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COMMISSION STAFF WORKING PAPER

**Eurostat Report on
the 2020 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 2020 the remuneration of active staff and the pensions
of retired staff,**

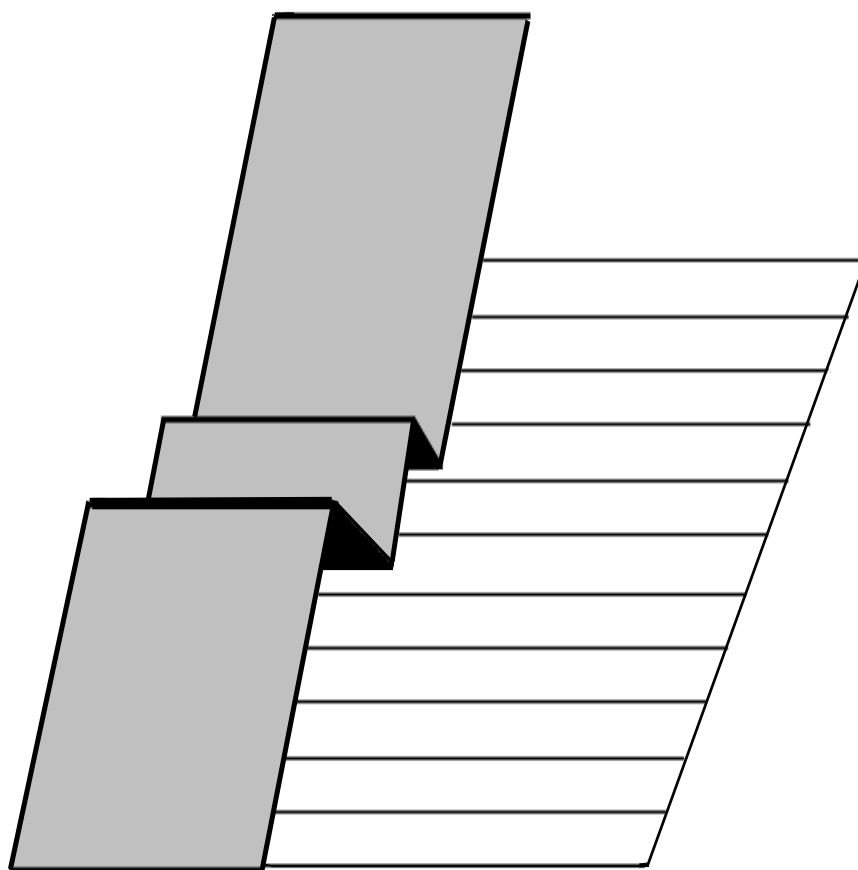
**and updating with effect from 1 July 2020 the correction coefficients applied to the
remuneration of active staff serving in Intra-EU and Extra-EU duty stations, to the
pensions of retired staff according to their country of residence, and for pension
transfers.**

Main text

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 2020



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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 2020.

This is the seventh 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 for Intra-EU staff and pensioners in April 2020 and interim reports for Extra-EU staff were submitted in May 2020 and October 2020.

This annual report presents the following information for the period July 2019 – July 2020:

- 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 2019 – July 2020 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 2019 – July 2020 is 102.5 (+2.5%).

As the global specific indicator is positive whilst the forecast evolution of GDP in real terms is negative, the exception clause does apply. As the decrease is more than -3.0%, the global specific indicator component of the annual adjustment is therefore postponed until cumulative GDP is again positive.

The global specific indicator is above the threshold required to trigger the moderation clause, however this does not apply because the exception clause has been triggered.

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 100.7 (+0.7%). Details are provided in **Table 3**.

Consequently, 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 +0.7% (100.7).

The correction coefficients which apply to remuneration outside Brussels and Luxembourg with effect from 1 July 2020 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 2020 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 2020. Data for the remaining 21 Member States was requested during June 2020. In both cases the target reply deadline for transmission of finalised data was 31 July. In the absence of a completed 2020 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 2020 was used. In the absence of comparative information for 2019, the official forecast figure supplied in March 2020 was used. For the current annual exercise, the forecast was used for 1 Member State (Romania). For the previous annual exercise, the forecast was used for 6 Member States (Ireland, Croatia, Lithuania, Hungary, Malta, Romania).

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).

Important note: the Agreement on the withdrawal of the United Kingdom from the European Union with effect from 31 January 2020 has important implications for the calculation of the global specific indicator and for the calculation of correction coefficients. For staff correction coefficient purposes, the United Kingdom is now treated as an Extra-EU country. The production and publication of correction coefficients for London and Culham according to Intra-EU methodology has ceased. Exceptionally, production and publication of correction coefficient for existing UK pensioners continues. For specific indicators, in accordance with the withdrawal agreement a transition period runs until 31 December 2020, which is after the end of the reference period for the current report. Consequently, for the purposes of this report the UK has been retained in the sample of 11 Member States.

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 2020. This is the seventh 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, i.e. 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 2019 – July 2020:

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

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

² 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 A6465/14/26rev4 “Methodology for the calculation of specific indicators and control indicators” (version March 2020); document A6465/14/58rev2 “Methodology for the calculation of the Joint Index” (version March 2020); document A6465/14/59rev4 “Methodology for the calculation of Intra-EU correction coefficients” (version July 2020); document A6465/14/60rev4 “Methodology for the calculation of Extra-EU correction coefficients” (version July 2020).

Exceptionally, due to the COVID pandemic, the scheduled physical meeting in March 2020 was replaced by an electronic consultation.

⁴ Since the previous annual report, an interim report covering Intra-EU staff and pensioners for the period 1 July 2019 - 1 January 2020 was prepared in April 2020 with reference Ares(2020)26203339; an interim report covering Extra-EU staff for the six months August 2019 - January 2020 was prepared in May 2020 with reference Ares(2020)2497064. An interim report covering Extra-EU staff for the five months February 2020 - June 2020 was prepared in October 2020 with reference Ares(2020)5750668.

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;
- 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 2020. Data for the remaining 21 Member States was requested during June 2020. In both cases the target reply deadline for transmission of finalised data was 31 July. In the absence of a completed 2020 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 2020 was used. In the absence of comparative information for 2019, the official forecast figure supplied in March 2020 was used. For the current annual exercise, the forecast was used for 1 Member State (Romania). For the previous annual exercise, the forecast was used for 6 Member States (Ireland, Croatia, Lithuania, Hungary, Malta, Romania).

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).

Important note: the Agreement on the withdrawal of the United Kingdom from the European Union with effect from 31 January 2020 has important implications for the calculation of the global specific indicator and for the calculation of correction coefficients. For staff correction

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

coefficient purposes, the United Kingdom is now treated as an Extra-EU country. The production and publication of correction coefficients for London and Culham according to Intra-EU methodology has ceased. Exceptionally, production and publication of correction coefficient for existing UK pensioners continues. For specific indicators, in accordance with the withdrawal agreement a transition period runs until 31 December 2020, which is after the end of the reference period for the current report. Consequently, for the purposes of this report the UK has been retained in the sample of 11 Member States.

More information on methodology, detailed results and statistical analysis is available in the appendices to this report and detailed procedural manuals. For any information concerning this report, please contact the Eurostat Remuneration Team in Luxembourg:

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

1.1. Specific Indicators

For the July 2019 – July 2020 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 2019 to June 2020 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 2019 expressed in purchasing power parities.

On this basis, the global specific indicator (average change in real net remuneration) for the year 2020 is **102.5 (+2.5%)**.

Table 1
Change in the net remuneration of central government civil servants
July 2019 - July 2020

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	1.8	0.2	1.6	0.05
DE	19.4	23.3	2.3	0.8	1.5	0.35
ES	8.2	9.9	2.2	-0.3	2.5	0.25
FR	13.8	16.6	0.3	0.2	0.1	0.02
IT	11.1	13.3	3.9	-0.4	4.3	0.57
LU	0.3	0.4	1.8	-0.4	2.2	0.01
NL	4.3	5.2	4.0	1.7	2.3	0.12
AT	2.2	2.6	6.9	1.1	5.7	0.15
PL	5.4	6.5	11.3	3.8	7.2	0.47
SE	2.4	2.9	2.1	0.9	1.2	0.03
UK	13.5	16.2	3.8	0.6	3.2	0.52
Total	83.2	100.0	3.2	0.6	2.5	2.5

¹ Basis: GDP expressed in PPP, 2019

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 2020 with the control indicator (compensation of employees) for the calendar year 2020, where the respective values for 2019 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 2020 is 103.6 (+3.6%).

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 2020 with the control indicator (labour cost index) for calendar year 2020, where the respective values for 2019 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 2020 is 103.3 (+3.3%).

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 Rev.2 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 2020 (2019 = 100)	Control indicator * 2020 (2019= 100)	Difference (%)
BE	101.8	102.6	0.8
DE	101.8	104.3	2.4
ES	102.9	103.8	0.9
FR	99.6	101.2	1.6
IT	100.2	100.1	-0.1
LU	102.7	107.7	4.8
NL	99.5	103.4	3.9
AT	101.2	114.3	13.0
PL	101.4	104.6	3.2
SE	101.6	105.9	4.3
UK	101.8	105.6	3.7
Total	101.2	103.6	2.4

* 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 2020 (2019 = 100)	Control indicator * 2020 (2019 = 100)	Difference (%)
BE	102.0	102.9	0.9
DE	102.6	103.9	1.3
ES	102.6	103.8	1.2
FR	99.8	:	:
IT	99.8	99.7	-0.1
LU	102.3	102.6	0.3
NL	101.2	103.0	1.7
AT	102.3	97.4	-4.8
PL	105.3	107.2	1.8
SE	102.5	102.4	-0.1
UK	102.4	105.0	2.5
Total	101.8	103.3	1.5

* Labour Cost Index: Eurostat estimates.

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

For the July 2019 – July 2020 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 81.2% : 18.8%. This represents almost the same ratio as for the previous year.

The detailed breakdown of this index corresponding to the 2020 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 2019 – June 2020 has increased, on average by 100.7 (+0.7%).

Table 3
Change in the Joint Belgium-Luxembourg Index
June 2019 - June 2020

Groups of consumption	Weight	Index
1. Food and non-alcoholic beverages	125.9	103.00
2. Alcoholic beverages and tobacco	13.9	102.00
3. Clothing and footwear	43.1	100.10
4. Housing, water, electricity, gas and other fuels	344.2	100.10
5. Furnishings, household equipment and maintenance of house	64.5	102.10
6. Health	12.7	100.70
7. Transport	130.0	98.40
8. Communications	19.8	99.70
9. Recreation and culture	79.6	102.00
10. Education	26.7	101.40
11. Hotels, cafes and restaurants	81.1	100.50
12. Miscellaneous goods and services	58.6	101.70
Global index without rents	721.4	100.00
Rents index	278.5	102.40
Global index	1000.0	100.70

4. UPDATE OF REMUNERATION AND PENSIONS IN BELGIUM AND LUXEMBOURG

Taking into account the figures reported in chapters 1 and 3, and before consideration of the moderation and exception clauses in chapters 4 and 5, the adjustment of the nominal net remuneration of EU officials in Brussels and Luxembourg with effect from July 2020, which is necessary to maintain a parallel development of purchasing power with the civil servants in the Member States, is equal to:

$$\begin{array}{r} \text{Annual update} \\ 102.5 \times 100.7 \\ \hline 100 \end{array} - 100 = +3.2\%$$

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 outside these boundaries, this moderation clause would normally be triggered. However, because the exception clause described in Chapter 6 applies, the moderation clause does not apply for the adjustment of the nominal net remuneration of EU officials in Brussels and Luxembourg with effect from 1 July 2020.

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*
1	$0\% \leq X$	100%	0%	0%
2	$-1.0\% \leq X < 0\%$	33%	67%	0%
3	$-3.0\% \leq X < -1.0\%$	0%	100%	0%
4	$X < -3.0\%$	0%	0%	100%
* 1 July in year when cumulative GDP is again positive				

The European Economic Forecast issued by DG ECFIN on 7 July 2020 estimated that GDP for the EU as a whole in real terms will decrease by -8.3% for 2020, and growth of +5.8% is foreseen for 2021⁸.

As GDP evolution for the EU in real terms for 2020 is forecast to be negative, and the global specific indicator for the current exercise which is reported in Chapter 1 is positive, the exception clause does apply. As the forecast decrease is more than -3.0%, the calculated value of the specific indicator component should be postponed until cumulative GDP for the EU is again positive, and only the cost of living component of the proposed update for the current exercise which is reported in chapter 3 should be used with effect from 1 July 2020. Eurostat will monitor the evolution of GDP to establish when it becomes positive again⁹.

Consequently, the annual update of remuneration and pensions in Belgium and Luxembourg which should apply from 1 July 2020 is equal to:

$$\begin{array}{r}
 \text{Annual update} \\
 100.0 \times 100.7 \\
 \hline
 100
 \end{array}
 - 100 = +0.7\%$$

⁸ https://ec.europa.eu/info/publications/european-economic-forecast-summer-2020_en

⁹ The A65 methodology manual foresees that if forecast data is not used, the assessment of such a GDP evolution can be done using GDP values which are supplied by Member States in accordance with the ESA 2010 transmission table.

Review of previous year

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 2019 is +1.5%¹⁰. This confirms the positive GDP forecast which was used in the previous Annual Report. Consequently, no retroactive correction is required to the annual update which was established at 1 July 2019.

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. CORRECTION COEFFICIENTS FOR STAFF OUTSIDE BELGIUM AND LUXEMBOURG IN INTRA-EU DUTY STATIONS¹¹

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

¹⁰ Source: Eurostat Free Data Table tec00115 (extracted 19.10.2020)¹¹ 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.

¹¹ 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.

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 2020.

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 2020 for places of employment situated in the European Union territory for which correction coefficients have been set.

Table 4
Changes in the economic parities in the twelve months to 1st July 2020
(for staff)

Country Place of employment	Parity 1.7.2019	Parity 1.7.2020	Change (%)	Implicit price index
BE/LU Brussels/Luxembourg	1.000	1.000	0.0	0.7
BG Sofia	1.124	1.157	2.9	3.6
CZ Prague	21.74	22.87	5.2	5.9
DK Copenhagen	9.648	9.786	1.4	2.1
DE Berlin	0.994	1.019	2.5	3.2
Bonn	0.951	0.958	0.7	1.4
Karlsruhe	0.965	0.980	1.6	2.3
Munich	1.103	1.139	3.3	4.0
EE Tallinn	0.833	0.823	-1.1	-0.4
IE Dublin	1.192	1.290	8.2	9.0
EL Athens	0.818	0.814	-0.5	0.2
ES Madrid	0.916	0.942	2.9	3.6
FR Paris	1.177	1.205	2.4	3.1
HR Zagreb	5.612	5.738	2.2	3.0
IT Rome	0.952	0.950	-0.2	0.5
Varese	0.900	0.907	0.7	1.5
CY Nicosia	0.789	0.782	-0.9	-0.2
LV Riga	0.787	0.775	-1.5	-0.8
LT Vilnius	0.751	0.766	2.0	2.7
HU Budapest	243.8	256.2	5.1	5.8
MT Valletta	0.920	0.947	2.9	3.7
NL The Hague	1.115	1.139	2.2	2.9
AT Vienna	1.060	1.079	1.8	2.5
PL Warsaw	3.023	3.168	4.8	5.5
PT Lisbon	0.886	0.911	2.9	3.6
RO Bucharest	3.082	3.227	4.7	5.5
SI Ljubljana	0.846	0.861	1.9	2.6
SK Bratislava	0.790	0.806	2.0	2.7
FI Helsinki	1.181	1.184	0.3	1.0
SE Stockholm	12.71	13.02	2.5	3.2

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

Table 5
Calculation of correction coefficients at 1st July 2020
(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	1.157	1.956	59.1
CZ Prague	22.87	26.85	85.2
DK Copenhagen	9.786	7.453	131.3
DE Berlin	1.019	1.000	101.9
Bonn	0.958	1.000	95.8
Karlsruhe	0.980	1.000	98.0
Munich	1.139	1.000	113.9
EE Tallinn	0.823	1.000	82.3
IE Dublin	1.290	1.000	129.0
EL Athens	0.814	1.000	81.4
ES Madrid	0.942	1.000	94.2
FR Paris	1.205	1.000	120.5
HR Zagreb	5.738	7.569	75.8
IT Rome	0.950	1.000	95.0
Varese	0.907	1.000	90.7
CY Nicosia	0.782	1.000	78.2
LV Riga	0.775	1.000	77.5
LT Vilnius	0.766	1.000	76.6
HU Budapest	256.2	356.3	71.9
MT Valletta	0.947	1.000	94.7
NL The Hague	1.139	1.000	113.9
AT Vienna	1.079	1.000	107.9
PL Warsaw	3.168	4.466	70.9
PT Lisbon	0.911	1.000	91.1
RO Bucharest	3.227	4.844	66.6
SI Ljubljana	0.861	1.000	86.1
SK Bratislava	0.806	1.000	80.6
FI Helsinki	1.184	1.000	118.4
SE Stockholm	13.02	10.48	124.3

9. CORRECTION COEFFICIENTS FOR PENSIONERS OUTSIDE BELGIUM AND LUXEMBOURG

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

The Staff Regulations stipulate the creation of correction coefficients for pensioners separate from those used for adjusting the remuneration of active staff¹². 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 2020.

Table 7 shows the correction coefficients calculated for pensioners for all Member States (relative to Belgium) at July 2020.

¹² This requirement was first introduced by Council Regulation 723/2004

Table 6
Changes in the economic parities in the twelve months to 1st July 2020
(for pensioners)

Country	Parity 1.7.2019	Parity 1.7.2020	Change (%)	Implicit price index
BE/LU	1.000	1.000	0.0	0.7
BG	1.090	1.106	1.5	2.2
CZ	18.82	19.27	2.4	3.1
DK	9.865	9.895	0.3	1.0
DE	1.005	1.012	0.8	1.5
EE	0.860	0.851	-1.0	-0.3
IE	1.233	1.207	-2.1	-1.4
EL	0.790	0.791	0.1	0.8
ES	0.892	0.907	1.7	2.4
FR	1.100	1.103	0.3	1.0
HR	4.974	5.054	1.6	2.3
IT	0.955	0.962	0.7	1.4
CY	0.824	0.812	-1.5	-0.8
LV	0.731	0.723	-1.1	-0.4
LT	0.677	0.687	1.5	2.2
HU	207.2	213.6	3.1	3.8
MT	0.953	0.979	2.7	3.4
NL	1.113	1.116	0.3	1.0
AT	1.082	1.099	1.5	2.3
PL	2.584	2.727	5.5	6.3
PT	0.867	0.872	0.6	1.3
RO	2.641	2.763	4.6	5.4
SI	0.822	0.822	0.0	0.7
SK	0.692	0.743	7.3	8.0
FI	1.203	1.203	0.0	0.7
SE	11.66	11.86	1.7	2.4
UK	1.085	1.091	0.6	1.3

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

Table 7
Calculation of correction coefficients at 1st July 2020
(for pensioners)

Country	Parity [1]	Exchange rate [2]	Correction coefficient 100 * [1] / [2]
BE/LU	1.000	1.000	100.0
BG	1.106	1.956	56.6
CZ	19.27	26.85	71.8
DK	9.895	7.453	132.8
DE	1.012	1.000	101.2
EE	0.851	1.000	85.1
IE	1.207	1.000	120.7
EL	0.791	1.000	79.1
ES	0.907	1.000	90.7
FR	1.103	1.000	110.3
HR	5.054	7.569	66.8
IT	0.962	1.000	96.2
CY	0.812	1.000	81.2
LV	0.723	1.000	72.3
LT	0.687	1.000	68.7
HU	213.6	356.3	60.0
MT	0.979	1.000	97.9
NL	1.116	1.000	111.6
AT	1.099	1.000	109.9
PL	2.727	4.466	61.1
PT	0.872	1.000	87.2
RO	2.763	4.844	57.0
SI	0.822	1.000	82.2
SK	0.743	1.000	74.3
FI	1.203	1.000	120.3
SE	11.86	10.48	113.2
UK	1.091	0.9154	119.2

10. CORRECTION COEFFICIENTS FOR STAFF SERVING OUTSIDE THE EUROPEAN UNION

The Staff Regulations stipulate the creation of correction coefficients for staff serving in duty stations outside the European Union separate from those used for adjusting the remuneration of active staff within the European Union¹³.

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 these¹⁴. 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 147¹⁵ 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 2020.

Table 9 shows the correction coefficients for all extra-EU duty stations (relative to Brussels) calculated at July 2020.

¹³ This requirement was first introduced by Council Regulation 3019/87

¹⁴ 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).

¹⁵ Two Extra-EU duty station added since July 2019. None deleted.

Table 8 (page 1 of 3)

Changes in the economic parities in the 12 months to 1st July 2020
(for staff serving in Extra- EU delegations)

Place of employment				Economic Parities	Economic Parities	CHANGE (in %)	Implicit Index
Code		Country	City	Jul-2020	Jul-2019	Jul-2020 - Jul-2019	Jul-2020 - Jul-2019
BE	(1)	Belgium / Luxembourg	Brussels / Luxembourg	1.000	1.000	0.0	0.7
AF	(5)	Afghanistan	Kabul	0	0		
AL	(8)	Albania	Tirana	66.44	77.27	-14.0	-13.4
DZ	(6)	Algeria	Algiers	96.22	87.59	9.9	10.6
AO	(6)	Angola	Luanda	486.2	398.2	22.1	23
AR	(6)	Argentina	Buenos Aires	44.00	23.65	86.0	87.3
AM		Armenia	Yerevan	409.5	409.9	-0.1	0.6
AU	(7)	Australia	Canberra	1.610	1.544	4.3	5
AZ		Azerbaijan	Baku	1.740	1.680	3.6	4.3
BD	(6)	Bangladesh	Dhaka	80.17	79.94	0.3	1
BB		Barbados	Bridgetown	2.445	2.371	3.1	3.8
BY		Belarus	Minsk	1.932	1.883	2.6	3.3
BZ	(6)	Belize	Belize (Belmopan)	1.918	1.779	7.8	8.6
BJ	(3)	Benin	Cotonou	524.3	506.1	3.6	4.3
BO		Bolivia	La Paz	6.508	6.563	-0.8	-0.1
BA-BL	(5)	Bosnia and Herzegovina	Banja Luka	0	0		
BA-SA	(8)	Bosnia and Herzegovina	Sarajevo	1.052	1.204	-12.6	-12
BW		Botswana	Gaborone	8.186	8.008	2.2	2.9
BR		Brazil	Brasilia	3.123	3.165	-1.3	-0.6
BF	(3)(6)	Burkina Faso	Ouagadougou	608.8	608.1	0.1	0.8
BI		Burundi	Bujumbura	1781	1755	1.5	2.2
KH		Cambodia	Phnom Penh	3589	3542	1.3	2
CM	(3)	Cameroon	Yaounde	621.3	557.9	11.4	12.1
CA	(7)	Canada	Ottawa	1.460	1.412	3.4	4.1
CV		Cape Verde	Praia	76.70	77.75	-1.4	-0.7
CF	(3)	Central African Republic	Bangui	714.2	717.1	-0.4	0.3
TD	(3)(6)	Chad	Njamena	615.1	559.4	10.0	10.7
CL	(7)	Chile	Santiago	592.0	658.1	-10.0	-9.4
CN		China	Beijing	6.560	6.606	-0.7	0
CO		Colombia	Bogota	2246	2222	1.1	1.8
KM	(6)	Comoros	Moroni	465.7	368.6	26.3	27.2
CG	(3)	Congo	Brazzaville	778.9	782.5	-0.5	0.2
CR	(6)	Costa Rica	San Jose	526.3	483.5	8.9	9.6
CU	(2)(6)	Cuba	Havana	0.9422	0.9512	-0.9	-0.3
CD		Democratic Republic of the Congo	Kinshasa	2748	1978	38.9	39.9
DJ	(6)	Djibouti	Djibouti	190.6	175.5	8.6	9.4
DO	(6)	Dominican Republic	Santo Domingo	35.10	32.24	8.9	9.6
EC	(2)	Ecuador	Quito	0.8213	0.8419	-2.4	-1.8
EG		Egypt	Cairo	15.48	14.42	7.4	8.1
SV	(2)	El Salvador	San Salvador	0.7828	0.7978	-1.9	-1.2
ER	(6)	Eritrea	Asmara	19.94	20.37	-2.1	-1.4
SZ		eSwatini	Mbabane	10.35	10.25	1.0	1.7
ET		Ethiopia	Addis Ababa	31.75	30.17	5.2	6
FJ		Fiji	Suva	1.788	1.799	-0.6	0.1
GA	(3)	Gabon	Libreville	692.4	678.7	2.0	2.7
GM	(6)	Gambia	Banjul	42.77	35.53	20.4	21.2
GE		Georgia	Tbilisi	2.070	1.976	4.8	5.5
GH		Ghana	Accra	5.407	5.010	7.9	8.7
GT		Guatemala	Guatemala City	7.336	7.450	-1.5	-0.8
GN		Guinea	Conakry	10001	9482	5.5	6.2
GW	(3)	Guinea-Bissau	Bissau	491.7	498.7	-1.4	-0.7
GY		Guyana	Georgetown	165.6	169.2	-2.1	-1.4

Table 8 (page 2 of 3)

**Changes in the economic parities in the 12 months to 1st July 2020
(for staff serving in Extra- EU delegations)**

Place of employment				Economic Parities	Economic Parities	CHANGE (in %)	Implicit Index
Code		Country	City	Jul-2020	Jul-2019	Jul-2020 - Jul-2019	Jul-2020 - Jul-2019
HT		Haiti	Port-au-Prince	99.30	82.64	20.2	21
HN		Honduras	Tegucigalpa	19.80	19.54	1.3	2
HK		Hong Kong	Hong Kong	9.964	10.12	-1.5	-0.9
IS	(8)	Iceland	Reykjavik	179.7	176.9	1.6	2.3
IN		India	New Delhi	61.60	59.22	4.0	4.7
ID-AC	(5)	Indonesia	Banda Aceh	0	0		
ID-JK	(6)	Indonesia	Jakarta	12198	11299	8.0	8.7
IR	(6)	Iran	Teheran	55018	0		
IQ	(5)	Iraq	Baghdad	0	0		
IL	(7)	Israel	Tel-Aviv	4.352	4.323	0.7	1.4
CI	(3)	Ivory Coast	Abidjan	589.4	587.9	0.3	1
JM		Jamaica	Kingston	122.8	119.2	3.0	3.7
JP	(7)	Japan	Tokyo	135.4	124.1	9.1	9.9
JO	(6)	Jordan	Amman	0.7524	0.8007	-6.0	-5.4
KZ	(6)	Kazakhstan	Nur-Sultan	303.6	265.0	14.6	15.4
KE		Kenya	Nairobi	97.80	98.21	-0.4	0.3
XK	(4)	Kosovo	Pristina	0.6817	0.7015	-2.8	-2.1
KW	(6)	Kuwait	Kuwait City	0.2959	0		
KG		Kyrgyzstan	Bichkek	61.21	55.71	9.9	10.6
LA		Laos	Vientiane	8240	7658	7.6	8.4
LB		Lebanon	Beirut	4040	1671	141.8	143.5
LS		Lesotho	Maseru	10.50	10.44	0.6	1.3
LR	(6)(9)	Liberia	Monrovia	405.2	427.4	-5.2	-4.5
LY	(5)	Libya	Tripoli	0	0		
MG		Madagascar	Antananarivo	3272	3308	-1.1	-0.4
MW	(6)	Malawi	Lilongwe	544.5	474.8	14.7	15.5
MY	(6)	Malaysia	Kuala Lumpur	3.056	2.986	2.3	3.1
ML		Mali	Bamako	486.7	483.8	0.6	1.3
MR		Mauritania	Nouakchott	31.03	29.26	6.0	6.8
MU	(6)	Mauritius	Port Louis	32.57	28.63	13.8	14.6
MX	(7)	Mexico	Mexico City	13.31	13.39	-0.6	0.1
MD	(6)	Moldova	Chisinau	14.12	13.31	6.1	6.8
MN		Mongolia	Ulan Bator	2157	2051	5.2	5.9
ME	(4)(8)	Montenegro	Podgorica	0.5378	0.6288	-14.5	-13.9
MA	(6)	Morocco	Rabat	8.854	7.754	14.2	15
MZ		Mozambique	Maputo	55.07	55.54	-0.8	-0.2
MM	(6)	Myanmar	Yangon	1181	1088	8.5	9.3
NA		Namibia	Windhoek	12.70	12.50	1.6	2.3
NP	(6)	Nepal	Kathmandu	104.4	113.5	-8.0	-7.4
NC		New Caledonia	NouMea	124.2	127.7	-2.7	-2.1
NZ	(7)	New Zealand	Wellington	1.352	1.632	-17.2	-16.6
NI		Nicaragua	Managua	29.15	28.94	0.7	1.4
NE	(3)	Niger	Niamey	497.5	488.8	1.8	2.5
NG	(6)	Nigeria	Abuja	353.7	307.1	15.2	16
MK	(8)	North Macedonia	Skopje	26.37	32.08	-17.8	-17.2
NO	(8)	Norway	Oslo	12.92	12.51	3.3	4
PK	(6)	Pakistan	Islamabad	102.5	77.88	31.6	32.5
PA	(2)	Panama	Panama City	0.9345	0.9641	-3.1	-2.4
PG	(6)	Papua New Guinea	Port Moresby	3.678	3.485	5.5	6.3
PY		Paraguay	Asuncion	4095	4146	-1.2	-0.5
PE		Peru	Lima	3.258	3.284	-0.8	-0.1
PH		Philippines	Manilla	52.09	51.90	0.4	1.1
RU	(6)	Russia	Moscow	73.12	72.29	1.1	1.9
RW		Rwanda	Kigali	878.1	812.0	8.1	8.9

Table 8 (page 3 of 3)
Changes in the economic parities in the 12 months to 1st July 2020
(for staff serving in Extra- EU delegations)

Place of employment				Economic Parities	Economic Parities	CHANGE (in %)	Implicit Index
Code		Country	City	Jul-2020	Jul-2019	Jul-2020 - Jul-2019	Jul-2020 - Jul-2019
WS		Samoa	Apia	2.259	2.184	3.4	4.2
SA		Saudi Arabia	Riyadh	3.638	3.695	-1.5	-0.9
SN	(3)(6)	Senegal	Dakar	573.1	625.2	-8.3	-7.7
RS	(8)	Serbia	Belgrade	66.14	64.58	2.4	3.1
SL		Sierra Leone	Freetown	10430	9759	6.9	7.6
SG		Singapore	Singapore	1.870	1.906	-1.9	-1.2
SB	(6)	Solomon Islands	Honiara	9.314	9.738	-4.4	-3.7
SO	(5)	Somalia	Mogadishu	0	0		
ZA	(6)	South Africa	Pretoria	10.11	9.058	11.6	12.4
KR	(7)	South Korea	Seoul	1249	1242	0.6	1.3
SS	(6)	South-Sudan	Juba	461.6	366.5	25.9	26.8
LK		Sri Lanka	Colombo	157.1	156.4	0.4	1.2
SD	(6)	Sudan	Khartoum	69.51	34.97	98.8	100.2
SR	(6)	Suriname	Paramaribo	8.306	5.806	43.1	44.1
CH-BE	(8)	Switzerland	Bern	1.378	1.412	-2.4	-1.7
CH-GE	(8)	Switzerland	Geneva	1.378	1.412	-2.4	-1.7
SY	(5)	Syria	Damascus	0	0		
TW		Taiwan	Taipei	27.69	28.61	-3.2	-2.5
TJ		Tajikistan	Duschanbe	7.589	5.765	31.6	32.6
TZ		Tanzania	Dar es Salaam	1992	1977	0.8	1.5
TH		Thailand	Bangkok	26.79	28.68	-6.6	-5.9
TP	(2)	Timor Leste	Dili	0.8885	0.9008	-1.4	-0.7
TG	(3)(6)	Togo	Lome	624.4	519.1	20.3	21.1
TT		Trinidad and Tobago	Port-of-Spain	5.887	5.955	-1.1	-0.4
TN	(6)	Tunisia	Tunis	2.360	2.132	10.7	11.5
TR	(8)	Turkey	Ankara	3.737	3.332	12.2	12.9
TM	(6)	Turkmenistan	Ashkhabad	4.785	4.472	7.0	7.7
UG		Uganda	Kampala	2742	2681	2.3	3
UA		Ukraine	Kiev	24.74	24.45	1.2	1.9
AE		United Arab Emirates	Abu Dhabi	3.827	4.179	-8.4	-7.8
GB	(8)	United Kingdom	London	0.8936	0		
US-NY		United States	New York	1.144	1.165	-1.8	-1.1
US-WA	(7)	United States	Washington	1.021	0.9866	3.5	4.2
UY		Uruguay	Montevideo	37.06	34.94	6.1	6.8
UZ		Uzbekistan	Tachkent	6962	4701	48.1	49.1
VU		Vanuatu	Port Vila	131.3	129.5	1.4	2.1
VE	(5)	Venezuela	Caracas	0	0		
VN		Vietnam	Hanoi	18912	16570	14.1	14.9
PS-GZA		West Bank — Gaza Strip	East Jerusalem	4.352	4.323	0.7	1.4
YE	(5)	Yemen	Sana a	0	0		
ZM		Zambia	Lusaka	10.50	9.135	14.9	15.7
ZW	(2)	Zimbabwe	Harare	1.297	1.310	-1.0	-0.3

In the table above:

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

(2) 1 euro = USD (6 Duty Station(s): Cuba, Ecuador, El Salvador, 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 (9 Duty Station(s): Afghanistan, Bosnia and Herzegovina (Banja Luka), Indonesia (Banda Aceh), Iraq, Libya, Somalia, Syria, Venezuela, Yemen)

(6) UN P2P processed (42 Duty Station(s): 11 in the first interim report and 31 in the second interim report)

(7) ISRP ECP PPP processed (9 Duty Station(s) : Australia, Canada, Chile, Israel, Japan, Mexico, New Zealand, South Korea, United States (Washington))

(8) ESTAT ECP PPP processed (11 Duty Station(s): 14 in the first interim report (Iceland, Norway, Switzerland (Bern, Geneva), Turkey, Albania, Bosnia & Herzegovina-Sarajevo, North Macedonia, Montenegro, Serbia) and 1 in the second interim report (United Kingdom)

(9) For Liberia, the PPP at July 2019 is re-expressed in LRD for comparison purpose with July 2020. Originally the PPP at July 2019 was expressed in USD

Table 9 (page 1 of 3)
Calculation of correction coefficients at 1st July 2020
(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	(8)	Albania	Tirana	66.44	124.140	53.5
DZ	(6)	Algeria	Algiers	96.22	145.530	66.1
AO	(6)	Angola	Luanda	486.2	656.011	74.1
AR	(6)	Argentina	Buenos Aires	44.00	79.1685	55.6
AM		Armenia	Yerevan	409.5	542.730	75.5
AU	(7)	Australia	Canberra	1.610	1.64060	98.1
AZ		Azerbaijan	Baku	1.740	1.91828	90.7
BD	(6)	Bangladesh	Dhaka	80.17	95.7447	83.7
BB		Barbados	Bridgetown	2.445	2.26889	107.8
BY		Belarus	Minsk	1.932	2.68050	72.1
BZ	(6)	Belize	Belize (Belmopan)	1.918	2.25680	85.0
BJ	(3)	Benin	Cotonou	524.3	655.957	79.9
BO		Bolivia	La Paz	6.508	7.79724	83.5
BA-BL	(5)	Bosnia and Herzegovina	Banja Luka	0	0	0
BA-SA	(8)	Bosnia and Herzegovina	Sarajevo	1.052	1.95583	53.8
BW		Botswana	Gaberone	8.186	13.2802	61.6
BR		Brazil	Brasilia	3.123	6.11050	51.1
BF	(3)(6)	Burkina Faso	Ouagadougou	608.8	655.957	92.8
BI		Burundi	Bujumbura	1781	2154.29	82.7
KH		Cambodia	Phnom Penh	3589	4608.00	77.9
CM	(3)	Cameroon	Yaounde	621.3	655.957	94.7
CA	(7)	Canada	Ottawa	1.460	1.54090	94.7
CV		Cape Verde	Praia	76.70	110.265	69.6
CF	(3)(6)	Central African Republic	Bangui	714.2	655.957	108.9
TD	(3)(6)	Chad	Ndjamena	615.1	655.957	93.8
CL	(7)	Chile	Santiago	592.0	926.055	63.9
CN		China	Beijing	6.560	7.98410	82.2
CO		Colombia	Bogota	2246	4200.21	53.5
KM	(6)	Comoros	Moroni	465.7	491.968	94.7
CG	(3)	Congo	Brazzaville	778.9	655.957	118.7
CR	(6)	Costa Rica	San Jose	526.3	653.676	80.5
CU	(2)(6)	Cuba	Havana	0.9422	1.12840	83.5
CD		Democratic Republic of the Congo	Kinshasa	2748	2139.67	128.4
DJ	(6)	Djibouti	Djibouti	190.6	201.938	94.4
DO	(6)	Dominican Republic	Santo Domingo	35.10	65.6050	53.5
EC	(2)	Ecuador	Quito	0.8213	1.12840	72.8
EG		Egypt	Cairo	15.48	18.2321	84.9
SV	(2)	El Salvador	San Salvador	0.7828	1.12840	69.4
ER	(6)	Eritrea	Asmara	19.94	17.1391	116.3
SZ		eSwatini	Mbabane	10.35	19.4262	53.3
ET		Ethiopia	Addis Ababa	31.75	38.8541	81.7
FJ		Fiji	Suva	1.788	2.45098	73.0
GA	(3)	Gabon	Libreville	692.4	655.957	105.6
GM	(6)	Gambia	Banjul	42.77	57.3400	74.6
GE		Georgia	Tbilisi	2.070	3.45280	60.0
GH		Ghana	Accra	5.407	6.37030	84.9
GT		Guatemala	Guatemala City	7.336	8.68900	84.4
GN		Guinea	Conakry	10001	10838.40	92.3
GW	(3)	Guinea-Bissau	Bissau	491.7	655.957	75.0
GY		Guyana	Georgetown	165.6	236.270	70.1

Table 9 (page 2 of 3)
Calculation of correction coefficients at 1st July 2020
(for staff serving in Extra- EU delegations)

Code		Country	City	Parity	Exchange	Correction
				[1]	[2]	100 * [1] / [2]
HT		Haiti	Port-au-Prince	99.30	127.098	78.1
HN		Honduras	Tegucigalpa	19.80	27.8857	71.0
HK		Hong Kong	Hong Kong	9.964	8.74560	113.9
IS	(8)	Iceland	Reykjavik	179.7	155.400	115.6
IN		India	New Delhi	61.60	85.1920	72.3
ID-AC	(5)	Indonesia	Banda Aceh	0	0	0
ID-JK	(6)	Indonesia	Jakarta	12198	16213.10	75.2
IR	(6)	Iran	Teheran	55018	47392.80	116.1
IQ	(5)	Iraq	Baghdad	0	0	0
IL	(7)	Israel	Tel-Aviv	4.352	3.87450	112.3
CI	(3)	Ivory Coast	Abidjan	589.4	655.957	89.9
JM		Jamaica	Kingston	122.8	156.254	78.6
JP	(7)	Japan	Tokyo	135.4	121.070	111.8
JO	(6)	Jordan	Amman	0.7524	0.800040	94.0
KZ	(6)	Kazakhstan	Nur-Sultan	303.6	453.790	66.9
KE		Kenya	Nairobi	97.80	120.044	81.5
XK	(4)	Kosovo	Pristina	0.6817	1.00000	68.2
KW	(6)	Kuwait	Kuwait City	0.2959	0.347210	85.2
KG		Kyrgyzstan	Bichkek	61.21	84.7680	72.2
LA		Laos	Vientiane	8240	10181.00	80.9
LB		Lebanon	Beirut	4040	1701.06	237.5
LS		Lesotho	Maseru	10.50	19.4262	54.1
LR	(6)(9)	Liberia	Monrovia	405.2	224.875	180.2
LY	(5)	Libya	Tripoli	0	0	0
MG		Madagascar	Antananarivo	3272	4317.50	75.8
MW	(6)	Malawi	Lilongwe	544.5	828.012	65.8
MY	(6)	Malaysia	Kuala Lumpur	3.056	4.83520	63.2
ML	(3)	Mali	Bamako	486.7	655.957	74.2
MR		Mauritania	Nouakchott	31.03	42.1950	73.5
MU	(6)	Mauritius	Port Louis	32.57	45.0114	72.4
MX	(7)	Mexico	Mexico City	13.31	25.9230	51.3
MD	(6)	Moldova	Chisinau	14.12	19.6089	72.0
MN		Mongolia	Ulan Bator	2157	3182.73	67.8
ME	(4)(8)	Montenegro	Podgorica	0.5378	1.00000	53.8
MA	(6)	Morocco	Rabat	8.854	10.8717	81.4
MZ		Mozambique	Maputo	55.07	78.9800	69.7
MM	(6)	Myanmar	Yangon	1181	1586.53	74.4
NA		Namibia	Windhoek	12.70	19.4262	65.4
NP	(6)	Nepal	Kathmandu	104.4	136.860	76.3
NC		New Caledonia	NouMea	124.2	119.332	104.1
NZ	(7)	New Zealand	Wellington	1.352	1.75330	77.1
NI		Nicaragua	Managua	29.15	38.7482	75.2
NE	(3)	Niger	Niamey	497.5	655.957	75.8
NG	(6)	Nigeria	Abuja	353.7	434.166	81.5
MK	(8)	North Macedonia	Skopje	26.37	61.6950	42.7
NO	(8)	Norway	Oslo	12.92	10.9013	118.5
PK	(6)	Pakistan	Islamabad	102.5	187.818	54.6
PA	(2)	Panama	Panama City	0.9345	1.12840	82.8
PG	(6)	Papua New Guinea	Port Moresby	3.678	3.90450	94.2
PY		Paraguay	Asuncion	4095	7599.74	53.9
PE		Peru	Lima	3.258	3.97310	82.0
PH		Philippines	Manilla	52.09	56.2580	92.6
RU	(6)	Russia	Moscow	73.12	78.9169	92.7
RW		Rwanda	Kigali	878.1	1053.30	83.4

Table 9 (page 3 of 3)
Calculation of correction coefficients at 1st July 2020
(for staff serving in Extra- EU delegations)

Code		Country	City	Parity	Exchange	Correction
				[1]	[2]	100 * [1] / [2]
WS		Samoa	Apia	2.259	3.02309	74.7
SA		Saudi Arabia	Riyadh	3.638	4.23150	86.0
SN	(3)(6)	Senegal	Dakar	573.1	655.957	87.4
RS	(8)	Serbia	Belgrade	66.14	117.583	56.2
SL		Sierra Leone	Freetown	10430	10992.30	94.9
SG		Singapore	Singapore	1.870	1.57080	119.0
SB	(6)	Solomon Islands	Honiara	9.314	9.24916	100.7
SO	(5)	Somalia	Mogadishu	0	0	0
ZA	(6)	South Africa	Pretoria	10.11	19.4262	52.0
KR	(7)	South Korea	Seoul	1249	1352.81	92.3
SS	(6)	South-Sudan	Juba	461.6	184.629	250.0
LK		Sri Lanka	Colombo	157.1	209.823	74.9
SD	(6)	Sudan	Khartoum	69.51	62.0242	112.1
SR	(6)	Suriname	Paramaribo	8.306	8.41561	98.7
CH-BE	(8)	Switzerland	Bern	1.378	1.06690	129.2
CH-GE	(8)	Switzerland	Geneva	1.378	1.06690	129.2
SY	(5)	Syria	Damascus	0	0	0
TW		Taiwan	Taipei	27.69	33.0749	83.7
TJ		Tajikistan	Duschanbe	7.589	11.6318	65.2
TZ		Tanzania	Dar es Salaam	1992	2589.76	76.9
TH		Thailand	Bangkok	26.79	34.8450	76.9
TP	(2)	Timor Leste	Dili	0.8885	1.12840	78.7
TG	(3)(6)	Togo	Lome	624.4	655.957	95.2
TT		Trinidad and Tobago	Port-of-Spain	5.887	7.88420	74.7
TN	(6)	Tunisia	Tunis	2.360	3.23110	73.0
TR	(8)	Turkey	Ankara	3.737	7.73510	48.3
TM	(6)	Turkmenistan	Ashkhabad	4.785	3.94940	121.2
UG		Uganda	Kampala	2742	4236.49	64.7
UA		Ukraine	Kiev	24.74	30.0729	82.3
AE		United Arab Emirates	Abu Dhabi	3.827	4.11470	93.0
GB	(8)	United Kingdom	London	0.8936	0.915400	97.6
US-NY		United States	New York	1.144	1.12840	101.4
US-WA	(7)	United States	Washington	1.021	1.12840	90.5
UY		Uruguay	Montevideo	37.06	47.5542	77.9
UZ		Uzbekistan	Tachkent	6962	11478.90	60.7
VU		Vanuatu	Port Vila	131.3	130.822	100.4
VE	(5)	Venezuela	Caracas	0	0	0
VN		Vietnam	Hanoi	18912	26190.20	72.2
PS-GZA		West Bank — Gaza Strip	East Jerusalem	4.352	3.87450	112.3
YE	(5)	Yemen	Sana a	0	0	0
ZM		Zambia	Lusaka	10.50	20.2711	51.8
ZW	(2)	Zimbabwe	Harare	1.297	1.12840	114.9

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

(2) 1 euro = USD (6 Duty Station(s): Cuba, Ecuador, El Salvador, 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 (9 Duty Station(s): Afghanistan, Bosnia and Herzegovina (Banja Luka), Indonesia (Banda Aceh), Iraq, Libya, Somalia, Syria, Venezuela, Yemen)

(6) UN P2P processed (42 Duty Station(s): 11 in the first interim report and 31 in the second interim report)

(7) ISRP ECP PPP processed (9 Duty Station(s) : Australia, Canada, Chile, Israel, Japan, Mexico, New Zealand, South Korea, United States (Washington))

(8) ESTAT ECP PPP processed (11 Duty Station(s): 14 in the first interim report (Iceland, Norway, Switzerland (Bern, Geneva), Turkey, Albania, Bosnia & Herzegovina-Sarajevo, North Macedonia, Montenegro, Serbia) and 1 in the second interim report (United Kingdom)

(9) For Liberia, the PPP at July 2019 is re-expressed in LRD for comparison purpose with July 2020. Originally the PPP at July 2019 was expressed in USD.