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**Supplement to the**

**Eurostat Report on**  
**the 2022 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 2022 the remuneration of active staff and the pensions**  
**of retired staff,**

**and updating with effect from 1 July 2022 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,**

**presenting**

**Explanations and statistical analyses: Specific indicators, control indicators, worktime;**  
**the cost of living in Belgium and Luxembourg; Correction coefficients.**



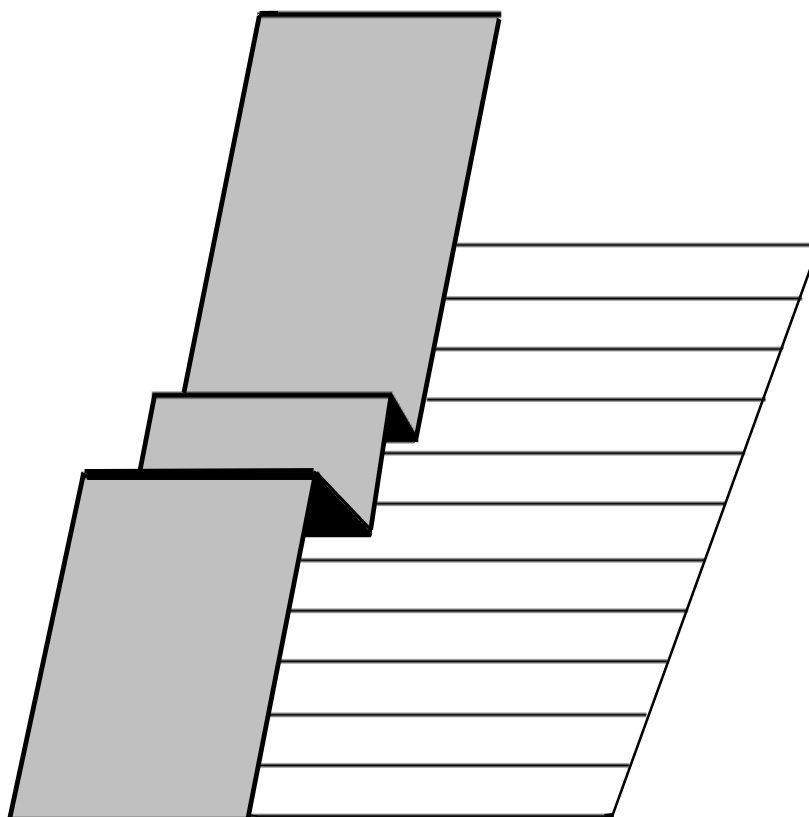
# Eurostat Report on the Annual Adjustment of Remuneration and Pensions

## Appendix 1

**Explanations and statistical analyses:  
specific indicators, control indicators,  
working time, changes in the cost of living,  
correction coefficients**

**Reference period:**

**Year to 1 July 2022**



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This document is an appendix to the 2022 Eurostat report on the annual adjustment of remuneration and pensions. While the principal results concerning specific indicators are presented in the main report, the purpose of this appendix is to give further explanations and statistical analyses of the results as well as detailed tables with statistical information.

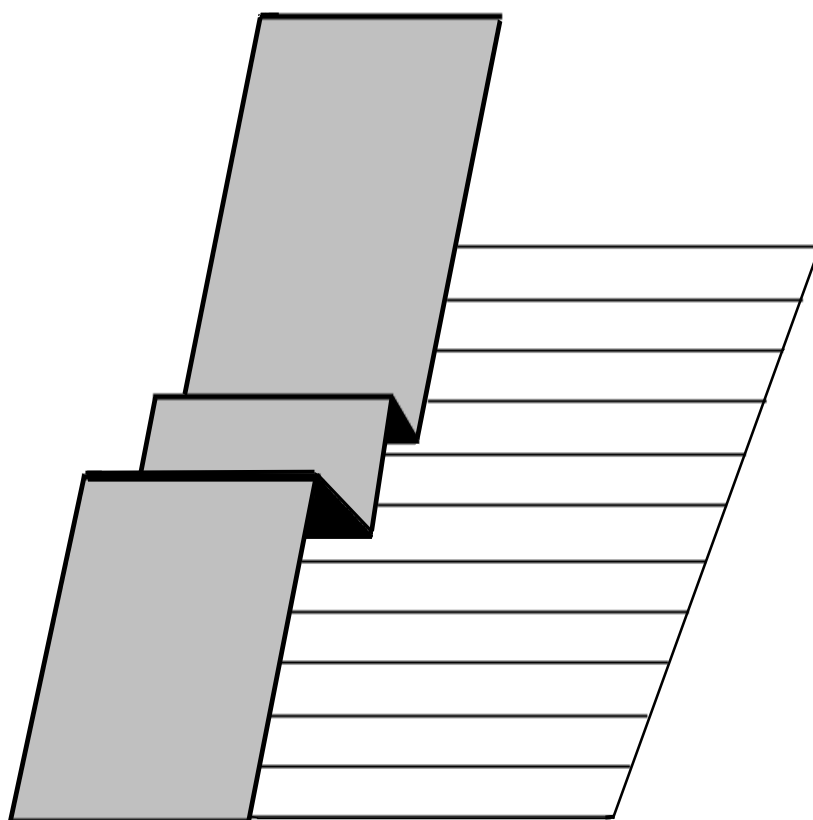
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**Eurostat Report on the Annual Adjustment  
of Remuneration and Pensions**

# Appendix 1a

**Explanations and statistical analyses:  
specific indicators, control indicators,  
working time**

**Reference period:  
Year to 1 July 2022**



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# 1

## Introduction

This document is an appendix to the 2022 Eurostat report on the annual adjustment of remuneration and pensions. While the principal results concerning specific indicators are presented in the main report, the purpose of this appendix is to give further explanations and statistical analyses of the results as well as detailed tables with statistical information.

**Chapters 2 to 9** of this document examine the changes in the purchasing power of salaries of central government civil servants in the Member States (specific indicator).

In **Chapters 10 and 11** comparative information is provided about control indicators (compensation of employees in central government; labour cost index for total public administration; Laspeyres-type specific indicators) and initial forecasts.

In **Chapter 12** information about working time in central governments of the Member States is given.

In the tables, specific indicators and control indicators are shown rounded to 1 decimal place. Percentage movements are shown rounded to 1 decimal place.

All calculations and figures presented in this appendix relating to specific indicators are based on data supplied and validated by the responsible authorities in the Member States. Completed 2022 remuneration questionnaires were received from all Member States, allowing the calculation of a specific indicator in combination with data provided for 2021. For the current annual exercise, the official forecast figure they supplied in March 2022, or a more recent estimate, was not used for any Member State<sup>(31)</sup>.

Important note: the United Kingdom left the European Union with effect 1 February 2020 and is now a 'third country'. The transition agreement introduced by the 'Withdrawal Agreement' expired with effect 31 December 2020. The UK is no longer included in the core sample of Member States for specific indicator calculation purposes<sup>(32)</sup>. The remaining sample continues to represent at least 75 % of the EU27 gross domestic product.

More information about methodology can be found in the detailed procedural manual<sup>(33)</sup>.

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<sup>(31)</sup> Op cit (3) For the previous (2021) annual exercise, the official forecast was also not used for any Member State

<sup>(32)</sup> A separate calculation including UK is done for partner international organisations

<sup>(33)</sup> Op cit (6) Doc.A6465/14/26rev5 (version March 2022)

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# 2 Parallelism with evolution of purchasing power of national officials

## 2.1 General remarks on the calculation of the specific indicator

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

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

Article 65 and Annex XI determine the basic principles of the method, but these have to be complemented with practical procedures<sup>(34)</sup>. Therefore, we provide here a set of commonly agreed basic definitions. If a particular situation in a given country makes it meaningful to deviate from these definitions to ensure a better application of the spirit of the method, then Eurostat, in agreement with that country may do so.

## 2.2 Elements of remuneration

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

- basic salaries;
- all allowances and bonuses, for example general premiums, child benefit and family allowances<sup>(35)</sup>;
- non-pensionable lump-sum payments, for example annual holiday pay, Christmas bonus.

Not to be included:

- regional allowances granted to compensate for 'cost-of-living' differences;
- increase due to promotion or seniority;
- person-specific special allowances, for example individual bonuses for exceptional performance<sup>(36)</sup>.

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<sup>(34)</sup> For full details, see the latest version of the methodology manual. Op cit (6) Doc.A6465/14/26rev5 (version March 2022)

<sup>(35)</sup> Where national civil servants are also eligible for state benefits (e.g. family allowances) these are included.

<sup>(36)</sup> Where bonuses represent an important regular percentage of total salary budget, a weighted average can be established

## 2.3 Net remuneration

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

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

Not to be included:

- voluntary contributions.

## 2.4 Reference period

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

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

If Member States report remuneration data of a given month/year again (e.g. data concerning remuneration of July 2021 sent in 2021 and re-sent in 2022), the data should be exactly the same. If not, they have to provide Eurostat with a clear justification (e.g. change in the structure of grades and categories in the public administration) and impact analysis.

## 2.5 Reference population

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

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

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

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

## 2.6 Sample of family types

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

## 2.7 Function groups

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

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

## 2.8 Sample of grades

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

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

## 2.9 Sample of countries

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

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

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

The United Kingdom left the EU with effect 1 February 2020 and is now a 'third country'. The transition period introduced by the 'withdrawal agreement' expired with effect 31 December 2020. Consequently, the UK is no longer included in the core sample of Member States for specific indicator calculation purposes (the remaining sample continues to represent at least 75 % of the remaining EU27 gross domestic product expressed in Purchasing Power Standards).

## 2.10 Calculation of country specific indicators

On receipt of the data from the Member States, Eurostat calculates specific indicators for each of the countries separately<sup>(37)</sup>. The steps leading to these calculations are:

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

Detailed remuneration tables showing the calculations for each country are presented in the separate **Appendix 2** report.

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<sup>(37)</sup> With effect from 2018, Eurostat and the International Service for Remunerations and Pensions of the Coordinated Organisations compile harmonised data jointly for the following 7 Member States: Belgium, Germany, Spain, France, Italy, Luxembourg and Netherlands.

# 3

## Specific indicators — results by functional groups

**Table 3.1** sets out the gross and net specific indicators for each of the three function groups, both in nominal and real terms, for the sample of countries specified in the Staff Regulations.

**Table 3.1: Nominal and real changes in the remuneration of national civil servants in the twelve-month period to 1st July 2022 (1.7.2021 = 100)**

Country		Nominal change				Real change			
		AD	AST	SC	Total	AD	AST	SC	Total
BE	Gross	108.2	108.1		108.1	97.9	97.8		97.8
	Net	106.9	106.8		106.8	96.7	96.7		96.7
DE	Gross	101.7	101.6	101.7	101.7	94.0	93.9	94.0	94.0
	Net	102.1	102.4	102.8	102.2	94.4	94.6	95.0	94.5
ES	Gross	101.2	101.5	101.5	101.3	92.0	92.3	92.3	92.1
	Net	101.0	101.2	101.3	101.1	91.8	92.0	92.1	91.9
FR	Gross	106.1	107.3		107.0	99.6	100.8		100.5
	Net	105.7	107.0		106.7	99.2	100.5		100.2
IT	Gross	111.4	112.1	113.0	111.9	102.7	103.3	104.2	103.1
	Net	108.3	110.1	111.7	109.6	99.9	101.5	103.0	101.0
LU	Gross	105.0	105.0		105.0	95.2	95.2		95.2
	Net	104.1	104.9		104.5	94.4	95.1		94.7
NL	Gross	106.3	107.8	112.5	106.9	96.7	98.1	102.4	97.3
	Net	105.0	105.4	107.3	105.2	95.5	95.9	97.6	95.7
AT	Gross	102.5	102.1		102.2	94.3	93.9		94.0
	Net	102.7	102.1		102.3	94.5	93.9		94.1
PL	Gross	102.3		102.8	102.4	89.6		90.0	89.7
	Net	101.7		102.3	101.7	89.1		89.6	89.1
SE	Gross	103.4	103.1	103.2	103.4	94.9	94.7	94.8	94.9
	Net	104.2	104.2	104.3	104.2	95.7	95.7	95.8	95.7
Total	Gross	104.7	105.4	105.2	105.0	96.3	97.3	96.2	96.5
	Net	104.1	105.0	104.9	104.5	95.7	96.9	95.9	96.1

**Table 3.1a** presents the corresponding information for the remaining countries.

**Table 3.1a: Nominal and real changes in the remuneration of national civil servants in the twelve-month period to 1st July 2022 (1.7.2021 = 100)**

Country		Nominal change				Real change			
		AD	AST	SC	Total	AD	AST	SC	Total
<b>BG</b>	Gross	103.0	109.2		103.9	89.7	95.1		90.5
	Net	103.0	109.2		103.8	89.7	95.1		90.4
<b>CZ</b>	Gross	102.6	95.8	103.4	102.4	88.0	82.2	88.7	87.8
	Net	103.6	98.2	104.6	103.4	88.9	84.2	89.7	88.7
<b>DK</b>	Gross	102.7	102.0		102.6	94.1	93.5		94.0
	Net	101.9	101.9		101.9	93.4	93.4		93.4
<b>EE</b>	Gross	97.8	97.8		97.8	80.2	80.2		80.2
	Net	99.6	99.6		99.6	81.6	81.6		81.6
<b>IE</b>	Gross	101.3	102.2	102.6	102.0	92.4	93.2	93.6	93.1
	Net	109.2	111.4	104.0	108.6	99.6	101.6	94.9	99.1
<b>EL</b>	Gross	100.0	100.0		100.0	89.6	89.6		89.6
	Net	100.0	100.0		100.0	89.6	89.6		89.6
<b>HR</b>	Gross	103.5	103.6	103.5	103.5	92.4	92.4	92.4	92.3
	Net	103.0	103.2	103.1	103.0	91.9	92.0	91.9	91.9
<b>CY</b>	Gross	101.2	101.3	101.2	101.2	92.8	92.9	92.8	92.8
	Net	102.9	102.5	101.7	102.6	94.4	94.0	93.3	94.1
<b>LV</b>	Gross	107.1	108.5	106.3	107.2	89.8	91.0	89.2	89.9
	Net	107.4	108.7	107.1	107.5	90.1	91.2	89.8	90.2
<b>LT</b>	Gross	107.2	111.9		107.2	89.0	92.9		89.0
	Net	107.6	112.3		107.6	89.3	93.2		89.3
<b>HU</b>	Gross	101.9	101.7	106.1	102.0	90.5	90.3	94.2	90.6
	Net	101.8	102.2	106.7	101.9	90.4	90.8	94.8	90.5
<b>MT</b>	Gross	102.8	102.9	102.6	102.8	96.9	97.0	96.7	96.9
	Net	102.8	102.2	101.9	102.6	96.9	96.3	96.0	96.7
<b>PT</b>	Gross	101.8	100.9	102.7	101.9	93.4	92.6	94.2	93.5
	Net	102.0	101.0	103.3	102.3	93.6	92.7	94.8	93.9
<b>RO</b>	Gross	102.9	104.5		102.9	91.1	92.5		91.1
	Net	103.9	106.3		103.9	91.9	94.1		91.9
<b>SI</b>	Gross	100.7	101.5	101.3	100.8	90.9	91.6	91.4	91.0
	Net	102.4	103.3	103.2	102.6	92.4	93.2	93.1	92.6
<b>SK</b>	Gross	104.6	105.0	105.7	104.7	92.9	93.3	93.9	93.0
	Net	105.2	105.8	106.5	105.3	93.4	94.0	94.6	93.5
<b>FI</b>	Gross	101.6	101.8		101.7	94.0	94.2		94.1
	Net	102.1	102.3		102.2	94.4	94.6		94.5



# 4

## Ratios of staff numbers by functional groups

**Table 4.1** summarises the ratio of AD-equivalent to AST-equivalent and to AST/SC-equivalent personnel amongst central government personnel (total population), as reported in SRQ for the sample of countries specified in the Staff Regulations.

4 Member States in the sample do not supply data for AST/SC category (Belgium, France, Luxembourg, Austria). 1 Member State does not supply data for AST category (Poland). The percentage of AD staff represents 48.0 % on average, with range between 19.0 % (France) and 91.7 % (Poland).

**Table 4.1: Central government personnel ratios (total population) - July 2022**

Country	Percentage			
	AD	AST	SC	Total
BE	40.4	59.6		100.0
DE	47.8	42.1	10.1	100.0
ES	45.2	35.1	19.7	100.0
FR	19.0	81.0		100.0
IT	34.1	60.8	5.1	100.0
LU	43.6	56.4		100.0
NL	53.8	41.9	4.3	100.0
AT	20.9	79.1		100.0
PL	91.7		8.3	100.0
SE	83.6	12.1	4.3	100.0

**Table 4.1a** presents the corresponding information for the remaining Member States.

7 of the remaining Member States do not supply data for AST/SC category. The percentage of AD staff represents 70.6 % on average, with range between 17.9 % (Ireland) and 99.5 % (Latvia).

**Table 4.1a: Central government personnel ratios (total population) - July 2022**

Country	Percentage			
	AD	AST	SC	Total
<b>BG</b>	77.5	22.5		<b>100.0</b>
<b>CZ</b>	93.9	4.2	1.9	<b>100.0</b>
<b>DK</b>	87.5	12.5		<b>100.0</b>
<b>EE</b>	75.0	25.0		<b>100.0</b>
<b>IE</b>	17.9	43.9	38.2	<b>100.0</b>
<b>EL</b>	56.7	43.3		<b>100.0</b>
<b>HR</b>	66.3	4.3	29.4	<b>100.0</b>
<b>CY</b>	41.0	32.8	26.2	<b>100.0</b>
<b>LV</b>	81.5	9.2	9.3	<b>100.0</b>
<b>LT</b>	99.5	0.5		<b>100.0</b>
<b>HU</b>	80.0	17.0	2.9	<b>100.0</b>
<b>MT</b>	57.2	31.5	11.3	<b>100.0</b>
<b>PT</b>	44.3	10.7	45.0	<b>100.0</b>
<b>RO</b>	97.7	2.3		<b>100.0</b>
<b>SI</b>	75.2	6.3	18.5	<b>100.0</b>
<b>SK</b>	73.3	20.4	6.3	<b>100.0</b>
<b>FI</b>	75.8	24.2		<b>100.0</b>

**Table 4.2** summarises the information about staff numbers corresponding information for the sample of countries specified in the Staff Regulations.

**Table 4.2: Staff numbers in central government**

Country	Sample	Central Government	Ratio Sample/ Population
	Numbers	Population Numbers	%
BE	19,784	19,784	100.0
DE	21,458	24,427	87.8
ES	33,588	38,088	88.2
FR	254,757	254,757	100.0
IT	121,730	121,730	100.0
LU	4,923	4,923	100.0
NL	139,351	139,351	100.0
AT	14,142	14,142	100.0
PL	24,531	24,531	100.0
SE	69,610	69,610	100.0

ESA 2010*	NACE 'O**	
Numbers	Numbers	
:	441,700	2020
:	2,802,000	2021
458,586	1,611,300	2020
:	2,481,000	2021
:	1,185,600	2021
:	29,270	2021
:	525,000	2021
15,359	271,930	2021
:	1,106,200	2021
87,607	232,000	2021

\* = figure provided by country

\*\* = figure per Eurostat website (value 29.09.2022)

**Table 4.2a** presents the corresponding information for the remaining Member States.

**Table 4.2a: Staff numbers in central government**

Country	Sample	Central Government	Ratio Sample/ Population
	Numbers	Population Numbers	%
BG	35,362	35,362	100.0
CZ	20,425	21,925	93.2
DK	12,349	12,349	100.0
EE	6,193	6,193	100.0
IE	31,692	31,692	100.0
EL	70,811	70,811	100.0
HR	10,813	12,259	88.2
CY	10,082	10,426	96.7
LV	13,918	14,334	97.1
LT	13,665	13,665	100.0
HU	14,157	14,297	99.0
MT	27,095	27,095	100.0
PT	101,698	107,632	94.5
RO	441	441	100.0
SI	20,412	20,412	100.0
SK	8,313	32,231	25.8
FI	3,169	34,884	9.1

ESA 2010*	NACE 'O**	
Numbers	Numbers	
316,288	215,410	2020
389,267	316,090	2021
:	164,000	2021
55,048	45,510	2021
:	145,430	2020
:	398,350	2020
233,298	124,870	2021
62,498	33,970	2021
35,572	54,200	2020
138,909	88,940	2020
648,622	370,040	2020
:	18,720	2021
560,025	300,100	2021
:	413,200	2021
104,397	51,230	2021
239,397	169,220	2020
144,100	179,000	2021

\* = figure provided by country

\*\* = figure per Eurostat website (value 29.09.2022)

# 5

## The evolution of gross and net remuneration

**Table 5.1** provides comparative information on the evolution of gross and net nominal remuneration for the sample of countries specified in the Staff Regulations.

**Table 5.1: Changes in the nominal gross and nominal net specific indicators for the twelve-month period to 1st July 2022**

Country	Gross remuneration	Net remuneration	Difference
BE	108.1	106.8	-1.3
DE	101.7	102.2	0.5
ES	101.3	101.1	-0.2
FR	107.0	106.7	-0.3
IT	111.9	109.6	-2.3
LU	105.0	104.5	-0.5
NL	106.9	105.2	-1.7
AT	102.2	102.3	0.1
PL	102.4	101.7	-0.7
SE	103.4	104.2	0.8
<b>Total</b>	<b>105.0</b>	<b>104.5</b>	<b>-0.5</b>

The movements in nominal gross remuneration and nominal net remuneration provided in Table 5.1 are summarised in the analysis below for the **countries in the sample**:

Range (GROSS)	Member States	
$x < 0 \%$	0	
$0 \% \leq x < 2 \%$	2	DE, ES
$2 \% \leq x < 4 \%$	3	AT, PL, SE
$4 \% \leq x$	5	BE, FR, IT, LU, NL
<b>Total</b>	<b>10</b>	

Range (NET)	Member States	
$x < 0 \%$	0	
$0 \% \leq x < 2 \%$	2	ES, PL
$2 \% \leq x < 4 \%$	2	DE, AT
$4 \% \leq x$	6	BE, FR, IT, LU, NL, SE
<b>Total</b>	<b>10</b>	

**Table 5.1a** presents the corresponding information for the remaining Member States.

**Table 5.1a: Changes in the nominal gross and nominal net specific indicators for the twelve-month period to 1st July 2022**

Country	Gross remuneration	Net remuneration	Difference
BG	103.9	103.8	-0.1
CZ	102.4	103.4	1.0
DK	102.6	101.9	-0.7
EE	97.8	99.6	1.8
IE	102.0	108.6	6.6
EL	100.0	100.0	0.0
HR	103.5	103.0	-0.5
CY	101.2	102.6	1.4
LV	107.2	107.5	0.3
LT	107.2	107.6	0.4
HU	102.0	101.9	-0.1
MT	102.8	102.6	-0.2
PT	101.9	102.3	0.4
RO	102.9	103.9	1.0
SI	100.8	102.6	1.8
SK	104.7	105.3	0.6
FI	101.7	102.2	0.5

The movements in nominal gross remuneration and nominal net remuneration provided in Table 5.1a are summarised in the analysis below for the **remaining countries**:

Range (GROSS)	Member States	
$x < 0 \%$	1	EE
$0 \% \leq x < 2 \%$	5	EL, CY, PT, SI, FI
$2 \% \leq x < 4 \%$	8	BG, CZ, DK, IE, HR, HU, MT, RO
$4 \% \leq x$	3	LV, LT, SK
<b>Total</b>	<b>17</b>	

Range (NET)		
$x < 0 \%$	1	EE
$0 \% \leq x < 2 \%$	3	DK, EL, HU
$2 \% \leq x < 4 \%$	9	BG, CZ, HR, CY, MT, PT, RO, SI, FI
$4 \% \leq x$	4	IE, LV, LT, SK
<b>Total</b>	<b>17</b>	



**Table 5.2** presents the information about average monthly gross remuneration and average monthly net remuneration in central government, in nominal terms, for the sample of countries specified in the Staff Regulations, expressed in national currency, in euro and converted using purchasing power parities.

**Table 5.2: Average monthly gross and net remuneration in central government at 1<sup>st</sup> July 2022**

Country	Currency	Period	Monthly NAC	Monthly EUR	Monthly PPS	Monthly NAC	Monthly EUR	Monthly PPS
			Gross	Gross	Gross	Net	Net	Net
BE	EUR	Annual	4,670	4,670	4,670	3,131	3,131	3,131
DE	EUR	Month	6,302	6,302	6,265	4,391	4,391	4,365
ES	EUR	Annual	3,917	3,917	4,022	2,957	2,957	3,035
FR	EUR	Month	3,372	3,372	2,886	2,638	2,638	2,258
IT	EUR	Month	2,629	2,629	2,777	1,953	1,953	2,062
LU	EUR	Month	8,703	8,703	8,703	6,057	6,057	6,057
NL	EUR	Annual	4,709	4,709	4,287	3,087	3,087	2,810
AT	EUR	Month	4,489	4,489	4,127	3,275	3,275	3,010
PL	PLN	Month	6,275	1,339	1,868	5,001	1,067	1,489
SE	SEK	Month	41,524	3,886	3,110	32,621	3,053	2,444

1. Gross and net remuneration as supplied by Member States for calculation of specific indicators (monthly values include equivalent of irregular components)
2. Exchange rates and purchasing power parities as used for calculation of correction coefficients

**Table 5.2a** presents the corresponding information for the remaining Member States.

**Table 5.2a: Average monthly gross and net remuneration in central government at 1<sup>st</sup> July 2022**

Country	Currency	Period	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly
			NAC	EUR	PPS	NAC	EUR	PPS
			Gross	Gross	Gross	Net	Net	Net
BG	EUR	Month	2,174	1,112	1,711	1,916	980	1,508
CZ	CZK	Month	64,587	2,611	2,734	53,411	2,159	2,261
DK	DKK	Annual	48,602	6,533	4,851	29,008	3,899	2,896
EE	EUR	Month	3,417	3,417	3,630	2,788	2,788	2,963
IE	EUR	Annual	3,953	3,953	2,899	3,192	3,192	2,341
EL	EUR	Month	1,464	1,464	1,636	1,035	1,035	1,157
HR	HRK	Month	11,467	1,523	1,904	8,668	1,151	1,439
CY	EUR	Month	3,098	3,098	3,752	2,417	2,417	2,928
LV	EUR	Month	1,816	1,816	2,114	1,369	1,369	1,594
LT	EUR	Month	2,249	2,249	2,572	1,475	1,475	1,687
HU	HUF	Month	579,267	1,469	2,111	419,010	1,063	1,527
MT	EUR	Annual	1,954	1,954	2,121	1,604	1,604	1,741
PT	EUR	Month	2,249	2,249	2,356	1,642	1,642	1,720
RO	RON	Month	8,219	1,663	2,372	4,947	1,001	1,428
SI	EUR	Month	2,510	2,510	2,881	1,798	1,798	2,065
SK	EUR	Month	2,531	2,531	3,113	1,948	1,948	2,396
FI	EUR	Month	5,736	5,736	4,889	3,760	3,760	3,205

1. Gross and net remuneration as supplied by Member States for calculation of specific indicators (monthly values include equivalent of irregular components)
2. Exchange rates and purchasing power parities as used for calculation of correction coefficients

# 6

## The impact of statutory deductions

Table 2.1 in the main report shows the change in net remuneration of central government civil servants in real terms for the sample of countries specified in the Staff Regulations. The corresponding information for the remaining Member States is shown in **Table 6** below.

**Table 6: Change in the net remuneration of central government civil servants July 2021 - July 2022**

Country	Weight <sup>1</sup> EU27=100	Nominal net specific indicator	Consumer price indices	Real net specific indicator
	(%)	(%)	(%)	(%)
BG	0.8	3.8	14.8	<b>-9.6</b>
CZ	2.2	3.4	16.6	<b>-11.3</b>
DK	1.7	1.9	9.1	<b>-6.6</b>
EE	0.3	-0.4	22.0	<b>-18.4</b>
IE	2.5	8.6	9.6	<b>-0.9</b>
EL	1.5	0.0	11.6	<b>-10.4</b>
HR	0.6	3.0	12.1	<b>-8.1</b>
CY	0.2	2.6	9.0	<b>-5.9</b>
LV	0.3	7.5	19.2	<b>-9.8</b>
LT	0.6	7.6	20.5	<b>-10.7</b>
HU	1.6	1.9	12.6	<b>-9.5</b>
MT	0.1	2.6	6.1	<b>-3.3</b>
PT	1.7	2.3	9.0	<b>-6.1</b>
RO	3.1	3.9	13.0	<b>-8.1</b>
SI	0.4	2.6	10.8	<b>-7.4</b>
SK	0.8	5.3	12.6	<b>-6.5</b>
FI	1.4	2.2	8.1	<b>-5.5</b>

<sup>1</sup> Basis: GDP expressed in PPP, 2021

# 7

## Global specific indicator for the EU27

Combining the information in **Table 6** with the information in Table 2.1 of the main report, it is possible to calculate a hypothetical global specific indicator for the EU27 as a whole (evolution of net remuneration of national civil servants in real terms).

For the year to July 2022, this would be **104.4 (+4.4 %)** in nominal terms, and **95.4 (-4.6 %)** in real terms. This compares with the movement of net remuneration in real terms for the core sample of 10 EU Member States stipulated in the Staff Regulations which is reported in Chapter 2 of the main report, 96.1 (-3.9 %).

The movement for the six-month period July 2021 – January 2022 was reported in the Intermediate Report issued by Eurostat in May 2022<sup>(38)</sup> which used the available forecasts of the annual movements. The movement of net remuneration in real terms for the EU27 was **97.3 (-2.7 %)**, which compares with 97.7 (-2.3 %) for the core sample. On that basis, rounding down to 1 decimal place, the applicable indicator for the first six months (i.e. 50 %) was **98.6 (-1.3 %)**. That compares with 98.9 (-1.1 %) for the core sample.

The residual movement for the six-month period January 2022 to July 2022 can be identified by combining the annual indicator and the indicator for the first six months. On that basis, the residual indicator for the second six months would be **96.8 (-3.2 %)** in real terms. That compares with 97.2 (-2.8 %) for the core sample.

Further explanations and statistical analyses for the EU27 as a whole are presented in the separate **Appendix 2** report.

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<sup>(38)</sup> Op.cit. (7) Ares(2022)4043307

# 8

## Changes in the specific indicators (countries in the sample)

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

1	<p><b>Belgium:</b> Figures are supplied in accordance with a country manual validated in November 2015 and subsequent bilateral correspondence.</p> <p>Increase of staff of +2 169. Several changes in index. Gross nominal salary increased with +8.1 %.</p> <p>Minor changes in professional tax and tax deductions made the nominal net salaries change by +6.8 %.</p>
2	<p><b>Germany:</b> Figures are supplied in accordance with a country manual validated in September 2016 and subsequent bilateral correspondence.</p> <p>Small increase of staff (+160). Minor changes in all categories and grades. The gross salary increased by +1.7 %.</p> <p>Only slight modifications of some parameters used for taxation and calculation of social contributions. One-off child bonus of 100 EUR p. child. The nominal net remuneration has increased by +2.2 %.</p>
3	<p><b>Spain:</b> Figures are supplied in accordance with draft country manual as presented at A6465WG meeting in March 2015 and subsequent bilateral correspondence.</p> <p>Decrease of staff: -176. A salary increase by annual Budget Law. The gross remuneration gives a +1.3 % change.</p> <p>Statutory deductions reflect the annual Budget Law and are largely unchanged. Overall, nominal net remuneration has increased by +1.1 %.</p>
4	<p><b>France:</b> Figures are supplied in accordance with country manual validated in April 2010 and subsequent bilateral correspondence.</p> <p>Again big staff decrease of -5 869 (very big change for several AST grades: <i>Adj. adm. princ.</i> -2 799 and <i>Secr. admin. classe exc.</i> -1 653). Revaluation of the grids for all grades, following the increase in minimum wage in May 2022. Change in index as per 1 July 2022. Nominal gross remuneration increased by +7.0 %.</p> <p>No major changes in deductions, the nominal change in net remuneration was +6.7 %.</p>

5	<p><b>Italy:</b> Figures are supplied in accordance with country manual validated in March 2016 and subsequent bilateral correspondence.</p> <p>Big decrease in staff (-3 121), especially in AST equivalents. New collective agreement “Comparto Funzioni Centrali 2019-2021” for Aree Funzionali staff. Increase in gross salary: +11.9 %.</p> <p>Minor changes in taxation and social security contributions. As a result, the nominal net remuneration increased with +9.6 %.</p>
6	<p><b>Luxembourg:</b> Figures are supplied in accordance with a draft country manual as presented at A6465WG meeting in March 2015 and subsequent bilateral correspondence.</p> <p>Increase in staff of +912. New index applicable from 1 April 2022: minimum wage increased by +5.4 %. The nominal gross remuneration: +5.0 %.</p> <p>No major changes in tax and social contributions, except for increase of ceiling for the latter, resulting in a nominal net remuneration of +4.5 %.</p>
7	<p><b>Netherlands:</b> Figures are supplied in accordance with country manual validated in December 2015 and subsequent bilateral correspondence.</p> <p>Again rather big increase of staff (+3 914), especially for grades AD 11 and 12, and for AST 6. Basic salary increase of +2 % with retroactive effect to July 1st 2021. €300 one-time only payment in December 2021. Increases in min. holiday allowance and child benefit. The total increase of nominal gross remuneration was +6.9 %.</p> <p>Minor changes in social security contributions. Various changes to personal income tax rates and deductions. As a result of these changes, nominal net remuneration increased by +5.2 %.</p>
8	<p><b>Austria:</b> Figures are supplied in accordance with a country manual validated in December 2015 and subsequent bilateral correspondence.</p> <p>Decrease in staff: -750, especially for some AST grades. Increase in gross salary as from 1.1.22. The average salary increase across all public employees at Federal Level amounts to +2.2 %.</p> <p>Family Bonus Plus – this tax deduction increased from EUR 1 500 to EUR 2 000. Changes in income taxes, resulting in a nominal net increase of +2.3 %.</p>
9	<p><b>Poland:</b> Figures are supplied in accordance with country manual validated in September 2015 and subsequent bilateral correspondence. The data for Poland refer to 2021.</p> <p>Staff increase of +369 (biggest changes for AD CP +120 and IP +340, and AST -165). Increase in national minimum wage, affecting most minimum steps in all grades. No change in the base amount of wages in the civil service. The nominal gross remuneration increase amounts to +2.4 %.</p> <p>There were no major changes in pension scheme and income taxes. The nominal net remuneration increased by +1.7 %.</p>
10	<p><b>Sweden:</b> Figures are supplied in accordance with a country manual validated in February 2018 and subsequent bilateral correspondence.</p> <p>Staff increase of +354, especially for grades AD ‘others” (+507) and AST (-368). Central framework agreement RALS 2020-2023. Yearly revision of salaries, the first from 1<sup>st</sup> October 2020. The reported evolution in nominal gross remuneration is +3.4 %.</p> <p>Small decrease in municipal tax. Overall, the nominal net remuneration increased by +4.2 %.</p>

# 9

## Changes in the specific indicators (countries not in the sample)

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

1	<p><b>Bulgaria:</b> Figures are supplied in accordance with the country manual (as adopted in February 2021) and subsequent bilateral correspondence.</p> <p>Staff decrease of -706, especially for AD senior expert. As in previous years, there are reported salary increases and decreases for almost all grades. On average, nominal gross remuneration increased by +3.9 %.</p> <p>No changes in statutory deductions. The nominal net remuneration increased by +3.8 %.</p>
2	<p><b>Czech Republic:</b> Figures are supplied in accordance with draft country manual as presented at A6465WG meeting in March 2015 and subsequent bilateral correspondence.</p> <p>Small increase in staff numbers (+36). Basic salaries increased by +8.7 %. As in previous years, there was volatility in reported values. On average, nominal gross remuneration increased by +2.4 %.</p> <p>Income tax: progressive taxation since 2021 - this year only changes in limits and tax credits. Only change in upper limit for the payment of social insurance. As for child allowances, there are increases in subsistence limit and amount. In consequence the increase in nominal net remuneration was +3.4 %.</p>
3	<p><b>Denmark:</b> Figures are supplied according to approach agreed bilaterally in 2017.</p> <p>Staff numbers increased this year by +533 (especially AD category). Basic salary increase of approx. +2.08 % for all staff categories. Additional raise for AD 2 336 of +2.7 % following agreement. The nominal gross remuneration therefore increased by +2.6 %.</p> <p>Minor changes to income tax arrangements (brackets and personal deduction) are reflected in the calculation of nominal net remuneration, which increased by +1.9 %.</p>
4	<p><b>Estonia:</b> Figures are reported here in accordance with bilateral discussions December 2014 and subsequent correspondence.</p> <p>Decrease in staff (-140). Nominal gross salary has decreased on average by -2.2 %. This figure can be explained by the decrease in compensation as lower workload than during COVID-19 crisis.</p> <p>No changes in tax exemptions. No change in child allowance. In consequence, the nominal net remuneration decreased by -0.4 %.</p>

5	<p><b>Ireland:</b> Figures are supplied in accordance with draft country manual as presented at A6465WG meeting in March 2015 and subsequent bilateral correspondence.</p> <p>Increase in staff of +1 323 (changes especially for SC CO and AST staff). The nominal gross remuneration increased by +2.0 %.</p> <p>The new public service agreement approved for years 2021-2022.</p> <p>No changes in deductions, except for thresholds for Universal Social Charge (USC). As a result, the nominal net remuneration increase amounts to +8.6 %.</p>
6	<p><b>Greece:</b> Figures are supplied in accordance with draft country manual as presented at A6465WG meeting in March 2015 and subsequent bilateral correspondence.</p> <p>Staff decreased by -2 461 (especially AST SE: -1 348). No increase of the gross salary, as no change to basic salary and family allowance. 2 minimum wage increases in 2022 – no impact on A65 calculation as below lowest gross salary reported.</p> <p>The compulsory deductions have not changed. There is no movement in nominal net remuneration: +0.0 %.</p>
7	<p><b>Croatia:</b> Figures are supplied according to the country manual as validated in March 2021 and subsequent bilateral correspondence in 2021.</p> <p>Decrease in staff compared to 2021: -402. The basic salary has been increased with +4 % since 1 May 2022. Changes in work complexity coefficients. Nominal gross salary has increased on average by +3.5 %.</p> <p>No changes in income tax or other deductions. The increase of the nominal net remuneration is +3.0 %.</p>
8	<p><b>Cyprus:</b> Figures are supplied in accordance with country manual validated in April 2015 and subsequent bilateral correspondence.</p> <p>Increase in staff: +217 (2021: +1 450). Again an increase in COLA (cost of living allowance) – from 1.27 % to 2.56 % as from 1.1.2022. Nominal gross remuneration increased with +1.2 %.</p> <p>Earnings reductions again going down in order to be completely abolished in 2023. Small change in Social Insurance Contribution ceiling. The movement in net remuneration is +2.6 %.</p>
9	<p><b>Latvia:</b> Figures are reported here in accordance with bilateral correspondence.</p> <p>Increase in staff of +278, especially for grade AD3: +570, with a decrease of -249 for AST staff. Increase in child benefits. Overall the reported average nominal gross remuneration amounts to +7.2 %.</p> <p>A new Law of Remuneration of Officials took effect from 1 July 2022 aiming to improve efficiency and quality of public administration through the reform of the remuneration system.</p> <p>Some changes in thresholds for PIT (personal income tax). Together with ceiling increase for social security contributions, the average nominal net remuneration increased by +7.5 %.</p>



10	<p><b>Lithuania:</b> Figures are reported here in accordance with bilateral correspondence.</p> <p>Staff decreased by -312 overall (especially grade AD8: -355). Basic salary amount (to be multiplied by coefficient for position) increased from EUR 177 to EUR 181 since 1 January 2022. Increases in child allowance in January to EUR 73.5, in June to EUR 80.5 per child. The nominal gross remuneration increased with +7.2 %.</p> <p>The minimum monthly wage used to determine non-taxable income rose from EUR 642 to EUR 730. The change in nominal net remuneration: +7.6 %.</p>
11	<p><b>Hungary:</b> Figures are supplied in accordance with country manual validated in May 2017 and subsequent correspondence.</p> <p>Decrease in staff: -770. There was a big increase in salary for some grades as well as basic salary increase for whole central government administration. Average increase in gross remuneration: +2.0 %.</p> <p>No real change in statutory deductions. Nominal net remuneration amounts to +1.9 %.</p>
12	<p><b>Malta:</b> Figures are supplied in accordance with a draft country manual and subsequent updates.</p> <p>Staff decreased by -1 973 (biggest change: AST 14: -685). Increase in basic salary, COLA (cost of living allowance) and child allowance threshold. The nominal gross indicator increased on average by +2.8 %.</p> <p>No change in personal income tax (only in thresholds and reliefs) and social security contributions. Nominal net remuneration increased by +2.6 %.</p>
13	<p><b>Portugal:</b> Figures are supplied in accordance with country manual validated in August 2014 and subsequent bilateral correspondence.</p> <p>Increase in staff numbers: +1 115 (especially ADTS: +980). Increases in basic salary, regular allowances for managers and annual holiday pay/Christmas bonus. Average increase of the nominal gross remuneration: +1.9 %.</p> <p>Minor reduction in income tax. Consequently the nominal net remuneration increased by +2.3 %.</p>
14	<p><b>Romania:</b> Figures are supplied in accordance with bilateral correspondence, pending implementation of the draft manual which is currently being drafted.</p> <p>Like in 2021, the provided information presents results of a pilot exercise of data collection, and may not be representative for the entire Romanian administration.</p> <p>Gross salary includes basic salary, meal vouchers and holiday allowance. The latter included this year (in 2021 not included because of pandemic context). Average increase of the nominal gross remuneration: +2.9 %.</p> <p>Average increase in nominal net remuneration: +3.9 %</p>
15	<p><b>Slovenia:</b> Figures are reported here in accordance with a draft country manual as presented at A6465WG meeting in March 2015 and subsequent bilateral correspondence.</p> <p>Staff number slightly decreased by -16. Small increase in meals allowance. Increase in holiday allowance, all civil servants receive now the same amount, regardless pay grade. For child allowances small changes in amount and income brackets. The result is a nominal gross increase of +0.8 %.</p> <p>Personal income tax: changes in brackets and tax reliefs. The nominal net remuneration increased by +2.6 %.</p>

16	<p><b>Slovak Republic:</b> Figures are supplied in accordance with bilateral correspondence.</p> <p>Increased staff numbers (+140). Structural reform implemented since 2018. As in previous years, big reported changes in salaries for a lot of grades. Average increase in gross remuneration: +4.7 %.</p> <p>Statutory deductions are largely unchanged by comparison with previous year. Increases of family allowance and child tax bonus. In consequence, nominal net remuneration increased by +5.3 %.</p>
17	<p><b>Finland:</b> Figures are supplied in accordance with approach adopted in 2016 and subsequent correspondence.</p> <p>Minor change to staff numbers (increase: +50). General pay increase of +1.0 % in June 2022.. Average gross remuneration increased by +1.7 %.</p> <p>Income tax slightly reduced (because of changes in thresholds), unemployment insurance contribution increased to 1.5%. As a result, the average nominal net remuneration increased by +2.2 %.</p>

# 10

## Comparison with forecast

An initial forecast about the expected changes in net remuneration in nominal terms during the period 1 July 2021–1 July 2022 was compiled from Member States. Where these forecasts were not available, Eurostat or DG ECFIN estimates were used instead<sup>(39)</sup>.

National estimates of expected changes in the harmonized consumer price indices (inflation rates) during the period were used to transform the nominal changes in remuneration into movements in real terms. Where these forecasts were not available, Eurostat or DG ECFIN estimates were used instead<sup>(40)</sup>.

Values were confirmed by national delegates at the March 2022 meeting of the Working Group on Articles 64 and 65 of the Staff Regulations, and published in the Intermediate Report issued by Eurostat in May 2022<sup>(41)</sup>.

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

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<sup>(39)</sup> This was the case for 1 Member State: Greece (the same in 2021)

<sup>(40)</sup> This was the case for 5 Member States: Ireland, Greece, Croatia, Malta, Austria (the same in 2021)

<sup>(41)</sup> Op.cit. (7) Ares(2022)4043307

**Table 10** provides comparative information on the evolution of net remuneration in nominal and real terms for the countries in the sample.

**Table 10: Comparison of the net specific indicator and the forecast in nominal and real terms for the twelve-month period to 1st July 2022 (core sample)**

Country	Net specific indicator in nominal terms			Net specific indicator in real terms		
	Actual	Forecast *	Difference %	Actual	Forecast *	Difference %
BE	106.8	102.6	-3.9	96.7	96.4	-0.3
DE	102.2	101.7	-0.5	94.5	99.3	5.1
ES	101.1	101.0	-0.1	91.9	96.2	4.7
FR	106.7	101.2	-5.1	100.2	99.0	-1.2
IT	109.6	103.9	-5.2	101.0	97.8	-3.2
LU	104.5	105.1	0.5	94.7	99.1	4.6
NL	105.2	101.8	-3.3	95.7	94.6	-1.1
AT	102.3	103.0	0.7	94.1	100.3	6.6
PL	101.7	100.0	-1.7	89.1	92.5	3.8
SE	104.2	101.8	-2.3	95.7	98.9	3.3
<b>Total</b>	<b>104.5</b>	<b>101.8</b>	<b>-2.6</b>	<b>96.1</b>	<b>97.7</b>	<b>1.7</b>

\* Per Intermediate Report.

In nominal terms, for 8 countries, the actual indicator is higher than the forecast. The GSI in nominal terms is higher (+2.6 %) than the forecast.

In real terms, for 6 countries, the actual indicator is lower than the forecast. The GSI in real terms is lower (-1.7 %) than the forecast.

**Table 10a** presents the corresponding information for the remaining Member States.

**Table 10a: Comparison of the net specific indicator and the forecast in nominal and real terms for the twelve-month period to 1st July 2022 (remaining countries)**

Country	Net specific indicator in nominal terms			Net specific indicator in real terms		
	Actual	Forecast *	Difference %	Actual	Forecast *	Difference %
BG	103.8	110.0	6.0	90.4	103.4	14.4
CZ	103.4	102.5	-0.9	88.7	91.5	3.2
DK	101.9	101.7	-0.2	93.4	96.4	3.2
EE	99.6	101.8	2.2	81.6	93.0	14.0
IE	108.6	102.4	-5.7	99.1	98.9	-0.2
EL	100.0	102.3	2.3	89.6	99.1	10.6
HR	103.0	100.2	-2.8	91.9	97.6	6.2
CY	102.6	102.3	-0.3	94.1	97.3	3.4
LV	107.5	104.0	-3.3	90.2	95.0	5.3
LT	107.6	106.5	-1.0	89.3	95.3	6.7
HU	101.9	100.2	-1.7	90.5	92.9	2.7
MT	102.6	102.1	-0.5	96.7	97.7	1.0
PT	102.3	101.1	-1.2	93.9	96.8	3.1
RO	103.9	102.1	-1.7	91.9	91.5	-0.4
SI	102.6	100.7	-1.9	92.6	97.8	5.6
SK	105.3	101.0	-4.1	93.5	94.6	1.2
FI	102.2	102.4	0.2	94.5	99.3	5.1

\* Per Intermediate Report.

In nominal terms, for 13 countries, the actual indicator is higher than the forecast.

In real terms, for 15 countries, the actual indicator is lower than the forecast.

# 11

## Control Indicators

### 11.1 Per capita compensation of employees in central government

**Table 11.1** shows the calculation of this control indicator for the countries in the sample specified in the Staff Regulations.

**Table 11.1: Control indicator: per capita compensation of employees in central government 2021-2022, Eurostat estimates based on data supplied by Member States**

Country	Compensation of employees <sup>1</sup>		Number of employees <sup>2</sup>	Nominal change	HICP <sup>3</sup>	Change in real terms	GDP in PPS <sup>4</sup>
	2021	2022	2022	(%)	(%)	(%)	(%)
BE	11,017.8	11,371.0	441.700	3.2	10.5	-6.6	3.1
DE	39,640.0	42,012.0	2,802.000	6.0	8.2	-2.0	22.3
ES	26,599.0	27,430.0	458.586	2.8	10.0	-6.5	8.9
FR	150,129.0	151,635.0	2,481.000	1.0	6.5	-5.2	15.9
IT	105,328.0	107,364.0	1,185.600	1.9	8.5	-6.1	12.5
LU	5,200.8	5,427.0	29.270	4.3	10.3	-5.4	0.4
NL	27,299.0	27,942.0	525.000	2.4	9.9	-6.8	5.1
AT	17,593.3	18,107.0	15.359	8.6	8.7	-0.1	2.4
PL	122,481.0	131,988.0	1,106.200	7.8	14.2	-5.6	6.6
SE	164,281.0	173,214.0	87.607	4.7	8.9	-3.9	2.9
<b>Global</b>	-	-	-	<b>3.8</b>	<b>8.9</b>	<b>-4.6</b>	<b>80.1</b>

1 Numerator: ESA 2010 expenditure on compensation of employees in Central Government (NAC million) per Eurostat website 03.10.2022, extrapolated to 2022 using growth rate 2020-2021

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

If no figure supplied then NACE R2 employment in Public administration; defence; social security (thousand persons) per Eurostat website 03.10.2022

Not supplied: BE, DE, FR, IT, LU, NL, PL

3 HICP June 2021 - June 2022 per Eurostat website 10.10.2022

4 GDP 2021 in PPS per Eurostat website 10.10.2022

**Table 11.1a** shows the corresponding figures for the remaining Member States.

**Table 11.1a: Control indicator: per capita compensation of employees in central government 2021-2022, Eurostat estimates based on data supplied by Member States**

Country	Compensation of employees <sup>1</sup>		Number of employees <sup>2</sup>	Nominal change	HICP <sup>3</sup>	Change in real terms	GDP in PPS <sup>4</sup>
	2021	2022	2022	(%)	(%)	(%)	(%)
BG	9,569.1	10,981.0	316.288	12.3	14.8	-2.2	0.8
CZ	312,795.0	325,965.0	389.267	3.9	16.6	-10.9	2.2
DK	100,106.0	104,883.0	164.000	4.8	9.1	-3.9	1.7
EE	1,935.7	2,070.0	55.048	5.9	22.0	-13.2	0.3
IE	24,355.8	26,118.0	145.430	7.2	9.6	-2.2	2.5
EL	19,392.0	19,469.0	398.350	0.4	11.6	-10.0	1.5
HR	26,779.7	27,984.0	233.298	4.5	12.1	-6.8	0.6
CY	2,859.0	2,969.0	62.498	-0.1	9.0	-8.3	0.2
LV	2,115.0	2,375.0	35.572	10.6	19.2	-7.2	0.3
LT	3,085.9	3,190.0	138.909	3.1	20.5	-14.4	0.6
HU	4,492,244.4	4,894,281.0	648.622	6.6	12.6	-5.3	1.6
MT	1,755.2	1,961.0	18.720	11.7	6.1	5.3	0.1
PT	19,805.8	20,487.0	560.025	2.3	9.0	-6.1	1.7
RO	91,338.6	92,815.0	413.200	1.6	13.0	-10.1	3.1
SI	4,146.7	4,395.0	104.397	6.1	10.8	-4.2	0.4
SK	6,894.3	7,455.0	239.397	6.3	12.6	-5.6	0.8
FI	7,779.0	8,172.0	144.100	4.5	8.1	-3.3	1.4

1 Numerator: ESA 2010 expenditure on compensation of employees in Central Government (NAC million) per Eurostat website 03.10.2022, extrapolated to 2022 using growth rate 2020-2021

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

If no figure supplied then NACE R2 employment in Public administration; defence; social security (thousand persons) per Eurostat website 03.10.2022

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

3 HICP June 2021 - June 2022 per Eurostat website 10.10.2022

4 GDP 2021 in PPS per Eurostat website 10.10.2022

Table 3.1 in the main report compares the gross specific indicator and the control indicator in real terms (per capita compensation of employees) for the countries in the sample specified in the Staff Regulations. The corresponding information for the remaining Member States is shown in **Table 11.2** below.

**Table 11.2: Comparison of the gross specific indicator and the control indicator in real terms**

Country	Real gross specific indicator	Control indicator *	Difference (%)
	2022 (2021 = 100)	2022 (2021 = 100)	
BG	90.5	97.8	8.1
CZ	87.8	89.1	1.5
DK	94.0	96.1	2.2
EE	80.2	86.8	8.2
IE	93.1	97.8	5.1
EL	89.6	90.0	0.4
HR	92.3	93.2	1.0
CY	92.8	91.7	-1.2
LV	89.9	92.8	3.2
LT	89.0	85.6	-3.9
HU	90.6	94.7	4.5
MT	96.9	105.3	8.6
PT	93.5	93.9	0.4
RO	91.1	89.9	-1.3
SI	91.0	95.8	5.2
SK	93.0	94.4	1.5
FI	94.1	96.7	2.7

\* Compensation of employees in central government: Eurostat estimates.

For 14 countries, the per capita compensation of employees control indicator is higher than the specific indicator.



## 11.2 Labour cost index for total public administration

**Table 11.3** shows the calculation of this control indicator for the countries in the sample specified in the Staff Regulations.

**Table 11.3: Control indicator: labour cost index for total public administration 2021-2022 Eurostat estimates based on data supplied by Member States**

Country	Labour cost index <sup>1</sup>		Nominal change (%)	HICP <sup>2</sup> (%)	Change in real terms (%)	GDP in PPS <sup>3</sup> (%)
	2021	2022				
BE	108.0	112.0	3.7	10.5	-6.2	3.1
DE	113.3	114.6	1.1	8.2	-6.6	22.3
ES	110.3	114.8	4.1	10.0	-5.4	8.9
FR <sup>4</sup>	:	:	:	:	:	:
IT	109.8	119.6	8.9	8.5	0.4	12.5
LU	111.4	117.4	5.4	10.3	-4.4	0.4
NL <sup>5</sup>	109.2	114.2	4.6	9.9	-4.8	5.1
AT	110.3	114.6	3.9	8.7	-4.4	2.4
PL	133.5	155.2	16.3	14.2	1.8	6.6
SE	112.1	115.3	2.9	8.9	-5.5	2.9
<b>Global</b>	<b>-</b>	<b>-</b>	<b>5.2</b>	<b>9.4</b>	<b>-3.9</b>	<b>64.2</b>

1 Labour cost index (nominal value, quarterly data, wages and salaries component) NACE R2 group O per Eurostat website 30.09.2022

2 HICP June 2021 - June 2022 per Eurostat website 10.10.2022

3 GDP 2021 in PPS per Eurostat website 10.10.2022

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

5 In the absence of Q2 2022 data, Q1 2021 to Q1 2022 data was used instead. This was the case for the Netherlands

**Table 11.3a** shows the corresponding figures for the remaining Member States.

**Table 11.3a: Control indicator: labour cost index for total public administration 2021-2022**  
Eurostat estimates based on data supplied by Member States

Country	Labour cost index <sup>1</sup>		Nominal change	HICP <sup>2</sup>	Change in real terms	GDP in PPS <sup>3</sup>
	2021	2022	(%)	(%)	(%)	(%)
BG	169.3	186.5	10.2	14.8	-4.0	0.8
CZ	141.6	146.2	3.2	16.6	-11.5	2.2
DK	109.1	113.2	3.8	9.1	-4.9	1.7
EE	138.5	154.6	11.6	22.0	-8.5	0.3
IE	111.4	113.4	1.8	9.6	-7.1	2.5
EL	106.5	102.3	-3.9	11.6	-13.9	1.5
HR	126.2	131.6	4.3	12.1	-7.0	0.6
CY	112.5	119.2	6.0	9.0	-2.8	0.2
LV	138.8	149.7	7.9	19.2	-9.5	0.3
LT	190.2	212.1	11.5	20.5	-7.5	0.6
HU	158.4	171.2	8.1	12.6	-4.0	1.6
MT	133.3	144.8	8.6	6.1	2.4	0.1
PT	114.4	118.0	3.1	9.0	-5.4	1.7
RO	213.4	226.7	6.2	13.0	-6.0	3.1
SI	131.2	128.5	-2.1	10.8	-11.6	0.4
SK	151.7	155.4	2.4	12.6	-9.1	0.8
FI	106.8	109.7	2.7	8.1	-5.0	1.4

1 Labour cost index (nominal value, quarterly data, wages and salaries component) NACE R2 group O per Eurostat website 30.09.2022

2 HICP June 2021 - June 2022 per Eurostat website 10.10.2022

3 GDP 2021 in PPS per Eurostat website 10.10.2022

Table 3.2 in the main report compares the gross specific indicator and the control indicator in nominal terms (labour cost index) for the countries in the sample specified in the Staff Regulations. The corresponding information for the remaining Member States is shown in **Table 11.4** below.

**Table 11.4: Comparison of the gross specific indicator and the control indicator in nominal terms**

Country	Nominal gross specific indicator	Control indicator *	Difference (%)
	2022 (2021 = 100)	2022 (2021 = 100)	
BG	103.9	110.2	6.1
CZ	102.4	103.2	0.8
DK	102.6	103.8	1.2
EE	97.8	111.6	14.1
IE	102.0	101.8	-0.2
EL	100.0	96.1	-3.9
HR	103.5	104.3	0.8
CY	101.2	106.0	4.7
LV	107.2	107.9	0.7
LT	107.2	111.5	4.0
HU	102.0	108.1	6.0
MT	102.8	108.6	5.6
PT	101.9	103.1	1.2
RO	102.9	106.2	3.2
SI	100.8	97.9	-2.9
SK	104.7	102.4	-2.2
FI	101.7	102.7	1.0

\* Labour Cost Index: Eurostat estimates.

For 13 countries the labour cost control indicator is higher than the specific indicator.

### 11.3 Laspeyres-type specific indicators

Table 3.3 in the main report shows the comparison of this control indicator with the gross specific indicator in nominal terms and in real-terms for countries in the sample specified in the Staff Regulations.

**Table 11.5** below shows the calculation for the remaining Member States.

**Table 11.5: Comparison of the gross specific indicator in nominal terms and in real terms with the corresponding Laspeyres-type specific indicators**

Country	Nominal gross specific indicator 2022 (2021 = 100)	Control indicator 2022 (2021 = 100)	Difference (%)	Real gross specific indicator 2022 (2021 = 100)	Control indicator 2022 (2021 = 100)	Difference (%)
BG	103.9	104.0	-0.1	90.5	90.6	-0.1
CZ	102.4	102.4	0.0	87.8	87.8	0.0
DK	102.6	102.6	0.0	94.0	94.0	0.0
EE	97.8	97.8	0.0	80.2	80.2	0.0
IE	102.0	102.0	0.0	93.1	93.1	0.0
EL	100.0	100.0	0.0	89.6	89.6	0.0
HR	103.5	103.5	0.0	92.3	92.3	0.0
CY	101.2	101.2	0.0	92.8	92.8	0.0
LV	107.2	107.2	0.0	89.9	89.9	0.0
LT	107.2	107.2	0.0	89.0	89.0	0.0
HU	102.0	102.8	-0.8	90.6	91.3	-0.8
MT	102.8	102.8	0.0	96.9	96.9	0.0
PT	101.9	101.9	0.0	93.5	93.5	0.0
RO	102.9	103.1	-0.2	91.1	91.2	-0.1
SI	100.8	100.9	-0.1	91.0	91.1	-0.1
SK	104.7	104.7	0.0	93.0	93.0	0.0
FI	101.7	101.7	0.0	94.1	94.1	0.0

Table 3.4 in the main report shows the comparison of this control indicator with the net specific indicator in nominal terms and in real-terms for countries in the sample specified in the Staff Regulations.

**Table 11.6** below shows the calculation for the remaining Member States.

**Table 11.6: Comparison of the net specific indicator in nominal terms and in real terms with the corresponding Laspeyres-type specific indicators**

Country	Nominal net specific indicator 2022 (2021 = 100)	Control indicator 2022 (2021 = 100)	Difference (%)	Real net specific indicator 2022 (2021 = 100)	Control indicator 2022 (2021 = 100)	Difference (%)
BG	103.8	103.9	-0.1	90.4	90.5	-0.1
CZ	103.4	103.4	0.0	88.7	88.7	0.0
DK	101.9	101.9	0.0	93.4	93.4	0.0
EE	99.6	99.6	0.0	81.6	81.6	0.0
IE	108.6	108.4	0.2	99.1	98.9	0.2
EL	100.0	100.0	0.0	89.6	89.6	0.0
HR	103.0	103.0	0.0	91.9	91.9	0.0
CY	102.6	102.6	0.0	94.1	94.1	0.0
LV	107.5	107.5	0.0	90.2	90.2	0.0
LT	107.6	107.6	0.0	89.3	89.3	0.0
HU	101.9	102.6	-0.7	90.5	91.1	-0.7
MT	102.6	102.6	0.0	96.7	96.7	0.0
PT	102.3	102.3	0.0	93.9	93.9	0.0
RO	103.9	104.1	-0.2	91.9	92.1	-0.2
SI	102.6	102.6	0.0	92.6	92.6	0.0
SK	105.3	105.3	0.0	93.5	93.5	0.0
FI	102.2	102.2	0.0	94.5	94.5	0.0

# 12

## Information about working time

Through the standard remuneration questionnaire, Eurostat also collects statistical information on differences in the working hours of national officials in all Member States. Information about statutory or contractual weekly working hours in central governments (**Table 12.1**), number of days of annual leave (**Table 12.2**) and number of public holidays per year (**Table 12.3**) are shown below for the Member States in the sample. In all these tables the situation in July 2022 has been compared with that in July 2021. Similarly, information is also collected about retirement age in central government. The situation at July 2022 is shown in **Table 12.4**.

Corresponding information is presented separately for the remaining Member States in **Table 12.1a** (working hours), **Table 12.2a** (annual leave), **Table 12.3a** (public holidays) and **Table 12.4a** (retirement age).

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

**Table 12.1: Statutory or contractual weekly working hours in central governments**

Country	Weekly working hours		Remarks
	July 2021	July 2022	
BE	38	38	
DE	41	41	40 for special family reasons
ES	37.30-40	37.30-40	
FR	35	35	
IT	36	36	
LU	40	40	
NL	36	36	
AT	40	40	
PL	40	40	
SE	39.45	39.45	

Table 12.1a: Statutory or contractual weekly working hours in central governments

Country	Weekly working hours		Remarks
	July 2021	July 2022	
BG	40	40	
CZ	40	40	
DK	34.5	34.5	
EE	40	40	
IE	37	37	
EL	40	40	
HR	40	40	
CY	37	37	
LV	40	40	
LT	40	40	
HU	40	40	
MT	40	40	
PT	35	35	
RO	40	40	
SI	37.30	37.30	
SK	38	38	
FI	36.15	36.15	

Table 12.2: Number of days of annual leave in central governments

Country	Number of days		Remarks - 2022
	July 2021	July 2022	
BE	26 - 33	26 - 33	Depends on age
DE	30	30	
ES	29	31	Depends on age (seniority)
FR	25	25	2 days bonus maximum
IT	32	32	Under 3 years of service: 30 days
LU	32-36	32-36	Depends on age (34 from 50, 36 from 55)
NL	23-27	23-27	Depends on age (age 45:24, 50:25, 55:26, 60:27)
AT	25-30	25-30	Depends on age
PL	26-38	26-38	Depends on age
SE	28-35	28-35	Depends on age



Table 12.2a: Number of days annual leave in central governments

Country	Number of days		Remarks - 2022
	July 2021	July 2022	
BG	20	20	
CZ	25	25	
DK	30	30	
EE	35	35	
IE	22-32	22-32	Depends on grade (new+promoted employees: 22-30 days)
EL	20-25	20-25	
HR	20-30	20-30	Depends on age, years of service and grade
CY	20-29	20-29	Depends on years of service
LV	28	28	
LT	22-37	22-37	Depends on years of service *calendar days
HU	25	25	Additional days by length of service (3-10 days)
MT	27	<b>28</b>	
PT	22	22	
RO	21-25	21-25	Depends on years of service
SI	20-35	20-35	Depends on age and grade (+ another 15 days under special conditions)
SK	25-30	25-30	Depends on age (younger than 33: 25, older: 30)
FI	30-38	30-38	Depends on years of service

Table 12.3: Number of public holidays per year (statutory, contractual, etc)

Country	Number of days		Remarks - 2022
	July 2021	July 2022	
BE	13	13	
DE	10	8	Berlin
ES	14	14	Time off when the public holiday falls on Sunday
FR	10	10	
IT	11	11	
LU	12	12	
NL	8	8	
AT	12	12	
PL	9	9	Compensation when public holiday falls on Saturday or Sunday
SE	13	13	Time off when the public holiday falls on Saturday or Sunday

Table 12.3a: Number of public holidays per year (statutory, contractual, etc)

Country	Number of days		Remarks - 2022
	July 2021	July 2022	
BG	11	11	Time off when the public holiday falls on Saturday or Sunday
CZ	11	9	
DK	9 - 10	9 - 10	
EE	12	12	
IE	10	10	Time off when the public holiday falls on Saturday or Sunday
EL	12	12	
HR	14	14	Only if civil servant works on the day of public holiday
CY	15*	15**	* 4 Saturdays and Sundays and 11 working days ** 5 Saturdays and Sundays and 10 working days
LV	15	15	
LT	16	16	
HU	8	6	
MT	14	14	
PT	9	12	
RO	12	15	
SI	6	8	Public holidays on Saturday/Sunday not included in this number
SK	10	10	No compensation
FI	8	8	

Table 12.4: Age of retirement and early retirement in central governments

Country	Age		Remarks - 2022
	Retirement	Early retirement	
BE	65*	63	* 65 (66 from 2025 and 67 from 2030)
DE	67*	63	* variations of retirement depending on age
ES	65	60-64*	* at least 30 years of service
FR	60*	51 - 55*	* depends on age
IT	67	Women: 41 y and 10 m, Men: 42 y and 10 m*	* years of contributions; depends on age and sex
LU	60	57	
NL	66	From 60 y on	
AT	65	62	
PL	60 women/65 men*	55 women/ 60 men**	* depends on sex ** depends on sex and years of work
SE	65	yes	

Table 12.4a: Age of retirement and early retirement in central governments

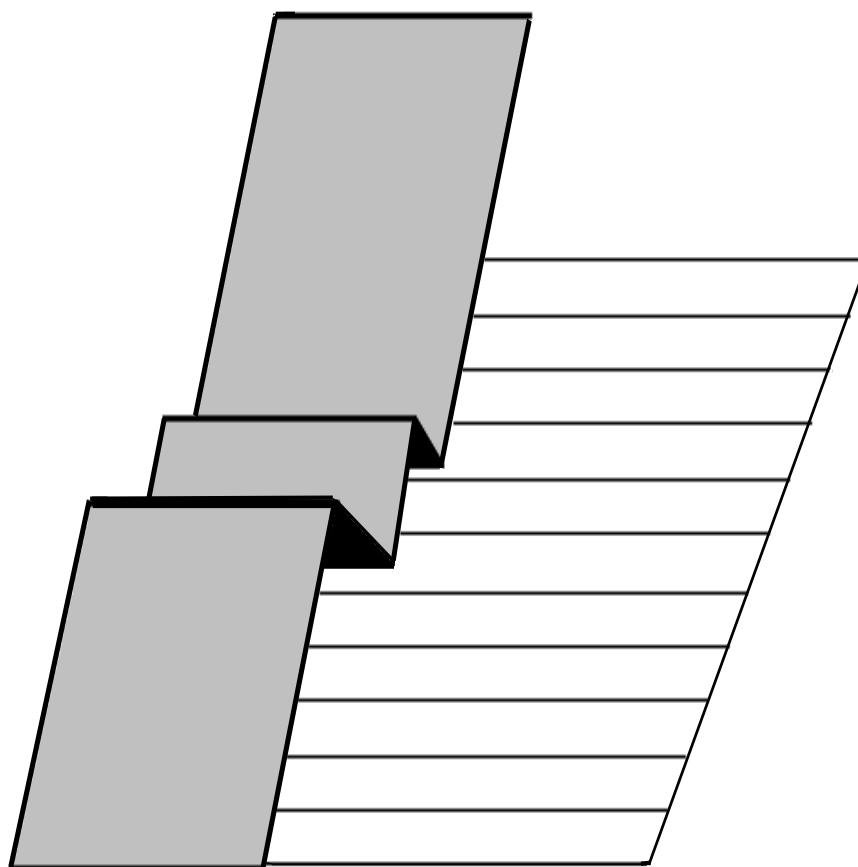
Country	Age		Remarks - 2022
	Retirement	Early retirement	
BG	Men: 64 y and 5 m, Women: 61 y and 10 m	yes*	* depends on job
CZ	Men 63 y and 10 m, Women 63 y and 10 m*	yes**	* age lowers when having brought up child ** first 5 years before pensionable age
DK	67-74*	60-65	* both depending on age, no longer on grade
EE	65	60-62	as from 2021, flexible old-age pension will replace older system - transition period 2021-2025
IE	60-66*	50-65*	* depends on years of service
EL	67*	62	* depends on age
HR	Men 65 Women 63 y	58 y-60	
CY	65	45*	* 45 y with 3 y in Government Post. Lump sum received immediately while monthly pension at 55 y
LV	64 y and 3 m	62 y and 3 m	* both depending on age
LT	Men 64 y and 8 m Women 63 y and 4 m	5 years till the set age of retirement*	*depending on sex and age
HU	65	60-65*	* depends on age
MT	63-65*	Any age on medical grounds/ early retirement schemes	* depends on age
PT	66 y and 7 m*	60**	* depends on age and grade ** depends on age/grade, with min. 40 y of service
RO	:	:	according to public pensions systems
SI	60	60	depending on age and contributions/conditions
SK	57-62*	55-60**	* depends on age and sex ** early retirement max. 2 y before normal age
FI	63-68*	61	* depends on age

**Eurostat Report on the Annual Adjustment of  
Remuneration and Pensions**

# Appendix 1b

**Explanations and statistical analyses:  
Cost of living in Belgium and Luxembourg**

**Reference period:  
Year to 1 July 2022**



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# 1

## Introduction

This document is an appendix to the 2022 Eurostat report on the annual adjustment of remuneration and pensions. While the principal results concerning changes in the cost of living in Belgium and Luxembourg are presented in the main report, the purpose of this appendix is to give further explanations and statistical analyses of the results as well as detailed tables with statistical information.

**Chapters 2 to 5** of this document examine respectively:

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

In the tables, indices are shown rounded to 1 decimal place. Percentage movements are shown rounded to 1 decimal place.

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

More information about methodology can be found in the detailed procedural manual<sup>(42)</sup>.

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

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<sup>(42)</sup> Op cit (6) Doc.A6465/14/58rev2 (version March 2020)



# 2 Changes in the cost of living (Joint Belgium-Luxembourg Index)

Annex XI Article 2 of the Staff Regulations requests that Eurostat shall draw up an index to measure the changes in the cost of living for EU officials in Belgium and Luxembourg<sup>(43)</sup>. This index, known as the Joint Belgium-Luxembourg Index of consumer prices (JBLI) is calculated by weighting national inflation between June of the previous year and June of the current year, as measured by the Harmonised Index of Consumer Prices (HICP) for Belgium, and the Consumer Prices Index (CPI) for Luxembourg, according to the distribution of EU staff serving in Belgium and Luxembourg. This is done at the level of the detailed sub-indices for the 80 basic headings, aggregated using weights derived from the latest of the periodic Family Budget Survey conducted amongst EU staff in Brussels (2017). Precise methodology has been defined by the Working Group on Articles 64 and 65 of the Staff Regulations.

Table 4.1 in the main report presents the results for the current exercise, at the level of 12 main consumption groups <sup>(44)</sup>.

The Joint Index represents a weighted average of national indices, and may not reflect the specific price evolution in either of the reference cities (Brussels and Luxembourg). By comparing results at the level of the 12 main COICOP groups presented in **chapters 3 and 4** of this appendix, reasons for the difference in the value of the overall index can be identified. Note: when doing such comparisons, the impact of differing numbers of underlying basic headings and different aggregation approaches should be remembered.

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<sup>(43)</sup> This definition was introduced by Regulation 1023/2013 and applies with effect from 1.1.2014. Alternative definitions applied for earlier reporting periods.

<sup>(44)</sup> There are restrictions about the level of detail at which price information below the level of the 12 main consumption groups can be disseminated. An approved list of analytical categories has been developed for Article 64 purposes within the applicable constraints of data quality and sensitivity regarding source data. This list includes the 12 main COICOP groups, and adds a selection of basic headings and interim aggregates. In total there are 35 analytical categories. This information is made available separately, in **Appendix 3**.

# 3

## Belgium HICP

**Table 3.1** presents the published HICP values for June 2021 and June 2022, base 2015 = 100. The final figure in the right-hand column shows the variation for the period at global level, **111.5 (+11.5 %)**.

**Table 3.1: Change in the Belgian HICP (HICP weights) June 2021 - June 2022**

Groups of consumption	Weight 2021	Index 2021	Weight 2022	Index 2022	Index change
1. Food and non-alcoholic beverages	180.8	108.1	168.6	117.5	108.7
2. Alcoholic beverages and tobacco	53.6	129.6	53.5	137.4	106.1
3. Clothing and footwear	52.3	106.7	58.8	105.2	98.6
4. Housing, water, electricity, gas and other fuels	172.0	114.5	171.8	151.6	136.2
5. Furnishings, household equipment and maintenance of house	82.3	105.1	83.6	110.0	104.8
6. Health	78.8	105.5	77.0	107.5	101.9
7. Transport	116.0	113.7	107.4	132.2	116.7
8. Communications	33.0	107.1	40.0	108.2	101.0
9. Recreation and culture	81.9	107.8	82.9	112.2	104.2
10. Education	5.3	126.3	5.2	127.6	101.0
11. Hotels, cafes and restaurants	60.7	115.1	67.3	121.3	105.4
12. Miscellaneous goods and services	83.3	110.2	84.0	114.4	104.1
Global index without rents	919.6	111.3	926.4	123.6	112.1
Rents index	80.4	109.1	73.6	113.0	103.6
<b>Global index</b>	<b>1000.0</b>	<b>111.1</b>	<b>1000.0</b>	<b>122.8</b>	<b>111.5</b>

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

**Table 3.2** below shows the revised Belgium HICP variation for the period June 2021 to June 2022, base 2015 = 100, replacing aggregation weights with ones that include owner-occupiers. The final figure in the right-hand column again shows the variation for the period at global level, **108.9 (+8.9 %)**.

**Table 3.2: Change in the Belgian HICP (rev. weights) June 2021 - June 2022**

Groups of consumption	Weight	Index
1. Food and non-alcoholic beverages	125.9	108.7
2. Alcoholic beverages and tobacco	13.9	106.0
3. Clothing and footwear	43.1	99.5
4. Housing, water, electricity, gas and other fuels	344.2	114.3
5. Furnishings, household equipment and maintenance of house	64.5	103.8
6. Health	12.7	101.9
7. Transport	130.0	111.7
8. Communications	19.8	101.0
9. Recreation and culture	79.6	104.1
10. Education	26.7	101.0
11. Hotels, cafes and restaurants	81.1	105.4
12. Miscellaneous goods and services	58.6	103.8
Global index without rents	721.4	111.0
Rents index	278.5	103.6
<b>Global index</b>	<b>1000.0</b>	<b>108.9</b>

For this twelve-month period, the index variation calculated using revised weights is lower than the index variation excluding owner-occupiers.

The following **tables 3.1a and 3.2a** present the corresponding information for the six-month period June 2021 - December 2021. The final figure in the right-hand column of each table shows the variation for the period at global level: **104.1 (+4.1 %)** with original weights, **103.7 (+3.7 %)** with revised weights.

**Table 3.1a: Change in the Belgian HICP (HICP weights) June 2021 - December 2021**

Groups of consumption	Weight 2021	Index 2021m06	Weight 2021	Index 2021m12	Index change
1. Food and non-alcoholic beverages	180.8	108.1	180.8	108.9	100.8
2. Alcoholic beverages and tobacco	53.6	129.6	53.6	131.1	101.2
3. Clothing and footwear	52.3	106.7	52.3	107.1	100.5
4. Housing, water, electricity, gas and other fuels	172.0	114.5	172.0	133.3	115.4
5. Furnishings, household equipment and maintenance of house	82.3	105.1	82.3	107.2	102.0
6. Health	78.8	105.5	78.8	105.7	100.2
7. Transport	116.0	113.7	116.0	119.1	104.6
8. Communications	33.0	107.1	33.0	107.1	100.0
9. Recreation and culture	81.9	107.8	81.9	110.8	102.7
10. Education	5.3	126.3	5.3	127.6	101.0
11. Hotels, cafes and restaurants	60.7	115.1	60.7	118.1	102.6
12. Miscellaneous goods and services	83.3	110.2	83.3	111.2	101.0
Global index without rents	919.6	111.3	919.6	116.4	104.3
Rents index	80.4	109.1	80.4	110.8	101.6
<b>Global index</b>	<b>1000.0</b>	<b>111.1</b>	<b>1000.0</b>	<b>115.9</b>	<b>104.1</b>

Table 3.2a: Change in the Belgian HICP (rev. weights) June 2021 - December 2021

	Groups of consumption	Weight	Index
1.	Food and non-alcoholic beverages	125.9	100.7
2.	Alcoholic beverages and tobacco	13.9	100.6
3.	Clothing and footwear	43.1	100.5
4.	Housing, water, electricity, gas and other fuels	344.2	106.4
5.	Furnishings, household equipment and maintenance of house	64.5	101.7
6.	Health	12.7	100.2
7.	Transport	130.0	104.8
8.	Communications	19.8	100.0
9.	Recreation and culture	79.6	103.0
10.	Education	26.7	101.0
11.	Hotels, cafes and restaurants	81.1	103.8
12.	Miscellaneous goods and services	58.6	100.8
	Global index without rents	721.4	104.5
	Rents index	278.5	101.6
	<b>Global index</b>	<b>1000.0</b>	<b>103.7</b>

For this six-month period, the index variation calculated using revised weights is lower than the index variation excluding owner-occupiers.

The residual movement for the six-month period December 2021 – June 2022 can be identified by combining the annual indicator presented in Table 3.1 with original weights (i.e. 111.5) and Table 3.2 with revised weights (i.e. 108.9) and the information for the first six months presented in Table 3.1a with original weights (i.e. 104.1) and Table 3.2a with revised weights (i.e. 103.7). On that basis, the residual change in the Belgian HICP for the second six months is **107.1 (+7.1 %)** with original weights, **105.0 (+5.0 %)** with revised weights.

For this six-month period, the index variation calculated using revised weights is lower than the index variation excluding owner-occupiers.

# 4

## Luxembourg CPI

**Table 4.1** presents the published CPI values for June 2021 and June 2022, base 2015 = 100. The final figure in the right-hand column again shows the variation for the period at global level, **108.2 (+8.2 %)**.

**Table 4.1: Change in the Luxembourg CPI (CPI weights) June 2021 - June 2022**

Groups of consumption	Weight 2021	Index 2021	Weight 2022	Index 2022	Index change
1. Food and non-alcoholic beverages	137.5	112.1	127.5	119.7	106.9
2. Alcoholic beverages and tobacco	38.9	110.7	37.3	113.6	102.6
3. Clothing and footwear	51.4	108.5	66.5	109.6	101.1
4. Housing, water, electricity, gas and other fuels	173.5	108.5	184.5	119.2	112.3
5. Furnishings, household equipment and maintenance of house	82.0	106.8	87.6	113.6	106.9
6. Health	34.7	104.1	32.2	108.3	104.0
7. Transport	147.7	107.0	146.4	123.1	115.8
8. Communications	22.8	88.9	23.1	91.5	102.3
9. Recreation and culture	64.7	109.7	56.8	115.8	105.6
10. Education	15.6	119.5	16.4	120.5	100.9
11. Hotels, cafes and restaurants	57.7	113.7	51.2	120.9	106.3
12. Miscellaneous goods and services	173.4	109.2	170.5	115.5	106.1
Global index without rents	915.5	108.8	921.8	117.4	108.8
Rents index	84.5	107.5	78.2	109.0	101.4
<b>Global index</b>	<b>1000.0</b>	<b>108.7</b>	<b>1000.0</b>	<b>116.8</b>	<b>108.2</b>

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

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

**Table 4.2** below shows the revised Luxembourg CPI variation for the period June 2021 to June 2022, base 2015 = 100, replacing aggregation weights with ones that include owner-occupiers. The final figure in the right-hand column again shows the variation for the period at global level, **107.4 (+7.4 %)**.

**Table 4.2: Change in the Luxembourg CPI (rev. weights) June 2021 - June 2022**

Groups of consumption	Weight	Index
1. Food and non-alcoholic beverages	125.9	107.1
2. Alcoholic beverages and tobacco	13.9	102.4
3. Clothing and footwear	43.1	101.1
4. Housing, water, electricity, gas and other fuels	344.2	107.2
5. Furnishings, household equipment and maintenance of house	64.5	106.0
6. Health	12.7	104.0
7. Transport	130.0	116.7
8. Communications	19.8	102.3
9. Recreation and culture	79.6	106.9
10. Education	26.7	100.9
11. Hotels, cafes and restaurants	81.1	106.6
12. Miscellaneous goods and services	58.6	103.2
Global index without rents	721.4	109.7
Rents index	278.5	101.4
<b>Global index</b>	<b>1000.0</b>	<b>107.4</b>

For this twelve-month period, the index variation calculated using revised weights is lower than the index variation excluding owner-occupiers.

The following **tables 4.1a and 4.2a** present the corresponding information for the six-month period June 2021 - December 2021. The final figure in the right-hand column of each table shows the variation for the period at global level: **102.1 (+2.1 %)** with original weights, **102.8 (+2.8 %)** with revised weights.

**Table 4.1a: Change in the Luxembourg CPI (CPI weights) June 2021 - December 2021**

Groups of consumption	Weight 2021	Index 2021m06	Weight 2021	Index 2021m12	Index change
1. Food and non-alcoholic beverages	137.5	112.1	137.5	113.1	100.9
2. Alcoholic beverages and tobacco	38.9	110.7	38.9	111.6	100.8
3. Clothing and footwear	51.4	108.5	51.4	109.1	100.5
4. Housing, water, electricity, gas and other fuels	173.5	108.5	173.5	112.9	103.5
5. Furnishings, household equipment and maintenance of house	82.0	106.8	82.0	108.7	102.1
6. Health	34.7	104.1	34.7	105.6	101.4
7. Transport	147.7	107.0	147.7	110.9	103.5
8. Communications	22.8	88.9	22.8	88.9	100.0
9. Recreation and culture	64.7	109.7	64.7	111.7	101.8
10. Education	15.6	119.5	15.6	120.5	100.9
11. Hotels, cafes and restaurants	57.7	113.7	57.7	115.5	101.6
12. Miscellaneous goods and services	173.4	109.2	173.4	111.5	102.2
Global index without rents	915.5	108.8	915.5	111.4	102.3
Rents index	84.5	107.5	84.5	107.9	100.4
<b>Global index</b>	<b>1000.0</b>	<b>108.7</b>	<b>1000.0</b>	<b>111.1</b>	<b>102.1</b>

**Table 4.2a: Change in the Luxembourg CPI (rev. weights) June 2021 - December 2021**

	Groups of consumption	Weight	Index
1.	Food and non-alcoholic beverages	125.9	101.1
2.	Alcoholic beverages and tobacco	13.9	100.6
3.	Clothing and footwear	43.1	100.5
4.	Housing, water, electricity, gas and other fuels	344.2	103.0
5.	Furnishings, household equipment and maintenance of house	64.5	101.8
6.	Health	12.7	101.4
7.	Transport	130.0	108.9
8.	Communications	19.8	100.0
9.	Recreation and culture	79.6	102.1
10.	Education	26.7	100.9
11.	Hotels, cafes and restaurants	81.1	101.2
12.	Miscellaneous goods and services	58.6	101.1
	Global index without rents	721.4	103.8
	Rents index	278.5	100.4
	<b>Global index</b>	<b>1000.0</b>	<b>102.8</b>

For this six-month period, the index variation calculated using revised weights is higher than the index variation excluding owner-occupiers.

The residual movement for the six-month period December 2021 – June 2022 can be identified by combining the annual indicator presented in Table 4.1 with original weights (i.e. 108.2) and Table 4.2 with revised weights (i.e. 107.4) and the information for the first six months presented in Table 4.1a with original weights (i.e. 102.1) and Table 4.2a with revised weights (i.e. 102.8). On that basis, the residual change in the Luxembourg CPI for the second six months is **106.0 (+6.0 %)** with original weights, **104.5 (+4.5 %)** with revised weights.

For this six-month period, the index variation calculated using revised weights is lower than the index variation excluding owner-occupiers.

# 5

## Staff ratio Brussels:Luxembourg

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

The ratio between active staff in Brussels and Luxembourg for the start of the current period is shown in **Table 5**.

**Table 5: Number of permanent officials and other servants in active service at July 2021 (i.e. December 2020)**

Duty station	No.	%
Brussels	38,066	80.5
Luxembourg	9,212	19.5
<b>Total</b>	<b>47,278</b>	<b>100.0</b>

*Source:* PMO, as included in PSEO database (Eurostat), adjusted to exclude staff on special leave, analysed to include staff in Luxembourg who reside in Belgium, France and Germany.

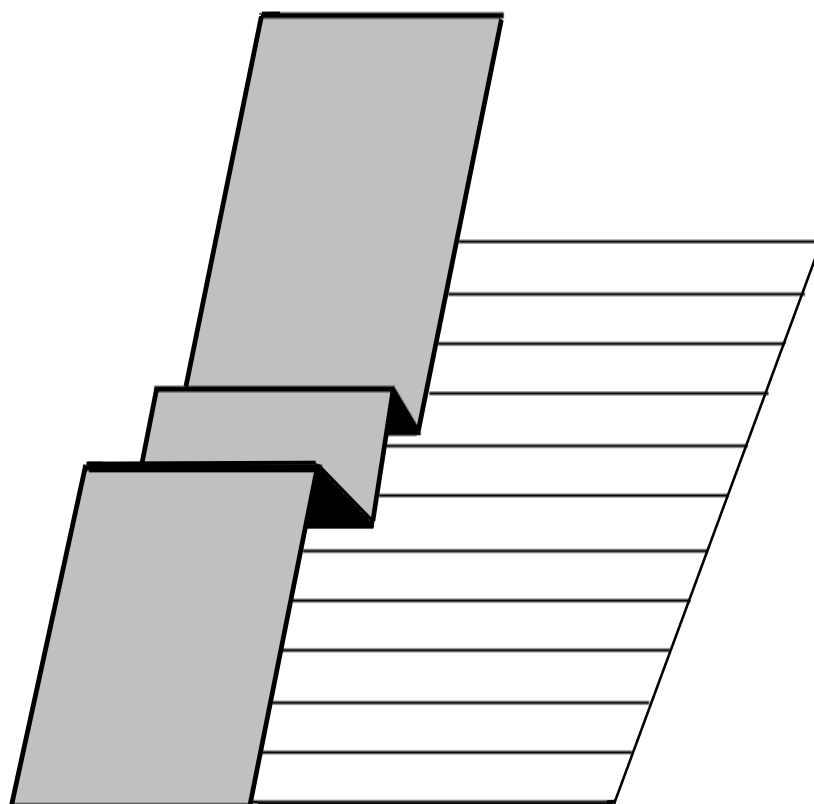
The ratio for the current calculation has changed slightly by comparison to the previous values (80.9 % : 19.1 %).



# Appendix 1c

**Explanations and statistical analyses:  
correction coefficients for intra-EU staff, pensioners and  
extra-EU staff**

**Reference period:  
Year to 1 July 2022**



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# 1

## Introduction

This document is an appendix to the 2022 Eurostat report on the annual adjustment of remuneration and pensions. While the principal results concerning correction coefficients for staff and pensioners are presented in the main report, the purpose of this appendix is to give further explanations and statistical analyses of the results as well as detailed tables with statistical information.

**Chapters 2 to 5** of this document examine respectively:

- the economic parities and correction coefficients for staff (Intra-EU);
- the economic parities and correction coefficients for pensioners (Intra-EU);
- the economic parities and correction coefficients for staff (Extra-EU);
- total adjustment for staff outside Brussels and pensioners outside Belgium.

In the tables, parities are shown rounded to 3 decimal places (Euro zone) or 4 significant figures; exchange rates are shown with the same format (Intra-EU) or rounded to 6 significant figures (Extra-EU); correction coefficients are shown rounded to 1 decimal place; percentage movements are shown rounded to 1 decimal place.

With the exception of the information about consumption expenditure pattern data which is compiled by Eurostat from direct surveys of staff, and a direct survey of international schools, all calculations and figures presented in this appendix relating to correction coefficients are based on Intra-EU data supplied by the responsible national authorities.

Corresponding data for Extra-EU duty stations is obtained from responsible national authorities coordinated by Eurostat under the European Comparison Programme (ECP), or through collaboration with the International Service for Remunerations and Pensions of the Coordinated Organisations (CO.ISRP) and the United Nations International Civil Service Commission (UN.ICSC).

Important note: the United Kingdom left the European Union with effect 1 February 2020 and is now a 'third country'. The transition agreement introduced by the 'Withdrawal Agreement' expired with effect 31 December 2020. For staff, the United Kingdom is now treated as an Extra-EU country and the production and publication of correction coefficients according to Intra-EU methodology has ceased. Exceptionally, production and publication of correction coefficient for existing UK pensioners continues.

More information about methodology can be found in the detailed procedural manuals for Intra-EU<sup>(45)</sup> and Extra-EU<sup>(46)</sup>.

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<sup>(45)</sup> Op cit (6) Doc.A6465/14/59rev5 (version February 2022)

<sup>(46)</sup> Op cit (6) Doc.A6465/14/60rev5 (version April 2022)

# 2

## Equivalence of purchasing power of EU officials in the Member States

### 2.1 Economic parities, exchange rates and correction coefficients

Table 11.2 in the main report shows the global values for active staff for all Intra-EU duty stations. Tables 11.1, 11.1a and 11.1b in the main report show the movements in the global parities for the period July 2021 - July 2022, together with breakdowns for the six-month period July 2021 - January 2022 and the six-month period January 2022 - July 2022.

As at July 2022, information is compiled for a list of 30 Intra-EU capital cities and other duty stations. By comparison to the situation at July 2021, there is no change to this list <sup>(47)</sup>.

The correction coefficients applicable to the salaries of the European institution officials working in the capitals and places of employment other than Brussels and Luxembourg, which are calculated for the month of July, are determined on the basis of the relationships between the economic parities and the exchange rates fixed by the Commission and specified in the Staff Regulations for the relevant countries.

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

#### **Numeric example (constant parity, fluctuating exchange rate)\***

**t<sub>0</sub>: EUR 1000 x ER 9.431 x CC 127.4 % (i.e. PPP 12.02 ÷ ER 9.431) = 12015 local**  
which is essentially the same as **EUR 1000 x PPP 12.02 = 12020 local**  
(with slight rounding effect)

**t<sub>1</sub>: EUR 1000 x ER 9.722 x CC 123.6 % (i.e. PPP 12.02 ÷ ER 9.722) = 12016 local**  
which is essentially the same as **EUR 1000 x PPP 12.02 = 12020 local**  
(with slight rounding effect)

\* t<sub>0</sub> = actual Sweden CC 2016, t<sub>1</sub> = hypothetical CC using actual ER 2017 but constant PPP

<sup>(47)</sup> Op.cit. (19) The most recent modifications were in 2021 (cancellation of production for DE-Bonn due to cessation of official data source and absence of staff) and 2020 (withdrawal of UK from the EU).



## 2.2 Changes between July 2021 and July 2022

An intermediate report was prepared in the usual way covering the six months July 2021 – January 2022<sup>(48)</sup>. That report identifies the locations where, in accordance with Chapter 2 of Annex XI to the Staff Regulations, the change in the implicit index (i.e. the combined impact of the Joint Belgium Luxembourg Index and the change in the purchasing power parity relative to Belgium) exceeded 3 %.

For the period July 2021 – January 2022 the JBLI exceeded the 3 % threshold, therefore there were changes to the correction coefficients for staff in all duty stations.

### 2.2.1 Changes in the correction coefficients from July 2021 to July 2022

The simple average change for all duty stations in the correction coefficient for the period under review was +1.4 %, with standard deviation 4.1 %. The maximum increase was +9.1 % (LT-Vilnius). The maximum decrease was -8.5 % (HU-Budapest). For 17 locations there was an increase and for 11 locations there was a decrease. The movements in correction coefficients of EU officials for the period July 2021 - July 2022 are summarised in the analysis below<sup>(49)</sup>:

#### Summary of changes in the correction coefficients, July 2021 - July 2022

Range		Duty stations
$X < -6.8 \%$	1	HU
$-6.8 \% \leq X < -2.7 \%$	1	SE,
$-2.7 \% \leq X < 0.0 \%$	9	DE-Berlin, DE-Karlsruhe, DE-Munich, FR, IT-Rome, MT, NL, AT, FI
$0.0 \% \leq X < 1.4 \%$	4	DK, ES, IT-Varese, CY
$1.4 \% \leq X < 5.5 \%$	9	BG, IE, EL, HR, PL, PT, RO, SI, SK
$5.5 \% \leq X < 9.6 \%$	4	CZ, EE, LV, LT
$9.6 \% \leq X$	0	
<b>Total</b>	<b>28</b>	excluding Brussels and Luxembourg <sup>(50)</sup>

<sup>(48)</sup> Op cit (7) Ares(2022)4043307

<sup>(49)</sup> Note: For countries in the Eurozone, the change in the correction coefficient = the change in the parity.

<sup>(50)</sup> Brussels is the reference city for the bilateral comparisons (CC for staff). In accordance with Article 3(5) of Annex XI to the Staff Regulations, Luxembourg CC = Brussels CC

The analysis below summarises the changes for the six-month period July 2021-January 2022:

#### Summary of changes in the correction coefficients, July 2021-January 2022

Range		Duty stations
$X < -3.8 \%$	0	
$-3.8 \% \leq X < -2.0 \%$	2	MT, SK
$-2.0 \% \leq X < -0.3 \%$	17	DK, DE-Berlin, DE-Karlsruhe, DE-Munich, EL, ES, FR, HR, IT-Rome, IT-Varese, CY, HU, NL, AT, PT, FI, SE
$-0.3 \% \leq X < 0.0 \%$	1	CZ
$0.0 \% \leq X < 1.4 \%$	3	BG, LV, RO
$1.4 \% \leq X < 3.1 \%$	4	IE, LT, PL, SI
$3.1 \% \leq X \leq 4.4 \%$	1	EE
<b>Total</b>	<b>28</b>	excluding Brussels and Luxembourg

The analysis below summarises the changes for the six-month period January 2022-July 2022:

#### Summary of changes in the correction coefficients, January 2022-July 2022

Range		Duty stations
$X < -5.3 \%$	1	HU
$-5.3 \% \leq X < -1.8 \%$	1	SE
$-1.8 \% \leq X < 0.0 \%$	5	IE, FR, NL, PL, RO, FI
$0.0 \% \leq X < 1.8 \%$	9	DE-Berlin, DE-Karlsruhe, DE-Munich, IT-Rome, CY, MT, AT, RO, SI
$1.8 \% \leq X < 5.3 \%$	7	BG, DK, EE, ES, HR, IT-Varese, SK
$5.3 \% \leq X < 8.9 \%$	5	CZ, EL, LV, LT, PT
$8.9 \% \leq X$	0	
<b>Total</b>	<b>28</b>	excluding Brussels and Luxembourg

## 2.2.2 Changes in exchange rates from July 2021 to July 2022

For those duty stations in the 19 Member States which are in the Eurozone, movements in the correction coefficient are the same as movements in the economic parity. For those duty stations in the 8 Member States which are not in the Eurozone, the impact of exchange rate fluctuations relative to the Euro on the global correction coefficient can be significant. Exchange rate movements for the period July 2021–July 2022 are summarised in the following analysis:

### Summary of changes in the exchange rates, July 2021-July 2022

Period	Changes
12 months July 2021 – July 2022	BG 0.0 %, CZ -2.9 %, DK 0.0 %, HR +0.4 %, HU +12.3 %, PL +3.7 %, RO +0.3 % and SE +5.3 %
6 months July 2021 – January 2022	Not applicable <sup>(51)</sup>
6 months January 2022 – July 2022	Same as for the annual movement <sup>(51)</sup>

**Tables 2.1, 2.1a and 2.1b** show the movements in the global parities, exchange rates and correction coefficients for those duty stations in countries which are not in the Eurozone, for the period July 2021 - July 2022, together with breakdowns for the six-month period July 2022 - January 2022 and the six-month period January 2022 - July 2022.

Note: Croatia will become the 20<sup>th</sup> member of the Eurozone with effect from 1 January 2023, i.e. after the reference period for this report.

<sup>(51)</sup> In the Intermediate Report, to establish correction coefficients at January, the same exchange rate is used as was applied in the previous Annual Report to establish correction coefficients at July. Consequently, for the first six months there is no change, and for the second six months the change is the same as for the annual movement.

### 2.3 Economic parities

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

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

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

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

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

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

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

The details of the economic parities calculation, at the level of 12 main consumption groups, are shown in **Table 2.2** for all capitals and other places apart from Brussels and Luxembourg<sup>(52)</sup>.

<sup>(52)</sup> Op. cit. (50) In accordance with article 3(5) of Annex XI to the Staff Regulations, Luxembourg CC = Brussels CC.

There are restrictions about the level of detail at which price information below the level of the 12 main consumption groups can be disseminated. An approved list of analytical categories has been developed for Article 64 purposes within the applicable constraints of data quality and sensitivity regarding source data. This list includes the 12 main COICOP groups, and adds a selection of basic headings and interim aggregates. In total there are 35 analytical categories. This information is made available separately, in **Appendix 3**.

Table 2.1: Changes in the economic parities, exchange rates and correction coefficients in the twelve months to 1st July 2022 (for staff)

Country	Parity	Exch.Rate	C.C.	Parity	Exch.Rate	C.C.	Parity	Exch.Rate	C.C.
Place of employment	1.7.2022	1.7.2022	1.7.2022	1.7.2021	1.7.2021	1.7.2021	CHANGE %	CHANGE %	CHANGE %
BG Sofia	1.271	1.956	65.0	1.207	1.956	61.7	5.3	0.0	5.3
CZ Prague	23.62	24.74	95.5	22.44	25.48	88.1	5.3	-2.9	8.4
DK Copenhagen	10.02	7.439	134.7	9.983	7.436	134.2	0.4	0.0	0.4
HR Zagreb	6.024	7.529	80.0	5.872	7.496	78.3	2.6	0.4	2.2
HU Budapest	274.4	394.3	69.6	267.0	351.1	76.1	2.8	12.3	-8.5
PL Warsaw	3.359	4.687	71.7	3.190	4.519	70.6	5.3	3.7	1.6
RO Bucharest	3.465	4.942	70.1	3.373	4.928	68.5	2.7	0.3	2.3
SE Stockholm	13.35	10.68	124.9	13.22	10.15	130.3	0.9	5.3	-4.1

Note: for countries which are in the Eurozone, there is no change in the exchange rate. Consequently, the change in the correction coefficient = the change in the parity.

Table 2.1a: Changes in the economic parities, exchange rates and correction coefficients in the six months to 1st January 2022 (for staff)

Country	Parity	Exch.Rate	C.C.	Parity	Exch.Rate	C.C.	Parity	Exch.Rate	C.C.
Place of employment	1.1.2022	1.1.2022	1.1.2022	1.7.2021	1.7.2021	1.7.2021	CHANGE %	CHANGE %	CHANGE %
BG Sofia	1.220	1.956	62.4	1.207	1.956	61.7	1.1	0.0	1.1
CZ Prague	22.41	25.48	88.0	22.44	25.48	88.1	-0.1	0.0	-0.1
DK Copenhagen	9.776	7.436	131.5	9.983	7.436	134.2	-2.1	0.0	-2.0
HR Zagreb	5.792	7.496	77.3	5.872	7.496	78.3	-1.4	0.0	-1.3
HU Budapest	265.9	351.1	75.7	267.0	351.1	76.1	-0.4	0.0	-0.5
PL Warsaw	3.266	4.519	72.3	3.190	4.519	70.6	2.4	0.0	2.4
RO Bucharest	3.399	4.928	69.0	3.373	4.928	68.5	0.8	0.0	0.7
SE Stockholm	13.12	10.15	129.3	13.22	10.15	130.3	-0.8	0.0	-0.8

Note: for countries which are in the Eurozone, there is no change in the exchange rate. Consequently, the change in the correction coefficient = the change in the parity.

Table 2.1b: Changes in the economic parities, exchange rates and correction coefficients in the six months to 1st July 2022 (for staff)

Country	Parity	Exch.Rate	C.C.	Parity	Exch.Rate	C.C.	Parity	Exch.Rate	C.C.
Place of employment	1.7.2022	1.7.2022	1.7.2022	1.1.2022	1.1.2022	1.1.2022	CHANGE %	CHANGE %	CHANGE %
BG Sofia	1.271	1.956	65.0	1.220	1.956	62.4	4.1	0.0	4.2
CZ Prague	23.62	24.74	95.5	22.41	25.48	88.0	5.4	-2.9	8.5
DK Copenhagen	10.02	7.439	134.7	9.776	7.436	131.5	2.5	0.0	2.4
HR Zagreb	6.024	7.529	80.0	5.792	7.496	77.3	4.0	0.4	3.5
HU Budapest	274.4	394.3	69.6	265.9	351.1	75.7	3.2	12.3	-8.1
PL Warsaw	3.359	4.687	71.7	3.266	4.519	72.3	2.8	3.7	-0.8
RO Bucharest	3.465	4.942	70.1	3.399	4.928	69.0	1.9	0.3	1.6
SE Stockholm	13.35	10.68	124.9	13.12	10.15	129.3	1.7	5.3	-3.4

Note: for countries which are in the Eurozone, there is no change in the exchange rate. Consequently, the change in the correction coefficient = the change in the parity.

Table 2.2 (page 1 of 3): Economic parities of the 12 main expenditure groups for each duty station at 1st July 2022 (for staff)

Expenditure Groups	BE	BG-Sofia		CZ-Prague		DK-Copenhagen		DE-Berlin		DE-Karlsruhe		DE-Munich	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	125.9	160.1	1.849	92.8	23.81	129.6	9.022	108.8	1.034	108.8	1.058	108.8	1.078
2	13.9	17.5	1.271	13.6	20.70	17.4	8.845	17.7	0.783	17.7	0.785	17.7	0.786
3	43.1	80.2	1.681	53.9	27.92	51.6	9.520	53.6	0.938	53.6	0.954	53.6	0.957
4	344.2	240.4	1.013	413.1	28.05	299.6	12.34	272.5	1.097	272.5	0.891	272.5	1.375
5	64.5	53.6	1.371	71.9	22.83	56.0	10.07	85.6	1.073	85.6	1.062	85.6	1.093
6	12.7	15.8	0.7590	13.4	11.19	16.2	8.551	16.8	0.978	16.8	0.984	16.8	0.986
7	130.0	131.0	1.546	110.3	23.87	148.2	9.088	156.0	1.027	156.0	1.036	156.0	1.056
8	19.8	24.0	0.9146	15.6	19.01	18.9	5.750	15.8	0.771	15.8	0.767	15.8	0.767
9	79.6	102.0	1.361	81.0	21.94	103.9	9.531	110.4	1.054	110.4	1.034	110.4	1.100
10	26.7	30.4	0.7817	19.5	9.615	21.9	5.597	19.8	0.503	19.8	0.659	19.8	0.654
11	81.1	76.3	1.053	69.5	17.02	86.1	10.06	94.4	0.908	94.4	0.919	94.4	1.021
12	58.6	68.8	1.340	45.3	22.05	50.6	8.927	48.6	0.919	48.6	0.975	48.6	0.993
Rents	278.5	188.5	1.074	358.4	30.62	246.9	13.49	211.2	1.193	211.2	0.892	211.2	1.566
Total without rents	721.4	811.5	1.337	641.6	20.97	753.1	9.030	788.8	0.953	788.8	0.978	788.8	1.006
Global parity	1000.0	1000.0	1.271	1000.0	23.62	1000.0	10.02	1000.0	1.006	1000.0	0.956	1000.0	1.122
Exchange rate			1.956		24.74		7.439		1		1		1

Expenditure Groups	BE	EE-Tallinn		IE-Dublin		EL-Athens		ES-Madrid		FR-Paris		HR-Zagreb	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	125.9	135.9	1.020	101.4	1.117	124.7	1.084	113.0	0.957	123.1	1.047	135.7	7.372
2	13.9	15.8	0.966	15.6	1.902	19.2	1.025	14.3	0.807	18.7	0.980	15.3	7.023
3	43.1	77.6	1.078	39.5	0.994	61.2	1.010	49.2	0.899	57.9	1.057	60.9	6.904
4	344.2	250.5	0.958	360.9	1.945	229.6	0.834	287.4	1.152	294.4	1.510	259.1	6.126
5	64.5	65.7	0.896	57.1	0.998	86.9	0.843	71.0	1.050	69.3	1.166	51.1	5.922
6	12.7	16.7	0.697	9.7	1.626	16.7	0.769	17.6	0.995	9.0	0.804	16.9	3.703
7	130.0	139.8	1.059	158.5	1.267	168.1	1.098	148.4	0.906	131.3	1.109	169.5	6.978
8	19.8	18.8	0.549	18.8	1.073	25.1	0.973	22.5	0.792	16.5	0.669	24.5	5.693
9	79.6	108.8	0.947	81.0	1.027	95.7	0.823	89.1	0.906	90.2	1.075	91.8	5.811
10	26.7	26.9	0.502	34.1	0.854	28.6	0.644	44.7	0.772	30.4	0.627	25.6	2.220
11	81.1	90.1	0.863	69.6	1.214	89.2	0.734	91.5	0.829	107.5	1.058	98.1	4.857
12	58.6	53.5	0.969	53.9	0.980	55.2	0.789	51.3	0.834	51.7	1.014	51.6	5.688
Rents	278.5	193.0	1.034	319.1	2.215	160.9	0.923	237.2	1.264	244.2	1.720	198.6	7.212
Total without rents	721.4	807.0	0.916	680.9	1.108	839.1	0.890	762.8	0.890	755.8	1.018	801.4	5.719
Global parity	1000.0	1000.0	0.941	1000.0	1.363	1000.0	0.894	1000.0	0.974	1000.0	1.168	1000.0	6.024
Exchange rate			1		1		1		1		1		7.529



Table 2.2 (page 2 of 3): Economic parities of the 12 main expenditure groups for each duty station at 1st July 2022 (for staff)

Expenditure Groups	BE	IT-Rome		IT-Varese		CY-Nicosia		LV-Riga		LT-Vilnius		HU-Budapest	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	125.9	110.1	1.037	117.7	1.160	154.6	1.011	136.6	1.041	137.1	0.982	124.6	346.5
2	13.9	13.2	0.797	12.4	0.849	16.9	0.868	15.9	0.953	15.9	0.885	19.2	250.2
3	43.1	56.7	1.024	55.2	1.041	77.4	0.917	78.0	1.065	78.2	1.038	59.3	308.3
4	344.2	268.7	0.951	300.0	0.770	266.3	0.644	246.7	0.803	244.1	0.883	328.7	281.0
5	64.5	72.0	0.976	74.4	1.128	51.8	0.817	66.0	0.821	66.2	0.875	60.7	267.1
6	12.7	21.5	1.100	19.6	1.261	15.3	1.045	16.8	0.673	16.8	0.627	9.7	208.0
7	130.0	161.5	1.082	153.6	1.042	126.5	1.074	140.5	0.854	141.0	0.954	129.2	296.1
8	19.8	18.2	0.637	16.8	0.676	23.2	0.730	18.9	0.669	19.0	0.728	17.6	189.4
9	79.6	93.9	0.895	85.4	1.017	98.5	0.892	109.4	0.913	109.7	0.852	82.4	241.8
10	26.7	29.0	0.723	34.2	0.904	29.3	0.788	27.0	0.561	27.1	0.641	23.6	192.8
11	81.1	85.1	0.810	73.4	0.763	73.7	0.780	90.6	0.792	90.9	0.658	92.7	224.8
12	58.6	70.1	0.873	57.4	0.904	66.5	0.848	53.7	0.924	53.9	0.866	52.2	249.1
Rents	278.5	205.7	0.990	230.0	0.759	216.2	0.645	189.0	0.898	186.2	1.077	267.6	360.4
Total without rents	721.4	794.3	0.935	770.0	0.982	783.8	0.894	811.0	0.849	813.8	0.822	732.4	249.0
Global parity	1000.0	1000.0	<b>0.947</b>	1000.0	<b>0.920</b>	1000.0	<b>0.826</b>	1000.0	<b>0.859</b>	1000.0	<b>0.874</b>	1000.0	<b>274.4</b>
Exchange rate			1		1		1		1		1		394.3

Expenditure Groups	BE	MT-Valletta		NL-TheHague		AT-Vienna		PL-Warsaw		PT-Lisbon		RO-Bucharest	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	125.9	144.9	1.127	113.5	0.945	109.7	1.030	110.7	3.534	103.0	1.034	132.4	3.755
2	13.9	27.1	0.950	19.1	0.877	9.9	0.734	13.7	3.514	11.0	0.937	14.5	3.521
3	43.1	57.8	1.046	45.1	0.933	63.9	1.015	62.1	3.959	49.0	0.945	66.3	3.978
4	344.2	302.0	0.927	292.1	1.259	292.4	1.163	308.9	3.508	268.3	1.161	371.7	3.682
5	64.5	70.3	0.966	76.0	1.048	71.9	1.088	69.5	3.537	96.5	0.917	44.3	3.376
6	12.7	16.2	0.756	7.5	1.139	14.7	1.127	11.8	2.570	17.2	0.933	13.1	1.944
7	130.0	116.4	0.933	164.1	1.237	149.3	1.220	132.2	3.769	152.1	1.040	108.3	3.903
8	19.8	17.9	0.737	15.5	0.845	18.2	0.680	12.9	1.899	16.9	0.827	19.8	1.711
9	79.6	80.4	0.885	99.5	1.022	90.0	1.075	98.1	3.329	86.4	0.880	84.4	3.437
10	26.7	14.8	0.568	26.2	0.595	32.0	1.037	39.7	1.500	60.9	0.503	25.1	2.354
11	81.1	113.2	0.772	88.2	1.116	75.0	0.980	89.3	3.241	86.0	0.671	63.1	2.506
12	58.6	38.9	0.866	53.2	1.032	72.9	1.006	51.0	3.294	52.9	0.862	56.9	3.619
Rents	278.5	256.7	1.034	238.7	1.360	223.5	1.296	252.6	3.910	217.0	1.293	328.7	4.077
Total without rents	721.4	743.3	0.885	761.3	1.021	776.5	1.027	747.4	3.187	783.0	0.868	671.3	3.233
Global parity	1000.0	1000.0	<b>0.921</b>	1000.0	<b>1.098</b>	1000.0	<b>1.088</b>	1000.0	<b>3.359</b>	1000.0	<b>0.955</b>	1000.0	<b>3.465</b>
Exchange rate			1		1		1		4.687		1		4.942

Table 2.2 (page 3 of 3): Economic parities of the 12 main expenditure groups for each duty station at 1st July 2022 (for staff)

Expenditure Groups	BE	SI-Ljubljana		SK-Bratislava		FI-Helsinki		SE-Stockholm	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	125.9	135.5	0.984	98.1	0.982	128.1	1.123	126.6	11.79
2	13.9	15.3	0.843	14.4	0.789	17.2	1.683	17.0	11.88
3	43.1	60.8	0.966	57.0	0.967	51.0	1.132	50.4	12.15
4	344.2	259.8	0.854	379.8	0.827	307.8	1.283	315.9	16.29
5	64.5	51.1	0.937	76.0	0.845	55.3	1.013	54.7	12.24
6	12.7	16.9	0.778	14.2	0.604	16.0	1.587	15.8	16.19
7	130.0	169.4	0.977	116.5	0.705	146.5	1.220	144.8	12.63
8	19.8	24.5	0.765	16.5	0.726	18.7	0.851	18.5	9.851
9	79.6	91.7	0.909	85.6	0.865	102.7	1.165	101.5	12.97
10	26.7	25.5	0.403	20.6	0.378	21.7	0.633	21.4	7.440
11	81.1	98.0	0.744	73.4	0.808	85.1	1.108	84.1	12.37
12	58.6	51.6	0.869	47.9	0.809	50.0	1.110	49.4	11.44
<b>Rents</b>	278.5	199.4	0.934	322.0	0.922	255.7	1.470	264.4	18.66
<b>Total without rents</b>	721.4	800.6	0.854	678.0	0.771	744.3	1.081	735.6	11.78
<b>Global parity</b>	1000.0	1000.0	<b>0.871</b>	1000.0	<b>0.813</b>	1000.0	<b>1.173</b>	1000.0	<b>13.35</b>
<b>Exchange rate</b>			1		1		1		10.68

**Consumption groups:**

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

## 2.4 Purchasing power parities – analysis of results

### 2.4.1 Changes in the economic parities from July 2021 to July 2022

The calculation of correction coefficients used for salary adjustment in places other than Brussels and Luxembourg involves the revision of some elementary parities each year. Changes in the global parities from one year to the next come mainly from survey prices and rent revisions, but may also be affected by the trend in the price indices used to update the elementary parities at the date of the adjustment and by changes in the consumption structures. A decomposition of all the effects underlying the changes in the economic parities for the period July 2021–July 2022, is given in **Table 2.3**.

The simple average change in the global economic parity for all duty stations for the period under review was +2.1 % with standard deviation 3.3 %. The maximum increase was +9.1 % (EE-Tallinn, LT-Vilnius). The maximum decrease was -2.6 % (FR-Paris). For 19 locations there was an increase and for 9 locations there was a decrease. The movements in the global economic parities for the period are summarised in the analysis below:

#### Summary of changes in the economic parities, July 2021-July 2022

Range		Duty stations
$X < -4.5 \%$	0	
$-4.5 \% \leq X < -1.2 \%$	4	DE-Karlsruhe, FR, MT, NL
$-1.2 \% \leq X < 0.0 \%$	5	De-Berlin, DE-Munich, IT-Rome, AT, FI
$0.0 \% \leq X < 2.1 \%$	7	DK, IE, ES, IT-Varese, CY, SK, SE
$2.1 \% \leq X < 5.4 \%$	9	BG, CZ, EL, HR, HU, PL, PT, RO, SI
$5.4 \% \leq X < 8.7 \%$	1	LV
$8.7 \% \leq X < 9.2 \%$	2	EE, LT
<b>Total</b>	<b>28</b>	excluding Brussels and Luxembourg <sup>(53)</sup>

The analysis below summarises the changes for the six-month period July 2021-January 2022:

#### Summary of changes in the economic parities, July 2021-January 2022

Range		Duty stations
$X < -3.7 \%$	0	
$-3.7 \% \leq X < -2.0 \%$	3	DK, MT, SK
$-2.0 \% \leq X < -0.3 \%$	16	DE-Berlin, DE-Karlsruhe, DE-Munich, EL, ES, FR, HR, IT, IT-Varese, CY, HU, NL, AT, PT, FI, SE
$-0.3 \% \leq X < 0.0 \%$	1	CZ
$0.0 \% \leq X < 1.4 \%$	3	BG, LV, RO
$1.4 \% \leq X < 3.1 \%$	4	IE, LT, PL, SI
$3.1 \% \leq X$	1	EE
<b>Total</b>	<b>28</b>	excluding Brussels and Luxembourg

<sup>(53)</sup> Op cit (50) Brussels is the reference city. Luxembourg = Brussels.

The analysis below summarises the changes for the six-month period January 2022-July 2022:

**Summary of changes in the economic parities, January 2022-July 2022**

Range		Duty stations
$X < -2.6 \%$	0	
$-2.6 \% \leq X < -0.1 \%$	4	IE, FR, NL, FI
$-0.1 \% \leq X < 0.0 \%$	0	
$0.0 \% \leq X < 2.4 \%$	12	DE-Berlin, DE-Karlsruhe, DE-Munich, ES, IT, IT-Varese, CY, MT, AT, RO, SI, SE
$2.4 \% \leq X < 4.9 \%$	7	BG, DK, EE, HR, HU, PL, SK
$4.9 \% \leq X < 7.4 \%$	4	CZ, EL, LT, PT
$7.4 \% \leq X$	1	LV
<b>Total</b>	<b>28</b>	excluding Brussels and Luxembourg

### 2.4.2 Impact of changes in the expenditure weights

Consumption weighting structures are used to aggregate the basic heading parities to produce the global economic parity. They determine the relative importance of the parities for every basic heading, and can therefore have a potentially important impact. **No weighting structures were updated during the period under review<sup>(54)</sup>.**

The current structures were established as follows:

- Data from the autumn 2017 family budget survey in **Brussels** was combined with spring 2018 data from staff in partner organisations and the resulting structure was introduced in the July 2020 calculation exercise. The consumption structure for Brussels affects all other duty stations, as Brussels is the reference city for parity calculation, setting the 'Laspeyres' component of the Fisher index calculation (duty station structures set the 'Paasche' component).
- Data from the autumn 2018 family budget survey in Ireland was used to produce the consumption structure which was integrated in the July 2020 calculation exercise.
- Updated structures for 22 other duty stations were introduced for the July 2018 calculation exercise, based on family budget surveys conducted as indicated below:
  - (2) Bulgaria and Croatia: spring 2016.
  - (6) Greece, Spain, Italy (incl. Italy-Varese), Austria and Portugal: autumn 2016.
  - (14) Czech Republic, Denmark, Estonia, Cyprus, Lithuania, Latvia, Hungary, Malta, Poland, Romania, Slovenia, Slovakia, Finland, Sweden: spring 2017.

An updating family budget survey was launched during spring 2022 amongst staff in France, to replace the existing weighting structure based on surveys conducted between 2011 and 2013. Survey participation was open to all staff working for EU institutions, to EU agencies, and to staff of partner organisations (notably collaboration with the International Service for Remunerations and Pensions of the Coordinated Organisations and the European Organisation for Air Safety Navigation)<sup>(55)</sup>.

Updating family budget surveys are currently planned during autumn 2022 and spring 2023 amongst staff in remaining Intra-EU duty stations in 4 locations: Germany-Karlsruhe; Germany-Munich; Germany-Berlin/other; Netherlands. The existing weighting structures for these places are based on surveys conducted between 2011 and 2013. Survey participation will be open to all staff working for EU institutions in and outside the common system, to EU agencies, and to staff of partner organisations (notably collaboration with the International Service for Remunerations and Pensions of the Coordinated Organisations, the European Organisation for Air Safety Navigation and the European Patent Organisation)<sup>(56)</sup>.

Other things being equal, the next round of family budget surveys amongst Intra-EU staff will commence in 2024, after surveys have been conducted amongst Pensioners in EU27 Member States and amongst Extra-EU staff in delegations around the world.

<sup>(54)</sup> Note: No family budget surveys were conducted during 2019-2021 due to the impact of the Covid-19 pandemic and policy responses to it

<sup>(55)</sup> For France, locations include: Paris, Marseille, Strasbourg, Valenciennes, Caderache, Lyon, Brétigny-sur-Orge

<sup>(56)</sup> For Germany locations include: Berlin, Bonn, Karlsruhe, Munich, Cologne, Frankfurt, Darmstadt.

For Netherlands locations include: The Hague, Amsterdam, Bergen, Petten, Maastricht, Noordwijk.

### 2.4.3 Impact of new parities derived from price surveys

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

- Food, beverage and tobacco (survey conducted in spring 2021)
- Personal appearance (survey conducted in autumn 2021)

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

The introduction of price data from the **spring 2021 ECP survey on Food, beverages and tobacco** affects 15 elementary parities out of the 80 basic heading classification, which together account for 139.7 ‰ of the total consumption weight in Brussels and 138.5 ‰ on average in other EU duty stations with range between 106.5 ‰ and 177.6 ‰ and standard deviation 18.0 ‰. Introduction of these various results has led to an increase in the overall parity for 27 locations and a decrease in the parity for 1 location — with the impact ranging between +1.7 % (IE-Dublin) and -1.1 % (AT-Vienna). The average impact was +0.9 %, with standard deviation 0.6 %.

The introduction of the price data from the **autumn 2021 ECP survey on Personal appearance** affects 8 elementary parities out of the 80 basic heading classification, which together account for 65.2 ‰ of the total consumption weight in Brussels and 88.1 ‰ on average in other EU duty stations with range between 62.1 ‰ and 127.6 ‰ and standard deviation 16.2 ‰. Introduction of these results has generated an increase or no impact in the overall parity for 24 locations, and negative change for 4 locations - with the impact ranging between +0.8 % (PT-Lisbon) and -0.5 % (CZ-Prague). The average impact was +0.2 %, with standard deviation 0.3 %.

Due to the Covid-19 impact on travelling, it was decided that for the 2021 annual exercise the parity for BH70 **Package holidays**, would only be updated for inflation and that for the 2022 annual exercise it would be freshly imputed using the 2021 global parity excluding rents.

The total consumption weight for BH70 Package holidays is 16.4 ‰ in Brussels and 17.5 ‰ on average in other EU duty stations, with range between 5.6 ‰ and 23.8 ‰ and standard deviation 5.3 ‰. Imputing the 2021 global parity excluding rents has generated an increase or zero change in the global parity for 9 locations and negative change for 19 locations —with impact ranging between +0.9 % (SE-Stockholm) and -1.0 % (CY-Nicosia). The average impact was -0.1 % with standard deviation 0.4 %.

#### 2.4.4 Impact of indexation

As regards price indexation, it has to be remembered that the impact for each duty station reflects the movement of the national Harmonised Index of Consumer Prices (HICP) relative to the evolution of prices in Brussels<sup>(57)</sup>.

The impact on the overall parity of applying detailed sub-indices at basic heading level for the year to July 2022 generated a decrease (i.e. inflation was lower than in Brussels) in 14 places and an increase (i.e. inflation was higher than in Brussels) in 14 places – with the impact ranging between +12.1 % (EE-Tallinn) and -1.4 % (FR-Paris). The average impact was +1.7 % and standard deviation 3.3 %.

Here it should be recalled that there are important differences between HICP and PPP methodologies, notably regarding weights used for aggregation purposes (treatment of owners and tenants). For this reason, the “price updating effect” presented in the table cannot be directly compared with the relative movement of the all-items HICP published separately on the Eurostat website – although other things being equal that movement does give an indication of the general magnitude and direction of change. Therefore, purely for information purposes, the following graphs summarise how national HICPs have developed relative to Belgium during the year to July 2022.

The index is presented excluding and including expenditure by owner-occupiers. It is clear from both graphs that the overall price index has risen more quickly in around half of the duty station countries and less quickly in the remaining ones.

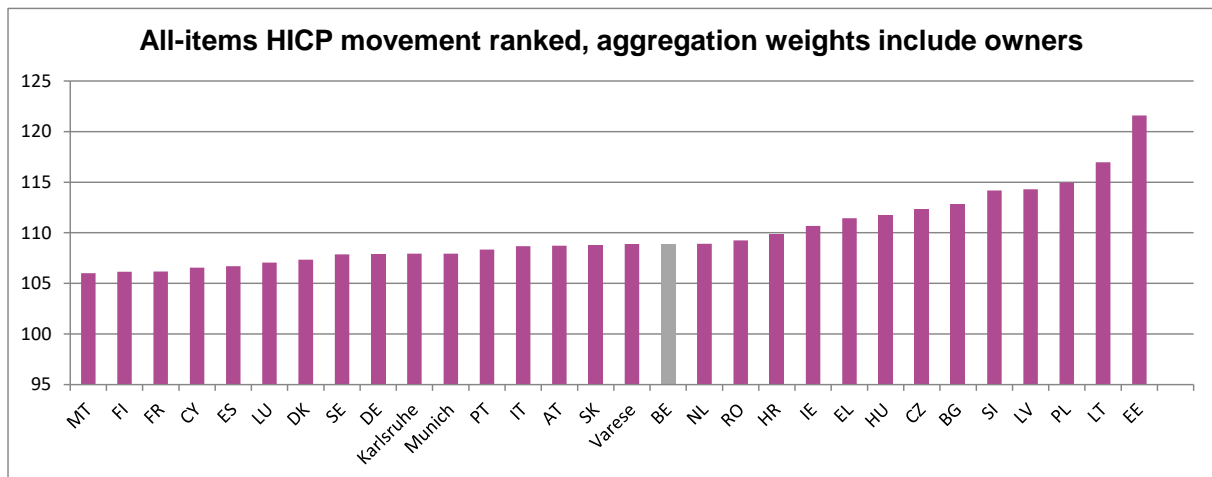
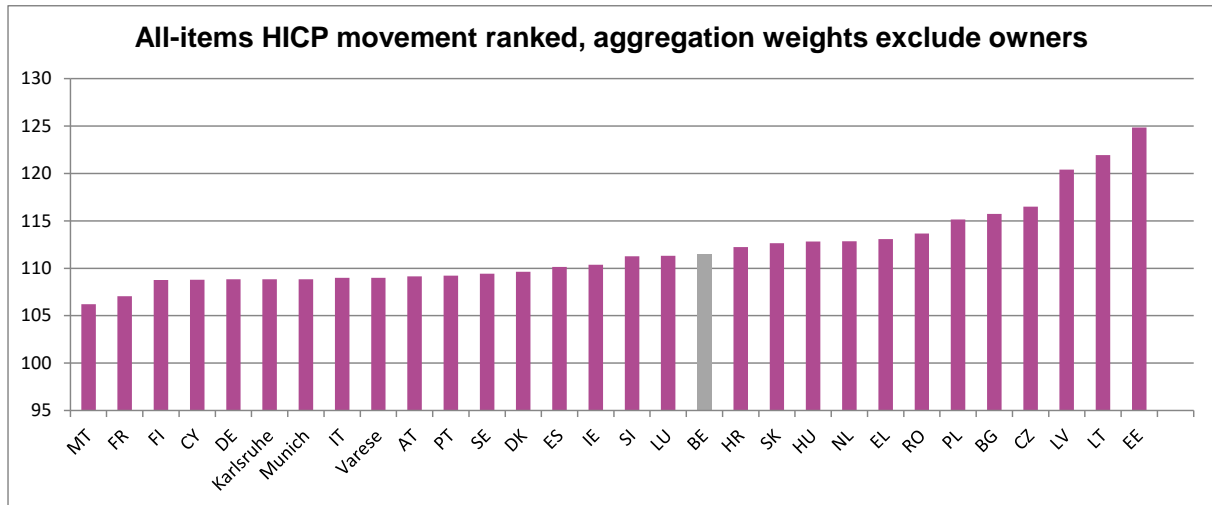
There is a second potential impact due to any change in the numbers of active staff in Brussels and Luxembourg, as these are used as weights in the construction of the index used to measure the evolution of prices in Brussels. The ratio for the new base period July 2021 (December 2020) remained broadly stable compared with the previous base period July 2020 (December 2019)<sup>(58)</sup>.

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<sup>(57)</sup> See main report Chapter 4 and **Appendix 1b Section 2** for details of the movement in the Joint Belgium-Luxembourg Index (JBLI).

<sup>(58)</sup> See **Appendix 1b Chapter 5** for details of the staff numbers in Brussels and Luxembourg

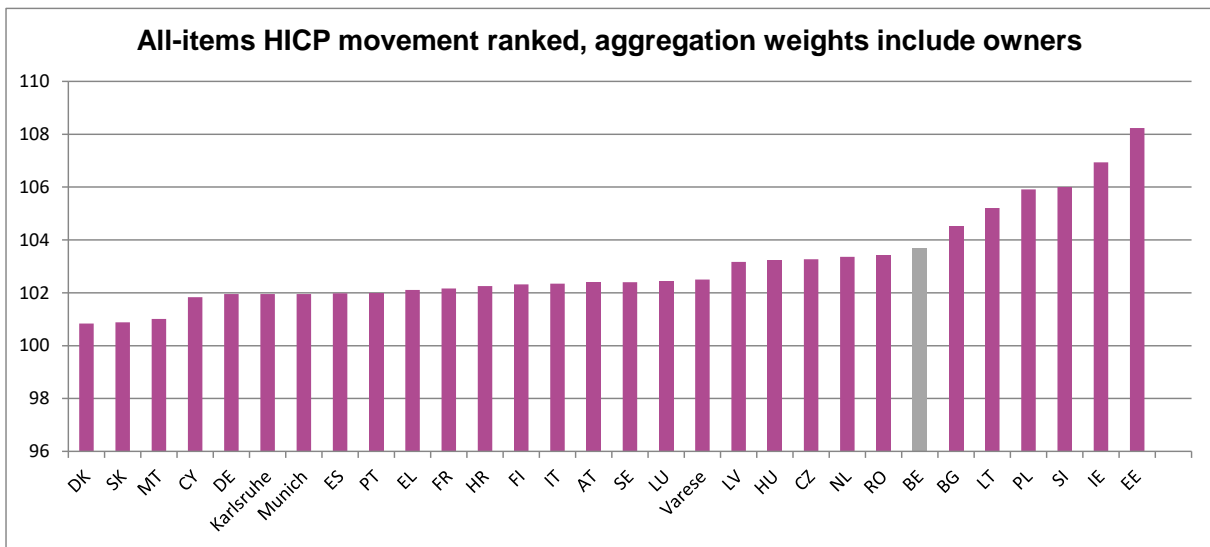
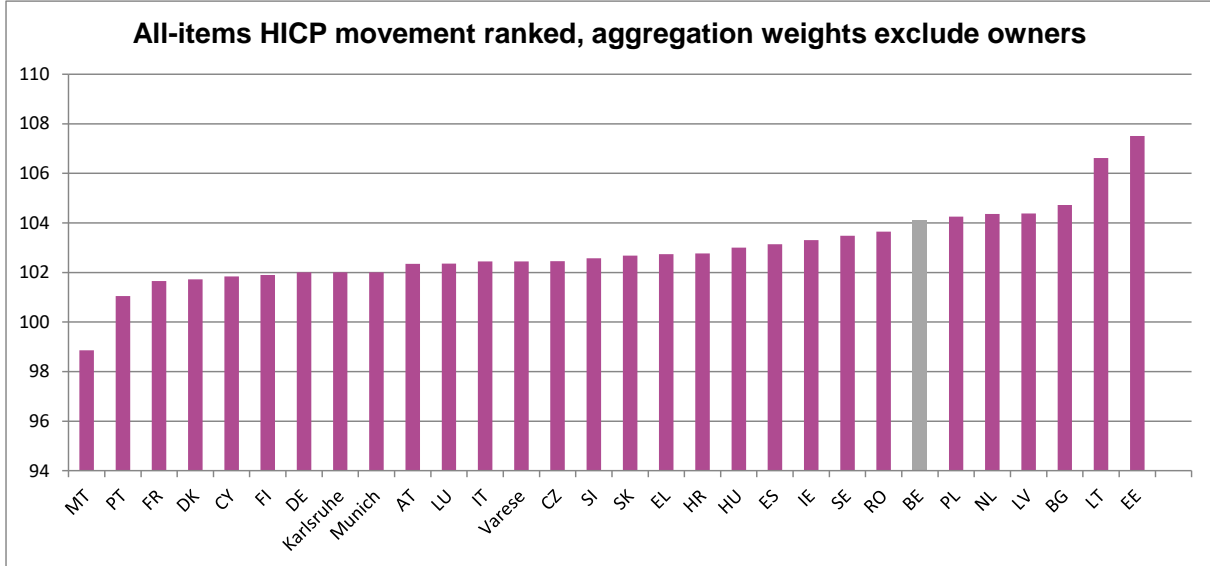
Graph: all-items HICP movement, aggregation weights excluding and including owners – twelve months June 2021 - June 2022





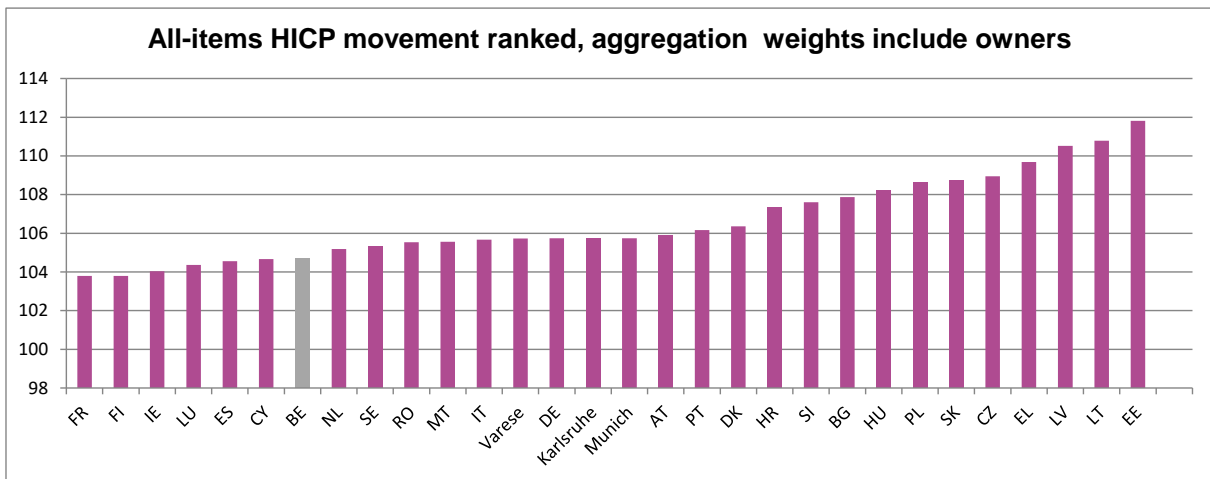
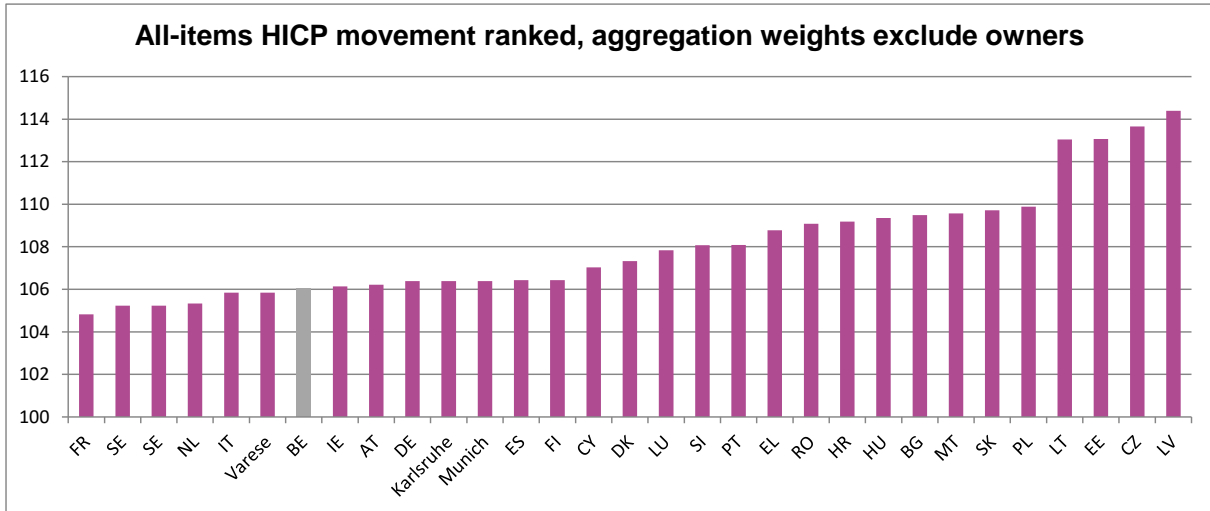
Graphs showing the corresponding changes for the six-month period June 2021 - December 2021 are shown below.

**Graph: all-items HICP movement, aggregation weights excluding and including owners – six months June 2021 - December 2021**



Graphs showing the corresponding changes for the six-month period December 2021 - June 2022 are shown below.

**Graph: all-items HICP movement, aggregation weights excluding and including owners – six months December 2021 - June 2022**



### 2.4.5 Impact of new rent parities

An Estate Agency Rent Survey is carried out every year in all Member States to compile rent data. A six-year moving average model is used for calculating rent parities: the rent parities for 2022 are based on the relative trend in the real-estate markets in Brussels and other places of employment between 2015 and 2022.

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

- introduction of rent data for each dwelling type for year 2022;
- deletion of the rent data for 2016;
- price indices used for updating the rents for 2017 - 2021 to price level of 2022;
- relative weighting of rents data for each of the years 2016 – 2022 (“taper weights”)
- relative weighting of rents data for each dwelling type (“preference weights”).

The relative weighting structures are derived from the 2021 housing survey conducted amongst active staff in all Intra-EU duty stations in collaboration with other international organisations. Dwelling type preference weights were introduced for the 2021 exercise; individual country taper weights are now introduced for the 2022 exercise. The impact of introducing individual country taper weights was minimal. On average the impact on the rent parity was -0.1 % with standard deviation 0.7 % - with impact ranging between +2.2 % (CY-Nicosia) and -1.2 % (PL-Warsaw).

Details of the average rent values by type of dwelling at July 2022, together with comparative information for July 2021, are provided in **Table 2.4**.

Details of the changes in the rent parities from July 2021 to July 2022, including a decomposition of all the effects, are given in **Table 2.5** and **Table 2.6**.

The simple average change in the rent parity for all duty stations was +0.5 %. There were increases in the rent parity for 15 duty stations and decreases for 13 locations. Movements in the rent parity in absolute terms of 5 % or more could be observed in 9 places: Vilnius (+12.2 %), Tallinn (+9.8 %), Riga (+9.3 %), Athens (+8.1 %), Lisbon (+5.4 %), Berlin (-5.9 %), Paris (-6.8 %), Munich (-7.0 %), Karlsruhe (-9.3 %).

The rents basic headings account for 278.5 ‰ of the total consumption weight in Brussels and 236.9 ‰ on average in other EU duty stations, with range between 160.9 ‰ and 358.4 ‰ and standard deviation 47.0 ‰. Consequently, the rent parities can influence in a quite significant way the global economic parities. The introduction of the new rent parities has led to an increase in the overall parity or stability for 12 locations and decreases for 16 locations, with the impact ranging between +2.1 % (EL-Athens) and -4.0 % (SI-Ljubljana). The average impact on the overall parity was -0.6 % with standard deviation 1.4 %.

### 2.4.6 Impact of rents on the overall parity for staff

In **Table 2.7** and **Table 2.8**, the analysis of correction coefficients and parities calculated with and without the rent element for the same place of employment makes it easier to isolate the effect of rent differences separately from the impact of differences arising from other causes.

In 2022, for 13 out of the 28 duty stations (i.e. excluding Brussels and Luxembourg), the rent correction coefficient (ratio between the rent parity and the exchange rate) is under 100. This means that the average rents are generally lower in these places than in Brussels. For the remaining 15 duty stations, the rent correction coefficient is greater than 100.

The correction coefficients for rents (compared to Brussels =100) are very high in IE-Dublin (221.5), DK-Copenhagen (181.3), SE-Stockholm (174.7) and FR-Paris (172.0), whereas they are quite low in BG-Sofia (54.9), CY-Nicosia (64.5) and IT-Varese (75.9).

In 2022, the rent correction coefficient is lower than the correction coefficient without rent in 4 of the duty stations (BG, DE-Karlsruhe, IT-Varese and CY). This means that, for those places, the rents lead to a reduction of the global correction coefficient.

When rents are integrated in the computation, the correction coefficient is increased by 10 % or more in IE-Dublin (+23.0 %), FR-Paris (+14.7 %), SE-Stockholm (+13.3 %), CZ-Prague (+12.6 %), DE-Munich (+11.5 %), DK-Copenhagen (+11.0 %), HU-Budapest (+10.1 %) and PT-Lisbon (+10.0 %). By contrast, the impact is quite negative in CY-Nicosia (-7.6 %), IT-Varese (-6.3 %) and BG-Sofia (-5.0 %). The average rent effect is +5.8 % with standard deviation 6.7 %.

### 2.4.7 Summary of component impacts on global parity

The analysis below summarises the impact of the various components on the global parity for staff, which are discussed in the preceding paragraphs.

Firstly, it shows the relative importance (% weight) of the basic headings affected in Brussels and the average for all other duty stations, together with the standard deviation and the minimum and maximum weight of the basic headings affected.

#### Summary of expenditure weights for affected BH

Component	BH	Expenditure weight %				
		BE	Other (Avg.)	Other (St.Dev)	Other (Min.)	Other (Max.)
E21-1 Food beverages and tobacco	15	139.7	138.5	18.0	106.5	177.6
BH70 imputation	1	16.4	17.5	5.3	5.6	23.8
E21-2 Personal appearance	8	65.2	88.1	16.2	62.1	127.6
HICP relative to JBLI	80	1000.0	1000.0	0	1000.0	1000.0
Rent	2	278.5	236.9	47.0	160.9	358.4

Secondly, it shows the average impact on global PPP of the changes to the basic headings affected for all duty stations, the standard deviation, the minimum and maximum impact and the numbers of positive/negative impacts. The analysis is for the 12 months to 1<sup>st</sup> July 2022.

#### Summary of impact on global PPP of changes for affected BH

Component	BH	Impact on Global PPP					
		Avg.	St.Dev	Max.	Min.	+ve or 0	-ve
E21-1 Food beverages and tobacco	15	+0.9 %	0,6 %	+1.7%	-1.1 %	27	1
BH70 imputation	1	-0.1 %	0,4%	+0.9 %	-1.0 %	9	19
E21-2 Personal appearance	8	+0.2 %	0.3 %	+0.8 %	-0.5 %	24	4
HICP relative to JBLI	80	+1.7 %	3.3 %	+12.1 %	-1.4 %	14	14
Rent	2	-0.6 %	1.4 %	+2.1 %	-4.0 %	12	16
<b>GLOBAL</b>	<b>80</b>	<b>+2.1 %</b>	<b>3.3 %</b>	<b>+9.1 %</b>	<b>-2.6 %</b>	<b>19</b>	<b>9</b>

**Table 2.3: Changes in the economic parities in the 12 months to 1st July 2022 – Decomposition of the effects (for staff)**

Place of employment		Introduction of new price data					Total
		E21-1 FoBeTo	Impute BH70	E21-2 Personal appearance	Indexation (HICP relative to JBLI)	2022 Rents	
<b>BG</b>	Sofia	0.9	-0.6	0.6	4.4	0.0	5.3
<b>CZ</b>	Prague	1.0	-0.1	-0.5	4.6	0.2	5.3
<b>DK</b>	Copenhagen	0.6	-0.1	0.3	-0.3	-0.2	0.4
<b>DE</b>	Berlin	0.7	0.1	0.2	-0.6	-1.2	-0.8
	Karlsruhe	0.8	0.2	0.3	-0.5	-2.0	-1.3
	Munich	0.8	0.1	0.2	-0.6	-1.5	-1.1
<b>EE</b>	Tallinn	0.9	-0.6	0.2	12.1	-3.2	9.1
<b>IE</b>	Dublin	1.7	-0.1	0.6	2.3	-2.3	2.0
<b>EL</b>	Athens	1.3	-0.2	0.4	1.2	2.1	5.0
<b>ES</b>	Madrid	1.2	0.0	0.0	-0.8	0.7	1.2
<b>FR</b>	Paris	0.1	-0.2	0.2	-1.4	-1.2	-2.6
<b>HR</b>	Zagreb	1.1	-0.2	0.2	0.4	1.1	2.6
<b>IT</b>	Rome	0.0	0.1	0.2	-0.4	-0.5	-0.6
	Varese	1.2	0.2	0.1	-0.7	0.1	0.9
<b>CY</b>	Nicosia	1.4	-1.0	0.2	-0.7	0.6	0.5
<b>LV</b>	Riga	1.3	-0.1	0.0	5.3	0.7	7.4
<b>LT</b>	Vilnius	1.3	0.1	0.0	7.9	-0.2	9.1
<b>HU</b>	Budapest	1.5	-0.3	0.4	2.7	-1.5	2.8
<b>MT</b>	Vallette	1.1	-0.2	0.3	-1.0	-2.2	-2.0
<b>NL</b>	The Hague	0.0	-0.7	-0.1	-0.4	-0.3	-1.4
<b>AT</b>	Vienna	-1.1	-0.1	0.1	-0.1	0.6	-0.7
<b>PL</b>	Warsaw	1.5	-0.6	0.3	6.7	-2.6	5.3
<b>PT</b>	Lisbon	1.4	-0.2	0.8	1.0	1.5	4.5
<b>RO</b>	Bucharest	0.8	-0.2	0.2	2.5	-0.5	2.7
<b>SI</b>	Ljubljana	1.5	-0.2	0.2	5.3	-4.0	2.6
<b>SK</b>	Bratislava	0.5	0.2	-0.2	1.2	0.1	1.8
<b>FI</b>	Helsinki	0.2	-0.3	0.2	-1.2	0.0	-1.1
<b>SE</b>	Stockholm	0.6	0.9	-0.1	-0.2	-0.3	0.9

Note: Total impact is calculated by comparing previous global value and current global value. Individual component impact is calculated by modifying individual element and recomputing global value. Due to rounding, product of individual component impacts may not match total impact.

**Table 2.4 (page 1 of 4): Changes in the average rents of accommodation in the twelve months to 1st July 2022**

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

Country			3 bedroom flat			2 bedroom flat		1 bedroom flat	
			(140-160m <sup>2</sup> )	(110-130m <sup>2</sup> )	(80-100m <sup>2</sup> )	(80-100m <sup>2</sup> )	(60-80m <sup>2</sup> )	(60-80m <sup>2</sup> )	(40-60m <sup>2</sup> )
Place of employment									
BE	Brussels	2021	1,618	1,373	1,158	1,098	938	884	751
		2022	1,873	1,587	1,307	1,202	1,042	965	790
BG	Sofia	2021	1,500			1,072		753	
		2022	1,680			1,172		821	
CZ	Prague	2021		36,500		27,750		19,389	
		2022		43,972		33,883		24,272	
DK	Copenhagen	2021		19,972			13,818		10,987
		2022		20,333			14,485		10,869
DE	Berlin	2021		2,012		1,412		1,126	
		2022		2,160		1,639		1,217	
	Karlsruhe	2021		1,456		1,023		850	
		2022		1,511		1,064		904	
	Munich	2021		2,241		1,793		1,397	
		2022		2,480		1,851		1,532	
EE	Tallin	2021			1,143		813		563
		2022			1,470		1,045		730
IE	Dublin	2021		2,550			1,966		1,613
		2022		2,864			2,343		1,818
EL	Athens	2021	1,655			1,115		860	
		2022	1,932			1,171		913	
ES	Madrid	2021		1,470			1,107		807
		2022		1,861			1,355		970
FR	Paris	2021		2,802		2,158			1,247
		2022		2,785		2,142			1,260
HR	Zagreb	2021		11,349		7,923		5,060	
		2022		10,871		7,739		5,767	
IT	Rome	2021		1,635		1,181		892	
		2022		1,611		1,180		922	
	Varese	2021		1,025		736		581	
		2022		1,081		806		639	
CY	Nicosia	2021		900		700		568	
		2022		1,029		777		619	

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

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

**Table 2.4 (page 2 of 4): Changes in the average rents of accommodation in the twelve months to 1st July 2022**

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

Country			3 bedroom flat			2 bedroom flat		1 bedroom flat	
Place of employment			(140-160m <sup>2</sup> )	(110-130m <sup>2</sup> )	(80-100m <sup>2</sup> )	(80-100m <sup>2</sup> )	(60-80m <sup>2</sup> )	(60-80m <sup>2</sup> )	(40-60m <sup>2</sup> )
BE	Brussels	2021	1,618	1,373	1,158	1,098	938	884	751
		2022	1,873	1,587	1,307	1,202	1,042	965	790
LV	Riga	2021		1,374		928		602	
		2022		1,436		1,044		687	
LT	Vilnius	2021			1,183		867		616
		2022			1,743		1,250		833
HU	Budapest	2021		482,919			297,572		212,268
		2022		638,947			385,765		259,217
MT	Valletta	2021		1,296		967			710
		2022		1,413		1,101			803
NL	The Hague	2021		1,848		1,427		1,074	
		2022		1,961		1,519		1,235	
AT	Vienna	2021		1,728		1,350		1,029	
		2022		1,800		1,404		1,057	
PL	Warsaw	2021		4,708		3,573			2,123
		2022		5,427		4,120			2,867
PT	Lisbon	2021	1,914			1,384		1,060	
		2022	2,450			1,736		1,155	
RO	Bucharest	2021		4,385		3,612			2,508
		2022		5,332		4,038			2,550
SI	Ljubljana	2021		1,467		968			639
		2022		1,671		1,074			695
SK	Bratislava	2021		1,211		917		636	
		2022		1,468		986		756	
FI	Helsinki	2021		2,163			1,523		1,104
		2022		2,334			1,449		1,097
SE	Stockholm	2021		29,113		22,092		16,702	
		2022		30,857		25,130		17,510	

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

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



**Table 2.4 (page 3 of 4): Changes in the average rents of accommodation in the twelve months to 1st July 2022**

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

Country			Non-detached houses			Detached houses			Rent Parity <sup>2</sup>
			(140-160m <sup>2</sup> )	(110-130m <sup>2</sup> )	(80-100m <sup>2</sup> )	(190-220m <sup>2</sup> )	(150-180m <sup>2</sup> )	(110-140m <sup>2</sup> )	
Place of employment									
BE	Brussels	2021	1,986	1,610	1,322	2,597	2,215	1,805	
		2022	2,105	1,807	1,425	2,864	2,381	2,020	
BG	Sofia	2021				2,895			1.042
		2022				3,014			1.074
CZ	Prague	2021		40,389			59,778		29.97
		2022		43,875			59,250		30.62
DK	Copenhagen	2021		19,700			26,500		13.73
		2022		19,417			28,917		13.49
DE	Berlin	2021		1,906			2,625		1.268
		2022		1,948			2,828		1.193
	Karlsruhe	2021		1,395			1,571		0.983
		2022		1,444			1,646		0.892
	Munich	2021		2,353			3,366		1.683
		2022		2,634			3,819		1.566
EE	Tallin	2021		1,290			2,020		0.941
		2022		1,645			2,395		1.034
IE	Dublin	2021			2,697			3,513	2.214
		2022			3,145			4,050	2.215
EL	Athens	2021	1,710			2,297			0.854
		2022	1,901			2,744			0.923
ES	Madrid	2021	2,097			3,101			1.253
		2022	2,475			3,494			1.264
FR	Paris	2021		2,659			3,343		1.846
		2022		2,718			3,446		1.720
HR	Zagreb	2021	12,586			20,666			6.881
		2022	14,681			20,425			7.212
IT	Rome	2021		1,435		2,136			1.031
		2022		1,406		2,006			0.990
	Varese	2021		1,338		1,988			0.770
		2022		1,421		2,243			0.759
CY	Nicosia	2021	1,098			1,614			0.630
		2022	1,232			1,775			0.645

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

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

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

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

**Table 2.4 (page 4 of 4): Changes in the average rents of accommodation in the twelve months to 1st July 2022**

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

Country			Non-detached houses			Detached houses			Rent Parity <sup>2</sup>
Place of employment			(140-160m <sup>2</sup> )	(110-130m <sup>2</sup> )	(80-100m <sup>2</sup> )	(190-220m <sup>2</sup> )	(150-180m <sup>2</sup> )	(110-140m <sup>2</sup> )	
BE	Brussels	2021	1,986	1,610	1,322	2,597	2,215	1,805	
		2022	2,105	1,807	1,425	2,864	2,381	2,020	
LV	Riga	2021	1,490			2,091			0.821
		2022	1,643			2,281			<b>0.898</b>
LT	Vilnius	2021		1,378			2,194		0.959
		2022		1,960			2,811		<b>1.077</b>
HU	Budapest	2021	610,697			843,067			358.3
		2022	845,598			1,115,584			<b>360.4</b>
MT	Valletta	2021		1,794		3,101			1.082
		2022		1,831		3,265			<b>1.034</b>
NL	The Hague	2021	2,269				3,200		1.411
		2022	2,393				3,213		<b>1.360</b>
AT	Vienna	2021		2,100			3,895		1.304
		2022		2,172			3,752		<b>1.296</b>
PL	Warsaw	2021		5,874		9,218			3.889
		2022		7,060		11,100			<b>3.910</b>
PT	Lisbon	2021	2,339				3,384		1.227
		2022	2,879				3,756		<b>1.293</b>
RO	Bucharest	2021					7,381		4.098
		2022					9,647		<b>4.077</b>
SI	Ljubljana	2021		1,377			1,993		0.916
		2022		1,521			2,267		<b>0.934</b>
SK	Bratislava	2021		1,374			1,993		0.909
		2022		1,550			2,157		<b>0.922</b>
FI	Helsinki	2021		2,187		3,171			1.502
		2022		2,494		3,479			<b>1.470</b>
SE	Stockholm	2021		23,708			34,250		19.17
		2022		30,287			34,125		<b>18.66</b>

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

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

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

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

**Table 2.5: Changes in rent parities in the twelve months to 1st July 2022 – Decomposition of the effects (for staff)**

Place of employment	Delete survey 2016	Introduce survey 2022	Rent index 2022	New SHS dwelling weights BE	New SHS dwelling weights (place)	New taper weights	Currency conversion *	Total change rent PPP
BG Sofia	-2.1	-0.1	6.0	-	-	-0.6	0.0	3.1
CZ Prague	-4.0	1.2	6.0	-	-	-0.8	-	2.2
DK Copenhagen	-0.1	-1.0	-0.4	-	-	-0.3	-	-1.7
DE Berlin	0.6	-0.7	-5.4	-	-	-0.5	-	-5.9
Karlsruhe	-2.7	-0.5	-5.6	-	-	-0.8	-	-9.3
Munich	-0.5	-0.7	-5.4	-	-	-0.5	-	-7.0
EE Tallinn	-2.3	1.6	10.5	-	-	0.1	-	9.8
IE Dublin	-2.0	0.8	2.0	-	-	-0.7	-	0.0
EL Athens	4.2	0.6	2.3	-	-	0.8	-	8.1
ES Madrid	-1.1	1.3	1.0	-	-	-0.4	-	0.8
FR Paris	-0.9	-1.2	-5.0	-	-	0.1	-	-6.8
HR Zagreb	2.0	-0.8	2.2	-	-	0.9	0.4	4.8
IT Rome	-1.8	-1.6	-0.6	-	-	0.1	-	-3.9
Varese	-0.4	-0.3	-0.7	-	-	-0.1	-	-1.5
CY Nicosia	-1.1	3.8	-2.4	-	-	2.2	-	2.3
LV Riga	0.6	-0.1	8.7	-	-	0.1	-	9.3
LT Vilnius	-1.3	3.3	9.5	-	-	0.6	-	12.2
HU Budapest	-3.6	2.3	2.3	-	-	-0.3	-	0.6
MT Valletta	-2.4	-0.4	-1.9	-	-	0.2	-	-4.5
NL The Hague	-3.5	-0.6	0.2	-	-	0.2	-	-3.6
AT Vienna	0.5	-1.3	0.5	-	-	-0.4	-	-0.6
PL Warsaw	-4.8	2.7	4.2	-	-	-1.2	-	0.5
PT Lisbon	4.2	2.6	-0.6	-	-	-0.7	-	5.4
RO Bucharest	-5.7	1.3	4.7	-	-	-0.8	0.3	-0.5
SI Ljubljana	-0.2	0.7	0.9	-	-	0.6	-	2.0
SK Bratislava	-2.0	1.0	2.9	-	-	-0.3	-	1.4
FI Helsinki	-0.9	-0.6	-0.7	-	-	0.2	-	-2.1
SE Stockholm	-2.1	0.8	-0.7	-	-	-0.6	-	-2.6

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

Restatement of national currency values expressed at July 2021 exchange rates into July 2022 exchange rates.

Note: Total change is calculated by comparing previous rent PPP value and current rent PPP value. Individual component impact is calculated by modifying individual element and recomputing rent PPP value. Due to rounding, combined product of individual component impacts may not match total change.

**Table 2.6: Changes in rent parities in the twelve months to 1st July 2022 – Decomposition of the effects (impact on global parity) (for staff):**

Place of employment	Delete survey 2016	Introduce survey 2022	Rent index 2022	New SHS dwelling weights BE	New SHS dwelling weights (place)	New taper weights	Currency conversion *	Total rent impact
BG Sofia	0.0	0.0	0.0	-	-	0.0	0.0	0.0
CZ Prague	-0.4	0.1	0.6	-	-	-0.1	-	0.2
DK Copenhagen	0.0	-0.1	0.0	-	-	0.0	-	-0.2
DE Berlin	0.1	-0.1	-1.1	-	-	-0.1	-	-1.2
Karlsruhe	-0.6	-0.1	-1.2	-	-	-0.2	-	-2.0
Munich	-0.1	-0.2	-1.2	-	-	-0.1	-	-1.5
EE Tallinn	0.7	-0.5	-3.4	-	-	0.0	-	-3.2
IE Dublin	102.5	-40.2	-104.7	-	-	37.7	-	-2.3
EL Athens	1.1	0.2	0.6	-	-	0.2	-	2.1
ES Madrid	-0.9	1.1	0.8	-	-	-0.3	-	0.7
FR Paris	-0.2	-0.2	-0.9	-	-	0.0	-	-1.2
HR Zagreb	0.5	-0.2	0.5	-	-	0.2	0.1	1.1
IT Rome	-0.2	-0.2	-0.1	-	-	0.0	-	-0.5
Varese	0.0	0.0	0.1	-	-	0.0	-	0.1
CY Nicosia	-0.3	0.9	-0.6	-	-	0.5	-	0.6
LV Riga	0.0	0.0	0.7	-	-	0.0	-	0.7
LT Vilnius	0.0	-0.1	-0.2	-	-	0.0	-	-0.2
HU Budapest	9.3	-5.9	-5.9	-	-	0.7	-	-1.5
MT Valletta	-1.1	-0.2	-0.9	-	-	0.1	-	-2.2
NL The Hague	-0.3	-0.1	0.0	-	-	0.0	-	-0.3
AT Vienna	-0.5	1.3	-0.5	-	-	0.3	-	0.6
PL Warsaw	22.6	-12.5	-19.6	-	-	5.8	-	-2.6
PT Lisbon	1.1	0.7	-0.2	-	-	-0.2	-	1.5
RO Bucharest	-6.1	1.4	5.0	-	-	-0.9	0.3	-0.5
SI Ljubljana	0.4	-1.4	-1.8	-	-	-1.2	-	-4.0
SK Bratislava	-0.2	0.1	0.2	-	-	0.0	-	0.1
FI Helsinki	0.0	0.0	0.0	-	-	0.0	-	0.0
SE Stockholm	-0.3	0.1	-0.1	-	-	-0.1	-	-0.3

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

Restatement of national currency values expressed at July 2021 exchange rates into July 2022 exchange rates.

Note: Total impact is calculated by comparing previous global value and current global value. Individual component impact is calculated by modifying individual element and recomputing global value. Due to rounding, combined product of individual component impacts may not match total impact.

Table 2.7: Effect of rent on the correction coefficients at 1st July 2022 (for staff)

Place of employment	Weight		Correction coefficient			Rent effect (%)
	Without rent	Rent	Without rent	Rent	Overall	
	[1]	[2]	[3]	[4]	[5]	[6] = [5]/[3]
<b>BG</b> Sofia	811.5	188.5	68.4	54.9	65.0	-5.0
<b>CZ</b> Prague	641.6	358.4	84.8	123.8	95.5	12.6
<b>DK</b> Copenhagen	753.1	246.9	121.4	181.3	134.7	11.0
<b>DE</b> Berlin	788.8	211.2	95.3	119.3	100.6	5.6
Karlsruhe	788.8	211.2	97.8	89.2	95.6	-2.2
Munich	788.8	211.2	100.6	156.6	112.2	11.5
<b>EE</b> Tallinn	807.0	193.0	91.6	103.4	94.1	2.7
<b>IE</b> Dublin	680.9	319.1	110.8	221.5	136.3	23.0
<b>EL</b> Athens	839.1	160.9	89.0	92.3	89.4	0.4
<b>ES</b> Madrid	762.8	237.2	89.0	126.4	97.4	9.4
<b>FR</b> Paris	755.8	244.2	101.8	172.0	116.8	14.7
<b>HR</b> Zagreb	801.4	198.6	76.0	95.8	80.0	5.3
<b>IT</b> Rome	794.3	205.7	93.5	99.0	94.7	1.3
Varese	770.0	230.0	98.2	75.9	92.0	-6.3
<b>CY</b> Nicosia	783.8	216.2	89.4	64.5	82.6	-7.6
<b>LV</b> Riga	811.0	189.0	84.9	89.8	85.9	1.2
<b>LT</b> Vilnius	813.8	186.2	82.2	107.7	87.4	6.3
<b>HU</b> Budapest	732.4	267.6	63.2	91.4	69.6	10.1
<b>MT</b> Vallette	743.3	256.7	88.5	103.4	92.1	4.1
<b>NL</b> The Hague	761.3	238.7	102.1	136.0	109.8	7.5
<b>AT</b> Vienna	776.5	223.5	102.7	129.6	108.8	5.9
<b>PL</b> Warsaw	747.4	252.6	68.0	83.4	71.7	5.4
<b>PT</b> Lisbon	783.0	217.0	86.8	129.3	95.5	10.0
<b>RO</b> Bucharest	671.3	328.7	65.4	82.5	70.1	7.2
<b>SI</b> Ljubljana	800.6	199.4	85.4	93.4	87.1	2.0
<b>SK</b> Bratislava	678.0	322.0	77.1	92.2	81.3	5.4
<b>FI</b> Helsinki	744.3	255.7	108.1	147.0	117.3	8.5
<b>SE</b> Stockholm	735.6	264.4	110.2	174.7	124.9	13.3

Note: For countries which are in the Eurozone, there is no change in the exchange rate. Consequently the change in the correction coefficient = the change in the economic parity.

Table 2.8: Effect of rent on the economic parities at 1st July 2022 (for staff)

Place of employment	Weight		PPP			Rent effect (%)
	Without rent	Rent	Without rent	Rent	Overall	
	[1]	[2]	[3]	[4]	[5]	[6] = [5]/[3]
<b>BG</b> Sofia	811.5	188.5	1.337	1.074	1.271	-5.0
<b>CZ</b> Prague	641.6	358.4	20.97	30.62	23.62	12.6
<b>DK</b> Copenhagen	753.1	246.9	9.030	13.49	10.02	11.0
<b>DE</b> Berlin	788.8	211.2	0.953	1.193	1.006	5.6
Karlsruhe	788.8	211.2	0.978	0.892	0.956	-2.2
Munich	788.8	211.2	1.006	1.566	1.122	11.5
<b>EE</b> Tallinn	807.0	193.0	0.916	1.034	0.941	2.7
<b>IE</b> Dublin	680.9	319.1	1.108	2.215	1.363	23.0
<b>EL</b> Athens	839.1	160.9	0.890	0.923	0.894	0.4
<b>ES</b> Madrid	762.8	237.2	0.890	1.264	0.974	9.4
<b>FR</b> Paris	755.8	244.2	1.018	1.720	1.168	14.7
<b>HR</b> Zagreb	801.4	198.6	5.719	7.212	6.024	5.3
<b>IT</b> Rome	794.3	205.7	0.935	0.990	0.947	1.3
Varese	770.0	230.0	0.982	0.759	0.920	-6.3
<b>CY</b> Nicosia	783.8	216.2	0.894	0.645	0.826	-7.6
<b>LV</b> Riga	811.0	189.0	0.849	0.898	0.859	1.2
<b>LT</b> Vilnius	813.8	186.2	0.822	1.077	0.874	6.3
<b>HU</b> Budapest	732.4	267.6	249.0	360.4	274.4	10.1
<b>MT</b> Vallette	743.3	256.7	0.885	1.034	0.921	4.1
<b>NL</b> The Hague	761.3	238.7	1.021	1.360	1.098	7.5
<b>AT</b> Vienna	776.5	223.5	1.027	1.296	1.088	5.9
<b>PL</b> Warsaw	747.4	252.6	3.187	3.910	3.359	5.4
<b>PT</b> Lisbon	783.0	217.0	0.868	1.293	0.955	10.0
<b>RO</b> Bucharest	671.3	328.7	3.233	4.077	3.465	7.2
<b>SI</b> Ljubljana	800.6	199.4	0.854	0.934	0.871	2.0
<b>SK</b> Bratislava	678.0	322.0	0.771	0.922	0.813	5.4
<b>FI</b> Helsinki	744.3	255.7	1.081	1.470	1.173	8.5
<b>SE</b> Stockholm	735.6	264.4	11.78	18.66	13.35	13.3

# 3

## Equivalence of purchasing power of EU pensioners in the Member States

### 3.1 Economic parities, exchange rates and correction coefficients

Tables 12.1 and 12.2 in the main report show the global values for pensioners for all Member States plus the United Kingdom.

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

The correction coefficient operates as a percentage adjustment to pensions to take account of the cost of living differences between Belgium and the Member States, except Luxembourg where, according to the Staff Regulations, a correction coefficient of 100 % is applied. The correction coefficient applies in full for transfers into, or out of, the pension scheme of European Officials.

As pensions are first expressed in Euros, then converted to local currency using exchange rates, before being multiplied by the correction coefficients, it is clear that the exchange rate effect cancels out and the relevant factor is any change in the economic parities<sup>(59)</sup>.

In accordance with Article 3(5b) of Annex XI, correction coefficients are only applicable to pension rights accumulated prior to 1 May 2004 for retired EU staff residing within the EU. In accordance with Article 20 of Annex XIII, no correction coefficient is applicable to pensions of retired EU staff residing outside the EU.

Consequently, the information presented in chapter 12 of the main report and in this chapter of the appendix, is of particular relevance for those Member States with correction coefficient equal to or greater than 100 at July 2022, or where the correction coefficient was greater than or equal to 100 at July 2021 or at January 2022. As at July 2022, 8 Member States had pensioner CC greater than or equal to 100 (Denmark, Germany, Ireland, France, Netherlands, Austria, Finland, Sweden) plus the United Kingdom. The situation was the same at July 2021.

During the first six months July 2021-January 2022, the CC for 1 Member State (Germany) fell below 100. During the second six months January 2022-July 2022, the CC for 1 Member State (Germany) increased above 100.

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<sup>(59)</sup> For a numerical example to illustrate this, see **Appendix 1c Section 2.1**; for details of changes in exchange rates, see **Appendix 1c Section 2.2.2**

## 3.2 Changes between July 2021 and July 2022

An intermediate report was prepared in the usual way covering the six months July 2021 – January 2022<sup>(60)</sup>. That report identifies the locations where, in accordance with Chapter 2 of Annex XI to the Staff Regulations, the change in the implicit index (i.e. the combined impact of the Joint Belgium Luxembourg Index and the change in the purchasing power parity relative to Belgium) exceeded 3 %. For the period July 2021 – January 2022 the JBLI did exceed the 3 % threshold, therefore there were change to the correction coefficients for pensioners for all Member States.

### 3.2.1 Changes in the correction coefficients from July 2021 to July 2022

The simple average change for all Member States in the correction coefficient for the period under review was +1.2 % with standard deviation 4.6 %. The maximum increase was +10.3 % (Czechia); the maximum decrease was -7.5 % (Hungary). For 14 Member States the change was positive and for 11 Member States the change was negative. The movements in pensioner correction coefficients for the twelve-month period July 2021 - July 2022 are summarised in the analysis hereafter:

#### Summary of changes in the correction coefficients, July 2021-July 2022

Range		Duty stations
$X < -8.0 \%$	0	
$-8.0 \% \leq X < -3.4 \%$	3	HU, MT, SE
$-3.4 \% \leq X < 0.0 \%$	8	DK, DE, FR, IT, CY, NL, AT, FI
$0.0 \% \leq X < 1.2 \%$	2	ES, PL
$1.2 \% \leq X < 5.8 \%$	8	BG, IE, EL, HR, PT, RO, SI, SK
$5.8 \% \leq X < 10.4 \%$	4	CZ, EE, LV, LT
$10.4 \% \leq X$	0	
<b>Total</b>	<b>25</b>	excluding Belgium and Luxembourg <sup>(61)</sup>

For the UK, the change was in the range  $-3.4 \% \leq X < 0.0 \%$ .

<sup>(60)</sup> Op cit (7) Ares(2022)4043307

<sup>(61)</sup> Like for staff op.cit.(50), Belgium is the reference country for the bilateral comparisons (CC for pensioners). In accordance with Article 3(5) of Annex XI to the Staff Regulations, Luxembourg CC = Belgium CC.



The movements in pensioner correction coefficients for the six-month period July 2021 - January 2022 are summarised in the analysis hereafter:

### Summary of changes in the correction coefficients, July 2021-January 2022

Range		Duty stations
$X < -3.7\%$	0	
$-3.7\% \leq X < -2.0\%$	2	MT, SK
$-2.0\% \leq X < -0.4\%$	14	CZ, DK, DE, EL, ES, FR, HR, IT, CY, HU, AT, PT, FI, SE
$-0.4\% \leq X < 0.0\%$	0	
$0.0\% \leq X < 1.3\%$	4	IE, LV, NL, RO
$1.3\% \leq X < 3.0\%$	4	BG, LT, PL, SI
$3.0\% \leq X \leq 4.8\%$	1	EE
<b>Total</b>	<b>25</b>	excluding Belgium and Luxembourg

For the UK, the change was in the range  $-0.4\% \leq X < 0.0\%$ .

The movements in pensioner correction coefficients for the six-month period January 2022 - July 2022 are summarised in the analysis hereafter:

### Summary of changes in the correction coefficients, January 2022-July 2022

Range		Duty stations
$-6.7\% \leq X < -6.3\%$	1	HU
$-6.3\% \leq X < -2.4\%$	1	SE
$-2.4\% \leq X < 0.0\%$	8	FR, IT, CY, MT, NL, AT, PL, FI
$0.0\% \leq X < 1.5\%$	5	DK, DE, ES, RO, SI
$1.5\% \leq X < 5.4\%$	6	BG, EE, IE, EL, HR, PT
$5.4\% \leq X < 9.3\%$	3	LV, LT, SK
$9.3\% \leq X \leq 10.8\%$	1	CZ
<b>Total</b>	<b>25</b>	excluding Belgium and Luxembourg

For the UK, the change was in the range  $-2.4\% \leq X < 0.0\%$ .

### 3.2.2 Changes in exchange rates

For those duty stations in the 19 Member States which are in the Eurozone, movements in the correction coefficient are the same as movements in the economic parity. For those duty stations in the 8 Member States which are not in the Eurozone, the impact of exchange rate fluctuations relative to the Euro on the global correction coefficient can be significant. Exchange rate movements for the period July 2021–July 2022 are summarised in the box in **chapter 2 section 2.2.2** of this appendix.

Note: Croatia will become the 20<sup>th</sup> member of the Eurozone with effect from 1 January 2023, i.e. after the reference period for this report.

**Tables 3.1, 3.1a and 3.1b** show the movements in the global parities, exchange rates and correction coefficients for those residence countries which are not in the Eurozone, for the period July 2021 - July 2022, together with breakdowns for the six-month period July 2021 - January 2022 and the six-month period January 2022 - July 2022.

### 3.2.3 Economic parities

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

- Basic heading parities for all goods and services, except for rents, as used for the calculation of the correction coefficients for active staff. These parities are based on bilateral comparison of prices between different capital cities and Brussels<sup>(62)</sup>.
- For calculating country rent parities a two-stage procedure has been applied. Firstly a spatial adjustment factor is calculated in the form of national/capital ratio of market rents. Secondly, with the help of this adjustment factor the capital city rent parity is transformed into the country rent parity.
- To establish the capital/national adjustment ratio, average rent values from Article 64 exercise for duty station and Brussels (i.e. bilateral parity with Brussels) as used for the calculation of correction coefficients for active staff are compared with average rent values from European Comparison Programme exercise for duty station country and Belgium (i.e. bilateral parity with Belgium)<sup>(63)</sup>. That approach is applied for all Member States except Belgium (CPI), Estonia (1:1 ratio), Malta (1:1 ratio), Austria (microcensus).
- Basic heading parities are aggregated using specific consumption weights for the pensioners.

### 3.2.4 Expenditure weights

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

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

Naturally, as the pension scheme continues to mature, the number of pensioners can be expected to increase, and they may choose to reside in different locations. These factors may have an impact on the eventual spending patterns. Other things being equal, the next family budget survey amongst pensioners will now be scheduled in 2023, following completion of the current cycle of surveys amongst active staff.

### 3.2.5: Detailed economic parities

The details of the calculated economic parities at the level of 12 main consumption groups are shown in **Table 3.2** for all countries apart from Belgium and Luxembourg<sup>(64)</sup>. This table also includes information about the consumption weights by country and by expenditure groups.

<sup>(62)</sup> For more details about the parities for staff, see **Appendix 1c Chapter 2**

<sup>(63)</sup> Source: Eurostat Free Data Table prc\_ppp\_ind "Purchasing power parities (PPPs), price level indices and real expenditures for ESA 2010 aggregates", AGGREG Housing, water, electricity, gas and other fuels. With effect from 2020, the NA\_Item reference used has changed from EU28=1 to EU27\_2020=1.

<sup>(64)</sup> Op. cit. (61) In accordance with article 3(5) of Annex XI to the Staff Regulations, Luxembourg CC = Belgium CC.

There are restrictions about the level of detail at which price information below the level of the 12 main consumption groups can be disseminated. An approved list of analytical categories has been developed for Article 64 purposes within the applicable constraints of data quality and sensitivity regarding source data. This list includes the 12 main COICOP groups, and adds a selection of basic headings and interim aggregates. In total there are 35 analytical categories. This information is made available separately, in **Appendix 3**.

Table 3.1: Changes in the economic parities, exchange rates and correction coefficients in the twelve months to 1st July 2022 (for pensioners)

	Parity 1.7.2022	Exch.Rate 1.7.2022	C.C. 1.7.2022	Parity 1.7.2021	Exch.Rate 1.7.2021	C.C. 1.7.2021	Parity CHANGE %	Exch.Rate CHANGE %	C.C. CHANGE %
<b>BG</b>	1.192	1.956	60.9	1.145	1.956	58.6	4.1	0.0	3.9
<b>CZ</b>	20.48	24.74	82.8	19.14	25.48	75.1	7.0	-2.9	10.3
<b>DK</b>	10.16	7.439	136.5	10.177	7.436	136.9	-0.2	0.0	-0.3
<b>HR</b>	5.262	7.529	69.9	5.173	7.496	69.0	1.7	0.4	1.3
<b>HU</b>	232.0	394.3	58.8	223.3	351.1	63.6	3.9	12.3	-7.5
<b>PL</b>	2.907	4.687	62.0	2.772	4.519	61.3	4.8	3.7	1.1
<b>RO</b>	2.921	4.942	59.1	2.853	4.928	57.9	2.4	0.3	2.1
<b>SE</b>	12.21	10.68	114.3	12.18	10.15	120.0	0.3	5.3	-4.8
<b>UK</b>	1.084	0.8646	125.4	1.105	0.8595	128.5	-1.9	0.6	-2.4

Note: for countries in the Eurozone, there is no change in the exchange rate. Consequently, the change in the correction coefficient = the change in the parity.

Table 3.1a: Changes in the economic parities, exchange rates and correction coefficients in the six months to 1st January 2022 (for pensioners)

Country	Parity 1.1.2022	Exch.Rate 1.1.2022	C.C. 1.1.2022	Parity 1.7.2021	Exch.Rate 1.7.2021	C.C. 1.7.2021	Parity CHANGE %	Exch.Rate CHANGE %	C.C. CHANGE %
BG	1.164	1.956	59.5	1.145	1.956	58.6	1.7	0.0	1.5
CZ	19.02	25.48	74.7	19.14	25.48	75.1	-0.6	0.0	-0.5
DK	10.01	7.436	134.7	10.18	7.436	136.9	-1.6	0.0	-1.6
HR	5.094	7.496	68.0	5.173	7.496	69.0	-1.5	0.0	-1.4
HU	221.3	351.1	63.0	223.3	351.1	63.6	-0.9	0.0	-0.9
PL	2.814	4.519	62.3	2.772	4.519	61.3	1.5	0.0	1.6
RO	2.872	4.928	58.3	2.853	4.928	57.9	0.7	0.0	0.7
SE	12.07	10.15	118.9	12.18	10.15	120.0	-1.0	0.0	-0.9
UK	1.103	0.8595	128.3	1.105	0.8595	128.5	-0.2	0.0	-0.2

Note: for countries in the Eurozone, there is no change in the exchange rate. Consequently, the change in the correction coefficient = the change in the parity.

Table 3.1b: Changes in the economic parities, exchange rates and correction coefficients in the six months to 1st July 2022 (for pensioners)

Country	Parity 1.7.2022	Exch.Rate 1.7.2022	C.C. 1.7.2022	Parity 1.1.2022	Exch.Rate 1.1.2022	C.C. 1.1.2022	Parity CHANGE %	Exch.Rate CHANGE %	C.C. CHANGE %
BG	1.192	1.956	60.9	1.164	1.956	59.5	2.4	0.0	2.4
CZ	20.48	24.74	82.8	19.02	25.48	74.7	7.7	-2.9	10.8
DK	10.16	7.439	136.5	10.01	7.436	134.7	1.4	0.0	1.3
HR	5.262	7.529	69.9	5.094	7.496	68.0	3.3	0.4	2.8
HU	232.0	394.3	58.8	221.3	351.1	63.0	4.8	12.3	-6.7
PL	2.907	4.687	62.0	2.814	4.519	62.3	3.3	3.7	-0.5
RO	2.921	4.942	59.1	2.872	4.928	58.3	1.7	0.3	1.4
SE	12.21	10.68	114.3	12.07	10.15	118.9	1.2	5.3	-3.9
UK	1.084	0.8646	125.4	1.103	0.8595	128.3	-1.7	0.6	-2.3

Note: for countries in the Eurozone, there is no change in the exchange rate. Consequently, the change in the correction coefficient = the change in the parity.

Table 3.2 (page 1 of 2): Economic parities of the 12 main expenditure groups for each country at 1st July 2022 (for pensioners)

Expenditure Groups*	BE			BG			CZ			DK			DE			EE			IE			EL		
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	
1	131.0	155.0	1.839	140.7	23.70	119.0	9.078	123.4	1.034	118.6	0.964	131.1	1.183	137.0	1.072									
2	24.4	32.0	1.427	29.0	21.44	31.4	9.136	27.4	0.773	24.8	1.000	27.1	1.966	28.3	1.184									
3	42.4	46.0	1.657	41.7	27.71	33.3	9.520	40.6	0.926	27.3	0.906	38.9	1.188	40.6	0.987									
4	337.0	186.0	0.7991	261.1	18.88	376.4	11.75	305.5	1.069	349.8	1.162	311.4	1.538	280.8	0.741									
5	70.9	92.0	1.313	83.5	22.30	60.2	10.26	74.4	1.096	67.8	0.810	77.8	1.081	81.3	0.812									
6	21.7	29.5	0.7590	26.8	11.19	16.8	8.551	30.9	0.978	18.5	0.600	25.0	1.890	26.1	0.769									
7	118.0	147.4	1.433	133.8	23.13	131.6	9.301	117.7	1.015	124.2	0.982	124.7	1.230	130.2	1.008									
8	19.6	22.1	0.9200	20.0	19.06	15.5	5.898	14.1	0.765	19.0	0.561	18.7	1.071	19.5	0.974									
9	95.2	119.3	1.329	108.2	20.54	95.3	9.849	114.8	1.039	102.7	0.933	100.9	1.015	105.4	0.819									
10	2.7	5.7	0.7817	5.1	9.615	4.4	5.597	7.9	0.503	6.5	0.585	4.8	0.733	5.0	0.644									
11	72.2	88.0	1.040	79.9	17.16	66.7	10.29	77.6	0.895	76.6	0.889	74.5	1.218	77.8	0.711									
12	65.0	77.2	1.258	70.0	21.23	49.4	9.191	65.8	0.926	64.2	0.929	65.3	0.982	68.2	0.757									
Rents	255.4	83.1	0.7297	167.8	19.93	297.2	13.11	230.1	1.177	224.5	1.274	258.0	1.969	190.0	0.797									
Total without rents	744.6	916.9	1.307	832.2	20.67	702.8	9.235	769.9	0.957	775.6	0.905	742.0	1.114	810.0	0.864									
Global parity	1000.0	1000.0	<b>1.192</b>	1000.0	<b>20.48</b>	1000.0	<b>10.16</b>	1000.0	<b>1.006</b>	1000.0	<b>0.981</b>	1000.0	<b>1.290</b>	1000.0	<b>0.848</b>									
Exchange rate			1.956		24.74		7.439		1		1		1		1									

Expenditure Groups*	BE			ES			FR			HR			IT			CY			LV			LT		
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	
1	131.0	147.7	0.955	131.6	1.046	144.8	7.393	144.9	1.028	137.7	1.009	129.7	1.033	162.6	0.972									
2	24.4	25.2	0.824	23.6	0.969	29.9	7.386	21.1	0.812	28.4	0.940	26.8	1.058	33.6	0.953									
3	42.4	38.4	0.880	39.8	1.055	42.9	6.838	36.4	0.998	40.8	0.906	38.4	1.053	48.2	1.036									
4	337.0	259.2	0.991	313.6	1.160	239.4	3.729	351.7	0.942	276.9	0.694	319.0	0.684	146.0	0.531									
5	70.9	94.3	1.037	75.0	1.179	85.9	5.504	86.3	0.968	81.7	0.791	76.9	0.797	96.5	0.864									
6	21.7	35.4	0.995	21.0	0.804	27.6	3.703	41.7	1.100	26.2	1.045	24.7	0.673	31.0	0.627									
7	118.0	153.2	0.905	137.1	1.072	137.7	6.545	91.6	1.006	130.9	0.974	123.3	0.825	154.6	0.894									
8	19.6	17.5	0.797	19.7	0.684	20.6	5.678	18.5	0.653	19.6	0.715	18.5	0.678	23.1	0.739									
9	95.2	90.2	0.906	97.4	1.070	111.4	5.840	79.3	0.882	105.9	0.886	99.8	0.877	125.1	0.824									
10	2.7	9.0	0.772	7.0	0.627	5.3	2.220	1.5	0.723	5.0	0.788	4.7	0.561	5.9	0.641									
11	72.2	66.6	0.829	67.2	1.069	82.3	4.991	66.3	0.834	78.2	0.780	73.6	0.793	92.4	0.676									
12	65.0	63.4	0.819	67.1	1.011	72.1	5.475	60.6	0.865	68.5	0.819	64.5	0.895	80.9	0.832									
Rents	255.4	178.1	1.097	232.5	1.278	143.4	3.861	253.5	0.984	185.6	0.730	233.0	0.741	38.1	0.588									
Total without rents	744.6	821.9	0.894	767.6	1.020	856.6	5.671	746.5	0.928	814.4	0.859	767.0	0.832	961.9	0.801									
Global parity	1000.0	1000.0	<b>0.934</b>	1000.0	<b>1.077</b>	1000.0	<b>5.262</b>	1000.0	<b>0.941</b>	1000.0	<b>0.829</b>	1000.0	<b>0.809</b>	1000.0	<b>0.766</b>									
Exchange rate			1		1		7.529		1		1		1		1									

\* For explanation of codes see table 4.1

Table 3.2 (page 2 of 2): Economic parities of the 12 main expenditure groups for each country at 1st July 2022 (for pensioners)

Expenditure Groups*	BE	HU		MT		NL		AT		PL		PT		RO	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	131.0	142.0	346.2	130.0	1.125	111.0	0.952	111.0	1.023	150.5	3.521	147.7	1.032	150.3	3.733
2	24.4	29.3	251.4	26.8	1.003	28.6	0.862	28.6	0.736	31.1	3.886	25.2	0.968	31.0	3.686
3	42.4	42.1	305.3	38.6	1.027	39.8	0.928	39.8	1.010	44.6	3.906	38.4	0.926	44.5	3.900
4	337.0	254.1	166.3	317.1	1.005	321.6	1.267	321.6	1.264	209.4	1.970	259.2	0.865	211.0	2.143
5	70.9	84.3	258.9	77.2	0.903	91.9	1.051	91.9	1.101	89.3	3.491	94.3	0.904	89.1	3.283
6	21.7	27.1	208.0	24.8	0.756	22.3	1.139	22.3	1.127	28.7	2.570	35.4	0.933	28.6	1.944
7	118.0	135.1	287.0	123.7	0.883	122.0	1.202	122.0	1.169	143.2	3.686	153.2	1.004	142.9	3.657
8	19.6	20.2	191.8	18.5	0.723	15.8	0.844	15.8	0.681	21.4	1.918	17.5	0.828	21.4	1.730
9	95.2	109.3	241.6	100.0	0.911	100.0	1.007	100.0	1.045	115.8	3.118	90.2	0.856	115.6	3.262
10	2.7	5.2	192.8	4.7	0.568	3.2	0.595	3.2	1.037	5.5	1.500	9.0	0.503	5.5	2.354
11	72.2	80.7	226.2	73.9	0.796	73.7	1.104	73.7	0.975	85.5	3.297	66.6	0.729	85.3	2.527
12	65.0	70.7	236.0	64.7	0.832	70.0	1.032	70.0	1.021	74.9	3.202	63.4	0.838	74.8	3.459
Rents	255.4	159.9	199.5	230.8	1.273	238.2	1.436	238.2	1.505	109.6	1.857	178.1	0.915	111.3	2.222
Total without rents	744.6	840.1	241.6	769.2	0.863	761.8	1.017	761.8	1.000	890.4	3.194	821.9	0.894	888.7	3.104
Global parity	1000.0	1000.0	<b>232.0</b>	1000.0	<b>0.947</b>	1000.0	<b>1.107</b>	1000.0	<b>1.106</b>	1000.0	<b>2.907</b>	1000.0	<b>0.897</b>	1000.0	<b>2.921</b>
Exchange rate			394.3		1		1		1		4.687		1		4.942

Expenditure Groups*	BE	SI		SK		FI		SE	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	131.0	140.8	0.977	143.1	0.983	119.0	1.123	119.0	11.79
2	24.4	29.1	0.872	29.5	0.791	31.4	1.729	31.4	12.33
3	42.4	41.7	0.962	42.4	0.957	33.3	1.147	33.3	12.26
4	337.0	260.5	0.734	248.7	0.777	376.4	1.254	376.4	12.17
5	70.9	83.5	0.931	84.9	0.826	60.2	1.014	60.2	12.26
6	21.7	26.8	0.778	27.3	0.604	16.8	1.587	16.8	16.19
7	118.0	133.9	0.903	136.0	0.743	131.6	1.178	131.6	12.27
8	19.6	20.0	0.760	20.4	0.722	15.5	0.867	15.5	9.982
9	95.2	108.3	0.884	110.1	0.829	95.3	1.163	95.3	13.06
10	2.7	5.1	0.403	5.2	0.378	4.4	0.633	4.4	7.440
11	72.2	80.0	0.754	81.2	0.780	66.7	1.162	66.7	12.39
12	65.0	70.1	0.850	71.2	0.781	49.4	1.121	49.4	11.69
Rents	255.4	167.1	0.799	153.8	0.982	297.2	1.499	297.2	13.43
Total without rents	744.6	832.9	0.847	846.2	0.771	702.8	1.090	702.8	11.78
Global parity	1000.0	1000.0	<b>0.836</b>	1000.0	<b>0.809</b>	1000.0	<b>1.189</b>	1000.0	<b>12.21</b>
Exchange rate			1		1		1		10.68

UK	
Weight	Parity
102.6	0.7855
22.4	1.190
25.5	0.7953
391.1	1.409
64.2	0.9471
13.8	1.476
120.5	1.011
15.6	0.7966
99.8	0.9352
5.9	1.163
77.1	0.9780
61.7	0.8749
309.1	1.726
691.0	0.9038
1000.0	<b>1.084</b>
	0.8646

\* For explanation of codes see table 4.1

### 3.3 Purchasing power parities for pensioners: analysis of results

#### 3.3.1 Changes in the economic parities from July 2021 to July 2022

A decomposition of the changes in the economic parities for the period July 2021 - July 2022 is shown in **Table 3.4**.

The simple average change across all countries in the global economic parity for pensioners for the period under review was +1.9 % with standard deviation 3.9 %. The maximum increase was +9.1 % (Lithuania). The maximum decrease was -4.4 % (Malta). For 16 Member States the change was positive and for 9 Member States the change was negative. The movements in the global economic parities for the period are summarised in the analysis below:

#### Summary of changes in the economic parities, July 2021-July 2022

Range		Duty stations
$X < -5.9 \%$	0	
$-5.9 \% \leq X < -2.0 \%$	4	FR, IT, MT, AT
$-2.0 \% \leq X < 0.0 \%$	5	DK, DE, CY, NL, FI
$0.0 \% \leq X < 1.9 \%$	3	ES, HR, SE
$1.9 \% \leq X < 5.8 \%$	9	BG, IE, EL, HU, PL, PT, RO, SI, SK
$5.8 \% \leq X < 9.7 \%$	4	CZ, EE, LV, LT
$9.7 \% \leq X$	0	
<b>Total</b>	<b>25</b>	excluding Belgium and Luxembourg <sup>(65)</sup>

For the UK, the change was in the range  $-2.0 \% \leq X < 0.0 \%$ .

The movements in pensioner economic parities for the six-month period July 2021 - January 2022 are summarised in the analysis hereafter:

#### Summary of changes in the economic parities, July 2021-January 2022

Range		Duty stations
$X < -3.8 \%$	0	
$-3.8 \% \leq X < -2.1 \%$	2	MT, SK
$-2.1 \% \leq X < -0.4 \%$	14	CZ, DK, DE, EL, ES, FR, HR, IT, CY, HU, AT, PT, FI, SE
$-0.4 \% \leq X < 0.0 \%$	0	
$0.0 \% \leq X < 1.3 \%$	4	IE, LV, NL, RO
$1.3 \% \leq X < 3.0 \%$	4	BG, LT, PL, SI
$3.0 \% \leq X \leq 4.8 \%$	1	EE
<b>Total</b>	<b>25</b>	excluding Belgium and Luxembourg

For the UK, the change was in the range  $-0.4 \% \leq X < 0.0 \%$ .

<sup>(65)</sup> Op cit (61) Belgium is the reference country for the bilateral comparisons (CC for pensioners). In accordance with Article 3(5) of Annex XI to the Staff Regulations, Luxembourg CC = Belgium CC.



The movements in pensioner economic parities for the six-month period January 2022 - July 2022 are summarised in the analysis hereafter

### Summary of changes in the economic parities, January 2022-July 2022

Range		Duty stations
$X < -4.0 \%$	0	
$-4.0 \% \leq X < -0.9 \%$	4	MT, FR, IT, AT
$-0.9 \% \leq X < 0.0 \%$	3	NL, CY, FI
$0.0 \% \leq X < 2.2 \%$	7	SI, DE, ES, SE, DK, IE, RO
$2.2 \% \leq X < 5.3 \%$	7	BG, HR, PL, EE, EL, PT, HU
$5.3 \% \leq X < 8.4 \%$	4	SK, LT, CZ, LV
$8.4 \% \leq X$	0	
<b>Total</b>	<b>25</b>	excluding Belgium and Luxembourg

For the UK, the change was in the range  $-4.0 \% \leq X < -0.9 \%$ .

One of the main differences in the calculation of parity values for pensioners by comparison to those established for active staff arises from the aggregation using specific expenditure weights for pensioners rather than consumption patterns for active staff<sup>(66)</sup>. This can affect the magnitude of the impact of the individual components (introduction of new price surveys, price updating using indices, new rents, etc.). Consequently the movements in the overall parity differ from those reported for active staff, details of which are provided elsewhere in this report.

The other adjustment in the calculation of parity values for pensioners is the conversion of capital city rent levels to national average rent levels. The ratio values applied for the current year and the change by comparison to the previous year are shown in **Table 3.3**. For 2022 the ratio for Belgium/Brussels is 0.81 (an increase of +1.51 %)<sup>(67)</sup>. The average ratio for other countries/capitals is 0.69 with standard deviation 0.21. The minimum ratio is 0.39 (PL/Poland). The maximum ratio is 1.00 (EE/Estonia and MT/Malta). Excluding Belgium/Brussels, the rent ratio has decreased by comparison to the previous year for 7 countries/capitals, has remained stable for 3 countries/capitals and has increased for 15 countries/capitals. The average change is +1.2 % with standard deviation 3.8 %. There were increases of more than +5 % for 4 countries/capitals: +17.10 % (SK/Bratislava), +10.99 % (HU/Budapest), +8.94 % (CZ/Prague) and +6.72 % (IE/Dublin). The largest decrease is -4.84 % (CY/Nicosia).

The ratio calculation method applies a consistent reference period (six years) for both numerator and denominator<sup>(68)</sup>. Due to Brexit, ECP rent parities in free data tables have changed from EU28=1 to EU27\_2020=1. For UK/London the rent ratio calculated in 2021 is used again in 2022, as Eurostat no longer compiles and publishes ECP rent parities for the UK.

<sup>(66)</sup> The most recent family budget survey amongst pensioners in EU28 Member States was conducted in 2013 and results were integrated for the 2016 calculation exercise.

<sup>(67)</sup> Since 2020 there is a change in the way the Belgium/Brussels rent ratio is being calculated by the national statistical office: registered leases databases are now the source for rents, while in previous years web surveys were used.

<sup>(68)</sup> Expressed as country rent level = numerator of fraction, capital city rent level = denominator of fraction.

### 3.3.2 Impact of rents on the overall parity for pensioners

Details of the impact of rent on the overall correction coefficient are given in **Table 3.5** and on the overall parity in **Table 3.6**.

In 2022, for 14 out of the 25 Member States (i.e. excluding Belgium and Luxembourg), the rent correction coefficient (ratio between the rent parity and the exchange rate) is under 100. This means that the average rents are generally lower in these places than in Belgium. For the remaining 11 countries (and the UK), the rent correction coefficient is greater than 100.

The correction coefficients for rents (compared to Belgium =100) are very high in the UK (199.7), Ireland (196.9), Denmark (176.3), Austria (150.5) and Finland (149.9), whereas they are quite low in Bulgaria (37.3), Poland (39.6) and Romania (45.0).

Moreover, in 2022, the rent correction coefficient is lower than the correction coefficient without rent for 11 of the Member States. This means that, for these places, the rents lead to a reduction of the global correction coefficient.

When rents are integrated in the computation, the average impact is +1.9 % with standard deviation 6.8 %. The correction coefficient is increased by 10% or more in Ireland (+15.8 %), Austria (10.6 %) and Denmark (10.0 %) - and in the UK (20.0 %) - and between 5–10 % in 6 Member States (Germany, Estonia, France, Malta, The Netherlands and Finland). By contrast, the impact is quite negative in Poland (-9.0 %), Bulgaria (-8.8 %) and Croatia (-7.2 %).

### 3.3.3 Summary of component impacts on global parity for pensioners

The analysis below summarises the impact of the various components on the global parity for pensioners, which are discussed in the preceding paragraphs.

Firstly, it shows the relative importance (% weight) of the basic headings affected in Belgium and the average for all other Member States, together with the standard deviation and the minimum and maximum weight of the basic headings affected.

#### Summary of expenditure weights for affected BH

Component	BH	Expenditure weight ‰				
		BE	Other (Avg.)	Other (st.dev)	Min	Max
E21-1 Food, beverages and tobacco	15	155.4	163.9	14.5	139.6	196.2
BH70 imputation	1	24.6	28.9	6.8	9.8	38.1
E21-2 Personal appearance	8	68.5	65.5	7.2	50.0	79.9
HICP relative to JBLI	80	1000.0	1000.0	0.0	1000.0	1000.0
Rent	2	255.4	195.9	65.7	38.1	297.2
Rent ratios	2	255.4	195.9	65.7	38.1	297.2

Secondly, it shows the average impact on global PPP of the changes to the basic headings affected for all Member States, the standard deviation, the minimum and maximum impact and the numbers of positive/negative impacts. The analysis is for the 12 months to 1<sup>st</sup> July 2022.

#### Summary of impact on global PPP of changes for affected BH

Component	BH	Impact on Global PPP					
		Avg.	St.Dev	Max.	Min.	+ve or 0	-ve
E21-1 Food, beverages and tobacco	15	+1.0 %	0.8 %	+2.0 %	-1.5 %	23	2
BH70 imputation	1	-0.3 %	0.5 %	+1.3 %	-1.4 %	6	19
E21-2 Personal appearance	8	+0.1 %	0.2 %	+0.8 %	-0.5 %	20	5
HICP relative to JBLI	80	+0.8 %	2.5 %	+6.3 %	-3.8 %	14	11
Rent	2	+0.1 %	1.0 %	+2.3 %	-1.7 %	15	10
Rent ratios	2	+0.1 %	1.0 %	+3.0 %	-1.4 %	14	11
<b>GLOBAL</b>	<b>80</b>	<b>+1.9 %</b>	<b>3.9 %</b>	<b>+9.1 %</b>	<b>-4.4 %</b>	<b>16</b>	<b>9</b>

Table 3.3: Rent ratios applied for the estimation of the pensioners rent parities

Country	Ratio applied in		Diff. (absolute)	Diff. (%)
	2021	2022		
BE <sup>1</sup>	0.80	0.81	0.01	1.51
BG	0.55	0.55	0.00	-0.53
CZ	0.48	0.53	0.04	8.94
DK	0.79	0.79	0.00	0.52
DE	0.78	0.80	0.02	2.97
EE <sup>2</sup>	1.00	1.00	0.00	0.00
IE	0.68	0.72	0.05	6.72
EL	0.72	0.70	-0.02	-2.27
ES	0.73	0.70	-0.03	-3.52
FR	0.59	0.60	0.01	1.92
HR	0.44	0.43	-0.01	-1.70
IT	0.82	0.81	-0.02	-1.83
CY	0.97	0.92	-0.05	-4.84
LV	0.65	0.67	0.02	3.26
LT	0.44	0.44	0.01	1.48
HU	0.40	0.45	0.04	10.99
MT <sup>2</sup>	1.00	1.00	0.00	0.00
NL	0.82	0.86	0.04	4.68
AT <sup>1</sup>	0.94	0.94	0.00	0.00
PL	0.37	0.39	0.01	2.92
PT	0.59	0.57	-0.01	-2.38
RO	0.43	0.44	0.01	2.00
SI	0.67	0.69	0.02	2.93
SK	0.74	0.86	0.13	17.10
FI	0.82	0.83	0.01	1.51
SE	0.57	0.58	0.01	1.88
UK	0.58	0.58	0.00	0.00

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

<sup>1</sup> specific national source: BE (CPI database), AT (microcensus)

<sup>2</sup> no adjustment: EE, MT

**Table 3.4: Changes in the economic parities in the twelve months to 1st July 2022  
Decomposition of the effects (for pensioners)**

Country	Impact of component change on global PPP						
	Introduction of new price data						Total
	E21-1 FoBeTo	Impute BH70	E21-2 Personal appearance	Indexation (HICP relative to JBLI)	2022 Rents	Update rent ratios	
BG	0.9	-0.9	0.4	3.5	0.4	-0.3	4.1
CZ	1.4	-0.1	-0.5	4.3	0.4	1.5	7.0
DK	0.6	-0.1	0.2	-0.2	-0.5	-0.3	-0.2
DE	0.7	0.1	0.1	-0.5	-1.5	0.3	-0.8
EE	0.9	-0.8	0.2	6.3	2.3	-0.4	8.7
IE	2.0	-0.4	0.5	-0.7	0.0	1.3	2.8
EL	1.5	-0.4	0.4	0.6	1.7	-0.8	3.0
ES	1.5	0.0	0.0	-0.5	0.2	-1.1	0.0
FR	0.1	-0.4	0.2	-1.5	-1.7	0.1	-3.1
HR	1.2	-0.4	0.2	0.6	0.9	-0.6	1.7
IT	-0.1	0.1	0.2	-1.4	-1.0	-0.8	-3.0
CY	1.5	-1.4	0.1	-1.4	0.5	-1.4	-2.0
LV	1.4	-0.1	0.0	4.4	2.1	0.4	8.5
LT	1.5	0.1	-0.1	5.9	1.4	0.0	9.1
HU	1.7	-0.5	0.4	0.5	0.1	1.7	3.9
MT	1.1	-0.5	0.2	-3.8	-1.1	-0.4	-4.4
NL	0.0	-1.0	-0.1	0.6	-0.9	0.8	-0.6
AT	-1.5	-0.2	0.0	-0.4	-0.2	-0.4	-2.6
PL	2.0	-0.9	0.1	3.3	0.1	0.2	4.8
PT	1.9	-0.3	0.8	0.5	1.1	-0.8	3.1
RO	1.0	-0.4	0.2	1.6	-0.1	0.1	2.4
SI	1.5	-0.5	0.1	0.1	0.4	0.3	2.0
SK	0.5	0.3	-0.1	0.2	0.3	3.0	4.1
FI	0.3	-0.4	0.1	-1.5	-0.6	0.0	-2.0
SE	0.5	1.3	-0.1	-0.8	-0.7	0.1	0.3
UK	0.8	-0.9	0.0	0.9	-2.3	-0.4	-1.9

Note: Total impact is calculated by comparing previous global value and current global value. Individual component impact is calculated by modifying individual element and recomputing global value. Due to rounding, product of individual component impacts may not match total impact.

Table 3.5: Effect of rent on the correction coefficients at 1st July 2022 (for pensioners)

Country	Weight		Correction coefficient			Rent effect (%)
	Without rent	Rent	Without rent	Rent	Overall	
	[1]	[2]	[3]	[4]	[5]	[6] = [5] / [3]
BG	916.9	83.1	66.8	37.3	60.9	-8.8
CZ	832.2	167.8	83.5	80.6	82.8	-0.9
DK	702.8	297.2	124.1	176.3	136.5	10.0
DE	769.9	230.1	95.7	117.7	100.6	5.1
EE	775.6	224.5	90.5	127.4	98.1	8.4
IE	742.0	258.0	111.4	196.9	129.0	15.8
EL	810.0	190.0	86.4	79.7	84.8	-1.9
ES	821.9	178.1	89.4	109.7	93.4	4.5
FR	767.6	232.5	102.0	127.8	107.7	5.6
HR	856.6	143.4	75.3	51.3	69.9	-7.2
IT	746.5	253.5	92.8	98.4	94.1	1.5
CY	814.4	185.6	85.9	73.0	82.9	-3.5
LV	767.0	233.0	83.2	74.1	80.9	-2.7
LT	961.9	38.1	80.1	58.8	76.6	-4.5
HU	840.1	159.9	61.3	50.6	58.8	-4.0
MT	769.2	230.8	86.3	127.3	94.7	9.7
NL	761.8	238.2	101.7	143.6	110.7	8.9
AT	761.8	238.2	100.0	150.5	110.6	10.6
PL	890.4	109.6	68.1	39.6	62.0	-9.0
PT	821.9	178.1	89.4	91.5	89.7	0.4
RO	888.7	111.3	62.8	45.0	59.1	-5.9
SI	832.9	167.1	84.7	79.9	83.6	-1.3
SK	846.2	153.8	77.1	98.2	80.9	4.8
FI	702.8	297.2	109.0	149.9	118.9	9.1
SE	702.8	297.2	110.3	125.7	114.3	3.6
UK	691.0	309.1	104.5	199.7	125.4	20.0

Note: For countries which are in the Eurozone, there is no change in the exchange rate. Consequently the change in the correction coefficient = the change in the economic parity.

Table 3.6: Effect of rent on the economic parities at 1st July 2022 (for pensioners)

Country	Weight		PPP			Rent effect (%)
	Without rent	Rent	Without rent	Rent	Overall	
	[1]	[2]	[3]	[4]	[5]	[6] = [5] / [3]
BG	916.9	83.1	1.307	0.7297	1.192	-8.8
CZ	832.2	167.8	20.67	19.93	20.48	-0.9
DK	702.8	297.2	9.235	13.11	10.16	10.0
DE	769.9	230.1	0.957	1.177	1.006	5.1
EE	775.6	224.5	0.905	1.274	0.981	8.4
IE	742.0	258.0	1.114	1.969	1.290	15.8
EL	810.0	190.0	0.864	0.797	0.848	-1.9
ES	821.9	178.1	0.894	1.097	0.934	4.5
FR	767.6	232.5	1.020	1.278	1.077	5.6
HR	856.6	143.4	5.671	3.861	5.262	-7.2
IT	746.5	253.5	0.928	0.984	0.941	1.5
CY	814.4	185.6	0.859	0.730	0.829	-3.5
LV	767.0	233.0	0.832	0.741	0.809	-2.7
LT	961.9	38.1	0.801	0.588	0.766	-4.5
HU	840.1	159.9	241.6	199.5	232.0	-4.0
MT	769.2	230.8	0.863	1.273	0.947	9.7
NL	761.8	238.2	1.017	1.436	1.107	8.9
AT	761.8	238.2	1.000	1.505	1.106	10.6
PL	890.4	109.6	3.194	1.857	2.907	-9.0
PT	821.9	178.1	0.894	0.915	0.897	0.4
RO	888.7	111.3	3.104	2.222	2.921	-5.9
SI	832.9	167.1	0.847	0.799	0.836	-1.3
SK	846.2	153.8	0.771	0.982	0.809	4.8
FI	702.8	297.2	1.090	1.499	1.189	9.1
SE	702.8	297.2	11.78	13.43	12.21	3.6
UK	691.0	309.1	0.9038	1.726	1.084	20.0

### 3.4 Comparison of correction coefficients for active staff and pensioners

**Table 3.7** compares the country correction coefficients for pensioners (from Table 3.5) with the capital city correction coefficients for active staff (from Table 2.8), at July 2022<sup>(69)</sup>.

Among all Member States, Denmark (Copenhagen) has the highest country-based global CC (136.5) and the second highest city-based global CC (134.7) whilst Ireland (Dublin) has the highest capital-based CC (136.3) and the second highest country-based CC (129.0); Bulgaria (Sofia) has the lowest capital-based global CC (65.0) and the third lowest country-based global CC (60.9). Hungary (Budapest) has the lowest country-based CC (58.8) and the second lowest city-based CC (69.6).

The biggest absolute differences between capital city global CC values and country global CC values can be observed in Prague/CZ (-12.7), Bucharest/RO (-11.0), Vilnius/LT (-10.8), Budapest/HU (-10.8) and Stockholm/SE (-10.6). By contrast, in Berlin/DE (0.0), Nicosia/CY (+0.3) and Bratislava/SK (-0.4) the two CC values are nearly at the same level.

In 8 of the 25 Member States (i.e. excluding Belgium and Luxembourg) – Denmark, Germany, Estonia, Cyprus, Malta, The Netherlands, Austria and Finland – the country CCs relative to Belgium are higher than or equal to the capital city CCs relative to Brussels. In the remaining 17 Member States, the country CCs are lower than the capital city CCs

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

It should be mentioned that the Staff Regulations set out specific rules for the application of the pensioner CC<sup>(70)</sup>.

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<sup>(69)</sup> Comparison not done for UK as Intra-EU CC for staff is no longer produced

<sup>(70)</sup> See **Appendix 1c, Section 3.1** for a summary of these rules



Table 3.7: Pensioners correction coefficients and Staff correction coefficients at 1st July 2022

Correction coefficients for pensioners				Correction coefficients for staff			
Country	without rents	rents	Total	Capitals	without rents	rents	Total
BE	100.0	100.0	100.0	Brussels	100.0	100.0	100.0
BG	66.8	37.3	60.9	Sofia	68.4	54.9	65.0
CZ	83.5	80.6	82.8	Prague	84.8	123.8	95.5
DK	124.1	176.3	136.5	Copenhagen	121.4	181.3	134.7
DE	95.7	117.7	100.6	Berlin	95.3	119.3	100.6
EE	90.5	127.4	98.1	Tallinn	91.6	103.4	94.1
IE	111.4	196.9	129.0	Dublin	110.8	221.5	136.3
EL	86.4	79.7	84.8	Athens	89.0	92.3	89.4
ES	89.4	109.7	93.4	Madrid	89.0	126.4	97.4
FR	102.0	127.8	107.7	Paris	101.8	172.0	116.8
HR	75.3	51.3	69.9	Zagreb	76.0	95.8	80.0
IT	92.8	98.4	94.1	Rome	93.5	99.0	94.7
CY	85.9	73.0	82.9	Nicosia	89.4	64.5	82.6
LV	83.2	74.1	80.9	Riga	84.9	89.8	85.9
LT	80.1	58.8	76.6	Vilnius	82.2	107.7	87.4
HU	61.3	50.6	58.8	Budapest	63.2	91.4	69.6
MT	86.3	127.3	94.7	Vallette	88.5	103.4	92.1
NL	101.7	143.6	110.7	The Hague	102.1	136.0	109.8
AT	100.0	150.5	110.6	Vienna	102.7	129.6	108.8
PL	68.1	39.6	62.0	Warsaw	68.0	83.4	71.7
PT	89.4	91.5	89.7	Lisbon	86.8	129.3	95.5
RO	62.8	45.0	59.1	Bucharest	65.4	82.5	70.1
SI	84.7	79.9	83.6	Ljubljana	85.4	93.4	87.1
SK	77.1	98.2	80.9	Bratislava	77.1	92.2	81.3
FI	109.0	149.9	118.9	Helsinki	108.1	147.0	117.3
SE	110.3	125.7	114.3	Stockholm	110.2	174.7	124.9
UK	104.5	199.7	125.4				

# 4

## Equivalence of purchasing power of EU officials outside the European Union

### 4.1 Economic parities, exchange rates and correction coefficients

The correction coefficients applicable to the salaries of the European institution officials working in Extra-EU duty stations, are determined on the basis of the relationships between the economic parities and the exchange rates fixed by the Commission and specified in the Staff Regulations for the relevant countries.

The correction coefficient operates as a percentage adjustment to salaries to take account of the cost of living differences between Brussels and the various duty stations. Changes in the correction coefficients from one year to another are therefore a component of the annual adjustment of remuneration. However, as salaries are first expressed in Euros, then converted to local currency using exchange rates, before being multiplied by the correction coefficients, it is clear that the exchange rate effect cancels out and the relevant factor is any change in the economic parities. If a correction coefficient changes solely due to a change in the exchange rate (i.e. there is no change in the economic parity), then local purchasing power will not be impacted<sup>(71)</sup>.

As at July 2022, correction coefficients are compiled for a list of 143 Extra-EU duty stations. By comparison to the situation at July 2021 (141 locations):

- 2 new Delegations are inserted with effect from July 2022 (Greenland; USA-San Francisco),

Included in the list are 10 locations for which no values are presented (Afghanistan; Iraq; Lebanon; Libya; Somalia; Sudan; Syria; Venezuela; Yemen; Zimbabwe) mainly due to security constraints affecting the statistical reliability of the information, or due to uncertainty regarding the volatility of the reported inflation.

Note: staff working at Extra-EU duty stations which are physically located inside European Union borders<sup>(72)</sup> have Intra-EU correction coefficient applied to their salaries.

Table 13.2 in the main report shows the global values for active staff for all Extra-EU duty stations. Tables 13.1, 13.1a and 13.1b in the main report show the movements in the global parities for the period July 2021 - July 2022, together with breakdowns for the six-month period July 2021 - January 2022 and the six-month period January 2022 - July 2022.

However, the application of Extra-EU correction coefficients is only likely to be requested in practice where the cost of living is higher than in Brussels. **Table 4.1** therefore only shows the places where the correction coefficient is greater than or equal to 100 at July 2022 (or was greater than or equal to 100 at July 2021). As there was an interim update at January 2022, on the basis of the Intermediate Report issued by Eurostat in May 2022<sup>(73)</sup>, **Table 4.1a** shows the places where the correction coefficient is greater than or equal to 100 at July 2022 (or was greater than or equal to 100 at January 2022).

<sup>(71)</sup> For a numerical example to illustrate this, see **Appendix 1c Section 2.1**

<sup>(72)</sup> Delegation to the OECD and the UNESCO in Paris and the principalities of Andorra and Monaco [France]; Delegation to the Council of Europe in Strasbourg [France]; Delegation to the Holy See, Order of Malta, UN Organisations in Rome, and to San Marino [Italy]; Delegation to the International Organisations in Vienna [Austria].

<sup>(73)</sup> Op.cit. (7) Ares(2022)4043307

At July 2022 there were 40 duty stations with CCs greater than 100 (and 93 duty stations for which CCs are below 100, plus 10 duty stations for which CCs are not produced). By comparison in July 2021 there were 23 duty stations with CCs greater than 100 (and 109 duty stations for which CCs were below 100, plus 9 duty stations for which CCs were not produced). By comparison in January 2022 there were 27 duty stations with CCs greater than 100 (and 104 duty stations for which CCs were below 100, plus 10 duty stations for which CCs were not produced).

## 4.2 Changes between July 2021 and July 2022

Two interim reports were prepared in the usual way between the last annual report and the current annual report, covering the six months August 2021 - January 2022<sup>(74)</sup>, and the five months February 2022 - June 2022<sup>(75)</sup>. Those reports identify the locations where, in accordance with Article 13 of Annex X of the Staff Regulations, changes in the parity exceeding 5 % from the previous value in force (July 2021 or subsequently) resulted in application of a new correction coefficient.

For the period August 2021 - January 2022, 33 duty stations were affected (some more than once), of which 7 locations had CC values above 100. For the period February 2022 - June 2022, 37 duty stations were affected (some more than once), of which 8 locations had CC values above 100. This means that for the eleven months August 2021 - June 2022, positive or negative changes exceeding 5% are identified for 52 duty stations altogether (some more than once), of which 14 have or had CC values above 100. Production of CC for Sudan (which had a CC above 100 in July 2021) was suspended.

### 4.2.1 Changes in correction coefficients from July 2021 to July 2022

No percentage change is calculated for the 10 locations where no CC is published and the 2 locations which have been added to the list (Greenland; USA-San Francisco).

In accordance with the agreed methodology for overseas countries and territories of EU Member States, the CC for Nuuk, Greenland is calculated as the PPP for the 'home' country (in this case, Denmark), excluding rents, and re-expressed in local currency (in this case, the same as the 'home' country, i.e. DKK). The calculation is done at global level. Eurostat has launched a collaboration with Statistics Denmark and Statistics Greenland to conduct a comparative price level study in accordance with ECP methodology, which may in future allow the calculation of a direct PPP with Belgium, or a 'triangulated' PPP via Denmark.

In the absence of specific price survey data for USA-San Francisco, the standard operational solution is applied (application of the CC for the capital city for the country concerned, i.e. the CC for USA-Washington).

Comparing the situation at July 2021 to the situation at July 2022 for the remaining 131 locations, CCs have decreased for 30 duty stations, and were stable or increased for 101 duty stations.

During the 6 months covered by the first interim report, CC moved above 100 for 6 locations (Angola; Barbados; Canada; Eritrea; Guinea; Papua New Guinea) and moved below 100 for 2 locations (Haiti; New Caledonia).

During the 5 months covered by the second interim report, CC moved above 100 for 10 locations (Armenia; Cuba; Guatemala; Jamaica; Kenya; Mozambique; Panama; Russia; Tanzania; USA-Washington) and moved below 100 for 1 location (Japan).

Comparing July 2022 to July 2021, 20 locations which had no CCs at July 2021 or CCs lower than 100 at July 2021 now have CCs higher than 100 (Angola; Armenia; Azerbaijan; Barbados; Canada; Cuba; Eritrea; Greenland; Guatemala; Guinea; Jamaica; Kenya; Mozambique; Panama; Papua New Guinea; Russia; Tanzania; Trinidad and Tobago; USA-San Francisco; USA-Washington); 3 locations which had CCs higher than 100 at July 2021 now have CCs lower than 100 (Haiti; Japan; New Caledonia).

<sup>(74)</sup> Op cit (7) Ares(2022)3565923

<sup>(75)</sup> Op cit (7) Ares(2022)7267888

The average CC change was +11.0 % with standard deviation 18.6 %. The maximum increase was +112.2 % (Angola). The maximum decrease was -34.3 % (South Sudan). The CC increase was greater than two standard deviations from the mean for 8 duty stations (Angola; Armenia; Brazil; Guinea; Iran; Jamaica; Russia; Zambia).

Comparing July 2022 and January 2022, 14 locations which had no CCs at January 2022 or CCs lower than 100 at January 2022 now have CCs higher than 100 (Armenia; Azerbaijan; Cuba; Greenland; Guatemala; Jamaica; Kenya; Mozambique; Panama; Russia; Tanzania; Trinidad and Tobago; USA-San Francisco; USA-Washington); 1 location which had CC higher than 100 at January 2022 now has CC lower than 100 (Japan). The average CC change was +6.2 % with standard deviation 11.2 %. The maximum increase was +71.5 % (Russia). The maximum decrease was -26.7 % (South Sudan). The CC movement was greater than two standard deviations from the mean for 7 duty stations (Angola; Armenia; Brazil; Guinea; Russia; Rwanda; South Sudan).

#### 4.2.2 Changes in exchange rates from July 2021 to July 2022

No change is calculated for the 10 locations where no CC is published, or for the 2 locations which have been added to the list.

For 2 duty stations (Kosovo, Montenegro), the local currency is the Euro and for 2 duty stations (Bosnia and Herzegovina, New Caledonia) the exchange rate is pegged to the Euro. For 13 locations, the local currency is the CFA for which the exchange rate to the Euro has not changed. For 2 other locations (Cape Verde, North Macedonia) exchange rates did not vary during the period.

A large part of the explanation for the movements in the correction coefficients of the remaining 112 locations is fluctuations in their currency exchange rates relative to the Euro. Currency fluctuations relative to the Euro were positive (i.e. purchasing power of Euro decreased) in 19 locations and negative in 92 locations (i.e. purchasing power of Euro increased). The average exchange rate fluctuation was +5.4 % with standard deviation 14.1 %. The maximum increase was +41.5 % (Angola). The maximum decrease was -68.3 % (Türkiye). The currency movement exceeded two standard deviations from the average for 7 duty stations (Angola; Armenia; Laos; Russia; Sri Lanka; Türkiye; Zambia).

For 5 locations (Cuba, Ecuador, El Salvador, Panama and Timor Leste<sup>(76)</sup>), the local currency is either USD or is pegged to the USD, for which exchange rate to the Euro has remained fairly stable.

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<sup>(76)</sup> Zimbabwe also uses USD, however no CC is currently published.

### 4.2.3 Changes in economic parities from July 2021 to July 2022

No change is calculated for the 10 locations where no CC is published, or for the 2 locations which have been added to the list.

The simple average change across all duty stations in the global economic parity for officials serving outside the EU for the period under review was +4.4 % with standard deviation 11.7 %. The maximum increase was +61.1 % (Türkiye). The maximum decrease was -33.9 % (South Sudan). The change was positive or zero in 80 duty stations and negative in 51 duty stations.

The movements in the global economic parities for Extra-EU staff for the period are summarised in the analysis below.

#### Summary of changes in the economic parities for Extra-EU staff, July 2021-July 2022

Range (PPP% change)	Duty stations	
$X < -18.9 \%$	2	Liberia, South Sudan
$-18.9 \% \leq X < -7.3 \%$	4	Algeria, Central African Republic, Democratic Republic of the Congo, Singapore
$-7.3 \% \leq X < 0 \%$	45	
$0 \% \leq X < 4.4 \%$	28	
$4.4 \% \leq X < 16.1 \%$	36	
$16.1 \% \leq X < 27.7 \%$	11	
$27.7 \% \leq X$	5	Argentina, Brazil, Jamaica, Sri Lanka, Türkiye
Blank	12	10 CC=0 + 2 new (Greenland, USA-San Francisco)
<b>Total</b>	<b>143</b>	Excluding Brussels <sup>(77)</sup>

The movements in the economic parities for Extra-EU staff for the six-month period July 2021 - January 2022 are summarised in the analysis hereafter:

#### Summary of changes in the economic parities for Extra-EU staff, July 2021-January 2022

Range (PPP% change)	Duty stations	
$X < -10.2 \%$	2	Liberia, South-Sudan
$-10.2 \% \leq X < -4.4 \%$	4	Democratic Republic of the Congo, Haiti, Rwanda, Singapore
$-4.4 \% \leq X < 0 \%$	60	
$0 \% \leq X < 1.4 \%$	19	
$1.4 \% \leq X < 7.2 \%$	25	
$7.2 \% \leq X < 13.0 \%$	14	
$13.0 \% \leq X$	7	Angola, Argentina, Brazil, Iran, Jamaica, Türkiye, Zambia
Blank	10	
<b>Total</b>	<b>141</b>	excluding Brussels

<sup>(77)</sup> Op cit (50) Brussels is the reference duty station for the bilateral comparisons (CC for staff).

The movements in the economic parities for Extra-EU staff for the six-month period January 2022 - July 2022 are summarised in the mini-table hereafter:

**Summary of changes in the economic parities for Extra-EU staff, January 2022-July 2022**

Range (PPP% change)	Duty stations	
$X < -12.2\%$	1	South Sudan
$-12.2\% \leq X < -4.7\%$	4	Algeria, Central African Republic, Egypt, Qatar
$-4.7\% \leq X < 0\%$	53	
$0\% \leq X < 2.8\%$	22	
$2.8\% \leq X < 10.3\%$	35	
$10.3\% \leq X < 17.8\%$	13	
$17.8\% \leq X$	3	Ghana, Sri Lanka, Türkiye
Blank	12	10 CC=0 + 2 new (Greenland, USA-San Francisco)
<b>Total</b>	<b>143</b>	excluding Belgium and Luxembourg

A decomposition of the effects underlying the changes in the economic parities for the period July 2021–July 2022 is given in **Table 4.2**, for the duty stations where the CC is greater than 100 at July 2022 (or was greater than 100 at July 2021).

### 4.3 Data sources

#### 4.3.1 Spatial price data to establish detailed parities

Extra-EU purchasing power parities are established using a classification of 78 basic headings which are the same as those employed for Intra-EU purposes. The sole difference is the exclusion of the 2 basic headings relating to housing because, in accordance with Annex X, specific accommodation arrangements are made for Extra-EU staff. Thus rent levels, rent indices and expenditure on housing are not taken into account.

With the exception of the 12 duty stations in Extra-EU countries which participate in the European Comparison Programme (ECP) coordinated by Eurostat<sup>(78)</sup> or the 9 duty stations in countries which participate in the linked programme coordinated by the Organisation for Economic Cooperation and Development<sup>(79)</sup>, or the 1 location for which specific survey arrangements are made<sup>(80)</sup>, the source of price data is the rolling cycle of surveys conducted by the United Nations International Civil Service Commission. Data is exchanged under a 2009 Memorandum of Understanding signed with the United Nations International Civil Service Commission and the International Service for Remunerations and Pensions of the Coordinated Organisations<sup>(81)</sup>.

For the July 2022 exercise, new parities derived from UN price surveys have been integrated for 15 locations altogether. By comparison, for the July 2021 exercise, 30 new UN surveys were integrated. The 15 new parities were integrated for the second interim report (covering the period February 2022–June 2022), in the following places:

Argentina; Azerbaijan, Botswana; Congo; Egypt; El Salvador; eSwatini; Gabon; Guinea; Mauritania; Niger; Rwanda; Saudi Arabia; Sri Lanka; Uganda.

The foregoing duty stations are also indicated in Tables 13.1 and 13.2 in the main report (see footnotes to the tables). Parities established from these surveys are calculated using the same classification of 80 basic headings as employed for Intra-EU purposes (sole exception: housing).

For the July 2022 exercise, new parities for 20 ECP duty stations have been integrated:

- Updated PPPs at July 2021 from comparison programme coordinated by OECD were used for the following 9 duty stations: Australia; Canada; Chile; Israel; Japan; South Korea; Mexico; New Zealand; USA-Washington.
- Updated PPPs at July 2022 from comparison programme coordinated by Eurostat were used for the following 11 duty stations: Albania; Bosnia and Herzegovina; Iceland; Kosovo; Montenegro; North Macedonia; Norway; Serbia; Switzerland-Bern; Switzerland-Geneva; Türkiye. PPP for the United Kingdom was last updated in July 2021<sup>(82)</sup>.

For the July 2022 exercise, new parities for 2 new duty stations have been integrated:

- PPPs for Greenland and USA-San Francisco were calculated as explained in **paragraph 4.2.1**.

<sup>(78)</sup> Albania, Bosnia & Herzegovina; Iceland; Kosovo; Montenegro, North Macedonia, Norway; Serbia, Switzerland-Bern, Switzerland-Geneva, Türkiye, United Kingdom.

<sup>(79)</sup> Australia, Canada, Chile, Israel, Japan, Mexico, New Zealand, South Korea, United States of America- Washington

<sup>(80)</sup> Taiwan (direct survey on Eurostat behalf).

<sup>(81)</sup> North Atlantic Treaty Organisation (NATO), Organisation for Economic Cooperation and Development (OECD), Council of Europe (CoE), European Space Agency (ESA), European Centre for Medium-range Weather Forecasts (ECMWF), European Organisation for the Exploitation of Meteorological Satellites (EUMETSAT)

<sup>(82)</sup> Op. cit. (69) Note: Following UK withdrawal from the EU in 2020, Eurostat no longer compiles and publishes ECP data for the UK. Reflections are ongoing regarding future data source to be used for the calculation and dissemination of Extra-EU CC for the UK.

### 4.3.2 Temporal price data to update detailed parities

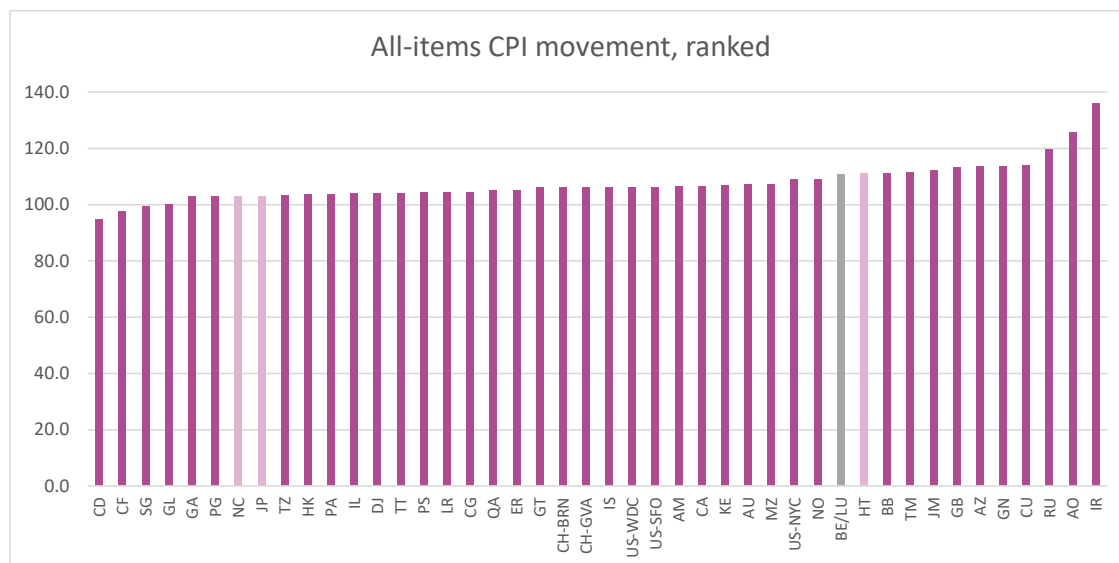
For all locations, initial survey-based parities are subsequently updated using the ratio between the national consumer price index and the Joint Belgium-Luxembourg Index. For Iceland, Kosovo, Norway, Switzerland, Türkiye and the United Kingdom, the national consumer price index is the Harmonised Index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

With the exception of the duty stations for which new UN price survey data, new ISRP ECP parities or new Eurostat ECP parities are introduced (or the gradual impact of smoothing older price survey data), the sole explanatory factor for price movements in the remaining duty stations is the evolution of the local consumer price index relative to the evolution of the Joint Belgium-Luxembourg Index.

Important note: As rent price movements are not taken into account, the cumulative JBLI movement used to calculate Extra-EU purchasing power parities is different from the JBLI movement calculated for Intra-EU purposes for the same period. There is also a slight difference attributable to the monthly chained index calculation which is used for Extra-EU purposes. For the period July 2021-July 2022 the Extra-EU index is +10.6 % whereas the Intra-EU index is +8.6 %.

There are important differences between PPP and CPI methodologies, notably regarding weights used for aggregation purposes (national consumption patterns vs. international officials) and the exclusion of housing. For this reason, the “inflation updating effect” in **Table 4.2** cannot be directly compared with relative movement in the all-items CPI. Purely for indicative purposes, the following graph<sup>(83)</sup> summarises how national CPIs have developed for the period July 2021–July 2022 (i.e. June 2021–June 2022), for the duty stations where the CC is greater than 100 at July 2022 (or was greater than 100 at July 2021).

**Graph: all-items CPI movement, national aggregation weights twelve months July 2021 - July 2022**

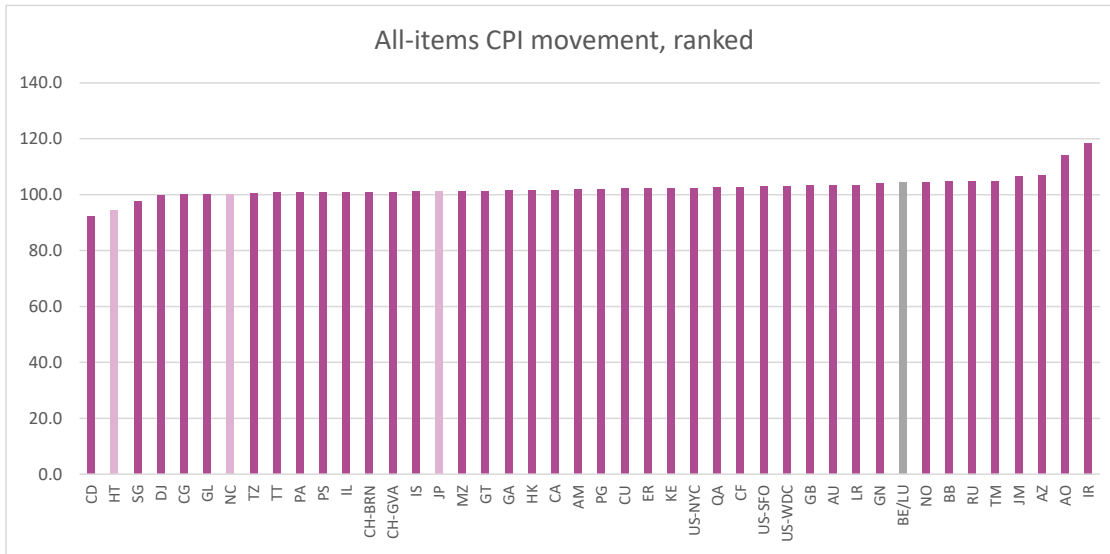


Graphs showing the corresponding changes for the six-month period July 2021 - January 2022 (i.e. June 2021 – December 2021) and the six-month period January 2022 - July 2022 (i.e. December 2021 – June 2022) are shown below.

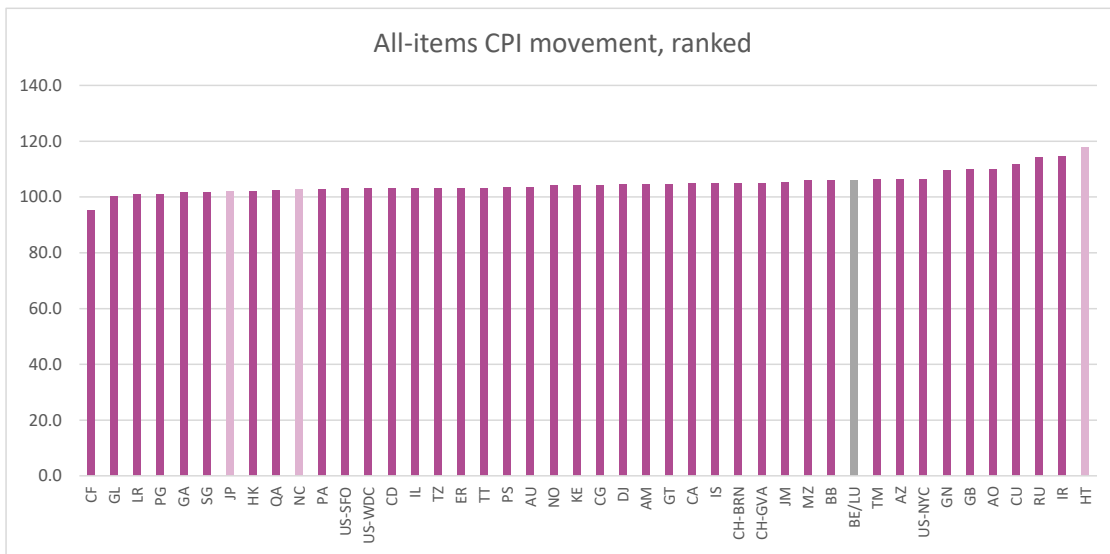
<sup>(83)</sup> Note: the graph includes the Joint Belgium-Luxembourg index for comparison.



**Graph: all-items CPI movement, national aggregation weights six months July 2021 - January 2022**



**Graph: all-items CPI movement, national aggregation weights six months January 2022 - July 2022**



### 4.3.3 Expenditure weights

Detailed price ratios are aggregated up to a global value using the latest available consumption expenditure weighting structures.

Data from the 2017-2018 surveys amongst staff in Brussels were introduced in the July 2020 calculation exercise, replacing the weights derived from previous survey. The updated consumption structure affected all duty stations, as Brussels is the reference city for bilateral parity calculation. As the new expenditure structure updates the relative importance of the parities for every basic heading, it may therefore have a potentially important impact on the global aggregate parity for some duty stations.

Due to the low population sizes in many individual Extra-EU duty stations and the low response rate from survey participants in some locations during the last family budget surveys conducted amongst EU personnel, regional average expenditure patterns were established in 2018 using results from the most recent family budget survey amongst expatriate UN staff, recognising that under the international collaboration agreement, surveys are done using a harmonised questionnaire and the expatriate international civil servant behaviour profile is broadly similar. Six regions were defined: Africa with 51 duty stations, Asia with 40 duty stations, Oceania with 3 duty stations, Europe (non-EU) with 11 duty stations, North America with 12 duty stations, and South America with 12 duty stations. These regional weights are not used to compute aggregate parities for 6 of the 12 Eurostat ECP duty stations (Iceland, Norway, Switzerland-Bern, Switzerland-Geneva, Türkiye, Kosovo) or 8 of the 9 ISRP ECP duty stations (AUS, CAN, CHL, ISR, JAP, MEX, NZL, KOR, USA-WDC), for which separate consumption weights are available. There is no specific aggregation calculation for certain additional locations whose CC is derived from CC for other places (i.e. Greenland, New Caledonia, USA-San Francisco).

Other things being equal, a direct family budget survey amongst staff in all Extra-EU duty stations will be scheduled during 2023, following completion of cycle amongst Intra-EU staff and amongst Pensioners in EU27 Member States. A specific survey is scheduled amongst staff in the 3 USA duty stations (New York City, San Francisco, Washington D.C.) in autumn 2022.

#### 4.3.4 Gradual impact of changes

Whenever integrating the results of new price surveys or new expenditure weights generates a significantly higher or lower parity than the previous value in force, a smoothing mechanism is applied to gradually implement that change. The period over which this smoothing applies can vary, in accordance with procedural guidelines adopted by the Article 64&65 Working Group. Thus, a large impact may only partially have been taken into account in the current reporting period, with a continued gradual introduction of the change foreseeable during the next reporting period. Similarly, the current reporting period may be affected by continued gradual application of results introduced during the previous reporting period.

Of the duty stations for which new price surveys were integrated, smoothing mechanism will continue to apply after July 2022 for the following 17 locations where the impact of older survey is being gradually applied: Botswana; Brazil; Colombia; El Salvador; Gabon; Guyana; Jamaica; Mali; Mauritania; Niger; Paraguay; Rwanda; Saudi Arabia; Sri Lanka; Swaziland; Uganda; Zambia.

A summary is given in **Table 4.3**, for the duty stations where the CC is greater than 100 at July 2022 (or was greater than 100 at July 2021). As there was a general update at January 2022, a separate summary is given in **Table 4.3a**, for the duty stations where the CC is greater than 100 at July 2022 (or was greater than 100 at January 2022).

In **table 4.1** and **table 4.2** and **table 4.3** hereafter:

- (1) Figures are stated relative to Brussels, i.e. Brussels PPP = 1, ER = 1, CC = 100 %
- (2) 1 euro = USD ( 2 duty stations: Cuba, Panama - plus USA-New York, USA-San Francisco, USA-Washington )
- (3) 1 euro = CFA ( 3 duty stations: Central African Republic, Congo, Gabon )
- (4) Currency = Euro ( 0 duty stations )
- (5) Not available ( 0 duty stations )
- (6) UN P2P processed ( 3 duty stations: Congo, Gabon, Guinea )
- (7) ISRP PPP processed ( 5 duty stations: Australia, Canada, Israel, Japan, USA-Washington )
- (8) ECP PPP processed ( 5 duty stations: Iceland, Norway, Switzerland-Bern, Switzerland- Geneva, United Kingdom )
- (9) ECP Balkan duty stations ( 0 duty stations )
- (10) Duty stations for which Intra-EU CC excluding rent is used ( 2 duty stations: Greenland, New Caledonia )
- (11) New duty stations inserted at July 2022 ( 2 duty stations: Greenland, USA-San Francisco )

**Table 4.1: Summary of the 40 (3) duty stations where the cost of living is higher than in Brussels at 1st July 2022 (or at July 2021, grey section bottom of table) - for staff serving in Extra- EU delegations**

Place of employment				Economic Parities	Exchange Rate	Correction Coefficients	Economic Parities	Exchange Rate	Correction Coefficients	CHANGE (in %)		
										Economic Parities	Exchange Rate	Correction Coefficients
Code		Country	City	Jul-2022	Jul-2022	Jul-2022	Jul-2021	Jul-2021	Jul-2021	Jul-2022 - Jul-2021	Jul-2022 - Jul-2021	Jul-2022 - Jul-2021
IR		Iran	Teheran	100442	44171.4	227.4	82045	49829.6	164.3	22.4	11.5	38.4
AO		Angola	Luanda	872.8	452.977	192.7	702.5	774.068	90.8	24.2	41.5	112.2
RU		Russia	Moscow	84.07	53.8580	156.1	76.25	86.4662	88.2	10.3	37.7	77.0
LR		Liberia	Monrovia	225.4	160.478	140.5	278.1	203.723	136.5	-19.0	21.2	2.9
CD		Democratic Republic of the Congo	Kinshasa	299.4	2119.50	138.4	3289	2377.38	138.3	-10.8	10.8	0.1
TM		Turkmenistan	Ashkhabad	5.079	3.68095	138.0	5.088	4.18080	122.3	-0.2	11.5	12.8
IS	(8)	Iceland	Reykjavik	187.9	139.900	134.3	193.9	147.300	131.6	-3.1	5.0	2.1
CH	(8)	Switzerland	Bern	1.343	1.00050	134.2	1.377	1.09850	125.6	-2.5	8.8	6.8
CH	(8)	Switzerland	Geneva	1.343	1.00050	134.2	1.377	1.09850	125.6	-2.5	8.8	6.8
NO	(8)	Norway	Oslo	13.26	10.3065	128.7	13.35	10.1893	131.0	-0.7	-1.2	-1.8
GN	(6)	Guinea	Conakry	11607	9076.32	127.9	10439	11667.8	89.5	11.2	22.2	42.9
BB		Barbados	Bridgetown	2.603	2.10791	123.5	2.363	2.39034	98.9	10.2	11.8	24.9
HK		Hong Kong	Hong Kong	9.922	8.25320	120.2	10.48	9.22970	113.5	-5.3	10.6	5.9
CU	(2)	Cuba	Havana	1.261	1.05170	119.9	1.048	1.18880	88.2	20.3	11.5	35.9
AM		Armenia	Yerevan	510.7	430.540	118.6	474.2	606.640	78.2	7.7	29.0	51.7
SG		Singapore	Singapore	1.711	1.46070	117.1	1.889	1.59850	118.2	-9.4	8.6	-0.9
IL	(7)	Israel	Tel-Aviv	4.208	3.63440	115.8	4.384	3.87600	113.1	-4.0	6.2	2.4
PS		West Bank — Gaza Strip	East Jerusalem	4.208	3.63440	115.8	4.384	3.87600	113.1	-4.0	6.2	2.4
GL	(11)	Greenland	Nuuk	8.598	7.43920	115.6	0	0	0			
DJ		Djibouti	Djibouti	214.2	187.203	114.4	223.0	211.896	105.2	-3.9	11.6	8.7
QA		Qatar	Doha	4.379	3.82819	114.4	4.722	4.32723	109.1	-7.3	11.5	4.9
US		United States	New York	1.195	1.05170	113.6	1.192	1.18880	100.3	0.3	11.5	13.3
JM		Jamaica	Kingston	178.9	159.461	112.2	139.8	178.636	78.3	28.0	10.7	43.3
MZ		Mozambique	Maputo	75.60	67.5700	111.9	63.41	75.4450	84.0	19.2	10.4	33.2
ER		Eritrea	Asmara	17.49	15.7755	110.9	17.96	18.1606	98.9	-2.6	13.1	12.1
PA	(2)	Panama	Panama City	1.156	1.05170	109.9	1.012	1.18880	85.1	14.2	11.5	29.1
CG	(3)(6)	Congo	Brazzaville	714.7	655.957	109.0	770.2	655.957	117.4	-7.2		-7.2
GB	(8)	United Kingdom	London	0.9421	0.864610	109.0	0.8888	0.859480	103.4	6.0	-0.6	5.4
CA	(7)	Canada	Ottawa	1.455	1.35130	107.7	1.448	1.47060	98.5	0.5	8.1	9.3
AU	(7)	Australia	Canberra	1.634	1.52560	107.1	1.605	1.58110	101.5	1.8	3.5	5.5
GA	(3)(6)	Gabon	Libreville	696.1	655.957	106.1	685.8	655.957	104.5	1.5		1.5
US	(11)	United States	San Francisco	1.099	1.05170	104.5	0	0	0			
US	(7)	United States	Washington	1.099	1.05170	104.5	1.066	1.18880	89.7	3.1	11.5	16.5
PG		Papua New Guinea	Port Moresby	3.847	3.70317	103.9	4.054	4.17123	97.2	-5.1	11.2	6.9
GT		Guatemala	Guatemala City	8.420	8.16098	103.2	8.162	9.21359	88.6	3.2	11.4	16.5
TZ		Tanzania	Dar es Salaam	249.4	2431.71	102.6	2197	2744.58	80.0	13.5	11.4	28.3
AZ		Azerbaijan	Baku	1.825	1.78789	102.1	1.756	2.02096	88.9	3.9	11.5	17.5
CF	(3)	Central African Republic	Bangui	669.4	655.957	102.0	742.9	655.957	113.3	-9.9		-10.0
KE		Kenya	Nairobi	125.6	123.735	101.5	111.0	128.604	86.3	13.2	3.8	17.6
TT		Trinidad and Tobago	Port-of-Spain	7.319	7.26330	100.8	6.395	8.44815	75.7	14.4	14.0	33.2
HT		Haiti	Port-au-Prince	117.5	119.499	98.3	114.2	110.260	103.6	2.9	-8.4	-5.1
JP	(7)	Japan	Tokyo	133.1	143.630	92.7	134.9	131.540	102.6	-1.3	-9.1	-9.6
NC	(10)	New Caledonia	Nouméa	115.7	119.332	97.0	122.6	119.332	102.7	-5.6		-5.6

Table 4.1a: Summary of the 40 (1) duty stations where the cost of living is higher than in Brussels at 1st July 2022 (or at January 2022, grey section bottom table) - for staff serving in Extra- EU delegations

Code	Place of employment			Economic Parities Jul-2022	Exchange Rate Jul-2022	Correction Coefficients Jul-2022	Economic Parities Jan-2022	Exchange Rate Jan-2022	Correction Coefficients Jan-2022	CHANGE (in %)				
	Country	City	Economic Parities							Exchange Rate	Correction Coefficients	Economic Parities	Exchange Rate	Correction Coefficients
			Jul-2022 - Jan-2022							Jul-2022 - Jan-2022	Jul-2022 - Jan-2022			
IR	Iran	Teheran	100.442	441.714	227.4	93.253	4.76028	195.9	7.7	7.2	16.1			
AO	Angola	Luanda	872.8	452.977	192.7	846.0	638.119	132.6	3.2	29.0	45.3			
RU	Russia	Moscow	84.07	53.8580	156.1	77.24	84.8888	91.0	8.8	36.6	71.5			
LR	Liberia	Monrovia	225.4	160.478	140.5	235.7	162.671	144.9	-4.4	1.3	-3.0			
CD	Democratic Republic of the Congo	Kinshasa	29.34	211.950	138.4	295.7	226.211	130.7	-0.8	6.3	5.9			
TM	Turkmenistan	Ashkhabad	5.079	3.68095	138.0	5.102	3.96690	128.6	-0.5	7.2	7.3			
IS	Iceland	Reykjavik	187.9	139.900	134.3	188.7	147.600	127.8	-0.4	5.2	5.1			
CH	Switzerland	Bern	1.343	1.00050	134.2	1.343	1.03630	129.6	0.0	3.5	3.5			
CH	Switzerland	Geneva	1.343	1.00050	134.2	1.343	1.03630	129.6	0.0	3.5	3.5			
NO	Norway	Oslo	13.26	10.3065	128.7	13.33	9.97030	133.7	-0.5	-3.4	-3.7			
GN	Guinea	Conakry	1160.7	907.632	127.9	1046.7	1040.4	100.6	10.9	12.8	27.1			
BB	Barbados	Bridgetown	2.603	2.10791	123.5	2.620	2.27166	115.3	-0.6	7.2	7.1			
HK	Hong Kong	Hong Kong	9.922	8.25320	120.2	10.23	8.83990	115.7	-3.0	6.6	3.9			
CU	Cuba	Havana	1.281	1.05170	119.9	1.112	1.13340	98.1	13.4	7.2	22.2			
AM	Armenia	Yerevan	510.7	430.540	118.6	512.4	541.110	94.7	-0.3	20.4	25.2			
SG	Singapore	Singapore	1.711	1.46070	117.1	1.763	1.53300	115.0	-2.9	4.7	1.8			
IL	Israel	Tel-Aviv	4.208	3.63440	115.8	4.283	3.52040	121.7	-1.8	-3.2	-4.8			
PS	West Bank — Gaza Strip	East Jerusalem	4.208	3.63440	115.8	4.283	3.52040	121.7	-1.8	-3.2	-4.8			
GL	Greenland	Nuuk	8.598	7.43920	115.6	0	0	0	0	0	0			
DJ	Djibouti	Djibouti	214.2	187.203	114.4	215.7	201.691	106.9	-0.7	7.2	7.0			
QA	Qatar	Doha	4.379	3.82819	114.4	4.599	4.12558	111.5	-4.8	7.2	2.6			
US	United States	New York	1.195	1.05170	113.6	1.176	1.13340	103.8	1.6	7.2	9.4			
JM	Jamaica	Kings ton	178.9	159.461	112.2	160.6	171.968	93.4	11.4	7.3	20.1			
MZ	Mozambique	Maputo	75.60	67.5700	111.9	68.47	72.3150	94.7	10.4	6.6	18.2			
ER	Eritrea	Asmara	17.49	15.7755	110.9	17.78	17.2306	103.2	-1.6	8.4	7.5			
PA	Panama	Panama City	1.166	1.05170	109.9	1.086	1.13340	95.8	6.4	7.2	14.7			
CG	Congo	Brazzaville	714.7	655.957	109.0	744.9	655.957	113.6	-4.1	0	-4.0			
GB	United Kingdom	London	0.9421	0.864610	109.0	0.8983	0.839300	107.0	4.9	-3.0	1.9			
CA	Canada	Ottawa	1.455	1.35130	107.7	1.459	1.44810	100.8	-0.3	6.7	6.8			
AU	Australia	Canberra	1.634	1.52560	107.1	1.657	1.55940	106.3	-1.4	2.2	0.8			
GA	Gabon	Libreville	696.1	655.957	106.1	674.0	655.957	102.8	3.3	0	3.2			
US	United States	San Francisco	1.099	1.05170	104.5	0	0	0	0	0	0			
US	United States	Washington	1.099	1.05170	104.5	1.113	1.13340	98.2	-1.3	7.2	6.4			
PG	Papua New Guinea	Port Moresby	3.847	3.70317	103.9	3.994	3.97664	100.4	-3.7	6.9	3.5			
GT	Guatemala	Guatemala City	8.420	8.16098	103.2	8.454	8.75491	96.6	-0.4	6.8	6.8			
TZ	Tanzania	Dar es Salaam	249.4	243.171	102.6	239	2603.71	89.8	6.7	6.6	14.3			
AZ	Azerbaijan	Baku	1.825	1.78789	102.1	1.769	1.92678	91.8	3.2	7.2	11.2			
CF	Central African Republic	Bangui	669.4	655.957	102.0	738.3	655.957	112.6	-9.3	0	-9.4			
KE	Kenya	Nairobi	125.6	123.735	101.5	118.2	128.119	92.3	6.3	3.4	10.0			
TT	Trinidad and Tobago	Port-of-Spain	7.319	7.26330	100.8	6.854	8.30960	82.5	6.8	12.6	22.2			
JP	Japan	Tokyo	133.1	143.530	92.7	134.9	131.540	102.6	-1.3	-9.1	-9.6			

**Table 4.2: Summary of the 40 (3) duty stations where the cost of living is higher than in Brussels at 1st July 2022 (or at 1st July 2021) - Approximate decomposition of impact on global value from changes in components - for staff serving in Extra- EU delegations**

Place of employment				Real PPP	JBLI	CPI	P2P	Real PPP
Code		Country	City	Jul-21	Jun-22 / Jun-21	Jun-22 / Jun-21	Aug 21 to Jul 22	Jul-22
IR		Iran	Teheran	82045	10.7%	35.9%	0.0%	100442
AO		Angola	Luanda	702.5	10.7%	25.7%	10.1%	872.8
RU		Russia	Moscow	76.25	10.7%	19.6%	0.0%	84.07
LR		Liberia	Monrovia	278.1	10.7%	4.3%	-14.4%	225.4
CD		Democratic Republic of the Congo	Kinshasa	3289	10.7%	-5.1%	0.0%	2934
TM		Turkmenistan	Ashkhabad	5.088	10.7%	11.5%	0.0%	5.079
IS	(8)	Iceland	Reykjavik	193.9	10.7%	6.1%	0.0%	187.9
CH	(8)	Switzerland	Bern	1.377	10.7%	6.1%	0.0%	1.343
CH	(8)	Switzerland	Geneva	1.377	10.7%	6.1%	0.0%	1.343
NO	(8)	Norway	Oslo	13.35	10.7%	8.9%	1.9%	13.26
GN	(6)	Guinea	Conakry	10439	10.7%	13.7%	7.4%	11607
BB		Barbados	Bridgetown	2.363	10.7%	11.1%	10.4%	2.603
HK		Hong Kong	Hong Kong	10.48	10.7%	3.6%	0.0%	9.922
CU	(2)	Cuba	Havana	1.048	10.7%	14.1%	15.7%	1.261
AM		Armenia	Yerevan	474.2	10.7%	6.3%	10.9%	510.7
SG		Singapore	Singapore	1.889	10.7%	-0.7%	0.0%	1.711
IL	(7)	Israel	Tel-Aviv	4.384	10.7%	3.9%	-0.6%	4.208
PS		West Bank — Gaza Strip	East Jerusalem	4.384	10.7%	4.2%	-0.6%	4.208
GL	(11)	Greenland	Nuuk	0	10.7%	0.3%	0.0%	8.598
DJ		Djibouti	Djibouti	223.0	10.7%	3.9%	0.0%	214.2
QA		Qatar	Doha	4.722	10.7%	5.0%	0.0%	4.379
US		United States	New York	1.192	10.7%	8.9%	0.0%	1.195
JM		Jamaica	Kingston	139.8	10.7%	12.1%	23.7%	178.9
MZ		Mozambique	Maputo	63.41	10.7%	7.2%	22.1%	75.60
ER		Eritrea	Asmara	17.96	10.7%	5.2%	0.0%	17.49
PA	(2)	Panama	Panama City	1.012	10.7%	3.7%	20.4%	1.156
CG	(3)(6)	Congo	Brazzaville	770.2	10.7%	4.3%	-2.5%	714.7
GB	(8)	United Kingdom	London	0.8888	10.7%	13.4%	0.0%	0.9421
CA	(7)	Canada	Ottawa	1.448	10.7%	6.6%	0.9%	1.455
AU	(7)	Australia	Canberra	1.605	10.7%	7.1%	0.0%	1.634
GA	(3)(6)	Gabon	Libreville	685.8	10.7%	2.9%	6.6%	696.1
US	(11)	United States	San Francisco	0	10.7%	6.2%	0.0%	1.099
US	(7)	United States	Washington	1.066	10.7%	6.1%	2.9%	1.099
PG		Papua New Guinea	Port Moresby	4.054	10.7%	2.9%	0.0%	3.847
GT		Guatemala	Guatemala City	8.162	10.7%	6.0%	6.7%	8.420
TZ		Tanzania	Dar es Salaam	2197	10.7%	3.4%	20.4%	2494
AZ		Azerbaijan	Baku	1.756	10.7%	13.6%	2.9%	1.825
CF	(3)	Central African Republic	Bangui	742.9	10.7%	-2.2%	0.0%	669.4
KE		Kenya	Nairobi	111.0	10.7%	6.8%	16.5%	125.6
TT		Trinidad and Tobago	Port-of-Spain	6.395	10.7%	4.1%	20.1%	7.319
HT		Haiti	Port-au-Prince	114.2	10.7%	11.1%	0.0%	117.5
JP	(7)	Japan	Tokyo	134.9	10.7%	3.1%	3.3%	133.1
NC	(10)	New Caledonia	Nouméa	122.6	10.7%	3.0%	0.0%	115.7

For Extra-EU CC calculation purposes, the JBLI and CPI exclude housing

**Table 4.3: Summary of the 40 (3) duty stations where the cost of living is higher than in Brussels at 1st July 2022 (or at 1st July 2021 or at 1st January 2022) – Smoothing the impact of new parities (for staff serving in Extra- EU delegations)**

Place of employment				newP2P or ECP PPP	of which, smoothing	of which, smoothing	ie. still to smooth
Code		Country	City	-	2021/08 - 2022/01	2022/02 - 2022/07	
IR		Iran	Teheran				
AO		Angola	Luanda	21.3%	11.9%		
RU		Russia	Moscow				
LR		Liberia	Monrovia	-46.4%	-16.6%		
CD		Democratic Republic of the Congo	Kinshasa				
TM		Turkmenistan	Ashkhabad				
IS	(8)	Iceland	Reykjavik				
CH	(8)	Switzerland	Bern				
CH	(8)	Switzerland	Geneva				
NO	(6)	Norway	Oslo				
GN	(6)	Guinea	Conakry	7.4%		7.4%	
BB		Barbados	Bridgetown	10.4%	10.4%		
HK		Hong Kong	Hong Kong				
CU	(2)	Cuba	Havana	24.4%	8.9%	7.5%	
AM		Armenia	Yerevan	23.0%	12.8%		
SG		Singapore	Singapore				
IL	(7)	Israel	Tel-Aviv	-0.6%	-0.6%		
PS		West Bank — Gaza Strip	East Jerusalem	-0.6%	-0.6%		
GL	(11)	Greenland	Nuuk	New	New	New	New
DJ		Djibouti	Djibouti	27.5%	1.4%		
QA		Qatar	Doha				
US		United States	New York				
JM		Jamaica	Kingston	53.1%	13.2%	11.2%	11.2%
MZ		Mozambique	Maputo	34.8%	12.3%	10.5%	
ER		Eritrea	Asmara				
PA	(2)	Panama	Panama City	32.2%	11.5%	9.7%	
CG	(3)(8)	Congo	Brazzaville				
GB	(8)	United Kingdom	London				
CA	(7)	Canada	Ottawa	0.9%	0.9%		
AU	(7)	Australia	Canberra	2.8%	2.8%		
GA	(3)(8)	Gabon	Libreville	13.7%		6.6%	6.6%
US	(11)	United States	San Francisco	New	New	New	New
US	(7)	United States	Washington	2.9%	2.9%		
PG		Papua New Guinea	Port Moresby				
GT		Guatemala	Guatemala City	13.9%	7.9%		
TZ		Tanzania	Dar es Salaam	32.2%	11.5%	9.7%	
AZ		Azerbaijan	Baku	2.9%		2.9%	
CF	(3)	Central African Republic	Banqui				
KE		Kenya	Nairobi	25.8%	9.3%	8.0%	
TT		Trinidad and Tobago	Port-of-Spain	31.6%	11.3%	9.6%	
HT		Haiti	Port-au-Prince				
JP	(7)	Japan	Tokyo	3.3%	3.3%		
NC	(10)	New Caledonia	Nouméa				

**Table 4.4: List of EU Delegations which coordinate multiple locations/international organisations**

1	Delegation to Barbados, the Eastern Caribbean States, the OECS and CARICOM/CARIFORUM
2	Delegation to Botswana and SADC
3	Delegation to Djibouti and IGAD
4	Delegation to El Salvador and the Central American Integration System (SICA)
5	Delegation to Ethiopia; Delegation to the African Union
6	Delegation for the Pacific. Responsible for Cook Islands, Federated States of Micronesia, Fiji, Kiribati, Nauru, Niue, Palau, Republic of Marshall Islands, Samoa, Solomon Islands, Tonga, Tuvalu, Vanuatu as well as the three Overseas Countries and Territories in the Pacific
7	Delegation to Gabon, São Tomé and Príncipe, and Equatorial Guinea
8	Delegation to Guyana, for Suriname, and with responsibility for Aruba, Bonaire, Curaçao, Saba, Saint Barthélemy, Sint Eustatius and Sint Maarten
9	Delegation to Hong Kong and Macao
10	Delegation to India and Bhutan
11	Delegation to Indonesia and Brunei Darussalam; Delegation to ASEAN
12	Delegation to Jamaica, Belize, The Bahamas, Turks and Caicos Islands and Cayman Islands
13	Delegation to Kuwait and Qatar
14	Delegation to Madagascar and Comoros
15	Delegation to Mauritius and the Seychelles
16	Delegation to Nigeria and ECOWAS
17	Delegation to Saudi Arabia, Bahrain and Oman
18	Delegation to Sri Lanka and the Maldives
19	Delegation to Switzerland and Liechtenstein
20	Delegation to the UN and other international organisations in Geneva; Permanent mission to the World Trade Organisation
21	Delegation to West Bank and Gaza Strip, UNRWA
22	Delegation to Zambia and COMESA



# 5

## Total adjustment of remuneration outside Brussels and pensions outside Belgium

### 5.1 Intra-EU duty stations (for staff)

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

Taking account of the figures for 2022 reported in Chapters 2 and 4 of the main report, summarised in Chapter 5 of the main report, and the figures for 2020 in Chapter 8 of the main report, Chapter 9 of the main report identified the residual annual update applicable to remuneration in Brussels. The table is reproduced below:

	[1] Interim		[2] Annual (total)		[3] = [2] / [1] Annual (residual)	
GSI 2022	98.9	-1.1 % (50 %)	96.1	-3.9 %	97.2	-2.8 %
Lift GSI 2020 suspension	:	:	102.5	+2.5 %	102.5	+2.5 %
→ subtotal GSI	98.9	-1.1 %	98.5	-1.5 %	99.7	-0.3 %
JBLI 2022	103.5	+3.5 %	108.6	+8.6 %	104.9	+4.9 %
→ total update	<b>102.4</b>	<b>+2.4 %</b>	107.0	+7.0 %	<b>104.5</b>	<b>+4.5 %</b>

Chapter 11 of the main report presented information about correction coefficients and purchasing power parities for staff working in Intra-EU duty stations outside Brussels. Chapter 10 of the main report indicated how this information could be combined to establish the total adjustment of remuneration.

On this basis, **Table 5.1** below presents the adjustment of the nominal net remuneration of EU officials outside Brussels which is necessary to maintain a parallel development of the purchasing power with the civil servants in the Member States, for the 12-month period July 2021-July 2022. Similarly, **Table 5.1a** below presents the residual adjustment of the nominal net remuneration of EU officials outside Brussels which is necessary to maintain a parallel development of the purchasing power with the civil servants in the Member States, for the 6-month period January 2022-July 2022.

Table 5.1: Annual update outside Brussels for the twelve months to 1st July 2022 (for staff)

Country Place of employment	Global specific indicator	Implicit price index	Annual update
<b>BE/LU</b> Brussels/Luxembourg	-1.5	8.6	7.0
<b>BG</b> Sofia	-1.5	14.3	12.6
<b>CZ</b> Prague	-1.5	14.4	12.7
<b>DK</b> Copenhagen	-1.5	9.0	7.4
<b>DE</b> Berlin	-1.5	7.7	6.1
Karlsruhe	-1.5	7.2	5.6
Munich	-1.5	7.5	5.9
<b>EE</b> Tallinn	-1.5	18.5	16.7
<b>IE</b> Dublin	-1.5	10.8	9.1
<b>EL</b> Athens	-1.5	14.0	12.3
<b>ES</b> Madrid	-1.5	9.9	8.3
<b>FR</b> Paris	-1.5	5.8	4.2
<b>HR</b> Zagreb	-1.5	11.4	9.7
<b>IT</b> Rome	-1.5	8.0	6.4
Varese	-1.5	9.5	7.9
<b>CY</b> Nicosia	-1.5	9.1	7.5
<b>LV</b> Riga	-1.5	16.6	14.9
<b>LT</b> Vilnius	-1.5	18.5	16.7
<b>HU</b> Budapest	-1.5	11.6	9.9
<b>MT</b> Valletta	-1.5	6.4	4.8
<b>NL</b> The Hague	-1.5	7.1	5.5
<b>AT</b> Vienna	-1.5	7.8	6.2
<b>PL</b> Warsaw	-1.5	14.4	12.7
<b>PT</b> Lisbon	-1.5	13.4	11.7
<b>RO</b> Bucharest	-1.5	11.5	9.8
<b>SI</b> Ljubljana	-1.5	11.5	9.8
<b>SK</b> Bratislava	-1.5	10.6	8.9
<b>FI</b> Helsinki	-1.5	7.5	5.9
<b>SE</b> Stockholm	-1.5	9.6	8.0

Table 5.1a: Residual annual update outside Brussels for the six months to 1st July 2022 (for staff)

Country	Place of employment	Global specific indicator	Implicit price index	Residual annual update
<b>BE/LU</b>	<b>Brussels/Luxembourg</b>	<b>-0.3</b>	<b>4.9</b>	<b>4.5</b>
<b>BG</b>	Sofia	-0.3	9.2	8.9
<b>CZ</b>	Prague	-0.3	10.6	10.3
<b>DK</b>	Copenhagen	-0.3	7.5	7.2
<b>DE</b>	Berlin	-0.3	5.5	5.2
	Karlsruhe	-0.3	4.9	4.6
	Munich	-0.3	5.2	4.9
<b>EE</b>	Tallinn	-0.3	9.6	9.3
<b>IE</b>	Dublin	-0.3	4.5	4.2
<b>EL</b>	Athens	-0.3	12.1	11.8
<b>ES</b>	Madrid	-0.3	7.4	7.1
<b>FR</b>	Paris	-0.3	3.2	2.9
<b>HR</b>	Zagreb	-0.3	9.1	8.8
<b>IT</b>	Rome	-0.3	5.5	5.2
	Varese	-0.3	7.2	6.9
<b>CY</b>	Nicosia	-0.3	6.6	6.3
<b>LV</b>	Riga	-0.3	12.6	12.3
<b>LT</b>	Vilnius	-0.3	12.4	12.1
<b>HU</b>	Budapest	-0.3	8.3	8.0
<b>MT</b>	Valletta	-0.3	5.1	4.8
<b>NL</b>	The Hague	-0.3	4.5	4.2
<b>AT</b>	Vienna	-0.3	5.4	5.1
<b>PL</b>	Warsaw	-0.3	7.9	7.6
<b>PT</b>	Lisbon	-0.3	10.5	10.2
<b>RO</b>	Bucharest	-0.3	6.9	6.6
<b>SI</b>	Ljubljana	-0.3	4.9	4.6
<b>SK</b>	Bratislava	-0.3	9.9	9.6
<b>FI</b>	Helsinki	-0.3	4.7	4.4
<b>SE</b>	Stockholm	-0.3	6.7	6.4

## 5.2 Intra-EU country of residence (for pensioners)

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

Taking account of the figures for 2022 reported in Chapters 2 and 4 of the main report, summarised in Chapter 5 of the main report, and the figures for 2020 in Chapter 8 of the main report, Chapter 9 of the main report identified the residual annual update applicable to remuneration in Brussels.

Chapter 12 of the main report presented information about correction coefficients and purchasing power parities for pensioners residing in EU Member States outside Belgium. Chapter 10 of the main report indicated how this information could be combined to establish the total adjustment of remuneration.

On this basis, **Table 5.2** below presents the adjustment of the nominal net pensions of retired EU officials outside Belgium for the 12-month period July 2021-July 2022. Similarly, **Table 5.2a** below presents the residual adjustment of the nominal net pensions of retired EU officials for the 6-month period January 2022-July 2022.

This information is of particular relevance for Member States with correction coefficient equal to or greater than 100 at July 2022, or where the correction coefficient was greater than or equal to 100 at July 2021 or at January 2022. As at July 2022, 8 Member States are concerned (Denmark, Germany, Ireland, France, Netherlands, Austria, Finland, Sweden) plus the United Kingdom. The situation was the same at July 2021. During the first six months July 2021-January 2022, the CC for 1 Member State (Germany) fell below 100. During the second six months January 2022-July 2022, the CC for 1 Member State (Germany) increased above 100.

**Table 5.2: Annual update outside Belgium for the twelve months to 1st July 2022 (for pensioners)**

Country	Global specific indicator	Implicit price index	Annual update
BE/LU	-1.5	8.6	7.0
BG	-1.5	13.0	11.3
CZ	-1.5	16.2	14.5
DK	-1.5	8.4	6.8
DE	-1.5	7.8	6.2
EE	-1.5	18.0	16.2
IE	-1.5	11.7	10.0
EL	-1.5	11.9	10.2
ES	-1.5	8.6	7.0
FR	-1.5	5.2	3.6
HR	-1.5	10.5	8.8
IT	-1.5	5.3	3.7
CY	-1.5	6.4	4.8
LV	-1.5	17.8	16.0
LT	-1.5	18.5	16.7
HU	-1.5	12.8	11.1
MT	-1.5	3.8	2.2
NL	-1.5	8.0	6.4
AT	-1.5	5.8	4.2
PL	-1.5	13.9	12.2
PT	-1.5	12.0	10.3
RO	-1.5	11.2	9.5
SI	-1.5	10.8	9.1
SK	-1.5	13.0	11.3
FI	-1.5	6.4	4.8
SE	-1.5	8.9	7.3
UK	-1.5	6.6	5.0

**Table 5.2a: Residual annual update outside Belgium for the six months to 1st July 2022 (for pensioners)**

Country	Global specific indicator	Implicit price index	Residual annual update
BE/LU	-0.3	4.9	4.5
BG	-0.3	7.4	7.1
CZ	-0.3	12.9	12.6
DK	-0.3	6.4	6.1
DE	-0.3	5.7	5.4
EE	-0.3	8.8	8.5
IE	-0.3	6.7	6.4
EL	-0.3	9.4	9.1
ES	-0.3	6.0	5.7
FR	-0.3	3.1	2.8
HR	-0.3	8.4	8.1
IT	-0.3	3.1	2.8
CY	-0.3	4.1	3.8
LV	-0.3	13.5	13.2
LT	-0.3	12.3	12.0
HU	-0.3	10.0	9.7
MT	-0.3	2.9	2.6
NL	-0.3	4.0	3.7
AT	-0.3	3.5	3.2
PL	-0.3	8.4	8.1
PT	-0.3	9.5	9.2
RO	-0.3	6.7	6.4
SI	-0.3	5.6	5.3
SK	-0.3	12.1	11.8
FI	-0.3	4.4	4.1
SE	-0.3	6.2	5.9
UK	-0.3	3.1	2.8

### 5.3 Extra-EU duty stations (for staff)

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

Taking account of the figures for 2022 reported in Chapters 1 and 4 of the main report, summarised in Chapter 5 of the main report, and the figures for 2020 in Chapter 8 of the main report, Chapter 9 of the main report identified the residual annual update applicable to remuneration in Brussels.

Chapter 13 of the main report presented information about correction coefficients and purchasing power parities for staff working in duty stations outside the European Union. Chapter 10 of the main report indicated how this information could be combined to establish the total adjustment of remuneration.

On this basis, **Table 5.3** below presents the adjustment of the nominal net remuneration of EU officials outside Brussels and Luxembourg working in third countries which is necessary to maintain a parallel development of the purchasing power with the civil servants in the Member States for the 12-month period July 2021-July 2022. Similarly, **Table 5.3a** below presents the residual adjustment of the nominal net pensions of retired EU officials for the 6-month period January 2022-July 2022.

This information is of particular relevance to those duty stations where application of the correction coefficient has been requested. This is only likely in practice for the locations identified in **Table 4.1** earlier, where the correction coefficient is greater than or equal to 100 at July 2022, or was greater than or equal to 100 at July 2021 – or in **Table 4.1a** where the correction coefficient is greater than or equal to 100 at July 2022, or was greater than or equal to 100 at January 2022.

**Table 5.3 (page 1 of 3): Annual update outside Brussels for the 12 months to 1st July 2022  
(for staff serving in Extra-EU delegations)**

Code		Place of employment		Global specific indicator	Implicit price index	Annual update
		Country	City	[a]	[b]	=100 x [a]*[b]/100-100
BE	(1)	Belgium / Luxembourg	Brussels / Luxembourg	-1.5	8.6	7.0
AF	(5)	Afghanistan	Kabul	-1.5		
AL	(9)	Albania	Tirana	-1.5	6.7	5.1
DZ		Algeria	Algiers	-1.5	-0.1	-1.6
AO		Angola	Luanda	-1.5	34.9	32.9
AR	(6)	Argentina	Buenos Aires	-1.5	43.2	41.1
AM		Armenia	Yerevan	-1.5	17	15.2
AU	(7)	Australia	Canberra	-1.5	10.6	8.9
AZ		Azerbaijan	Baku	-1.5	12.9	11.2
BD	(6)	Bangladesh	Dhaka	-1.5	7.4	5.8
BB		Barbados	Bridgetown	-1.5	19.6	17.8
BY		Belarus	Minsk	-1.5	10.8	9.1
BJ	(3)	Benin	Cotonou	-1.5	19.6	17.8
BO		Bolivia	La Paz	-1.5	2.3	0.8
BA	(9)	Bosnia and Herzegovina	Sarajevo	-1.5	12.5	10.8
BW	(6)	Botswana	Gaborone	-1.5	18.9	17.1
BR		Brazil	Brasilia	-1.5	47.2	45.0
BF	(3)	Burkina Faso	Ouagadougou	-1.5	6.1	4.5
BI		Burundi	Bujumbura	-1.5	22.4	20.6
KH		Cambodia	Phnom Penh	-1.5	22.1	20.3
CM	(3)	Cameroon	Yaounde	-1.5	3.8	2.2
CA	(7)	Canada	Ottawa	-1.5	9.1	7.5
CV		Cape Verde	Praia	-1.5	7.6	6.0
CF	(3)	Central African Republic	Bangui	-1.5	-2.1	-3.6
TD	(3)	Chad	Ndjamena	-1.5	4.8	3.2
CL	(7)	Chile	Santiago	-1.5	13.5	11.8
CN		China	Beijing	-1.5	1.5	0.0
CO		Colombia	Bogota	-1.5	34.2	32.2
CG	(3)(6)	Congo	Brazzaville	-1.5	0.8	-0.7
CR		Costa Rica	San Jose	-1.5	9.2	7.6
CU	(2)	Cuba	Havana	-1.5	30.7	28.7
CD		Democratic Republic of the Congo	Kinshasa	-1.5	-3.1	-4.6
DJ		Djibouti	Djibouti	-1.5	4.3	2.7
DO		Dominican Republic	Santo Domingo	-1.5	9.4	7.8
EC	(2)	Ecuador	Quito	-1.5	15	13.3
EG	(6)	Egypt	Cairo	-1.5	2.3	0.8
SV	(2)(6)	El Salvador	San Salvador	-1.5	19.3	17.5
ER		Eritrea	Asmara	-1.5	5.8	4.2
SZ	(6)	eSwatini	Mbabane	-1.5	14.6	12.9
ET		Ethiopia	Addis Ababa	-1.5	27.3	25.4
FJ		Fiji	Suva	-1.5	3.5	1.9
GA	(3)(6)	Gabon	Libreville	-1.5	10.2	8.5
GM		Gambia	Banjul	-1.5	14.6	12.9
GE		Georgia	Tbilisi	-1.5	19.2	17.4
GH		Ghana	Accra	-1.5	29.9	28.0
GL	(11)	Greenland	Nuuk	-1.5		
GT		Guatemala	Guatemala City	-1.5	12	10.3
GN	(6)	Guinea	Conakry	-1.5	20.8	19.0
GW	(3)	Guinea-Bissau	Bissau	-1.5	4.7	3.1
GY		Guyana	Georgetown	-1.5	26.5	24.6
HT		Haiti	Port-au-Prince	-1.5	11.7	10.0
HN		Honduras	Tegucigalpa	-1.5	16.2	14.5
HK		Hong Kong	Hong Kong	-1.5	2.8	1.3
IS	(8)	Iceland	Reykjavik	-1.5	5.2	3.6
IN		India	New Delhi	-1.5	24.2	22.3
ID		Indonesia	Jakarta	-1.5	2.3	0.8
IR		Iran	Teheran	-1.5	33	31.0
IQ	(5)	Iraq	Baghdad	-1.5		
IL	(7)	Israel	Tel-Aviv	-1.5	4.2	2.6
CI	(3)	Ivory Coast	Abidjan	-1.5	3.9	2.3
JM		Jamaica	Kingston	-1.5	39	36.9
JP	(7)	Japan	Tokyo	-1.5	7.2	5.6
JO		Jordan	Amman	-1.5	3.2	1.7
KZ		Kazakhstan	Nur-Sultan	-1.5	13.6	11.9
KE		Kenya	Nairobi	-1.5	22.9	21.1
XK	(4)(9)	Kosovo	Pristina	-1.5	11.4	9.7
KW		Kuwait	Kuwait City	-1.5	4.4	2.8
KG		Kyrgyzstan	Bichkek	-1.5	23.4	21.5
LA		Laos	Vientiane	-1.5	23.9	22.0



**Table 5.3 (page 2 of 3): Annual update outside Brussels for the 12 months to 1st July 2022 (for staff serving in Extra-EU delegations)**

Place of employment				Global specific indicator	Implicit price index	Annual update
Code		Country	City	[a]	[b]	=100 x [a]*[b]/100-100
LB	(5)	Lebanon	Beirut	-1.5		
LS		Lesotho	Maseru	-1.5	8.8	7.2
LR		Liberia	Monrovia	-1.5	-12	-13.3
LY	(5)	Libya	Tripoli	-1.5		
MG		Madagascar	Antananarivo	-1.5	6.6	5.0
MW		Malawi	Lilongwe	-1.5	18.3	16.5
MY		Malaysia	Kuala Lumpur	-1.5	9.6	8.0
ML	(3)	Mali	Bamako	-1.5	22.1	20.3
MR	(6)	Mauritania	Nouakchott	-1.5	17.3	15.5
MU		Mauritius	Port Louis	-1.5	10.5	8.8
MX	(7)	Mexico	Mexico City	-1.5	9.1	7.5
MD		Moldova	Chisinau	-1.5	24.9	23.0
MN		Mongolia	Ulan Bator	-1.5	16.4	14.7
ME	(4)(9)	Montenegro	Podgorica	-1.5	15.8	14.1
MA		Morocco	Rabat	-1.5	5.7	4.1
MZ		Mozambique	Maputo	-1.5	29.5	27.6
MM		Myanmar	Yangon	-1.5	20.5	18.7
NA		Namibia	Windhoek	-1.5	6.4	4.8
NP		Nepal	Kathmandu	-1.5	8.6	7.0
NC	(10)	New Caledonia	Nouméa	-1.5	2.5	1.0
NZ	(7)	New Zealand	Wellington	-1.5	11.1	9.4
NI		Nicaragua	Managua	-1.5	10.3	8.6
NE	(3)(6)	Niger	Niamey	-1.5	10.1	8.4
NG		Nigeria	Abuja	-1.5	7.8	6.2
MK	(9)	North Macedonia	Skopje	-1.5	11	9.3
NO	(8)	Norway	Oslo	-1.5	7.9	6.3
PK		Pakistan	Islamabad	-1.5	16.8	15.0
PA	(2)	Panama	Panama City	-1.5	24.1	22.2
PG		Papua New Guinea	Port Moresby	-1.5	3.1	1.6
PY		Paraguay	Asuncion	-1.5	30.3	28.3
PE		Peru	Lima	-1.5	13.6	11.9
PH		Philippines	Manilla	-1.5	3.9	2.3
QA		Qatar	Doha	-1.5	0.7	-0.8
RU		Russia	Moscow	-1.5	19.7	17.9
RW	(6)	Rwanda	Kigali	-1.5	19.6	17.8
ST		São Tomé and Príncipe	São Tomé	-1.5	12	10.3
SA	(6)	Saudi Arabia	Riyadh	-1.5	10.1	8.4
SN	(3)	Senegal	Dakar	-1.5	5.1	3.5
RS	(9)	Serbia	Belgrade	-1.5	14.3	12.6
SL		Sierra Leone	Freetown	-1.5	34.4	32.4
SG		Singapore	Singapore	-1.5	-1.6	-3.1
SO	(5)	Somalia	Mogadishu	-1.5		
ZA		South Africa	Pretoria	-1.5	9.1	7.5
KR	(7)	South Korea	Seoul	-1.5	5.1	3.5
SS		South-Sudan	Juba	-1.5	-28.2	-29.3
LK	(6)	Sri Lanka	Colombo	-1.5	59	56.6
SD	(5)	Sudan	Khartoum	-1.5		
CH	(8)	Switzerland	Bern	-1.5	5.9	4.3
CH	(8)	Switzerland	Geneva	-1.5	5.9	4.3
SY	(5)	Syria	Damascus	-1.5		
TW		Taiwan	Taipei	-1.5	3.6	2.0
TJ		Tajikistan	Duschanbe	-1.5	5	3.4
TZ		Tanzania	Dar es Salaam	-1.5	23.3	21.5
TH		Thailand	Bangkok	-1.5	4.6	3.0
TL	(2)	Timor Leste	Dili	-1.5	7.1	5.5
TG	(3)	Togo	Lome	-1.5	6.5	4.9
TT		Trinidad and Tobago	Port-of-Spain	-1.5	24.3	22.4
TN		Tunisia	Tunis	-1.5	7.8	6.2
TR	(8)	Türkiye	Ankara	-1.5	75	72.4
TM		Turkmenistan	Ashkhabad	-1.5	8.4	6.8
UG	(6)	Uganda	Kampala	-1.5	14.8	13.1
UA		Ukraine	Kiev	-1.5	11	9.3
AE		United Arab Emirates	Abu Dhabi	-1.5	4	2.4
GB	(8)	United Kingdom	London	-1.5	15.1	13.4
US		United States	New York	-1.5	8.9	7.3
US	(11)	United States	San Francisco	-1.5		
US	(7)	United States	Washington	-1.5	12	10.3
UY		Uruguay	Montevideo	-1.5	9.9	8.3
UZ		Uzbekistan	Tachkent	-1.5	10	8.3

**Table 5.3 (page 3 of 3): Annual update outside Brussels for the 12 months to 1st July 2022 (for staff serving in Extra-EU delegations)**

Place of employment				Global specific indicator	Implicit price index	Annual update
Code		Country	City	[a]	[b]	=100 x [a]*[b]/100-100
VE	(5)	Venezuela	Caracas	-1.5		
VN		Vietnam	Hanoi	-1.5	3.6	2.0
PS		West Bank — Gaza Strip	East Jerusalem	-1.5	4.2	2.6
YE	(5)	Yemen	Sana a	-1.5		
ZM		Zambia	Lusaka	-1.5	34	32.0
ZW	(5)	Zimbabwe	Harare	-1.5		

In table above:

- (1) Figures are stated relative to Brussels, i.e. Brussels PPP = 1, ER = 1, CC=100%
- (2) 1 Euro = USD ( 5 duty stations: Cuba, Ecuador, El Salvador, Panama, Timor Leste – plus USA-New York, USA-San Francisco, USA-Washington )
- (3) 1 Euro = CFA ( 13 duty stations: Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Congo, Gabon, Guinea-Bissau, Ivory Coast, Mali, Niger, Senegal, Togo )
- (4) Currency = Euro ( 2 duty stations: Kosovo, Montenegro )
- (5) Not available ( 10 duty stations: Afghanistan, Iraq, Lebanon, Libya, Somalia, Sudan, Syria, Venezuela, Yemen, Zimbabwe )
- (6) UN P2P processed and integrated ( 15 duty stations: Argentina, Azerbaijan, Botswana, Congo, Egypt, El Salvador, eSwatini, Gabon, Guinea, Mauritania, Niger, Rwanda, Saudi Arabia, Sri Lanka, Uganda )
- (7) ISRP PPP processed and integrated ( 9 duty stations: Australia, Canada, Chile, Israel, Japan, Mexico, New Zealand, South Korea, USA-Washington )
- (8) ECP PPP processed and integrated ( 6 duty stations: Iceland, Norway, Switzerland-Bern, Switzerland-Geneva, Türkiye, United Kingdom )
- (9) ECP PPP processed and integrated ( 6 Balkan duty stations: Albania, Bosnia and Herzegovina, Kosovo, Montenegro, North Macedonia, Serbia )
- (10) Duty stations for which Intra-EU CC excluding rent is used ( 2 duty stations: Greenland, New Caledonia )
- (11) New duty stations inserted at July 2022 ( 2 duty stations: Greenland, USA-San Francisco )

**Table 5.3a (page 1 of 3): Residual annual update outside Brussels for the 6 months to 1st July 2022 (for staff serving in Extra-EU delegations)**

Code	Place of employment			Global specific indicator	Implicit price index	Annual update =100 x [a]*[b]/100
		Country	City			
BE	(1)	Belgium / Luxembourg	Brussels / Luxembourg	-0.3	4.9	4.5
AF	(5)	Afghanistan	Kabul	-0.3		
AL	(9)	Albania	Tirana	-0.3	5.6	5.3
DZ		Algeria	Algiers	-0.3	-3.8	-4.1
AO		Angola	Luanda	-0.3	8.2	7.9
AR	(6)	Argentina	Buenos Aires	-0.3	18.3	17.9
AM		Armenia	Yerevan	-0.3	4.6	4.3
AU	(7)	Australia	Canberra	-0.3	3.4	3.1
AZ		Azerbaijan	Baku	-0.3	8.2	7.9
BD	(6)	Bangladesh	Dhaka	-0.3	3.6	3.3
BB		Barbados	Bridgetown	-0.3	4.2	3.9
BY		Belarus	Minsk	-0.3	7.3	7.0
BJ	(3)	Benin	Cotonou	-0.3	9.2	8.9
BO		Bolivia	La Paz	-0.3	1.5	1.2
BA	(9)	Bosnia and Herzegovina	Sarajevo	-0.3	10.6	10.3
BW	(6)	Botswana	Gaberone	-0.3	15.2	14.9
BR		Brazil	Brasilia	-0.3	21	20.6
BF	(3)	Burkina Faso	Ouagadougou	-0.3	4.2	3.9
BI		Burundi	Bujumbura	-0.3	10.5	10.2
KH		Cambodia	Phnom Penh	-0.3	6.6	6.3
CM	(3)	Cameroon	Yaounde	-0.3	2.6	2.3
CA	(7)	Canada	Ottawa	-0.3	4.6	4.3
CV		Cape Verde	Praia	-0.3	4.7	4.4
CF	(3)	Central African Republic	Bangui	-0.3	-4.9	-5.2
TD	(3)	Chad	Ndjamena	-0.3	2.5	2.2
CL	(7)	Chile	Santiago	-0.3	9.1	8.8
CN		China	Beijing	-0.3	1.1	0.8
CO		Colombia	Bogota	-0.3	19.3	18.9
CG	(3)(6)	Congo	Brazzaville	-0.3	0.6	0.3
CR		Costa Rica	San Jose	-0.3	7.5	7.2
CU	(2)	Cuba	Havana	-0.3	19	18.6
CD		Democratic Republic of the Congo	Kinshasa	-0.3	4.1	3.8
DJ		Djibouti	Djibouti	-0.3	4.2	3.9
DO		Dominican Republic	Santo Domingo	-0.3	4.9	4.6
EC	(2)	Ecuador	Quito	-0.3	2.7	2.4
EG	(6)	Egypt	Cairo	-0.3	-1	-1.3
SV	(2)(6)	El Salvador	San Salvador	-0.3	16.2	15.9
ER		Eritrea	Asmara	-0.3	3.2	2.9
SZ	(6)	eSwatini	Mbabane	-0.3	12.4	12.1
ET		Ethiopia	Addis Ababa	-0.3	15.1	14.8
FJ		Fiji	Suva	-0.3	2.3	2.0
GA	(3)(6)	Gabon	Libreville	-0.3	8.3	8.0
GM		Gambia	Banjul	-0.3	8.9	8.6
GE		Georgia	Tbilisi	-0.3	7.3	7.0
GH		Ghana	Accra	-0.3	25.5	25.1
GL	(11)	Greenland	Nuuk	-0.3		
GT		Guatemala	Guatemala City	-0.3	4.5	4.2
GN	(6)	Guinea	Conakry	-0.3	16.3	16.0
GW	(3)	Guinea-Bissau	Bissau	-0.3	3.1	2.8
GY		Guyana	Georgetown	-0.3	12.9	12.6
HT		Haiti	Port-au-Prince	-0.3	19.2	18.8
HN		Honduras	Tegucigalpa	-0.3	7.4	7.1
HK		Hong Kong	Hong Kong	-0.3	1.7	1.4
IS	(8)	Iceland	Reykjavik	-0.3	4.5	4.2
IN		India	New Delhi	-0.3	10.7	10.4
ID		Indonesia	Jakarta	-0.3	2.3	2.0
IR		Iran	Teheran	-0.3	13	12.7
IQ	(5)	Iraq	Baghdad	-0.3		
IL	(7)	Israel	Tel-Aviv	-0.3	3.1	2.8
CI	(3)	Ivory Coast	Abidjan	-0.3	3.2	2.9
JM		Jamaica	Kingston	-0.3	16.9	16.5
JP	(7)	Japan	Tokyo	-0.3	1.9	1.6
JO		Jordan	Amman	-0.3	2.3	2.0
KZ		Kazakhstan	Nur-Sultan	-0.3	9.9	9.6
KE		Kenya	Nairobi	-0.3	11.5	11.2
XK	(4)(9)	Kosovo	Pristina	-0.3	7.5	7.2
KW		Kuwait	Kuwait City	-0.3	1.3	1.0
KG		Kyrgyzstan	Bichkek	-0.3	9	8.7
LA		Laos	Vientiane	-0.3	20.2	19.8

**Table 5.3a (page 2 of 3): Residual annual update outside Brussels for the 6 months to 1st July 2022 (for staff serving in Extra-EU delegations)**

Code		Place of employment		Global specific indicator	Implicit price index	Annual update
		Country	City	[a]	[b]	=100 x [a]*[b]/100-100
LB	(5)	Lebanon	Beirut	-0.3		
LS		Lesotho	Maseru	-0.3	5.2	4.9
LR		Liberia	Monrovia	-0.3	0.3	0.0
LY	(5)	Libya	Tripoli	-0.3		
MG		Madagascar	Antananarivo	-0.3	4	3.7
MW		Malawi	Lilongwe	-0.3	6	5.7
MY		Malaysia	Kuala Lumpur	-0.3	1.2	0.9
ML	(3)	Mali	Bamako	-0.3	14.8	14.5
MR	(6)	Mauritania	Nouakchott	-0.3	11.9	11.6
MU		Mauritius	Port Louis	-0.3	7.7	7.4
MX	(7)	Mexico	Mexico City	-0.3	3.5	3.2
MD		Moldova	Chisinau	-0.3	19.7	19.3
MN		Mongolia	Ulan Bator	-0.3	9.9	9.6
ME	(4)(9)	Montenegro	Podgorica	-0.3	8	7.7
MA		Morocco	Rabat	-0.3	3.9	3.6
MZ		Mozambique	Maputo	-0.3	15.8	15.5
MM		Myanmar	Yangon	-0.3	12.8	12.5
NA		Namibia	Windhoek	-0.3	4.9	4.6
NP		Nepal	Kathmandu	-0.3	4.7	4.4
NC	(10)	New Caledonia	Nouméa	-0.3	2.4	2.1
NZ	(7)	New Zealand	Wellington	-0.3	3.8	3.5
NI		Nicaragua	Managua	-0.3	7.2	6.9
NE	(3)(6)	Niger	Niamey	-0.3	10.3	10.0
NG		Nigeria	Abuja	-0.3	1.1	0.8
MK	(9)	North Macedonia	Skopje	-0.3	8.3	8.0
NO	(8)	Norway	Oslo	-0.3	4.3	4.0
PK		Pakistan	Islamabad	-0.3	11.1	10.8
PA	(2)	Panama	Panama City	-0.3	11.7	11.4
PG		Papua New Guinea	Port Moresby	-0.3	1	0.7
PY		Paraguay	Asuncion	-0.3	14.3	14.0
PE		Peru	Lima	-0.3	4.8	4.5
PH		Philippines	Manilla	-0.3	2.5	2.2
QA		Qatar	Doha	-0.3	-0.1	-0.4
RU		Russia	Moscow	-0.3	14.2	13.9
RW	(6)	Rwanda	Kigali	-0.3	23.4	23.0
ST		São Tomé and Príncipe	São Tomé	-0.3	9.3	9.0
SA	(6)	Saudi Arabia	Riyadh	-0.3	8.6	8.3
SN	(3)	Senegal	Dakar	-0.3	3.3	3.0
RS	(9)	Serbia	Belgrade	-0.3	7.6	7.3
SL		Sierra Leone	Freetown	-0.3	18.8	18.4
SG		Singapore	Singapore	-0.3	1.8	1.5
SO	(5)	Somalia	Mogadishu	-0.3		
ZA		South Africa	Pretoria	-0.3	3.6	3.3
KR	(7)	South Korea	Seoul	-0.3	4.5	4.2
SS		South-Sudan	Juba	-0.3	-17.7	-17.9
LK	(6)	Sri Lanka	Colombo	-0.3	52.7	52.2
SD	(5)	Sudan	Khartoum	-0.3		
CH	(8)	Switzerland	Bern	-0.3	4.9	4.6
CH	(8)	Switzerland	Geneva	-0.3	4.9	4.6
SY	(5)	Syria	Damascus	-0.3		
TW		Taiwan	Taipei	-0.3	2.3	2.0
TJ		Tajikistan	Duschanbe	-0.3	2.5	2.2
TZ		Tanzania	Dar es Salaam	-0.3	11.9	11.6
TH		Thailand	Bangkok	-0.3	3.2	2.9
TL	(2)	Timor Leste	Dili	-0.3	4.9	4.6
TG	(3)	Togo	Lome	-0.3	5.3	5.0
TT		Trinidad and Tobago	Port-of-Spain	-0.3	12	11.7
TN		Tunisia	Tunis	-0.3	4.8	4.5
TR	(8)	Türkiye	Ankara	-0.3	41.4	41.0
TM		Turkmenistan	Ashkhabad	-0.3	4.4	4.1
UG	(6)	Uganda	Kampala	-0.3	13.3	13.0
UA		Ukraine	Kiev	-0.3	6.5	6.2
AE		United Arab Emirates	Abu Dhabi	-0.3	3	2.7
GB	(8)	United Kingdom	London	-0.3	10	9.7
US		United States	New York	-0.3	6.6	6.3
US	(11)	United States	San Francisco	-0.3		
US	(7)	United States	Washington	-0.3	3.6	3.3
UY		Uruguay	Montevideo	-0.3	5.7	5.4
UZ		Uzbekistan	Tachkent	-0.3	5.2	4.9

**Table 5.3a (page 3 of 3): Residual annual update outside Brussels for the 6 months to 1st July 2022 (for staff serving in Extra-EU delegations)**

Place of employment				Global specific indicator	Implicit price index	Annual update
Code		Country	City	[a]	[b]	=100 x [a]*[b]/100-100
VE	(5)	Venezuela	Caracas	-0.3		
VN		Vietnam	Hanoi	-0.3	3.7	3.4
PS		West Bank — Gaza Strip	East Jerusalem	-0.3	3.1	2.8
YE	(5)	Yemen	Sana a	-0.3		
ZM		Zambia	Lusaka	-0.3	11.9	11.6
ZW	(5)	Zimbabwe	Harare	-0.3		

In table above:

- (1) Figures are stated relative to Brussels, i.e. Brussels PPP = 1, ER = 1, CC=100%
- (2) 1 Euro = USD ( 5 duty stations: Cuba, Ecuador, El Salvador, Panama, Timor Leste – plus USA-New York, USA-San Francisco, USA-Washington )
- (3) 1 Euro = CFA ( 13 duty stations: Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Congo, Gabon, Guinea-Bissau, Ivory Coast, Mali, Niger, Senegal, Togo )
- (4) Currency = Euro ( 2 duty stations: Kosovo, Montenegro )
- (5) Not available ( 10 duty stations: Afghanistan, Iraq, Lebanon, Libya, Somalia, Sudan, Syria, Venezuela, Yemen, Zimbabwe )
- (6) UN P2P processed and integrated ( 15 duty stations: Argentina, Azerbaijan, Botswana, Congo, Egypt, El Salvador, eSwatini, Gabon, Guinea, Mauritania, Niger, Rwanda, Saudi Arabia, Sri Lanka, Uganda )
- (7) ISRP PPP processed and integrated ( 9 duty stations: Australia, Canada, Chile, Israel, Japan, Mexico, New Zealand, South Korea, USA-Washington )
- (8) ECP PPP processed and integrated ( 6 duty stations: Iceland, Norway, Switzerland-Bern, Switzerland-Geneva, Türkiye, United Kingdom )
- (9) ECP PPP processed and integrated ( 6 Balkan duty stations: Albania, Bosnia and Herzegovina, Kosovo, Montenegro, North Macedonia, Serbia )
- (10) Duty stations for which Intra-EU CC excluding rent is used ( 2 duty stations: Greenland, New Caledonia )
- (11) New duty stations inserted at July 2022 ( 2 duty stations): Greenland, USA-San Francisco )