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COMMISSION STAFF WORKING PAPER

**Eurostat Report on
the 2019 annual update of remuneration and pensions of EU officials**

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

**adjusting with effect from 1 July 2019 the remuneration of active staff and the pensions
of retired staff,**

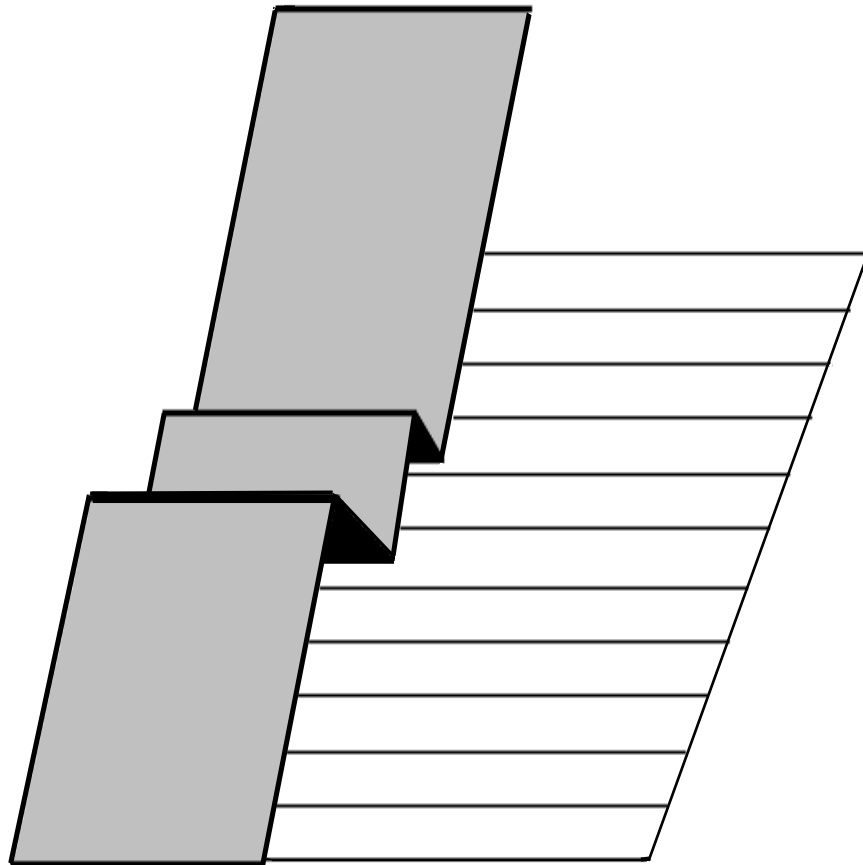
**and updating with effect from 1 July 2019 the correction coefficients applied to the
remuneration of active staff serving in Intra-EU and Extra-EU duty stations, to the
pensions of retired staff according to their country of residence, and for pension
transfers.**

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

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

**Reference period:
Year to 1 July 2019**

Main text



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EXECUTIVE SUMMARY

In accordance with the Articles 64 and 65 and Annex XI of the Staff Regulations applicable to officials and other servants of the European Union and the special provisions in Annex X applicable to officials serving in a third country, as supplemented by procedural manuals adopted by the Working Group on Articles 64 & 65 of the Staff Regulations which meets annually in Luxembourg, and with other applicable legislation and international agreements, Eurostat hereby presents its report for the twelve months to July 2019.

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

Since the previous annual report, an interim report was submitted in April 2019 (Intra-EU staff and pensioners) and April 2019 (Extra-EU staff).

This annual report presents the following information for the period July 2018 – July 2019:

- specific indicators of the evolution of the purchasing power of salaries of national officials;
- average change in the purchasing power of salaries of national officials (global specific indicator);
- control indicators, for comparative purposes;
- change in the cost of living in Belgium and Luxembourg (Joint Index);
- correction coefficients for staff working outside Brussels in Intra-EU duty stations;
- correction coefficients for pensioners living outside Belgium;
- correction coefficients for staff working outside Brussels in Extra-EU duty stations.

The specific indicators of the evolution of the purchasing power of national officials in the 11 sample Member States for the period July 2018 – July 2019 are provided in **Table 1**.

On this basis, the global specific indicator in real terms (weighted average using percentage share of EU GDP expressed in PPS terms) for the period July 2018 – July 2019 is 100.5 (+0.5%).

For the same period, the Joint Belgium-Luxembourg Index (used to measure the change in the cost of living for the EU officials in Brussels) is 101.5 (+1.5%). Details are provided in **Table 3**.

As a consequence, the adjustment of the nominal net remuneration of active European officials in Brussels and Luxembourg, and of the nominal pensions of retired European officials in Belgium and Luxembourg, which is necessary to maintain a parallel development of purchasing power with the national civil servants in the Member States is equal to +2.0% (102.0).

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

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

The correction coefficients which apply to remuneration outside Brussels and Luxembourg with effect from 1 July 2019 in order to maintain equality of purchasing power, are provided in **Tables 5 and 9** for staff serving in Intra-EU and Extra-EU duty stations respectively.

The correction coefficients which apply to pensions outside Belgium and Luxembourg with effect from 1 July 2019 in order to maintain equality of purchasing power, are provided in **Table 7**.

All figures and calculations contained in this report relating to specific indicators are based on data supplied by the responsible authorities in the Member States. Information about the evolution of purchasing power of national officials was requested in accordance with procedures agreed at the Working Group on Articles 64 & 65 of the Staff Regulations. Data for 7 Member States was compiled in collaboration with the International Service for Remuneration and Pensions of the Coordinated Organisations, following an initial request which was issued in April 2019. Data for the remaining 21 Member States was requested during June 2019. In both cases the target reply deadline for transmission of finalised data was 31 July. In the absence of a completed 2019 remuneration questionnaire, the specific indicator was established by Eurostat using available official data and parameters from alternative sources, or the official forecast figure supplied in March 2019 was used. In the absence of comparative information for 2018, the official forecast figure supplied in March 2019 was used.

With the exception of the information about consumption expenditure pattern data which is compiled by Eurostat from direct surveys of staff, and a direct survey of international schools, all calculations and figures presented in this report relating to Intra-EU correction coefficients are based on data supplied by the responsible national authorities. Corresponding data for Extra-EU duty stations is obtained from responsible national authorities coordinated by Eurostat under the European Comparison Programme (ECP), or through collaboration with the International Service for Remuneration and Pensions of the Coordinated Organisations (CO.ISRP) and the United Nations International Civil Service Commission (UN.ICSC).

More information about methodology, detailed results and statistical analyses is made available in the appendices to this report. Additional information can be found in detailed procedural manuals. For any information concerning this report, please contact the Eurostat Remuneration Team in Luxembourg:

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INTRODUCTION

Eurostat hereby presents its report for the twelve months to July 2019. This is the sixth annual report submitted in accordance with the EU Staff Regulations as amended by Regulation 1023/2013¹.

Annex XI of the Staff Regulations describes rules for implementing Articles 64 and 65 of the Staff Regulations, ie. the method for the annual adjustment of remuneration and pensions of European officials and other servants of the European Union. These rules are supplemented by special provisions in Annex X applicable to officials serving in a third country, and other relevant legislation and international agreements². Various procedural manuals to implement these rules have been developed by the Working Group on Articles 64 & 65 of the Staff Regulations which meets annually in Luxembourg³.

This annual report⁴ presents the following information for the period July 2018 – July 2019:

- specific indicators of the evolution of the purchasing power of salaries of national officials;
- average change in the purchasing power of salaries of national officials (global specific indicator);
- control indicators, for comparative purposes;
- change in the cost of living in Belgium and Luxembourg (Joint Index);
- correction coefficients for staff working outside Brussels in Intra-EU duty stations;
- correction coefficients for pensioners living outside Belgium;
- correction coefficients for staff working outside Brussels in Extra-EU duty stations.

Chapters 1 to 6 of this report examine respectively:

- Evolution of the purchasing power of salaries of national officials in the central governments;
- Comparative information drawn from various sources;

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

² These include the Statistical Law (223/2009); the PPP Regulation (1445/2007); the HICP Regulation (2494/1995 et seq); the GDP Regulation (ESA95: 2223/1996, ESA2010: 549/2013); the Transparency Regulation (1049/2001); the 2009 trilateral international memorandum of understanding (Eurostat / UN International Civil Service Commission / International Service for Remuneration and Pensions of the Coordinated Organisations); the ILO 1973 Resolution on household surveys; the LFS Regulation (577/1998); the SES and LCS Regulation (530/1999).

³ These include: document A6465/14/26rev2 “Methodology for the calculation of specific indicators and control indicators” (version May 2016); document A6465/14/58rev1 “Methodology for the calculation of the Joint Index” (version July 2014); document A6465/14/59rev3 “Methodology for the calculation of Intra-EU correction coefficients” (version May 2016); document A6465/14/60rev3 “Methodology for the calculation of Extra-EU correction coefficients” (version April 2017).

⁴ Since the previous annual report, an interim report covering Intra-EU staff and pensioners for the period 1 July 2018 - 1 January 2019 was prepared in April 2019 with reference Ares(2019)2829179; an interim report covering Extra-EU staff for the six months August 2018 - January 2019 was prepared in April 2019 with reference Ares(2019)2861624. An interim report covering Extra-EU staff for the five months February 2019 - June 2019 was prepared in October 2019 with reference Ares(2019)6661612.

- Changes in the cost of living in Belgium and Luxembourg;
- Update of remuneration in Brussels and Luxembourg and of pensions in Belgium and Luxembourg;
- Application of moderation and exception clauses.

Chapters 7 to 10 of this report examine respectively:

- Update of remuneration and pensions outside Belgium and Luxembourg;
- Economic parities between Brussels and other locations outside Belgium and Luxembourg, for staff (Intra-EU);
- Economic parities between Belgium and other Member States, for pensioners;
- Economic parities between Brussels and locations outside the European Union, for staff (extra-EU).

All figures and calculations contained in this report relating to specific indicators are based on data supplied by the responsible authorities in the Member States⁵. Information about the evolution of purchasing power of national officials was requested in accordance with procedures agreed at the Working Group on Articles 64 & 65 of the Staff Regulations. Data for 7 Member States was compiled in collaboration with the International Service for Remuneration and Pensions of the Coordinated Organisations, following an initial request which was issued in April 2019. Data for the remaining 21 Member States was requested during June 2019. In both cases the target reply deadline for transmission of finalised data was 31 July. In the absence of a completed 2019 remuneration questionnaire, the specific indicator was established by Eurostat using available official data and parameters from alternative sources, or the official forecast figure supplied in March 2019 was used. In the absence of comparative information for 2018, the official forecast figure supplied in March 2019 was used.

With the exception of the information about consumption expenditure pattern data which is compiled by Eurostat from direct surveys of staff, and a direct survey of international schools, all calculations and figures presented in this report relating to correction coefficients are based on Intra-EU data supplied by the responsible national authorities. Corresponding data for Extra-EU duty stations is obtained from responsible national authorities coordinated by Eurostat under the European Comparison Programme (ECP), or through collaboration with the International Service for Remuneration and Pensions of the Coordinated Organisations (CO.ISRP) and the United Nations International Civil Service Commission (UN.ICSC).

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

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

1.1. Specific Indicators

For the July 2018 – July 2019 exercise Eurostat has compiled information for the EU28 Member States. The global specific indicator is calculated for the sample of 11 EU Member States stipulated in the Staff Regulations, which represents at least 75% of the EU gross domestic product (GDP), in accordance with the approved method manual.

Table 1 therefore shows the changes in the net remuneration, both in nominal and real terms, in each of these 11 Member States⁶. Changes in the harmonized indices of consumer prices (inflation rates) during the period June 2018 to June 2019 have been used to transform nominal changes in the remunerations into movements in real terms. In order to get the global specific indicator the results per country have been weighted in proportion to their national GDP for the year 2018 expressed in purchasing power parities.

On this basis, the global specific indicator (average change in real net remuneration) for the year 2019 is 100.5 (+0.5%).

Table 1
Change in the net remuneration of central government civil servants
July 2018 - July 2019

| Country | Weight ¹ EU28=100 | Weight in sample | Nominal net specific indicator | Consumer price indices | Real net specific indicator | Effect on the total |
|--------------|---------------------------------|---------------------|-----------------------------------|---------------------------|--------------------------------|------------------------|
| | (%) | (%) | (%) | (%) | (%) | |
| BE | 2.6 | 3.1 | 3.4 | 1.3 | 2.1 | 0.07 |
| DE | 19.6 | 23.5 | 2.8 | 1.5 | 1.3 | 0.31 |
| ES | 8.3 | 10.0 | 2.9 | 0.6 | 2.3 | 0.23 |
| FR | 13.6 | 16.3 | 0.5 | 1.4 | -0.9 | -0.15 |
| IT | 11.2 | 13.4 | 0.3 | 0.8 | -0.5 | -0.06 |
| LU | 0.3 | 0.4 | 3.0 | 1.5 | 1.5 | 0.01 |
| NL | 4.3 | 5.2 | 3.5 | 2.7 | 0.8 | 0.04 |
| AT | 2.2 | 2.6 | 2.5 | 1.6 | 0.9 | 0.02 |
| PL | 5.3 | 6.4 | 0.8 | 2.3 | -1.5 | -0.10 |
| SE | 2.4 | 2.9 | 3.8 | 1.6 | 2.2 | 0.06 |
| UK | 13.5 | 16.2 | 2.6 | 2.0 | 0.6 | 0.10 |
| Total | 83.3 | 100.0 | 2.0 | 1.5 | 0.5 | 0.5 |

¹ Basis: GDP expressed in PPP, 2018

⁶ Information for the EU28 is included in Appendix 1a.

2. CONTROL INDICATORS

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

There is no direct equivalent of the net specific indicator. Control indicators are provided for comparison with the gross specific indicator in real and nominal terms.

2.1. Compensation of employees in central government

Eurostat compiles data concerning the real per capita emoluments in central government (ESA s.1311 expenditure on compensation of employees, divided by ESA s.1311 employee numbers⁷). These data serve as control indicators for individual countries and a weighted average is also calculated. As this control indicator is expressed in constant prices, it is compared with the gross specific indicator in real terms.

Table 2a compares the changes in real gross specific indicator for the twelve months to July 2019 with the control indicator (compensation of employees) for the calendar year 2019, where the respective values for 2018 are taken as 100. The table also shows the differences (in percent) between these two indicators.

The global compensation of employees control indicator (weighted average of individual country values) for 2019 is 101.7 (+1.7%).

Relatively big differences are apparent for some Member States. They result from conceptual and statistical differences between the gross specific indicator in real terms and the control indicator.

2.2. Labour cost index for total public administration

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

Table 2b compares the changes in nominal gross specific indicator for the twelve months to July 2019 with the control indicator (labour cost index) for calendar year 2019, where the respective values for 2018 are taken as 100. The table also shows the differences (in percent) between these two indicators.

The global labour cost index control indicator (weighted average of individual country values) for 2019 is 102.5 (+2.5%).

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

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

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

| Country | Real gross specific indicator 2019 (2018 = 100) | Control indicator * 2019 (2018= 100) | Difference (%) |
|--------------|--|---|----------------|
| BE | 100.7 | 99.6 | -1.0 |
| DE | 101.5 | 102.6 | 1.1 |
| ES | 102.7 | 103.6 | 0.9 |
| FR | 99.2 | 100.3 | 1.1 |
| IT | 99.8 | 103.0 | 3.2 |
| LU | 101.8 | 107.3 | 5.4 |
| NL | 100.3 | 102.6 | 2.3 |
| AT | 101.4 | 101.1 | -0.3 |
| PL | 98.4 | 101.0 | 2.6 |
| SE | 101.4 | 102.6 | 1.2 |
| UK | 101.4 | 99.7 | -1.6 |
| Total | 100.7 | 101.7 | 1.0 |

* Compensation of employees in central government: Eurostat estimates.

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

| Country | Nominal gross specific indicator 2019 (2018 = 100) | Control indicator * 2019 (2018 = 100) | Difference (%) |
|--------------|---|--|----------------|
| BE | 102.0 | 101.9 | -0.1 |
| DE | 103.0 | 102.0 | -0.9 |
| ES | 103.3 | 100.6 | -2.6 |
| FR | 100.6 | : | : |
| IT | 100.6 | 104.5 | 3.9 |
| LU | 103.3 | 102.6 | -0.7 |
| NL | 103.0 | 101.1 | -1.9 |
| AT | 103.0 | 101.3 | -1.7 |
| PL | 100.7 | 105.2 | 4.5 |
| SE | 103.0 | 102.7 | -0.3 |
| UK | 103.4 | 102.3 | -1.1 |
| Total | 102.2 | 102.5 | 0.3 |

* Labour Cost Index: Eurostat estimates.

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

For the July 2018 – July 2019 exercise Eurostat has calculated the Joint Belgium-Luxembourg Index ("JBLI") as stipulated by the Staff Regulations, in accordance with the approved method manual, by weighting national consumer price inflation as measured by the Belgium HICP and Luxembourg CPI according to the distribution of EU staff serving in those Member States.

At the start of the period under review the ratio between EU officials working in Brussels and in Luxembourg was 81.1% : 18.9%. This represents the same ratio as for the previous year.

The detailed breakdown of this index corresponding to the 2019 annual salary adjustment is set out in **Table 3**. The table shows that the cost of living for the EU officials in Brussels and Luxembourg during the period June 2018 – June 2019 has increased, on average by 101.5 (+1.5%).

Table 3
Change in the Joint Belgium-Luxembourg Index
June 2018 - June 2019

| Groups of consumption | Weight | Index |
|--|---------------|---------------|
| 1. Food and non-alcoholic beverages | 128.2 | 101.00 |
| 2. Alcoholic beverages and tobacco | 20.3 | 101.40 |
| 3. Clothing and footwear | 54.3 | 100.60 |
| 4. Housing, water, electricity, gas and other fuels | 297.6 | 100.90 |
| 5. Furnishings, household equipment and maintenance of house | 74.7 | 100.90 |
| 6. Health | 19.2 | 101.20 |
| 7. Transport | 127.2 | 102.70 |
| 8. Communications | 21.5 | 100.70 |
| 9. Recreation and culture | 91.7 | 101.40 |
| 10. Education | 14.7 | 102.80 |
| 11. Hotels, cafes and restaurants | 100.6 | 103.40 |
| 12. Miscellaneous goods and services | 50.0 | 102.10 |
| Global index without rents | 762.9 | 101.60 |
| Rents index | 237.1 | 101.20 |
| Global index | 1000.0 | 101.50 |

4. UPDATE OF REMUNERATION AND PENSIONS IN BELGIUM AND LUXEMBOURG

Taking into account the figures reported in chapters 1 and 3 the adjustment of the nominal net remuneration of EU officials in Brussels and Luxembourg with effect from July 2019, which is necessary to maintain a parallel development of purchasing power with the civil servants in the Member States, is equal to:

Annual update

$$\frac{100.5 \times 101.5}{100} - 100 = 2.0\%$$

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

5. MODERATION CLAUSE

In accordance with Article 10 of Annex XI to the Staff Regulations, if the value of the specific indicator exceeds an upper limit of +2% or is below a lower limit of -2%, then the value of the limit shall instead be used to establish the annual update which applies with effect from 1 July – and the remainder of the annual update shall be applied with effect from 1 April.

As the calculated global specific indicator value for the current exercise which is reported in Chapter 1 falls within these boundaries, this moderation clause does not apply and the full calculated value of the annual update should be used with effect from 1 July 2019.

6. EXCEPTION CLAUSE

In accordance with Article 11 of Annex XI to the Staff Regulations, if the value of the specific indicator is positive, but there is a decrease in the EU total gross domestic product for the current year according to the latest available forecast produced by the Commission, then only part of the specific indicator shall be used to calculate the annual update and the remainder shall be delayed.

Four scenarios are therefore possible:

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

The European Economic Forecast issued by DG ECFIN on 10 July 2019 estimated that the GDP growth for the EU as a whole for 2019 in real terms will be +1.4%, and stable in 2020 at +1.6%⁸. Subject to the possible impact of UK withdrawal from the EU, these growth forecasts are not expected to change significantly in the Autumn Economic Forecast.

As GDP for the EU in real terms is not forecasted to be negative, then the exception clause does not apply. Consequently, the full calculated value of the proposed update should be used with effect from 1 July 2019.

In accordance with Article 11 of Annex XI to the Staff regulations, if there is a gap between the forecast used in the Annual Report for the previous year and the final GDP data for that calendar year, which would modify the original assessment whether the exception clause should have applied, a retroactive adjustment should take place.

The published real GDP growth rate (percentage change on previous year) for the EU as a whole for calendar year 2018 is +2.0%⁹. This confirms the positive GDP forecast which was used in the previous Annual Report. Consequently, no retroactive correction is required at 1 July 2018.

7. ADJUSTMENT OF REMUNERATION AND PENSIONS OUTSIDE BELGIUM AND LUXEMBOURG

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

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

⁸ https://ec.europa.eu/info/publications/european-economic-forecast-summer-2019_en

⁹ Source: Eurostat Free Data Table tec00115 (extracted 21.10.2019)

8. CORRECTION COEFFICIENTS FOR STAFF OUTSIDE BELGIUM AND LUXEMBOURG IN INTRA-EU DUTY STATIONS¹⁰

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

The object of the economic parities is to compare the relative costs of living of EU officials in Brussels (reference city) with each of the European capitals and other places of employment in the European Union for which a correction coefficient has been set. The method used is to compare the price of a "basket" of goods and services in Brussels with the prices of similar goods and services in each of the other places of employment. The weighted average of all the price ratios is the "economic parity". The average consumption expenditure patterns of EU officials are used as weights, identified by means of periodic surveys of household expenditure. In places of employment outside Brussels with very few officials, a common structure pooling all the questionnaires from similar locations is derived instead.

The changes in the cost of living in the places of employment outside Belgium and Luxembourg are measured by the implicit price indices which are calculated as the product of the Joint Belgium-Luxembourg Index of consumer prices (JBLI) and the changes in the economic parities between Brussels and those other places. **Table 4** shows these changes for the year to July 2019.

The correction coefficients applicable to the salaries of the European institution officials working in the capitals and places of employment other than Brussels and Luxembourg are determined on the basis of the relationships between the economic parities and the exchange rates for the month of July.

The correction coefficient operates as a percentage adjustment to salaries to take account of the cost of living differences between Brussels and the various duty stations.

Table 5 shows the calculation of the correction coefficients at July 2019 for places of employment situated in the European Union territory for which correction coefficients have been set.

¹⁰ A separate chapter is prepared concerning correction coefficients for duty stations outside the European Union, to which the additional provisions of Annex X to the Staff Regulations also apply.

Table 4

**Changes in the economic parities in the twelve months to 1st July 2019
(for staff)**

| Country Place of employment | Parity 1.7.2018 | Parity 1.7.2019 | Change (%) | Implicit price index |
|--|----------------------------|----------------------------|-----------------------|---------------------------------|
| BE/LU Brussels/Luxembourg | 1.000 | 1.000 | 0.0 | 1.5 |
| BG Sofia | 1.080 | 1.124 | 4.0 | 5.6 |
| CZ Prague | 21.57 | 21.74 | 0.8 | 2.3 |
| DK Copenhagen | 9.830 | 9.648 | -1.9 | -0.4 |
| DE Berlin | 0.993 | 0.994 | 0.1 | 1.6 |
| Bonn | 0.956 | 0.951 | -0.5 | 1.0 |
| Karlsruhe | 0.967 | 0.965 | -0.3 | 1.2 |
| Munich | 1.100 | 1.103 | 0.3 | 1.8 |
| EE Tallinn | 0.822 | 0.833 | 1.3 | 2.8 |
| IE Dublin | 1.177 | 1.192 | 1.3 | 2.8 |
| EL Athens | 0.818 | 0.818 | 0.1 | 1.6 |
| ES Madrid | 0.917 | 0.916 | -0.1 | 1.4 |
| FR Paris | 1.167 | 1.177 | 0.8 | 2.3 |
| HR Zagreb | 5.638 | 5.612 | -0.5 | 1.0 |
| IT Rome | 0.965 | 0.952 | -1.3 | 0.2 |
| Varese | 0.909 | 0.900 | -0.9 | 0.5 |
| CY Nicosia | 0.779 | 0.789 | 1.3 | 2.9 |
| LV Riga | 0.777 | 0.786 | 1.3 | 2.8 |
| LT Vilnius | 0.736 | 0.751 | 2.0 | 3.5 |
| HU Budapest | 236.0 | 243.8 | 3.3 | 4.8 |
| MT Valletta | 0.902 | 0.920 | 2.0 | 3.5 |
| NL The Hague | 1.099 | 1.115 | 1.4 | 2.9 |
| AT Vienna | 1.063 | 1.060 | -0.3 | 1.2 |
| PL Warsaw | 2.993 | 3.023 | 1.0 | 2.5 |
| PT Lisbon | 0.857 | 0.886 | 3.4 | 4.9 |
| RO Bucharest | 2.983 | 3.082 | 3.3 | 4.8 |
| SI Ljubljana | 0.846 | 0.846 | 0.0 | 1.5 |
| SK Bratislava | 0.785 | 0.790 | 0.6 | 2.1 |
| FI Helsinki | 1.185 | 1.181 | -0.4 | 1.1 |
| SE Stockholm | 12.71 | 12.71 | 0.0 | 1.5 |
| UK London | 1.192 | 1.188 | -0.4 | 1.1 |
| Culham | 0.9081 | 0.9118 | 0.4 | 1.9 |

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

Table 5
Calculation of correction coefficients at 1st July 2019
(for staff)

| Country Place of employment | Parity [1] | Exchange rate [2] | Correction coefficient 100 * [1] / [2] |
|----------------------------------|---------------|----------------------|--|
| BE/LU Brussels/Luxembourg | 1.000 | 1.000 | 100.0 |
| BG Sofia | 1.124 | 1.956 | 57.5 |
| CZ Prague | 21.74 | 25.43 | 85.5 |
| DK Copenhagen | 9.648 | 7.464 | 129.3 |
| DE Berlin | 0.994 | 1.000 | 99.4 |
| Bonn | 0.951 | 1.000 | 95.1 |
| Karlsruhe | 0.965 | 1.000 | 96.5 |
| Munich | 1.103 | 1.000 | 110.3 |
| EE Tallinn | 0.833 | 1.000 | 83.3 |
| IE Dublin | 1.192 | 1.000 | 119.2 |
| EL Athens | 0.818 | 1.000 | 81.8 |
| ES Madrid | 0.916 | 1.000 | 91.6 |
| FR Paris | 1.177 | 1.000 | 117.7 |
| HR Zagreb | 5.612 | 7.396 | 75.9 |
| IT Rome | 0.952 | 1.000 | 95.2 |
| Varese | 0.900 | 1.000 | 90.0 |
| CY Nicosia | 0.789 | 1.000 | 78.9 |
| LV Riga | 0.786 | 1.000 | 78.6 |
| LT Vilnius | 0.751 | 1.000 | 75.1 |
| HU Budapest | 243.8 | 323.6 | 75.3 |
| MT Valletta | 0.920 | 1.000 | 92.0 |
| NL The Hague | 1.115 | 1.000 | 111.5 |
| AT Vienna | 1.060 | 1.000 | 106.0 |
| PL Warsaw | 3.023 | 4.252 | 71.1 |
| PT Lisbon | 0.886 | 1.000 | 88.6 |
| RO Bucharest | 3.082 | 4.722 | 65.3 |
| SI Ljubljana | 0.846 | 1.000 | 84.6 |
| SK Bratislava | 0.790 | 1.000 | 79.0 |
| FI Helsinki | 1.181 | 1.000 | 118.1 |
| SE Stockholm | 12.71 | 10.55 | 120.5 |
| UK London | 1.188 | 0.8943 | 132.9 |
| Culham | 0.9118 | 0.8943 | 102.0 |

9. CORRECTION COEFFICIENTS FOR PENSIONERS OUTSIDE BELGIUM AND LUXEMBOURG

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

The Staff Regulations stipulate the creation of correction coefficients for pensioners separate from those used for adjusting the remuneration of active staff¹¹. The difference is that instead of being based on capital city price comparisons they relate to national comparisons, with Belgium as the base country.

Their use is subject to specific rules set out in the Staff Regulations.

The changes in the cost of living in Member States other than Belgium and Luxembourg are measured by the implicit indices which are calculated as the product of the Joint Belgium-Luxembourg Index of consumer prices (JBLI) and the changes in the economic parities between Belgium and the Member States.

Table 6 shows these changes for the year to July 2019.

Table 7 shows the correction coefficients calculated for pensioners for all Member States (relative to Belgium) at July 2019.

¹¹ This requirement was first introduced by Council Regulation 723/2004

Table 6
Changes in the economic parities in the twelve months to 1st July 2019
(for pensioners)

| Country | Parity 1.7.2018 | Parity 1.7.2019 | Change (%) | Implicit price index |
|---------|--------------------|--------------------|---------------|-------------------------|
| BE/LU | 1.000 | 1.000 | 0.0 | 1.5 |
| BG | 1.044 | 1.090 | 4.4 | 6.0 |
| CZ | 18.78 | 18.82 | 0.2 | 1.7 |
| DK | 10.04 | 9.865 | -1.7 | -0.2 |
| DE | 1.004 | 1.005 | 0.1 | 1.6 |
| EE | 0.841 | 0.860 | 2.3 | 3.8 |
| IE | 1.194 | 1.233 | 3.3 | 4.8 |
| EL | 0.794 | 0.790 | -0.5 | 1.0 |
| ES | 0.906 | 0.892 | -1.5 | 0.0 |
| FR | 1.089 | 1.100 | 1.0 | 2.5 |
| HR | 5.019 | 4.974 | -0.9 | 0.6 |
| IT | 0.954 | 0.955 | 0.1 | 1.6 |
| CY | 0.820 | 0.824 | 0.4 | 1.9 |
| LV | 0.704 | 0.731 | 3.9 | 5.4 |
| LT | 0.663 | 0.677 | 2.2 | 3.7 |
| HU | 199.3 | 207.2 | 4.0 | 5.5 |
| MT | 0.927 | 0.953 | 2.9 | 4.4 |
| NL | 1.087 | 1.113 | 2.3 | 3.9 |
| AT | 1.077 | 1.082 | 0.4 | 1.9 |
| PL | 2.540 | 2.584 | 1.7 | 3.3 |
| PT | 0.855 | 0.867 | 1.4 | 2.9 |
| RO | 2.555 | 2.641 | 3.4 | 4.9 |
| SI | 0.819 | 0.822 | 0.4 | 1.9 |
| SK | 0.683 | 0.692 | 1.4 | 2.9 |
| FI | 1.183 | 1.203 | 1.7 | 3.2 |
| SE | 11.56 | 11.66 | 0.9 | 2.4 |
| UK | 1.082 | 1.085 | 0.3 | 1.8 |

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

Table 7
Calculation of correction coefficients at 1st July 2019
(for pensioners)

| Country | Parity [1] | Exchange rate [2] | Correction coefficient 100 * [1] / [2] |
|----------------|----------------------|-----------------------------|--|
| BE/LU | 1.000 | 1.000 | 100.0 |
| BG | 1.090 | 1.956 | 55.7 |
| CZ | 18.82 | 25.43 | 74.0 |
| DK | 9.865 | 7.464 | 132.2 |
| DE | 1.005 | 1.000 | 100.5 |
| EE | 0.860 | 1.000 | 86.0 |
| IE | 1.233 | 1.000 | 123.3 |
| EL | 0.790 | 1.000 | 79.0 |
| ES | 0.892 | 1.000 | 89.2 |
| FR | 1.100 | 1.000 | 110.0 |
| HR | 4.974 | 7.396 | 67.3 |
| IT | 0.955 | 1.000 | 95.5 |
| CY | 0.824 | 1.000 | 82.4 |
| LV | 0.731 | 1.000 | 73.1 |
| LT | 0.677 | 1.000 | 67.7 |
| HU | 207.2 | 323.6 | 64.0 |
| MT | 0.953 | 1.000 | 95.3 |
| NL | 1.113 | 1.000 | 111.3 |
| AT | 1.082 | 1.000 | 108.2 |
| PL | 2.584 | 4.252 | 60.8 |
| PT | 0.867 | 1.000 | 86.7 |
| RO | 2.641 | 4.722 | 55.9 |
| SI | 0.822 | 1.000 | 82.2 |
| SK | 0.692 | 1.000 | 69.2 |
| FI | 1.203 | 1.000 | 120.3 |
| SE | 11.66 | 10.55 | 110.5 |
| UK | 1.085 | 0.8943 | 121.4 |

10. CORRECTION COEFFICIENTS FOR STAFF SERVING OUTSIDE THE EUROPEAN UNION

The Staff Regulations stipulate the creation of correction coefficients for staff serving in duty stations outside the European Union separate from those used for adjusting the remuneration of active staff within the European Union¹².

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

An important difference from the values established for Intra-EU locations is that expenditure on housing is not taken into account because Annex X makes specific arrangements for these¹³. Price data for remaining consumption items is taken from “place-to-place” (P2P) surveys undertaken in collaboration with the United Nations International Civil Service Commission (UN.ICSC) and the International Service for Remuneration and Pensions of the Coordinated Organisations (CO.ISRP). This data is used to establish economic parities with Brussels, which are subsequently updated using published national consumer price indices (CPI), relative to the Joint Belgium-Luxembourg Index of consumer prices (JBLI). Basic heading parities are aggregated using consumption expenditure weights derived from periodic family budget surveys conducted amongst EU staff.

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

Information is compiled for a list of 145¹⁴ Extra-EU duty stations, however economic parities are not presented where data is unavailable or unreliable due to local instability or other reasons. The total changes in the cost of living are measured by the implicit indices which are calculated as the product of the Joint Belgium-Luxembourg Index of consumer prices (JBLI) and the changes in the economic parities between Brussels and the duty station concerned.

Table 8 shows these changes for the year to July 2019.

Table 9 shows the correction coefficients for all extra-EU duty stations (relative to Brussels) calculated at July 2019.

¹² This requirement was first introduced by Council Regulation 3019/87

¹³ With effect from 2016, education and healthcare prices and consumption expenditure are taken into account when available. In accordance with decision at March 2016 meeting of Working Group on Articles 64&65, and agreement with international partner organisations, Extra-EU PPP are now established using the same classification of 80 basic headings as employed for Intra-EU purposes (sole exception: housing).

¹⁴ No Extra-EU duty station added or deleted since July 2018.

Table 8 (page 1 of 3)

**Changes in the economic parities in the 12 months to 1st July 2019
(for staff serving in Extra-EU delegations)**

| Place of employment | | | Economic Parities | Economic Parities | CHANGE (in %) | Implicit Index | |
|---------------------|--------|----------------------------------|-----------------------|-------------------|---------------|---------------------|---------------------|
| Code | | Country | City | Jul-2019 | Jul-2018 | Jul-2019 - Jul-2018 | Jul-2019 - Jul-2018 |
| BE | (1) | Belgium / Luxembourg | Brussels / Luxembourg | 1.000 | 1.000 | 0.0 | 1.5 |
| AF | (5) | Afghanistan | Kabul | 0 | 0 | | |
| AL | (9) | Albania | Tirana | 77.27 | 78.54 | -1.6 | -0.1 |
| DZ | | Algeria | Algiers | 87.59 | 86.48 | 1.3 | 2.8 |
| AO | | Angola | Luanda | 398.2 | 343.4 | 16.0 | 17.7 |
| AR | | Argentina | Buenos Aires | 23.65 | 14.93 | 58.4 | 60.8 |
| AM | | Armenia | Yerevan | 409.9 | 427.0 | -4.0 | -2.6 |
| AU | (7) | Australia | Canberra | 1.544 | 1.565 | -1.3 | 0.1 |
| AZ | | Azerbaijan | Baku | 1.680 | 1.420 | 18.3 | 20.1 |
| BD | | Bangladesh | Dhaka | 79.94 | 81.53 | -2.0 | -0.5 |
| BB | | Barbados | Bridgetown | 2.371 | 2.424 | -2.2 | -0.7 |
| BY | | Belarus | Minsk | 1.883 | 1.795 | 4.9 | 6.5 |
| BZ | | Belize | Belize (Belmopan) | 1.779 | 1.810 | -1.7 | -0.2 |
| BJ | (3) | Benin | Cotonou | 506.1 | 566.9 | -10.7 | -9.4 |
| BO | | Bolivia | La Paz | 6.563 | 6.558 | 0.1 | 1.6 |
| BA-BL | (5)(9) | Bosnia and Herzegovina | Banja Luka | 0 | 0 | | |
| BA-SA | (9) | Bosnia and Herzegovina | Sarajevo | 1.204 | 1.261 | -4.5 | -3.1 |
| BW | | Botswana | Gaberone | 8.008 | 8.563 | -6.5 | -5.1 |
| BR | | Brazil | Brasilia | 3.165 | 3.085 | 2.6 | 4.1 |
| BF | (3) | Burkina Faso | Ouagadougou | 608.1 | 623.2 | -2.4 | -1.0 |
| BI | (6) | Burundi | Bujumbura | 1755 | 1744 | 0.6 | 2.1 |
| KH | | Cambodia | Phnom Penh | 3542 | 3548 | -0.2 | 1.3 |
| CM | (3)(6) | Cameroon | Yaounde | 557.9 | 515.6 | 8.2 | 9.8 |
| CA | (7) | Canada | Ottawa | 1.412 | 1.416 | -0.3 | 1.2 |
| CV | | Cape Verde | Praia | 77.75 | 77.87 | -0.2 | 1.3 |
| CF | (3) | Central African Republic | Bangui | 717.1 | 736.4 | -2.6 | -1.2 |
| TD | (3) | Chad | Ndjamena | 559.4 | 575.2 | -2.7 | -1.3 |
| CL | | Chile | Santiago | 658.1 | 652.5 | 0.9 | 2.4 |
| CN | | China | Beijing | 6.606 | 6.979 | -5.3 | -3.9 |
| CO | | Colombia | Bogota | 2222 | 2198 | 1.1 | 2.6 |
| KM | | Comoros | Moroni | 368.6 | 382.6 | -3.7 | -2.2 |
| CG | (3)(6) | Congo | Brazzaville | 782.5 | 769.4 | 1.7 | 3.2 |
| CR | | Costa Rica | San Jose | 483.5 | 479.7 | 0.8 | 2.3 |
| CU | (2) | Cuba | Havana | 0.9512 | 0.9105 | 4.5 | 6.0 |
| CD | (6) | Democratic Republic of the Congo | Kinshasa | 1978 | 2755 | -28.2 | -27.1 |
| DJ | | Djibouti | Djibouti | 175.5 | 175.1 | 0.2 | 1.7 |
| DO | | Dominican Republic | Santo Domingo | 32.24 | 35.17 | -8.3 | -7.0 |
| EC | (2) | Ecuador | Quito | 0.8419 | 0.8473 | -0.6 | 0.9 |
| EG | | Egypt | Cairo | 14.42 | 11.09 | 30.0 | 32.0 |
| SV | (2) | El Salvador | San Salvador | 0.7978 | 0.8081 | -1.3 | 0.2 |
| ER | | Eritrea | Asmara | 20.37 | 18.97 | 7.4 | 9.0 |
| SZ | | eSwatini | Mbabane | 10.25 | 10.25 | 0.0 | 1.5 |
| ET | | Ethiopia | Addis Ababa | 30.17 | 21.49 | 40.4 | 42.5 |
| FJ | | Fiji | Suva | 1.799 | 1.812 | -0.7 | 0.8 |
| GA | (3) | Gabon | Libreville | 678.7 | 734.2 | -7.6 | -6.2 |
| GM | | Gambia | Banjul | 35.53 | 38.25 | -7.1 | -5.7 |
| GE | | Georgia | Tbilisi | 1.976 | 1.778 | 11.1 | 12.8 |
| GH | (6) | Ghana | Accra | 5.010 | 4.021 | 24.6 | 26.5 |
| GT | | Guatemala | Guatemala City | 7.450 | 7.385 | 0.9 | 2.4 |
| GN | | Guinea | Conakry | 9482 | 8609 | 10.1 | 11.8 |
| GW | (3) | Guinea-Bissau | Bissau | 498.7 | 486.1 | 2.6 | 4.1 |
| GY | | Guyana | Georgetown | 169.2 | 181.1 | -6.6 | -5.2 |

Table 8 (page 2 of 3)

**Changes in the economic parities in the 12 months to 1st July 2019 ponc
(for staff serving in Extra-EU delegations)**

| Place of employment | | | | Economic Parities | Economic Parities | CHANGE (in %) | Implicit Index |
|---------------------|---------|------------------|----------------|-------------------|-------------------|---------------------|---------------------|
| Code | | Country | City | Jul-2019 | Jul-2018 | Jul-2019 - Jul-2018 | Jul-2019 - Jul-2018 |
| HT | | Haiti | Port-au-Prince | 82.64 | 70.90 | 16.6 | 18.3 |
| HN | | Honduras | Tegucigalpa | 19.54 | 18.88 | 3.5 | 5.0 |
| HK | | Hong Kong | Hong Kong | 10.12 | 10.16 | -0.4 | 1.1 |
| IS | (8) | Iceland | Reykjavik | 176.9 | 179.4 | -1.4 | 0.1 |
| IN | | India | New Delhi | 59.22 | 58.04 | 2.0 | 3.6 |
| ID-AC | (5) | Indonesia | Banda Aceh | 0 | 0 | | |
| ID-JK | | Indonesia | Jakarta | 11299 | 11882 | -4.9 | -3.5 |
| IR | (5) | Iran | Teheran | 0 | 0 | | |
| IQ | (5) | Iraq | Baghdad | 0 | 0 | | |
| IL | | Israel | Tel-Aviv | 4.323 | 4.362 | -0.9 | 0.6 |
| CI | (3) (6) | Ivory Coast | Abidjan | 587.9 | 627.1 | -6.3 | -4.8 |
| JM | | Jamaica | Kingston | 119.2 | 117.9 | 1.1 | 2.6 |
| JP | (7) | Japan | Tokyo | 124.1 | 125.2 | -0.9 | 0.6 |
| JO | | Jordan | Amman | 0.8007 | 0.8170 | -2.0 | -0.5 |
| KZ | | Kazakhstan | Nur-Sultan | 265.0 | 255.7 | 3.6 | 5.2 |
| KE | | Kenya | Nairobi | 98.21 | 93.01 | 5.6 | 7.2 |
| XK | (4) | Kosovo | Pristina | 0.7015 | 0.6959 | 0.8 | 2.3 |
| KG | | Kyrgyzstan | Bichkek | 55.71 | 56.85 | -2.0 | -0.5 |
| LA | | Laos | Vientiane | 7658 | 7727 | -0.9 | 0.6 |
| LB | | Lebanon | Beirut | 1671 | 1716 | -2.6 | -1.2 |
| LS | | Lesotho | Maseru | 10.44 | 9.922 | 5.2 | 6.8 |
| LR | (2) (6) | Liberia | Monrovia | 2.190 | 1.961 | 11.7 | 13.4 |
| LY | (5) | Libya | Tripoli | 0 | 0 | | |
| MG | | Madagascar | Antananarivo | 3308 | 3166 | 4.5 | 6.1 |
| MW | | Malawi | Lilongwe | 474.8 | 492.9 | -3.7 | -2.2 |
| MY | | Malaysia | Kuala Lumpur | 2.986 | 3.173 | -5.9 | -4.5 |
| ML | (3) | Mali | Bamako | 483.8 | 577.7 | -16.3 | -15.0 |
| MR | | Mauritania | Nouakchott | 29.26 | 28.71 | 1.9 | 3.4 |
| MU | | Mauritius | Port Louis | 28.63 | 28.83 | -0.7 | 0.8 |
| MX | (7) | Mexico | Mexico City | 13.39 | 12.82 | 4.4 | 6.0 |
| MD | | Moldova | Chisinau | 13.31 | 13.09 | 1.7 | 3.2 |
| MN | | Mongolia | Ulan Bator | 2051 | 1919 | 6.9 | 8.5 |
| ME | (4) (9) | Montenegro | Podgorica | 0.6288 | 0.6388 | -1.6 | -0.1 |
| MA | | Morocco | Rabat | 7.754 | 7.750 | 0.1 | 1.6 |
| MZ | | Mozambique | Maputo | 55.54 | 54.01 | 2.8 | 4.4 |
| MM | | Myanmar | Yangon | 1088 | 1014 | 7.3 | 8.9 |
| NA | | Namibia | Windhoek | 12.50 | 10.94 | 14.3 | 16.0 |
| NP | | Nepal | Kathmandu | 113.5 | 118.9 | -4.5 | -3.1 |
| NC | | New Caledonia | NouMea | 127.7 | 128.8 | -0.9 | 0.6 |
| NZ | (7) | New Zealand | Wellington | 1.632 | 1.582 | 3.2 | 4.7 |
| NI | | Nicaragua | Managua | 28.94 | 27.46 | 5.4 | 7.0 |
| NE | (3) | Niger | Niamey | 488.8 | 499.7 | -2.2 | -0.7 |
| NG | | Nigeria | Abuja | 307.1 | 282.6 | 8.7 | 10.3 |
| MK | (9) | North Macedonia | Skopje | 32.08 | 32.60 | -1.6 | -0.1 |
| NO | (8) | Norway | Oslo | 12.51 | 12.38 | 1.1 | 2.6 |
| PK | | Pakistan | Islamabad | 77.88 | 72.04 | 8.1 | 9.7 |
| PA | (2) | Panama | Panama City | 0.9641 | 0.8612 | 11.9 | 13.6 |
| PG | | Papua New Guinea | Port Moresby | 3.485 | 3.362 | 3.7 | 5.2 |
| PY | | Paraguay | Asuncion | 4146 | 4054 | 2.3 | 3.8 |
| PE | | Peru | Lima | 3.284 | 3.249 | 1.1 | 2.6 |
| PH | (6) | Philippines | Manilla | 51.90 | 45.64 | 13.7 | 15.4 |
| RU | | Russia | Moscow | 72.29 | 69.50 | 4.0 | 5.6 |
| RW | | Rwanda | Kigali | 812.0 | 813.0 | -0.1 | 1.4 |

Table 8 (page 3 of 3)

**Changes in the economic parities in the 12 months to 1st July 2019
(for staff serving in Extra-EU delegations)**

| Place of employment | | | | Economic Parities | Economic Parities | CHANGE (in %) | Implicit Index |
|---------------------|-----|------------------------|----------------|-------------------|-------------------|---------------------|---------------------|
| Code | | Country | City | Jul-2019 | Jul-2018 | Jul-2019 - Jul-2018 | Jul-2019 - Jul-2018 |
| WS | | Samoa | Apia | 2.184 | 2.221 | -1.7 | -0.2 |
| SA | | Saudi Arabia | Riyadh | 3.695 | 3.805 | -2.9 | -1.4 |
| SN | (3) | Senegal | Dakar | 625.2 | 654.0 | -4.4 | -3.0 |
| RS | (9) | Serbia | Belgrade | 64.58 | 64.13 | 0.7 | 2.2 |
| SL | | Sierra Leone | Freetown | 9759 | 8316 | 17.4 | 19.1 |
| SG | | Singapore | Singapore | 1.906 | 1.918 | -0.6 | 0.9 |
| SB | | Somalia | Mogadishu | 9.738 | 9.984 | -2.5 | -1.0 |
| SO | (5) | Somalia | Mogadishu | 0 | 0 | | |
| ZA | | South Africa | Pretoria | 9.058 | 8.944 | 1.3 | 2.8 |
| KR | (7) | South Korea | Seoul | 1242 | 1216 | 2.1 | 3.7 |
| SS | | South-Sudan | Juba | 366.5 | 261.0 | 40.4 | 42.5 |
| LK | | Sri Lanka | Colombo | 156.4 | 149.6 | 4.5 | 6.1 |
| SD | | Sudan | Khartoum | 34.97 | 26.14 | 33.8 | 35.8 |
| SR | | Suriname | Paramaribo | 5.806 | 5.501 | 5.5 | 7.1 |
| CH-BE | (8) | Switzerland | Bern | 1.412 | 1.398 | 1.0 | 2.5 |
| CH-GE | (8) | Switzerland | Geneva | 1.412 | 1.398 | 1.0 | 2.5 |
| SY | (5) | Syria | Damascus | 0 | 0 | | |
| TW | | Taiwan | Taipei | 28.61 | 28.73 | -0.4 | 1.1 |
| TJ | (6) | Tajikistan | Duschanbe | 5.765 | 5.192 | 11.0 | 12.7 |
| TZ | | Tanzania | Dar es Salaam | 1977 | 2086 | -5.2 | -3.8 |
| TH | | Thailand | Bangkok | 28.68 | 30.48 | -5.9 | -4.5 |
| TP | (2) | Timor Leste | Dili | 0.9008 | 0.9682 | -7.0 | -5.6 |
| TG | (3) | Togo | Lome | 519.1 | 514.5 | 0.9 | 2.4 |
| TT | | Trinidad and Tobago | Port-of-Spain | 5.955 | 5.994 | -0.7 | 0.8 |
| TN | | Tunisia | Tunis | 2.132 | 2.009 | 6.1 | 7.7 |
| TR | (8) | Turkey | Ankara | 3.332 | 2.944 | 13.2 | 14.9 |
| TM | | Turkmenistan | Ashkhabad | 4.472 | 3.398 | 31.6 | 33.6 |
| UG | | Uganda | Kampala | 2681 | 2711 | -1.1 | 0.4 |
| UA | | Ukraine | Kiev | 24.45 | 24.01 | 1.8 | 3.4 |
| AE | | United Arab Emirates | Abu Dhabi | 4.179 | 4.130 | 1.2 | 2.7 |
| US-NY | | United States | New York | 1.165 | 1.171 | -0.5 | 1.0 |
| US-WA | (7) | United States | Washington | 0.9866 | 1.018 | -3.1 | -1.6 |
| UY | | Uruguay | Montevideo | 34.94 | 32.81 | 6.5 | 8.1 |
| UZ | (6) | Uzbekistan | Tachkent | 4701 | 3548 | 32.5 | 34.5 |
| VU | | Vanuatu | Port Vila | 129.5 | 129.6 | -0.1 | 1.4 |
| VE | (5) | Venezuela | Caracas | 0 | 0 | | |
| VN | (6) | Vietnam | Hanoi | 16570 | 15340 | 8.0 | 9.6 |
| PS-GZA | | West Bank — Gaza Strip | East Jerusalem | 4.323 | 4.362 | -0.9 | 0.6 |
| YE | (5) | Yemen | Sana a | 0 | 0 | | |
| ZM | | Zambia | Lusaka | 9.135 | 8.634 | 5.8 | 7.4 |
| ZW | (2) | Zimbabwe | Harare | 1.310 | 0.9861 | 32.8 | 34.8 |

In the table above:

- (1) Figures are stated relative to Brussels, ie. Brussels PPP = 1, ER = 1, CC = 100%
- (2) 1 euro = USD (7 Duty Station(s) : Cuba, Ecuador, El Salvador, Liberia, Panama, Timor Leste, Zimbabwe)
- (3) 1 euro = CFA (13 Duty Station(s) : Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Congo, Gabon, Guinea-Bissau, Ivory Coast, Mali, Niger, Senegal, Togo)
- (4) Currency = Euro (2 Duty Station(s) : Kosovo, Montenegro)
- (5) Not available (10 Duty Station(s) : Afghanistan, Bosnia and Herzegovina (Banja Luka), Indonesia (Banda Aceh), Iran, Iraq, Libya, Somalia, Syria, Venezuela, Yemen)
- (6) UN P2P processed (11 Duty Station(s): Burundi, Cameroon, Rep Congo, Dem Rep of the Congo, Ghana, Ivory Coast, Liberia, Philippines, Tajikistan, Uzbekistan, Vietnam)
- (7) ISRP PPP processed (7 Duty Station(s) : Australia, Canada, Japan, Mexico, New Zealand, South Korea, United States (Washington))
- (8) ECP PPP processed (5 Duty Station(s): Iceland, Norway, Switzerland (Bern, Geneva), Turkey)
- (9) ECP Balkan Duty stations (6 Duty Station(s) : Albania, Bosnia and Herzegovina (Banja Luka, Sarajevo), North Macedonia, Montenegro, Serbia)

Table 9 (page 1 of 3)

**Calculation of correction coefficients at 1st July 2019
(for staff serving in Extra-EU delegations)**

| Code | Country | City | Parity | Exchange rate | Correction coefficients |
|-------|---|-----------------------|--------|---------------|-------------------------|
| | | | [1] | [2] | 100 * [1] / [2] |
| BE | ⁽¹⁾ Belgium / Luxembourg | Brussels / Luxembourg | 1.000 | 1.00000 | 100.0 |
| AF | ⁽⁵⁾ Afghanistan | Kabul | 0 | 0 | 0 |
| AL | ⁽⁹⁾ Albania | Tirana | 77.27 | 121.820 | 63.4 |
| DZ | Algeria | Algiers | 87.59 | 135.123 | 64.8 |
| AO | Angola | Luanda | 398.2 | 387.638 | 102.7 |
| AR | Argentina | Buenos Aires | 23.65 | 48.2543 | 49.0 |
| AM | Armenia | Yerevan | 409.9 | 544.320 | 75.3 |
| AU | ⁽⁷⁾ Australia | Canberra | 1.544 | 1.62510 | 95.0 |
| AZ | Azerbaijan | Baku | 1.680 | 1.93290 | 86.9 |
| BD | Bangladesh | Dhaka | 79.94 | 96.0765 | 83.2 |
| BB | Barbados | Bridgetown | 2.371 | 2.28618 | 103.7 |
| BY | Belarus | Minsk | 1.883 | 2.31690 | 81.3 |
| BZ | Belize | Belize (Belmopan) | 1.779 | 2.27400 | 78.2 |
| BJ | ⁽³⁾ Benin | Cotonou | 506.1 | 655.957 | 77.2 |
| BO | Bolivia | La Paz | 6.563 | 7.85667 | 83.5 |
| BA-BL | ^{(5) (9)} Bosnia and Herzegovina | Banja Luka | 0 | 0 | 0 |
| BA-SA | ⁽⁹⁾ Bosnia and Herzegovina | Sarajevo | 1.204 | 1.95583 | 61.6 |
| BW | Botswana | Gaberone | 8.008 | 12.1359 | 66.0 |
| BR | Brazil | Brasilia | 3.165 | 4.38680 | 72.1 |
| BF | ⁽³⁾ Burkina Faso | Ouagadougou | 608.1 | 655.957 | 92.7 |
| BI | ⁽⁶⁾ Burundi | Bujumbura | 1755 | 2101.66 | 83.5 |
| KH | Cambodia | Phnom Penh | 3542 | 4656.00 | 76.1 |
| CM | ^{(3) (6)} Cameroon | Yaounde | 557.9 | 655.957 | 85.1 |
| CA | ⁽⁷⁾ Canada | Ottawa | 1.412 | 1.49280 | 94.6 |
| CV | Cape Verde | Praia | 77.75 | 110.265 | 70.5 |
| CF | ⁽³⁾ Central African Republic | Bangui | 717.1 | 655.957 | 109.3 |
| TD | ⁽³⁾ Chad | Ndjamena | 559.4 | 655.957 | 85.3 |
| CL | Chile | Santiago | 658.1 | 775.786 | 84.8 |
| CN | China | Beijing | 6.606 | 7.81990 | 84.5 |
| CO | Colombia | Bogota | 2222 | 3628.36 | 61.2 |
| KM | Comoros | Moroni | 368.6 | 491.968 | 74.9 |
| CG | ^{(3) (6)} Congo | Brazzaville | 782.5 | 655.957 | 119.3 |
| CR | Costa Rica | San Jose | 483.5 | 664.571 | 72.8 |
| CU | ⁽²⁾ Cuba | Havana | 0.9512 | 1.13700 | 83.7 |
| CD | ⁽⁶⁾ Democratic Republic of the Congo | Kinshasa | 1978 | 1859.06 | 106.4 |
| DJ | Djibouti | Djibouti | 175.5 | 202.068 | 86.9 |
| DO | Dominican Republic | Santo Domingo | 32.24 | 57.7476 | 55.8 |
| EC | ⁽²⁾ Ecuador | Quito | 0.8419 | 1.13700 | 74.0 |
| EG | Egypt | Cairo | 14.42 | 19.0314 | 75.8 |
| SV | ⁽²⁾ El Salvador | San Salvador | 0.7978 | 1.13700 | 70.2 |
| ER | Eritrea | Asmara | 20.37 | 17.4046 | 117.0 |
| SZ | eSwatini | Mbabane | 10.25 | 16.0893 | 63.7 |
| ET | Ethiopia | Addis Ababa | 30.17 | 32.8448 | 91.9 |
| FJ | Fiji | Suva | 1.799 | 2.45459 | 73.3 |
| GA | ⁽³⁾ Gabon | Libreville | 678.7 | 655.957 | 103.5 |
| GM | Gambia | Banjul | 35.53 | 56.2300 | 63.2 |
| GE | Georgia | Tbilisi | 1.976 | 3.18380 | 62.1 |
| GH | ⁽⁶⁾ Ghana | Accra | 5.010 | 5.98255 | 83.7 |
| GT | Guatemala | Guatemala City | 7.450 | 8.76521 | 85.0 |
| GN | Guinea | Conakry | 9482 | 10359.8 | 91.5 |
| GW | ⁽³⁾ Guinea-Bissau | Bissau | 498.7 | 655.957 | 76.0 |
| GY | Guyana | Georgetown | 169.2 | 238.385 | 71.0 |

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**Calculation of correction coefficients at 1st July 2019
(for staff serving in Extra-EU delegations)**

| Code | Country | City | Parity | Exchange rate | Correction coefficients |
|-------|--------------------------------|----------------|--------|---------------|-------------------------|
| | | | [1] | [2] | 100 * [1] / [2] |
| HT | Haiti | Port-au-Prince | 82.64 | 105.839 | 78.1 |
| HN | Honduras | Tegucigalpa | 19.54 | 27.8690 | 70.1 |
| HK | Hong Kong | Hong Kong | 10.12 | 8.88360 | 113.9 |
| IS | ⁽⁸⁾ Iceland | Reykjavik | 176.9 | 141.700 | 124.8 |
| IN | India | New Delhi | 59.22 | 78.5675 | 75.4 |
| ID-AC | ⁽⁵⁾ Indonesia | Banda Aceh | 0 | 0 | 0 |
| ID-JK | Indonesia | Jakarta | 11299 | 16077.2 | 70.3 |
| IR | ⁽⁵⁾ Iran | Teheran | 0 | 0 | 0 |
| IQ | ⁽⁵⁾ Iraq | Baghdad | 0 | 0 | 0 |
| IL | Israel | Tel-Aviv | 4.323 | 4.07590 | 106.1 |
| CI | ^{(3) (6)} Ivory Coast | Abidjan | 587.9 | 655.957 | 89.6 |
| JM | Jamaica | Kingston | 119.2 | 144.585 | 82.4 |
| JP | ⁽⁷⁾ Japan | Tokyo | 124.1 | 122.640 | 101.2 |
| JO | Jordan | Amman | 0.8007 | 0.806130 | 99.3 |
| KZ | Kazakhstan | Nur-Sultan | 265.0 | 431.050 | 61.5 |
| KE | Kenya | Nairobi | 98.21 | 116.014 | 84.7 |
| XK | ⁽⁴⁾ Kosovo | Pristina | 0.7015 | 1.00000 | 70.2 |
| KG | Kyrgyzstan | Bichkek | 55.71 | 79.0348 | 70.5 |
| LA | Laos | Vientiane | 7658 | 9872.50 | 77.6 |
| LB | Lebanon | Beirut | 1671 | 1714.03 | 97.5 |
| LS | Lesotho | Maseru | 10.44 | 16.0893 | 64.9 |
| LR | ^{(2) (6)} Liberia | Monrovia | 2.190 | 1.13700 | 192.6 |
| LY | ⁽⁵⁾ Libya | Tripoli | 0 | 0 | 0 |
| MG | Madagascar | Antananarivo | 3308 | 4091.11 | 80.9 |
| MW | Malawi | Lilongwe | 474.8 | 885.644 | 53.6 |
| MY | Malaysia | Kuala Lumpur | 2.986 | 4.71170 | 63.4 |
| ML | ⁽³⁾ Mali | Bamako | 483.8 | 655.957 | 73.8 |
| MR | Mauritania | Nouakchott | 29.26 | 41.9150 | 69.8 |
| MU | Mauritius | Port Louis | 28.63 | 40.3618 | 70.9 |
| MX | ⁽⁷⁾ Mexico | Mexico City | 13.39 | 21.7397 | 61.6 |
| MD | Moldova | Chisinau | 13.31 | 20.7388 | 64.2 |
| MN | Mongolia | Ulan Bator | 2051 | 3021.09 | 67.9 |
| ME | ⁽⁴⁾⁽⁹⁾ Montenegro | Podgorica | 0.6288 | 1.00000 | 62.9 |
| MA | Morocco | Rabat | 7.754 | 10.8400 | 71.5 |
| MZ | Mozambique | Maputo | 55.54 | 70.7000 | 78.6 |
| MM | Myanmar | Yangon | 1088 | 1746.43 | 62.3 |
| NA | Namibia | Windhoek | 12.50 | 16.0893 | 77.7 |
| NP | Nepal | Kathmandu | 113.5 | 126.470 | 89.7 |
| NC | New Caledonia | NouMea | 127.7 | 119.332 | 107.0 |
| NZ | ⁽⁷⁾ New Zealand | Wellington | 1.632 | 1.69960 | 96.0 |
| NI | Nicaragua | Managua | 28.94 | 37.6599 | 76.8 |
| NE | ⁽³⁾ Niger | Niamey | 488.8 | 655.957 | 74.5 |
| NG | Nigeria | Abuja | 307.1 | 348.959 | 88.0 |
| MK | ⁽⁹⁾ North Macedonia | Skopje | 32.08 | 61.4951 | 52.2 |
| NO | ⁽⁸⁾ Norway | Oslo | 12.51 | 9.68430 | 129.2 |
| PK | Pakistan | Islamabad | 77.88 | 178.917 | 43.5 |
| PA | ⁽²⁾ Panama | Panama City | 0.9641 | 1.13700 | 84.8 |
| PG | Papua New Guinea | Port Moresby | 3.485 | 3.84772 | 90.6 |
| PY | Paraguay | Asuncion | 4146 | 7051.71 | 58.8 |
| PE | Peru | Lima | 3.284 | 3.75267 | 87.5 |
| PH | ⁽⁶⁾ Philippines | Manilla | 51.90 | 58.2090 | 89.2 |
| RU | Russia | Moscow | 72.29 | 71.6096 | 101.0 |
| RW | Rwanda | Kigali | 812.0 | 1021.04 | 79.5 |

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**Calculation of correction coefficients at 1st July 2019
(for staff serving in Extra-EU delegations)**

| Code | | Country | City | Parity | Exchange rate | Correction coefficients |
|--------|-----|------------------------|----------------|--------|---------------|-------------------------|
| | | | | [1] | [2] | 100 * [1] / [2] |
| WS | | Samoa | Apia | 2.184 | 3.00595 | 72.7 |
| SA | | Saudi Arabia | Riyadh | 3.695 | 4.26375 | 86.7 |
| SN | (3) | Senegal | Dakar | 625.2 | 655.957 | 95.3 |
| RS | (9) | Serbia | Belgrade | 64.58 | 117.913 | 54.8 |
| SL | | Sierra Leone | Freetown | 9759 | 10075.0 | 96.9 |
| SG | | Singapore | Singapore | 1.906 | 1.53930 | 123.8 |
| SB | | Solomon Islands | Honiara | 9.738 | 9.11055 | 106.9 |
| SO | (5) | Somalia | Mogadishu | 0 | 0 | 0 |
| ZA | | South Africa | Pretoria | 9.058 | 16.0893 | 56.3 |
| KR | (7) | South Korea | Seoul | 1242 | 1313.12 | 94.6 |
| SS | | South-Sudan | Juba | 366.5 | 180.271 | 203.3 |
| LK | | Sri Lanka | Colombo | 156.4 | 201.220 | 77.7 |
| SD | | Sudan | Khartoum | 34.97 | 50.9690 | 68.6 |
| SR | | Suriname | Paramaribo | 5.806 | 8.47975 | 68.5 |
| CH-BE | (8) | Switzerland | Bern | 1.412 | 1.11210 | 127.0 |
| CH-GE | (8) | Switzerland | Geneva | 1.412 | 1.11210 | 127.0 |
| SY | (5) | Syria | Damascus | 0 | 0 | 0 |
| TW | | Taiwan | Taipei | 28.61 | 35.4158 | 80.8 |
| TJ | (6) | Tajikistan | Duschanbe | 5.765 | 10.7328 | 53.7 |
| TZ | | Tanzania | Dar es Salaam | 1977 | 2608.69 | 75.8 |
| TH | | Thailand | Bangkok | 28.68 | 35.0030 | 81.9 |
| TP | (2) | Timor Leste | Dili | 0.9008 | 1.13700 | 79.2 |
| TG | (3) | Togo | Lome | 519.1 | 655.957 | 79.1 |
| TT | | Trinidad and Tobago | Port-of-Spain | 5.955 | 7.86270 | 75.7 |
| TN | | Tunisia | Tunis | 2.132 | 3.29600 | 64.7 |
| TR | (8) | Turkey | Ankara | 3.332 | 6.55730 | 50.8 |
| TM | | Turkmenistan | Ashkhabad | 4.472 | 3.97950 | 112.4 |
| UG | | Uganda | Kampala | 2681 | 4179.27 | 64.1 |
| UA | | Ukraine | Kiev | 24.45 | 29.7794 | 82.1 |
| AE | | United Arab Emirates | Abu Dhabi | 4.179 | 4.17880 | 100.0 |
| US-NY | | United States | New York | 1.165 | 1.13700 | 102.5 |
| US-WA | (7) | United States | Washington | 0.9866 | 1.13700 | 86.8 |
| UY | | Uruguay | Montevideo | 34.94 | 39.9690 | 87.4 |
| UZ | (6) | Uzbekistan | Tachkent | 4701 | 9735.38 | 48.3 |
| VU | | Vanuatu | Port Vila | 129.5 | 132.201 | 98.0 |
| VE | (5) | Venezuela | Caracas | 0 | 0 | 0 |
| VN | (6) | Vietnam | Hanoi | 16570 | 26492.1 | 62.5 |
| PS-GZA | | West Bank — Gaza Strip | East Jerusalem | 4.323 | 4.07590 | 106.1 |
| YE | (5) | Yemen | Sana a | 0 | 0 | 0 |
| ZM | | Zambia | Lusaka | 9.135 | 14.7839 | 61.8 |
| ZW | (2) | Zimbabwe | Harare | 1.310 | 1.13700 | 115.2 |

In the table above:

- (1) Figures are stated relative to Brussels, ie. Brussels PPP = 1, ER = 1, CC = 100%
- (2) 1 euro = USD (7 Duty Station(s) : Cuba, Ecuador, El Salvador, Liberia, Panama, Timor Leste, Zimbabwe)
- (3) 1 euro = CFA (13 Duty Station(s) : Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Congo, Gabon, Guinea-Bissau, Ivory Coast, Mali, Niger, Senegal, Togo)
- (4) Currency = Euro (2 Duty Station(s) : Kosovo, Montenegro)
- (5) Not available (10 Duty Station(s) : Afghanistan, Bosnia and Herzegovina (Banja Luka), Indonesia (Banda Aceh), Iran, Iraq, Libya, Somalia, Syria, Venezuela, Yemen)
- (6) UN P2P processed (11 Duty Station(s) : Burundi, Cameroon, Rep Congo, Dem Rep of the Congo, Ghana, Ivory Coast, Liberia, Philippines, Tajikistan, Uzbekistan, Vietnam)
- (7) ISRP PPP processed (7 Duty Station(s) : Australia, Canada, Japan, Mexico, New Zealand, South Korea, United States (Washington))
- (8) ECP PPP processed (5 Duty Station(s) : Iceland, Norway, Switzerland (Bern, Geneva), Turkey)
- (9) ECP Balkan Duty stations (6 Duty Station(s) : Albania, Bosnia and Herzegovina (Banja Luka, Sarajevo), North Macedonia, Montenegro, Serbia)