	60.7	-6.5
MT	769.2	230.8	87.5	111.5	92.7	5.9
NL	761.8	238.2	102.2	131.5	108.7	6.4
AT	761.8	238.2	100.1	134.8	107.7	7.6
PL	890.4	109.6	63.2	39.6	58.2	-7.9
PT	821.9	178.1	85.8	84.9	85.5	-0.3
RO	888.7	111.3	57.8	43.7	54.8	-5.0
SI	832.9	167.1	84.1	74.7	81.9	-2.5
SK	846.2	153.8	73.9	49.7	68.3	-7.6
FI	702.8	297.2	111.3	139.0	118.3	6.3
SE	702.8	297.2	109.0	116.0	110.9	1.8
UK	691.0	309.1	101.1	198.4	122.3	20.9

Table 7.2
Effect of rent on the economic parities at 1st July 2018
(for pensioners)

Country	Weight		PPP			Rent effect (%)
	Without rent	Rent	Without rent	Rent	Overall	
	[1]	[2]	[3]	[4]	[5]	[6] = [5] / [3]
BG	916.9	83.1	1.138	0.6626	1.044	-8.3
CZ	832.2	167.8	19.080	17.8279	18.783	-1.6
DK	702.8	297.2	9.311	12.2676	10.038	7.8
DE	769.9	230.1	0.955	1.1725	1.004	5.1
EE	775.6	224.5	0.796	1.0090	0.841	5.7
IE	742.0	258.0	1.043	1.7642	1.193	14.5
EL	810.0	190.0	0.831	0.6751	0.794	-4.5
ES	821.9	178.1	0.865	1.0764	0.906	4.8
FR	767.6	232.5	1.033	1.2878	1.089	5.5
HR	856.6	143.4	5.434	3.6088	5.019	-7.6
IT	746.5	253.5	0.957	0.9460	0.954	-0.3
CY	814.4	185.6	0.844	0.7416	0.820	-2.9
LV	767.0	233.0	0.752	0.5701	0.704	-6.4
LT	961.9	38.1	0.698	0.4844	0.663	-5.0
HU	840.1	159.9	213.079	153.5385	199.293	-6.5
MT	769.2	230.8	0.875	1.1145	0.927	5.9
NL	761.8	238.2	1.022	1.3153	1.087	6.4
AT	761.8	238.2	1.001	1.3477	1.077	7.6
PL	890.4	109.6	2.757	1.7265	2.540	-7.9
PT	821.9	178.1	0.858	0.8491	0.855	-0.3
RO	888.7	111.3	2.690	2.0351	2.555	-5.0
SI	832.9	167.1	0.841	0.7465	0.819	-2.5
SK	846.2	153.8	0.739	0.4973	0.683	-7.6
FI	702.8	297.2	1.113	1.3901	1.183	6.3
SE	702.8	297.2	11.356	12.0838	11.556	1.8
UK	691.0	309.1	0.895	1.7564	1.082	20.9

2.3 Comparison of correction coefficients for active staff and pensioners

Table 7.3 compares the country correction coefficients for pensioners (from Table 5.5) with the capital city correction coefficients for active staff (from Table 7.1), at July 2018.

Among all Member States, Denmark (Copenhagen) has the second highest capital-based global CC (131.9) and the highest country-based global CC (134.7) whilst UK (London) has the highest capital-based CC (134.7) and the second highest country-based CC (122.3); Bulgaria (Sofia) has both the lowest capital-based global CC (55.2) and the lowest country-based global CC (53.4).

The biggest absolute differences between capital city global CC values and country global CC values can be observed in London/UK (-12.4), Budapest/HU (-11.2), Stockholm/SE (-11.1), Prague/CZ (-10.8), Warsaw/PL (-10.4) and Bratislava/SK (-10.2). By contrast, in Amsterdam/NL (-1.2), Berlin/DE (1.1), Madrid/ES (-1.1), Rome/IT (-1.1), Lisbon/PT (-0.2) and Helsinki/FI (-0.2) the two CC values are nearly at the same level.

In 7 of the 26 Member States (ie. excluding Belgium and Luxembourg) - Denmark, Germany, Estonia, Ireland, Cyprus, Malta and Austria - the country CCs relative to Belgium are higher than the capital city CCs relative to Brussels. In the remaining 19 Member States, the country CCs are lower than the capital city CCs

For the CCs without rents, the capital-based and country-based values are very much closer.

It should be mentioned that the Staff Regulations set out specific rules for the application of the pensioner CC³⁵.

³⁵ See Appendix 1c, Section 2.1

Table 7.3**Pensioners correction coefficients and Staff correction coefficients
at 1st July 2018**

Correction coefficients for pensioners				Correction coefficients for staff			
Country	without rents	rents	Total	Capitals	without rents	rents	Total
BE	100.0	100.0	100.0	Brussels	100.0	100.0	100.0
BG	58.2	33.9	53.4	Sofia	57.4	47.8	55.2
CZ	73.4	68.6	72.2	Prague	74.4	107.9	83.0
DK	125.0	164.6	134.7	Copenhagen	120.2	177.5	131.9
DE	95.5	117.3	100.4	Berlin	94.7	117.3	99.3
EE	79.6	100.9	84.1	Tallinn	80.3	89.8	82.2
IE	104.3	176.4	119.3	Dublin	99.8	213.7	117.7
EL	83.1	67.5	79.4	Athens	82.9	77.8	81.8
ES	86.5	107.6	90.6	Madrid	85.8	114.0	91.7
FR	103.3	128.8	108.9	Paris	101.4	180.7	116.7
HR	73.6	48.9	68.0	Zagreb	74.6	83.8	76.4
IT	95.7	94.6	95.4	Rome	93.7	107.7	96.5
CY	84.4	74.2	82.0	Nicosia	85.8	55.8	77.9
LV	75.2	57.0	70.4	Riga	76.3	83.0	77.6
LT	69.8	48.4	66.3	Vilnius	70.4	87.6	73.6
HU	64.9	46.8	60.7	Budapest	64.5	100.5	71.9
MT	87.5	111.5	92.7	Vallette	87.5	99.2	90.2
NL	102.2	131.5	108.7	The Hague	102.2	138.9	109.9
AT	100.1	134.8	107.7	Vienna	100.4	129.0	106.3
PL	63.2	39.6	58.2	Warsaw	62.8	90.9	68.6
PT	85.8	84.9	85.5	Lisbon	83.1	96.0	85.7
RO	57.8	43.7	54.8	Bucharest	58.5	80.9	64.0
SI	84.1	74.7	81.9	Ljubljana	84.9	83.5	84.6
SK	73.9	49.7	68.3	Bratislava	74.4	90.3	78.5
FI	111.3	139.0	118.3	Helsinki	109.9	149.6	118.5
SE	109.0	116.0	110.9	Stockholm	107.0	181.2	122.0
UK	101.1	198.4	122.3	London	100.0	308.8	134.7

3. EQUIVALENCE OF PURCHASING POWER OF EU OFFICIALS OUTSIDE THE EUROPEAN UNION

3.1 Economic parities, exchange rates and correction coefficients

As at July 2018, correction coefficients are compiled for a list of 145 Extra-EU duty stations³⁶. **Tables 8 and 9** in the main report show the results for all duty stations. However, the application of Extra-EU correction coefficients is only likely to be requested in practice where the cost of living is higher than in Brussels. **Table 9.1** therefore only shows the places where the correction coefficient is greater than 100 at July 2018 (or was greater than 100 at July 2017).

At July 2018 there were 20 duty stations with CCs greater than 100 (and 125 duty stations for which CC are not produced or with CC below 100). By comparison in July 2017 there were 26 duty stations with CCs greater than 100 (and 118 duty stations for which CC were not produced or with CC below 100). The change has occurred for the following reasons:

- (a) 2 locations which had no CCs at July 2017 are now included (South-Sudan, following the organisation of a UN P2P price survey; West Bank-Gaza Strip, using UN P2P price survey data collected in Jerusalem);
- (b) 8 locations which had CCs higher than 100 at July 2017 now have CC lower than 100 (Australia, Japan, Jordan, New Zealand, Russia, Senegal, Sierra Leone and Vanuatu);
- (c) 0 locations which had CCs lower than 100 at July 2017 now have CC higher than 100.

3.1.1. *Changes in correction coefficients from July 2017 to July 2018*

CCs decreased between July 2017 and July 2018 for 97 duty stations, and increased for 35 duty stations. CC were added for 3 locations (Mongolia, South-Sudan, West Bank–Gaza Strip). For the remaining 10 duty stations no CCs are published.

The average CC change was -4.0% with standard deviation 9.3%. The maximum increase was +22.2%. The maximum decrease was -44.1%. The CC increase was greater than +20% for 2 duty stations (Egypt, Turkmenistan) and the decrease exceeded -20% for 6 duty stations (Angola, Argentina, Brazil, Democratic Republic of Congo, Laos, Uzbekistan).

3.1.2. *Changes in exchange rates from July 2017 to July 2018*

For 3 locations where CC production has commenced and 10 locations where no CC is produced, there is no comparison made. For 2 duty stations (Kosovo, Montenegro), the local currency is the Euro and for 1 duty station (Bosnia and Herzegovina) the exchange rate is pegged to the Euro. For 13 locations, the local currency is the CFA for which exchange rate to the Euro has not changed. For 3 other locations (Cape Verde, Comoros, New Caledonia) exchange rates did not vary during the period. For 1 location (Democratic Republic of Congo) the currency has changed from USD to CFD thus no comparison is made.

³⁶ By comparison to July 2017, no duty stations have been deleted from the list. Information for Delegation recently opened in Mongolia is added for July 2018.

For a further 7 locations, local currencies are pegged to the USD, for which exchange rate to the Euro has remained fairly stable. A large part of the explanation for the movements in the correction coefficients of remaining locations is fluctuations in their currency exchange rates relative to the Euro.

Currency fluctuations relative to the Euro were positive in 13 locations (Albania, Chile, China, Colombia, FYROMacedonia, Japan, Malaysia, Mauretania, Moldova, Norway, Serbia, South Korea, Thailand) and negative in 99 locations. The average exchange rate fluctuation was -6.5% with standard deviation 17.4%. The maximum increase was +89.7% (Mauritania). The maximum decrease was -101.8% (Uzbekistan).

Mauritania redenominated its' currency (1 new = 10 old) during the reference period (consequently, in **Table 8** of the main report the 2017 economic parity has been restated to allow comparison). Parities for the Democratic Republic of Congo are now expressed in CDF rather than USD in order to better reflect the impact of local price movements and exchange rate fluctuations. Thus no direct comparison can be made with the July 2017 value.

The currency increase was greater than +20% for 1 duty station (Mauretania) and the decrease exceeded -20% for 6 duty stations (Angola, Argentina, Ethiopia, Sudan, Turkey and Uzbekistan).

3.1.3. Changes in economic parities from July 2017 to July 2018

The correction coefficient operates as a percentage adjustment to salaries. However, as salaries are first expressed in Euros, then converted to local currency using exchange rates, before being multiplied by correction coefficients, it is clear that the exchange rate effect cancels out and the relevant factor is any change in the economic parities. If a correction coefficient changes solely due to a change in the exchange rate (ie. there is no change in the economic parity), then local purchasing power will not be impacted³⁷.

The simple average change across all duty stations in the global economic parity for officials serving outside the EU for the period under review was +1.5% with standard deviation 9.4%. The maximum increase was +68.9% (Sudan). The maximum decrease was -16.1% (Laos). The change was positive in 60 duty stations and negative in 70 duty stations. No comparison is made for the 3 locations where CC production commenced, the 10 locations where no CC is produced or for Democratic Republic of Congo, where basis of calculation switched from USD to CDF.

In 5 duty stations there was an increase greater than 20% (Egypt, Nicaragua, Sudan, Tanzania, Turkmenistan).

3.2. Data sources

3.2.1 Spatial and temporal price data to establish detailed parities

In **Tables 8 and 9** of the main report, no parities are presented at July 2018 for 10 locations (Afghanistan, Bosnia-Banja Luka, Indonesia-Banda Aceh, Iraq, Iran, Libya, Somalia, Syria, Venezuela and Yemen) in the absence of reliable data needed to establish a robust calculation.

³⁷ For a numerical example, see Appendix 1c Section 1.1.

By comparison with July 2017, production of parities and coefficients has commenced or restarted for 3 duty stations (Mongolia, South-Sudan and West Bank-Gaza Strip) using available price survey data.

With the exception of the 10 duty stations in Extra-EU countries which participate in the European Comparison Programme (ECP) coordinated by Eurostat³⁸ or the 7 duty stations in countries which participate in the linked programme coordinated by the Organisation for Economic Cooperation and Development³⁹, or the 4 locations for which specific survey arrangements are made⁴⁰, the source of price data is the rolling cycle of surveys conducted by the United Nations International Civil Service Commission (UN.ICSC). Data is exchanged under a 2009 Memorandum of Understanding signed with the United Nations International Civil Service Commission and the International Service for Remuneration and Pensions of the Coordinated Organisations⁴¹

For the July 2018 exercise, new parities derived from UN P2P price surveys have been integrated for 27 locations (these duty stations are indicated in **Tables 8 and 9** in the main report (see footnotes to the tables)).

Updated 2018 parities for the 7 ISRP ECP duty stations and 5 of the Eurostat ECP duty stations (Iceland, Norway, Switzerland-Bern, Switzerland-Geneva, Turkey) have also been introduced. Pending the availability and processing of detailed consumer price indices, updated 2018 ECP parities for 5 of the Eurostat ECP duty stations (Albania, Bosnia & Herzegovina-Sarajevo, FYROMacedonia, Montenegro, Serbia) could not be integrated so extrapolation of previously established parities has continued.

For all locations, initial “place-to-place” survey-based parities are subsequently updated using the ratio between national consumer price index and the Joint Belgium-Luxembourg Index. For Iceland, Norway, Switzerland and Turkey, the national consumer price index is the Harmonised Index of Consumer Prices. For other duty station locations, the price index information is compiled from national sources. For New York it is the official regional price index produced by the US Bureau of Labor Statistics.

3.2.2 Expenditure weights

For previous annual exercises, basic heading parities were aggregated to produce global economic parity using expenditure weights obtained from a direct family budget survey amongst Extra-EU staff in 2010. Due to the low population sizes in many individual duty stations and the low response rate from survey participants in some locations, a global pool average structure was applied.

³⁸ Iceland, Norway, Switzerland-Bern, Switzerland-Geneva, Turkey, Albania, Bosnia & Herzegovina-Sarajevo, FYROMacedonia, Montenegro, Serbia (NB. no data source for Bosnia & Herzegovina-Banja Luka).

³⁹ Australia, Canada, Japan, Mexico, New Zealand, South Korea, United States of America (Washington)

⁴⁰ Israel (Tel Aviv: UN survey for Jerusalem pending data availability from OECD); Kosovo (direct survey on Eurostat behalf); New Caledonia (direct survey on Eurostat behalf); Taiwan (direct survey on Eurostat behalf).

⁴¹ North Atlantic Treaty Organisation (NATO), Organisation for Economic Cooperation and Development (OECD), Council of Europe (CoE), European Space Agency (ESA), European Centre for Medium-range Weather Forecasts (ECMWF), European Organisation for the Exploitation of Meteorological Satellites (EUMETSAT)

For the 2018 exercise, in accordance with the decision at the March 2018 Working Group, regional average expenditure patterns have been established using results from the most recent family budget survey amongst expatriate UN staff, recognising that under the international collaboration agreement, surveys are done using a harmonised questionnaire. Six regions were defined: Africa with 51 duty stations, Asia with 31 duty stations, Europe (non-EU) with 5 duty stations, North America with 13 duty stations, and South America with 13 duty stations. The new expenditure weights are considered to improve the precision and robustness of the statistics. Notably, where corresponding price data is available, they now permit the integration of parities for healthcare and education⁴² for all locations.

The new regional weights have not been used to compute aggregate parities for the 10 Eurostat ECP duty stations or the 7 ISRP ECP duty stations, for which separate consumption weights are available.

Other things being equal, the next family budget survey amongst Extra-EU staff will be scheduled 2019-2020.

3.2.3 Impact of changes

A decomposition of the effects underlying the changes in the economic parities for the period July 2017-July 2018 is given in **Table 9.2**, for the duty stations where the CC is greater than 100 at July 2018 (or was greater than 100 at July 2017).

A smoothing mechanism applies for the integration of new price survey data or expenditure weights data: where the impact is greater than 5% (positive or negative), the change by comparison to the calculation based on the previous data is spread over the next 6-12 months. Thus, a large impact may only partially have been taken into account in the current reporting period, with a continued gradual introduction of the change foreseeable during the next reporting period.

By way of example, from the table it can be seen that for Singapore, the use of the new expenditure weights at July 2018 had a negative impact (-4.7%) which is less than the threshold so integrated in full in the period. Integration of new parities using the latest UN price survey data had a positive impact (+4.8%) which is also less than the threshold so integrated in full in the period. Local consumer price inflation for the period July 2017-July 2018 was lower than the Joint Belgium-Luxembourg Index for the same period generating a reduction in the parity (-2.0%). Taking rounding differences into account, the total movement in the economic parity for the period was therefore $-4.7\% + 4.8\% - 2.0\% = -1.8\%$. The exchange rate impact was -0.5% (ie. the local currency depreciated against the Euro). Thus the movement in the CC was -2.3%.

Similarly, the large impact of the new price survey in Democratic Republic of Congo (-61.2%) exceeds the threshold and has only partially taken been into account by July 2018; a continued gradual introduction of the change will continue during the next reporting period. In this context it should be noted that due to the political and economic instability, surveys are conducted at more frequent intervals in this duty station than the traditional 5 year cycle.

⁴² Extra-EU PPP are established using the same classification of 80 basic headings as employed for Intra-EU purposes (sole exception: housing).

Table 9.1 (page 1 of 2)

Summary of the 28 duty stations where the cost of living is higher than in Brussels at 1st July 2018 or 1st July 2017
(for staff serving in Extra- EU delegations)

Place of employment			Economic Parities	Exchange Rate	Correction Coefficients	Economic Parities	Exchange Rate	Correction Coefficients	CHANGE (in %)		
									Economic Parities	Exchange Rate	Correction Coefficients
	Country	City	Jul-2018	Jul-2018	Jul-2018	Jul-2017	Jul-2017	Jul-2017	Jul-2018 - Jul-2017	Jul-2018 - Jul-2017	Jul-2018 - Jul-2017
(2)	Liberia	Monrovia	1.961	1.15830	169.3	1.669	1.14130	146.2	17.5	-1.5	15.8
(6)	South-Sudan	Juba	261.0	161.775	161.3	0	0	0			
(6)(10)	Democratic Republic of the Congo	Kinshasa	2755	1898.97	145.1	2.503	1.14130	219.3			-33.8
(8)	Iceland	Reykjavík	179.4	124.200	144.4	183.8	118.200	155.5	-2.4	-5.1	-7.1
(8)	Norway	Oslo	12.38	9.47400	130.7	12.20	9.57000	127.5	1.5	1.0	2.5
(6)	Singapore	Singapore	1.918	1.58310	121.2	1.954	1.57510	124.1	-1.8	-0.5	-2.3
(8)	Switzerland	Bern	1.398	1.15560	121.0	1.397	1.09350	127.8	0.1	-5.7	-5.3
(8)	Switzerland	Geneva	1.398	1.15560	121.0	1.397	1.09350	127.8	0.1	-5.7	-5.3
(6)	Angola	Luanda	343.4	285.198	120.4	343.5	185.393	185.3	0.0	-53.8	-35.0
(3)	Congo	Brazzaville	769.4	655.957	117.3	718.9	655.957	109.6	7.0		7.0
(3)	Central African Republic	Bangui	736.4	655.957	112.3	758.8	655.957	115.7	-3.0		-2.9
(3)	Gabon	Libreville	734.2	655.957	111.9	722.3	655.957	110.1	1.6		1.6
	Hong Kong	Hong Kong	10.16	9.09060	111.8	10.63	8.91070	119.3	-4.4	-2.0	-6.3
	Solomon Islands	Honiara	9.984	9.04922	110.3	10.12	8.92691	113.4	-1.3	-1.4	-2.7
	New Caledonia	NouMea	128.8	119.332	107.9	129.0	119.332	108.1	-0.2		-0.2
(6)	Eritrea	Asmara	18.97	17.7961	106.6	19.94	17.0656	116.8	-4.9	-4.3	-8.7
(6)	Barbados	Bridgetown	2.424	2.32901	104.1	2.839	2.29483	123.7	-14.6	-1.5	-15.8
	Israel	Tel-Aviv	4.362	4.22710	103.2	4.592	3.98940	115.1	-5.0	-6.0	-10.3
	West Bank — Gaza Strip	East Jerusalem	4.362	4.22710	103.2	0	0	0			
	United States	New York	1.171	1.15830	101.1	1.186	1.14130	103.9	-1.3	-1.5	-2.7

Table 9.1 (page 2 of 2)

**Summary of the 28 duty stations where the cost of living is higher than in Brussels at 1st July 2018 or 1st July 2017
(for staff serving in Extra- EU delegations)**

Place of employment			Economic Parities	Exchange Rate	Correction Coefficients	Economic Parities	Exchange Rate	Correction Coefficients	CHANGE (in %)		
									Economic Parities	Exchange Rate	Correction Coefficients
	Country	City	Jul-2018	Jul-2018	Jul-2018	Jul-2017	Jul-2017	Jul-2017	Jul-2018 - Jul-2017	Jul-2018 - Jul-2017	Jul-2018 - Jul-2017
(7)	Australia	Canberra	1.565	1.57780	99.2	1.569	1.48680	105.5	-0.3	-6.1	-6.0
(7)	Japan	Tokyo	125.2	127.630	98.1	130.8	128.590	101.7	-4.3	0.7	-3.5
	Jordan	Amman	0.8170	0.821230	99.5	0.8352	0.809180	103.2	-2.2	-1.5	-3.6
(7)	New Zealand	Wellington	1.582	1.71350	92.3	1.649	1.56510	105.4	-4.1	-9.5	-12.4
	Russia	Moscow	69.50	73.0951	95.1	70.05	67.3005	104.1	-0.8	-8.6	-8.6
(3)	Senegal	Dakar	654.0	655.957	99.7	662.6	655.957	101.0	-1.3		-1.3
	Sierra Leone	Freetown	8316	8948.64	92.9	8466	8375.31	101.1	-1.8	-6.8	-8.1
(6)	Vanuatu	Port Vila	129.6	129.864	99.8	136.3	124.930	109.1	-4.9	-3.9	-8.5

In table above:

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

(2) 1 euro = USD (1 Duty Stations : Liberia)

(3) 1 euro = CFA (4 Duty Stations : Central African Republic, Congo, Gabon)

(6) UN P2P processed (7 Duty Stations: Angola, Barbados, Democratic Republic of the Congo, Eritrea, Singapore, South-Sudan, Vanuatu)

(7) ISRP PPP processed (3 Duty Stations : Australia, Japan, New Zealand)

(8) ECP PPP processed (4 Duty Stations: Iceland, Norway, Switzerland (Bern, Geneva))

(10) With effect from February 2018 parities for Democratic Republic of Congo are now expressed in CDF terms rather than USD terms in order to better reflect the impact of local price movements and exchange rate fluctuations. Consequently no direct comparison can be made with the 2017 values.

Table 9.2 (page 1 of 2)

**Summary of the 28 duty stations where the correction coefficient is higher than in Brussels as at 1st July 2018 (or 1st July 2017) - Decomposition of component impacts
(for staff serving in Extra- EU delegations)**

Place of employment			New FBS weights	Of which reflected in this period	Of which to reflect to next period	New P2P survey (0=no survey)	Of which reflected in this period	Of which to reflect to next period	Local CPI relative to JBLI	Impact on PPP	Change in Economic Parity	Change in Exchange Rate	Change in Correction Coefficients
Country	City	Total Impact	Jul-18	08/18 > 01/19	Total Impact	02/18 > 07/18	08/18 > 01/19	06/17 > 06/18	02/18 > 07/18	07/17 > 07/18	07/17 > 07/18	07/17 > 07/18	
		%	%	%	%	%	%	%	%	%	%		
⁽²⁾ Liberia	Monrovia	-0.9	-0.9	0.0	0	0	0	18.8	18.4	17.5	-1.5	15.8	
⁽⁶⁾ South-Sudan	Juba									na	na	na	
⁽⁶⁾⁽¹⁰⁾ Democratic Republic of the Congo	Kinshasa									na	na	-33.8	
⁽⁸⁾ Iceland	Reykjavík	ECP-ISRP	0.0	0.0	-1.4	-1.4	0	-1.2	-0.9	-2.4	-5.1	-7.1	
⁽⁸⁾ Norway	Oslo	ECP-ISRP	0.0	0.0	-0.7	-0.7	0	0.3	2.1	1.5	1.0	2.5	
⁽⁶⁾ Singapore	Singapore		-4.7	0.0	4.8	4.8	0	-1.9	-2.0	-1.8	-0.5	-2.3	
⁽⁸⁾ Switzerland	Bern	ECP-ISRP	0.0	0.0	-0.8	-0.8	0	-0.9	0.9	0.1	-5.7	-5.3	
⁽⁸⁾ Switzerland	Geneva	ECP-ISRP	0.0	0.0	-0.8	-0.8	0	-0.9	0.9	0.1	-5.7	-5.3	
⁽⁶⁾ Angola	Luanda		-1.7	0.0	-13.0	-13.0	0	16.8	14.7	0.0	-53.8	-35.0	
⁽³⁾ Congo	Brazzaville		-6.5	0.0	0	0	0	3.7	7.0	7.0	0.0	7.0	
⁽³⁾ Central African Republic	Bangui		-6.6	0.0	-6.6	0	0	-4.3	-3.0	-3.0	0.0	-2.9	
⁽³⁾ Gabon	Libreville		-6.1	0.0	-6.1	0	0	0.4	1.6	1.6	0.0	1.6	
Hong Kong	Hong Kong		-4.2	0.0	0	0	0	-0.2	-0.3	-4.4	-2.0	-6.3	
Solomon Islands	Honiara		-3.0	0.0	0	0	0	1.4	1.6	-1.3	-1.4	-2.7	
New Caledonia	NouMea		4.3	0.0	0	0	0	-1.9	-4.5	-0.2	0.0	-0.2	
⁽⁶⁾ Eritrea	Asmara		-0.6	0.0	-10.2	-10.2	0	6.5	5.9	-4.9	-4.3	-8.7	
⁽⁶⁾ Barbados	Bridgetown		-3.5	0.0	-10.1	-10.1	0	0.0	-1.0	-14.6	-1.5	-15.8	
Israel	Tel-Aviv		-3.5	0.0	0	0	0	-1.6	-1.5	-5.0	-6.0	-10.3	
West Bank — Gaza Strip	East Jerusalem									na	na	na	
United States	New York		0.1	0.0	0	0	0	0.4	-1.3	-1.3	-1.5	-2.7	

Table 9.2 (page 2 of 2)

**Summary of the 28 duty stations where the correction coefficient is higher than in Brussels as at 1st July 2018 (or 1st July 2017) - Decomposition of component impacts
(for staff serving in Extra- EU delegations)**

Place of employment			New FBS weights	Of which reflected in this period	Of which to reflect to next period	New P2P survey (0=no survey)	Of which reflected in this period	Of which to reflect to next period	Local CPI relative to JBLI	Impact on PPP	Change in Economic Parity	Change in Exchange Rate	Change in Correction Coefficients
Country	City	Total Impact	Jul-18	08/18 > 01/19	Total Impact	02/18 > 07/18	08/18 > 01/19	06/17 > 06/18	02/18 > 07/18	07/17 > 07/18	07/17 > 07/18	07/17 > 07/18	
		%	%	%	%	%	%	%	%	%	%	%	
⁽⁷⁾ Australia	Canberra	ECP-ISRP	0.1	0.0	-0.2	-0.2	0	-0.3	-0.1	-0.3	-6.1	-6.0	
⁽⁷⁾ Japan	Tokyo	ECP-ISRP	0.0	0.0	-1.8	-1.8	0	-1.8	-2.5	-4.3	0.7	-3.5	
Jordan	Amman		-4.7	-4.7	0	0	0	2.7	2.5	-2.2	-1.5	-3.6	
⁽⁷⁾ New Zealand	Wellington	ECP-ISRP	-0.1	0.0	-3.3	-3.3	0	-1.0	-0.6	-4.1	-9.5	-12.4	
Russia	Moscow		-0.9	-0.9	0	0	0	0.1	0.1	-0.8	-8.6	-8.6	
⁽³⁾ Senegal	Dakar		-5.2	0.0	-5.2	0	0	-2.5	-1.3	-1.3	0.0	-1.3	
Sierra Leone	Freetown		-2.0	-2.0	0	0	0	12.8	0.3	-1.8	-6.8	-8.1	
⁽⁶⁾ Vanuatu	Port Vila		-3.9	-3.9	0.0	-3.7	-3.7	2.2	2.7	-4.9	-3.9	-8.5	

In table above:

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

(2) 1 euro = USD (1 Duty Stations : Liberia)

(3) 1 euro = CFA (4 Duty Stations : Central African Republic, Congo, Gabon)

(6) UN P2P processed (7 Duty Stations: Angola, Barbados, Democratic Republic of the Congo, Eritrea, Singapore, South-Sudan, Vanuatu)

(7) ISRP PPP processed (3 Duty Stations : Australia, Japan, New Zealand)

(8) ECP PPP processed (4 Duty Stations: Iceland, Norway, Switzerland (Bern, Geneva))

(10) With effect from February 2018 parities for Democratic Republic of Congo are now expressed in CDF terms rather than USD terms in order to better reflect the impact of local price movements and exchange rate fluctuations. Consequently no direct comparison can be made with the 2017 values.

4. ADJUSTMENT OF REMUNERATION OUTSIDE BRUSSELS AND LUXEMBOURG

4.1 Intra-EU duty stations (for staff)

The value of the annual update for duty stations outside Brussels and Luxembourg is equal to the product of the annual update for Brussels multiplied by the implicit index (ie. the combined impact of the percentage change in the cost of living in Brussels and the percentage change in the economic parities between Brussels and the duty station).

Taking account of the figures reported in Table 1 and Table 4 of the main report, **Table 4 bis** below presents the adjustment of the nominal net remuneration of EU officials outside Brussels and Luxembourg which is necessary to maintain a parallel development of the purchasing power with the civil servants in the Member States.

Table 4 bis

Annual update outside Brussels and Luxembourg
for the twelve months to 1st July 2018
(for staff)

Country Place of employment	Global specific indicator	Implicit price index	Annual update
BE/LU Brussels/Luxembourg	-0.4	2.1	1.7
BG Sofia	-0.4	5.6	5.2
CZ Prague	-0.4	6.9	6.5
DK Copenhagen	-0.4	0.8	0.4
DE Berlin	-0.4	4.0	3.6
Bonn	-0.4	4.0	3.6
Karlsruhe	-0.4	4.4	4.0
Munich	-0.4	4.6	4.2
EE Tallinn	-0.4	4.6	4.2
IE Dublin	-0.4	0.3	-0.1
EL Athens	-0.4	4.5	4.1
ES Madrid	-0.4	5.6	5.2
FR Paris	-0.4	3.8	3.4
HR Zagreb	-0.4	3.6	3.2
IT Rome	-0.4	1.3	0.9
Varese	-0.4	2.1	1.7
CY Nicosia	-0.4	7.0	6.6
LV Riga	-0.4	5.8	5.4
LT Vilnius	-0.4	1.2	0.8
HU Budapest	-0.4	4.3	3.9
MT Valletta	-0.4	6.5	6.1
NL The Hague	-0.4	3.6	3.2
AT Vienna	-0.4	2.2	1.8
PL Warsaw	-0.4	1.8	1.4
PT Lisbon	-0.4	6.2	5.8
RO Bucharest	-0.4	4.2	3.8
SI Ljubljana	-0.4	5.9	5.5
SK Bratislava	-0.4	3.7	3.3
FI Helsinki	-0.4	0.9	0.5
SE Stockholm	-0.4	4.3	3.9
UK London	-0.4	3.6	3.2
Culham	-0.4	4.8	4.4

4.2 Intra-EU country of residence (for pensioners)

The value of the annual update for pensioners residing in Member States outside Belgium and Luxembourg is equal to the product of the annual update for Brussels multiplied by the implicit index (ie. the combined impact of the percentage change in the cost of living in Brussels and the percentage change in the economic parities between Belgium and the Member State).

Taking account of the figures reported in Table 1 and Table 6 of the main report, **Table 6 bis** below presents the adjustment of the nominal net remuneration of EU pensioners outside Belgium and Luxembourg which is necessary to maintain a parallel development of the purchasing power with the civil servants in the Member States.

Table 6 bis
Annual update outside Belgium and Luxembourg
for the twelve months to 1st July 2018
(for PENSIONERS)

Country	Global specific indicator	Implicit price index	Annual update
BE/LU	-0.4	2.1	1.7
BG	-0.4	5.4	5.0
CZ	-0.4	1.4	1.0
DK	-0.4	1.2	0.8
DE	-0.4	2.4	2.0
EE	-0.4	4.2	3.8
IE	-0.4	-1.7	-2.1
EL	-0.4	1.8	1.4
ES	-0.4	3.5	3.1
FR	-0.4	2.4	2.0
HR	-0.4	2.5	2.1
IT	-0.4	-1.7	-2.1
CY	-0.4	5.4	5.0
LV	-0.4	3.0	2.6
LT	-0.4	-0.9	-1.3
HU	-0.4	3.9	3.5
MT	-0.4	6.1	5.7
NL	-0.4	1.3	0.9
AT	-0.4	1.1	0.7
PL	-0.4	0.6	0.2
PT	-0.4	5.2	4.8
RO	-0.4	0.8	0.4
SI	-0.4	6.3	5.9
SK	-0.4	1.0	0.6
FI	-0.4	0.1	-0.3
SE	-0.4	2.0	1.6
UK	-0.4	4.4	4.0

4.3 Extra-EU duty stations (for staff)

The value of the annual update for duty stations outside Brussels and Luxembourg working in third countries is equal to the product of the annual update for Brussels multiplied by the implicit index (ie. the combined impact of the percentage change in the cost of living in Brussels and the percentage change in the economic parities between Brussels and the duty station).

Taking account of the figures reported in Table 1 and Table 8 of the main report, **Table 8 bis** below presents the adjustment of the nominal net remuneration of EU officials outside Brussels and Luxembourg working in third countries which is necessary to maintain a parallel development of the purchasing power with the civil servants in the Member States.

This information is of particular relevance to those duty stations where application of the correction coefficient as been requested. This is only likely in practice for the 28 locations identified in **Table 9.1** earlier, where the correction coefficient is greater than 100 at July 2018, or was greater than 100 at July 2017.

Table 8 bis (page 1 of 3)

Annual update outside Brussels and Luxembourg for the twelve months to 1st July 2018
(for staff serving in Extra- EU delegations)

Place of employment		Global specific indicator	Implicit price index	Annual update
Country	City	[a]	[b]	$[c] = 100 \times [a] \times [b] / 100 - 100$
Belgium / Luxembourg	Brussels / Luxembourg	-0.4	2.1	1.7
Afghanistan	Kabul	-0.4		
Albania	Tirana	-0.4	1.7	1.3
Algeria	Algiers	-0.4	0.0	-0.4
Angola	Luanda	-0.4	2.1	1.7
Argentina	Buenos Aires	-0.4	20.6	20.1
Armenia	Yerevan	-0.4	2.9	2.5
Australia	Canberra	-0.4	1.8	1.4
Azerbaijan	Baku	-0.4	9.2	8.8
Bangladesh	Dhaka	-0.4	6.2	5.8
Barbados	Bridgetown	-0.4	-12.8	-13.1
Belarus	Minsk	-0.4	15.9	15.4
Belize	Belize (Belmopan)	-0.4	-0.6	-1.0
Benin	Cotonou	-0.4	-11.5	-11.9
Bolivia	La Paz	-0.4	1.0	0.6
Bosnia and Herzegovina	Banja Luka	-0.4		
Bosnia and Herzegovina	Sarajevo	-0.4	0.8	0.4
Botswana	Gaberone	-0.4	1.9	1.5
Brazil	Brasilia	-0.4	-9.1	-9.5
Burkina Faso	Ouagadougou	-0.4	3.8	3.4
Burundi	Bujumbura	-0.4	9.0	8.6
Cambodia	Phnom Penh	-0.4	-0.2	-0.6
Cameroon	Yaounde	-0.4	-3.4	-3.8
Canada	Ottawa	-0.4	2.8	2.4
Cape Verde	Praia	-0.4	5.3	4.9
Central African Republic	Bangui	-0.4	-0.9	-1.3
Chad	Ndjamena	-0.4	-5.7	-6.1
Chile	Santiago	-0.4	12.4	12.0
China	Beijing	-0.4	3.4	3.0
Colombia	Bogota	-0.4	-1.6	-2.0
Comoros	Moroni	-0.4	-2.8	-3.2
Congo	Brazzaville	-0.4	9.3	8.9
Costa Rica	San Jose	-0.4	0.8	0.4
Cuba	Havana	-0.4	4.3	3.9
Democratic Republic of the Congo	Kinshasa	-0.4		
Djibouti	Djibouti	-0.4	0.9	0.5
Dominican Republic	Santo Domingo	-0.4	4.7	4.3
Ecuador	Quito	-0.4	-3.0	-3.4
Egypt	Cairo	-0.4	25.0	24.5
El Salvador	San Salvador	-0.4	-1.1	-1.5
Eritrea	Asmara	-0.4	-2.9	-3.3
Ethiopia	Addis Ababa	-0.4	14.8	14.3
Fiji	Suva	-0.4	0.2	-0.2
Former Yugoslav Republic of Macedonia	Skopje	-0.4	9.0	8.6
Gabon	Libreville	-0.4	3.8	3.4
Gambia	Banjul	-0.4	6.5	6.1
Georgia	Tbilisi	-0.4	10.0	9.6
Ghana	Accra	-0.4	6.9	6.5
Guatemala	Guatemala City	-0.4	0.6	0.2
Guinea	Conakry	-0.4	11.6	11.2

Table 8 bis (page 2 of 3)

**Annual update outside Brussels and Luxembourg for the twelve months to 1st July 2018
(for staff serving in Extra- EU delegations)**

Place of employment		Global specific indicator	Implicit price index	Annual update
Country	City	[a]	[b]	[c] = 100 x [a] x [b] / 100 - 100
Guinea-Bissau	Bissau	-0.4	-12.1	-12.5
Guyana	Georgetown	-0.4	2.1	1.7
Haiti	Port-au-Prince	-0.4	12.9	12.4
Honduras	Tegucigalpa	-0.4	-6.9	-7.3
Hong Kong	Hong Kong	-0.4	-2.4	-2.8
Iceland	Reykjavík	-0.4	-0.4	-0.8
India	New Delhi	-0.4	2.2	1.8
Indonesia	Banda Aceh	-0.4		
Indonesia	Jakarta	-0.4	4.7	4.3
Iran	Teheran	-0.4		
Iraq	Baghdad	-0.4		
Israel	Tel-Aviv	-0.4	-3.0	-3.4
Ivory Coast	Abidjan	-0.4	2.3	1.9
Jamaica	Kingston	-0.4	-1.4	-1.8
Japan	Tokyo	-0.4	-2.3	-2.7
Jordan	Amman	-0.4	-0.1	-0.5
Kazakhstan	Astana	-0.4	5.0	4.6
Kenya	Nairobi	-0.4	-9.7	-10.1
Kosovo	Pristina	-0.4	-0.5	-0.9
Kyrgyzstan	Bichkek	-0.4	-0.5	-0.9
Laos	Vientiane	-0.4	-14.3	-14.6
Lebanon	Beirut	-0.4	3.2	2.8
Lesotho	Maseru	-0.4	1.3	0.9
Liberia	Monrovia	-0.4	19.9	19.4
Libya	Tripoli	-0.4		
Madagascar	Antananarivo	-0.4	1.3	0.9
Malawi	Lilongwe	-0.4	6.0	5.6
Malaysia	Kuala Lumpur	-0.4	1.5	1.1
Mali	Bamako	-0.4	-8.6	-9.0
Mauritania	Nouakchott	-0.4	2.0	1.6
Mauritius	Port Louis	-0.4	0.7	0.3
Mexico	Mexico City	-0.4	8.9	8.5
Moldova	Chisinau	-0.4	-1.5	-1.9
Mongolia	Ulan Bator	-0.4		
Montenegro	Podgorica	-0.4	4.2	3.8
Morocco	Rabat	-0.4	1.4	1.0
Mozambique	Maputo	-0.4	12.4	12.0
Myanmar	Yangon	-0.4	0.8	0.4
Namibia	Windhoek	-0.4	11.1	10.7
Nepal	Kathmandu	-0.4	5.9	5.5
New Caledonia	NouMea	-0.4	1.9	1.5
New Zealand	Wellington	-0.4	-2.1	-2.5
Nicaragua	Managua	-0.4	26.1	25.6
Niger	Niamey	-0.4	-8.3	-8.7
Nigeria	Abuja	-0.4	6.3	5.9
Norway	Oslo	-0.4	3.6	3.2
Pakistan	Islamabad	-0.4	1.5	1.1
Panama	Panama City	-0.4	2.7	2.3
Papua New Guinea	Port Moresby	-0.4	-1.0	-1.4
Paraguay	Asuncion	-0.4	-0.6	-1.0
Peru	Lima	-0.4	0.7	0.3
Philippines	Manilla	-0.4	5.9	5.5
Russia	Moscow	-0.4	1.3	0.9
Rwanda	Kigali	-0.4	8.7	8.3

Table 8 bis (page 3 of 3)

**Annual update outside Brussels and Luxembourg for the twelve months to 1st July 2018
(for staff serving in Extra- EU delegations)**

Place of employment		Global specific indicator	Implicit price index	Annual update
Country	City	[a]	[b]	[c] = 100 x [a] x [b] / 100 - 100
Samoa	Apia	-0.4	-0.3	-0.7
Saudi Arabia	Riyadh	-0.4	9.4	9.0
Senegal	Dakar	-0.4	0.8	0.4
Serbia	Belgrade	-0.4	0.5	0.1
Sierra Leone	Freetown	-0.4	0.3	-0.1
Singapore	Singapore	-0.4	0.2	-0.2
Solomon Islands	Honiara	-0.4	0.7	0.3
Somalia	Mogadishu	-0.4		
South Africa	Pretoria	-0.4	-1.1	-1.5
South Korea	Seoul	-0.4	4.1	3.7
South-Sudan	Juba	-0.4		
Sri Lanka	Colombo	-0.4	12.0	11.6
Sudan	Khartoum	-0.4	72.4	71.7
Suriname	Paramaribo	-0.4	8.4	8.0
Swaziland	Mbabane	-0.4	-1.8	-2.2
Switzerland	Bern	-0.4	2.2	1.8
Switzerland	Geneva	-0.4	2.2	1.8
Syria	Damascus	-0.4		
Taiwan	Taipei	-0.4	-1.9	-2.3
Tajikistan	Duschanbe	-0.4	2.3	1.9
Tanzania	Dar es Salaam	-0.4	25.7	25.2
Thailand	Bangkok	-0.4	2.5	2.1
Timor Leste	Dili	-0.4	-2.7	-3.1
Togo	Lome	-0.4	0.5	0.1
Trinidad and Tobago	Port-of-Spain	-0.4	-4.3	-4.7
Tunisia	Tunis	-0.4	9.2	8.8
Turkey	Ankara	-0.4	13.2	12.7
Turkmenistan	Ashkhabad	-0.4	26.6	26.1
Uganda	Kampala	-0.4	-0.3	-0.7
Ukraine	Kiev	-0.4	21.5	21.0
United Arab Emirates	Abu Dhabi	-0.4	7.7	7.3
United States	New York	-0.4	0.8	0.4
United States	Washington	-0.4	-0.5	-0.9
Uruguay	Montevideo	-0.4	5.5	5.1
Uzbekistan	Tachkent	-0.4	15.1	14.6
Vanuatu	Port Vila	-0.4	-2.9	-3.3
Venezuela	Caracas	-0.4		
Vietnam	Hanoi	-0.4	2.6	2.2
West Bank — Gaza Strip	East Jerusalem	-0.4		
Yemen	Sana a	-0.4		
Zambia	Lusaka	-0.4	5.7	5.3
Zimbabwe	Harare	-0.4	-2.7	-3.1

In the table above:

- (1) PPP production commenced or recommenced for Mongolia, South-Sudan and West Bank - Gaza Strip. There is no 2017 value with which to compare. Thus no implicit index can be calculated.
- (2) PPP are not available for 10 Duty Stations: Afghanistan, Bosnia and Herzegovina (Banja Luka), Indonesia (Banda Aceh), Iran, Iraq, Libya, Somalia, Syria, Venezuela, Yemen). Thus no implicit index can be calculated.
- (3) The PPP for Democratic Republic of Congo are now expressed in CDF terms rather than USD terms in order to better reflect the impact of local price movements and exchange rate fluctuations. Consequently no direct comparison can be made with the 2017 values. Thus no implicit index can be calculated.