



EUROPEAN COMMISSION
EUROSTAT

Directorate C: Macro-economic statistics
Unit C-3: Statistics for administrative purposes

Luxembourg, 23 October 2023

COMMISSION STAFF WORKING PAPER

**Eurostat Report on
the 2023 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 2023 the remuneration of active staff and the pensions
of retired staff,**

**and updating with effect from 1 July 2023 the correction coefficients applied to the
remuneration of active staff serving in Intra-EU and Extra-EU duty stations, to the
pensions of retired staff according to their country of residence, and for pension
transfers.**

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

Main Text

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

Reference period:

Year to 1 July 2023

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Acknowledgements

European statistics are produced by Eurostat in partnership with National Statistical Institutes and other national authorities in the EU Member States. This partnership is known as the European Statistical System (ESS). It also includes the statistical authorities of Iceland, Liechtenstein, Norway and Switzerland.

Methodology to establish the statistical indicators required to implement the parallelism and equivalence principles set out in the EU Staff Regulations is developed by Eurostat in collaboration with the Expert Working Group on Articles 64 and 65.

Where possible, Eurostat collaborates on data production with the United Nations International Civil Service Commission and the International Service for Remunerations and Pensions of the Coordinated Organisations under a trilateral memorandum of understanding.

This report has been prepared by the Remuneration Team within Eurostat C3 Statistics for administrative purposes: the Editor-in-chief was Ian Dennis.

Executive summary

In accordance with the Articles 64 and 65 and Annex XI of the Staff Regulations applicable to officials and other servants of the European Union and the special provisions in Annex X applicable to officials serving in a third country, as supplemented by procedural manuals adopted by the Working Group on Articles 64 and 65 of the Staff Regulations which meets annually in Luxembourg⁽¹⁾, and with other applicable legislation and international agreements, Eurostat hereby presents its report for the twelve months to July 2023.

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

Since the previous annual report, an intermediate report was submitted for Intra-EU staff and pensioners in May 2023⁽²⁾ and intermediate reports for Extra-EU staff were submitted in May 2023⁽³⁾ and October 2023⁽⁴⁾. On the basis of the Intra-EU intermediate report, there was a general update at January 2023.

This annual report presents the following information for the period July 2022–July 2023:

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

The specific indicators of the evolution of the purchasing power of national officials in the 10 sample Member States for the twelve-month period July 2022 – July 2023 are provided in **Table 2.1**, together with corresponding information for the two six-month periods July 2022 – January 2023 and January 2023 – July 2023.

On this basis, the global specific indicator in real terms (weighted average using percentage share of EU GDP expressed in PPS terms) for the twelve-month period July 2022 – July 2023 is 98.2 (-1.8 %). The global specific indicator for the six-month period July 2022 – January 2023 as presented in the intermediate report is 98.1 (-1.9 %). As there was an intermediate update at January 2023, only the residual global specific indicator for the period January 2023 – July 2023 is relevant for the current update, 100.1 (+0.1 %).

As GDP evolution for the EU in real terms for 2023 is forecasted to be positive, the exception clause does not apply for the current exercise⁽⁵⁾.

⁽¹⁾ During the COVID-19 pandemic, the scheduled physical meetings in March 2020, 2021 and 2022 were organised as electronic meetings instead. For budgetary reasons, with effect from 2023 the meetings are expected to be organised electronically every second year.

⁽²⁾ Ares(2023)3417031

⁽³⁾ Ares(2023)3382993 (six-month period August 2022-January 2023)

⁽⁴⁾ Ares(2023)7190249 (five-month period February 2023-June 2023)

⁽⁵⁾ It can be noted here that if the calculated specific indicator was negative, the exception clause would not apply.

The specific indicator component calculated for the July 2020 annual update was suspended because the exception clause applied, due to the significant decrease in GDP in 2020. That suspension was not lifted as part of the July 2021 annual update, because GDP expressed in constant prices had not yet recovered to its former level. The suspension was lifted as part of the July 2022 annual update because combination of the cumulative GDP statistics data to 2021 and the Economic Forecast data for calendar year 2022 issued by DG ECFIN, made it apparent that GDP had recovered above its former level. In consequence, the July 2020 specific indicator component was paid alongside the annual adjustment established for the July 2022 annual exercise. The Economic Forecast issued by DG ECFIN in July 2022 predicted that GDP growth in real terms for the EU as a whole would be +2.7 % for calendar year 2022. The real GDP growth statistic for the EU as a whole for 2022 published by Eurostat in October 2023 is +3.4 %. As the growth figure remains positive, no correction is required to the unwinding of the exception clause as part of the annual update for the 2022 exercise.

As the calculated residual specific indicator for 2023 does not exceed the specified ± 2.0 % threshold, the moderation clause does not apply for the current exercise.

For the same twelve-month period July 2022 – July 2023, the Joint Belgium-Luxembourg Index (used to measure the change in the cost of living for the EU officials in Brussels) is 104.6 (+4.6 %). Details are provided in **Table 4.1**, together with corresponding information for the two six-month periods July 2022 – January 2023 and January 2023 – July 2023. The Joint Belgium-Luxembourg Index for the six-month period July 2022 – January 2023 as presented in the intermediate report is 103.7 (+3.7 %). As there was an intermediate update at January 2023, only the residual element for the period January 2023 – July 2023 is relevant for the current update, 100.9 (+0.9 %).

Consequently, the adjustment of the nominal net remuneration of active European officials in Brussels and Luxembourg, and of the nominal pensions of retired European officials in Belgium and Luxembourg, which is necessary to maintain a parallel development of purchasing power with the national civil servants in the Member States is equal to **+1.0 % (101.0)**.

The following analysis summarises the situation:

	[1]		[2]		[3] = [2] / [1]	
	Intermediate		Annual (total)		Annual (residual)	
GSI 2023	98.1	-1.9 %	98.2	-1.8 %	100.1	+0.1 %
JBLI 2023	103.7	+3.7 %	104.6	+4.6 %	100.9	+0.9 %
→ nominal update 2023	101.7	+1.7 %	102.7	+2.7 %	101.0	+1.0 %

The correction coefficients which apply to remuneration outside Brussels and Luxembourg with effect from 1 July 2023 in order to maintain equality of purchasing power, are provided in **Tables 11.2 and 13.2** for staff serving in Intra-EU and Extra-EU duty stations respectively.

The correction coefficients which apply to pensions outside Belgium and Luxembourg with effect from 1 July 2023 in order to maintain equality of purchasing power, are provided in **Table 12.2**.

Details of changes to the underlying economic parities are provided in **Tables 11.1, 12.1 and 13.1** for the twelve-month period July 2022-July 2023, together with corresponding information for the two six-month periods July 2022-January 2023 and January 2023-July 2023.

All figures and calculations contained in this report relating to specific indicators are based on data supplied by the responsible authorities in the Member States. Information about the evolution of purchasing power of national officials was requested in accordance with procedures agreed at the Working Group on Articles 64 and 65 of the Staff Regulations. Data for 7 Member States was compiled in collaboration with the International Service for Remunerations and Pensions of the Coordinated Organisations, following an initial request which was issued in April 2023 with target reply deadline 31 May. Data for the remaining 3 Member States in the core sample was also requested in April 2023 with target reply deadline 31 May⁽⁶⁾. Data for the remaining 17 Member States was requested during June 2023 with target reply deadline 31 July. Completed 2023 remuneration

⁽⁶⁾ These dates were subsequently adapted by mutual agreement (AT and SE: 31 May; PL: 31 July).

questionnaires were received from 26 Member States within the deadline, and from 1 Member State (Ireland) after the deadline, allowing the calculation of a specific indicator in combination with existing data for 2022. Validation of these calculations, together with explicit confirmation about the absence of any retrospective changes likely to affect the reference period, was achieved for all 27 Member States by 16 October. For the current annual exercise, it was therefore not necessary to use the official forecast figure supplied in March 2023 for any Member State⁽⁷⁾.

With the exception of the information about consumption expenditure pattern data which is compiled by Eurostat from direct surveys of staff, information on EU staff numbers and a direct survey of international school fees, all calculations and figures presented in this report relating to correction coefficients and the Joint Belgium-Luxembourg Index 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 from 1 February 2020. The transition period introduced by the Withdrawal Agreement expired with effect from 31 December 2020 following signature of the Trade and Cooperation Agreement. For specific indicator calculation purposes, the United Kingdom is no longer included in the core sample of Member States. For staff correction coefficient purposes, the United Kingdom is now treated as an Extra-EU country. Production and publication of correction coefficient for existing UK pensioners continues.

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

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⁽⁷⁾ For the 2022 annual exercise, the official forecast was also not used for any Member State.

1

Introduction

Eurostat hereby presents its report for the twelve months to July 2023. This is the tenth annual report submitted in accordance with the EU Staff Regulations as amended by Regulation 1023/2013⁽⁸⁾.

Annex XI of the Staff Regulations describes rules for implementing Articles 64 and 65 of the Staff Regulations, i.e. the method for the annual adjustment of remuneration and pensions of European officials and other servants of the European Union. These rules are supplemented by special provisions in Annex X applicable to officials serving in a third country, and other relevant legislation and international agreements⁽⁹⁾. Various procedural manuals to implement these rules have been developed by the Working Group on Articles 64 and 65 of the Staff Regulations which meets annually in Luxembourg⁽¹⁰⁾.

This annual report presents the following information for the period July 2022 – July 2023:

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

Chapters 2 to 9 of this report examine respectively:

- Evolution of the purchasing power of salaries of national officials in the central governments;
- Comparative information drawn from various sources (control indicators);
- Changes in the cost of living in Belgium and Luxembourg;
- Update of remuneration and pensions in Belgium and Luxembourg;

⁽⁸⁾ Regulation (EU, Euratom) No. 1023/2013 of the European Parliament and of the Council of 22 October 2013 amending the Staff Regulations of Officials of the European Union and the Conditions of Employment of Other Servants of the European Union, published in Official Journal L.287/15 dated 29.10.2013

⁽⁹⁾ These include the Statistical Law (223/2009); the PPP Regulation (1445/2007); the HICP Regulation (2494/1995 et seq); the GDP Regulation (ESA95: 2223/1996, ESA2010: 549/2013); the Transparency Regulation (1049/2001); the 2009 trilateral international memorandum of understanding (Eurostat & UN International Civil Service Commission & International Service for Remunerations and Pensions of the Coordinated Organisations); the ILO 1973 Resolution on household surveys; the LFS Regulation (577/1998); the SES and LCS Regulation (530/1999).

⁽¹⁰⁾ These include: document A6465/14/26rev5 "Methodology for the calculation of specific indicators and control indicators" (version March 2022); document A6465/14/58rev2 "Methodology for the calculation of the Joint Index" (version March 2020); document A6465/14/59rev5 "Methodology for the calculation of Intra-EU correction coefficients" (version February 2022); document A6465/14/60rev5 "Methodology for the calculation of Extra-EU correction coefficients" (version April 2022).

Op cit. (1) Exceptionally, during the COVID-19 pandemic, the scheduled physical meetings in March 2020, 2021 and 2022 were organised as electronic meetings instead. For budgetary reasons, with effect from 2023 the meetings are expected to be organised electronically every second year

- Application of exception clause for the current and previous annual exercises;
- Application of moderation clause.

Chapters 10 to 13 of this report examine respectively:

- Update of remuneration and pensions outside Belgium;
- Correction coefficients and economic parities between Brussels and other locations outside Belgium and Luxembourg, for intra-EU staff;
- Correction coefficients and economic parities between Belgium and other Member States, for pensioners;
- Correction coefficients for economic parities between Brussels and locations outside the European Union, for Extra-EU staff.

Appendices 1, 2 and 3 of this report provide detailed supporting information at maximum authorised level⁽¹¹⁾.

Since the previous annual report, an intermediate report covering Intra-EU staff and pensioners for the period 1 July 2022 - 1 January 2023 was prepared in May 2023⁽¹²⁾; an intermediate report covering Extra-EU staff for the six months August 2022 - January 2023 was prepared in May 2023⁽¹³⁾; an intermediate report covering Extra-EU staff for the five months February 2023 - June 2023 was prepared in October 2023⁽¹⁴⁾.

In the current report, specific indicators and control indicators are presented in tables rounded to 1 decimal place. Information relating to the Joint Belgium-Luxembourg Index is presented in tables rounded to 1 decimal place. Purchasing power parities are shown rounded to 3 decimal places (in the Eurozone) or 4 significant figures; Exchange rates are shown in the same format; correction coefficients are shown rounded to 1 decimal place. Percentage movements are shown rounded to 1 decimal place.

All figures and calculations contained in this report relating to **specific indicators** are based on data supplied by the responsible authorities in the Member States. Information about the evolution of purchasing power of national officials was requested in accordance with procedures agreed at the Working Group on Articles 64 and 65 of the Staff Regulations.

- Data for 7 Member States was compiled in collaboration with the International Service for Remunerations and Pensions of the Coordinated Organisations, following an initial request which was issued in April 2023 with target reply deadline 31 May.
- Data for the remaining 3 Member States in the core sample was also requested in April 2023 with target reply deadline 31 May⁽¹⁵⁾.
- Data for the remaining 17 Member States was requested during June 2023 with target reply deadline 31 July.

⁽¹¹⁾ **Regulation 1445/2007** of the European Parliament and of the Council of 11 December 2007 establishes common rules for the provision of basic information on purchasing power parities and for their calculation and dissemination. It sets out minimum rules on publication of information at aggregated level. Specific rules agreed with participating Member States regarding dissemination of more detailed price information derived from the European Comparison Programme are set out in Chapter 13 of the Eurostat-OECD methodological manual on purchasing power parities (2012 edition).

Regulation 2494/1995 of the European Council on 23 October 1995 concerning Harmonised Index of Consumer Prices laid down minimum methodological standards, basic definitions, the scope of the indices, the timetable and frequency for their production and publication. It has now been replaced by **Regulation 2016/792** of the European Parliament and of the Council of 11 May 2016 on harmonised indices of consumer prices and the house price index. Rules regarding dissemination of detailed price indices are summarised in Chapter 13 of the Eurostat methodological manual on harmonised indices of consumer prices (2018 edition).

⁽¹²⁾ Op.cit. (2) Ares(2023)3417031

⁽¹³⁾ Op.cit. (3) Ares(2023)3382993

⁽¹⁴⁾ Op.cit. (4) Ares(2023)7190249

⁽¹⁵⁾ Op.cit. (6) These dates were subsequently adapted by mutual agreement (AT and SE: 31 May; PL: 30 June)

Completed 2023 remuneration questionnaires were received from 26 Member States within the deadline, and from 1 Member State (Ireland) after the deadline, allowing the calculation of a specific indicator in combination with existing data for 2022. Validation of these calculations, together with explicit confirmation about the absence of any retrospective changes likely to affect the reference period, was achieved for all 27 Member States by 16 October. For the current annual exercise, it was therefore not necessary to use the official forecast figure supplied in March 2023 for any Member State⁽¹⁶⁾.

With the exception of the information about consumption expenditure pattern data which is compiled by Eurostat from direct surveys of staff, information on EU staff numbers and a direct survey of international school fees, all calculations and figures presented in this report relating to **correction coefficients** and the **Joint Belgium-Luxembourg Index** 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).

As at July 2023, correction coefficients for Intra-EU staff are presented for a list of 30 duty stations (27 Member State capitals plus 3 additional places). Correction coefficients for pensioners are presented for a list of 27 Member States (plus the United Kingdom). Correction coefficients for Extra-EU staff are presented for a list of 143 duty stations.

Important note: the United Kingdom left the European Union with effect from 1 February 2020. The transition period introduced by the Withdrawal Agreement expired with effect from 31 December 2020 following signature of the Trade and Cooperation Agreement. For specific indicator calculation purposes, the United Kingdom is no longer included in the core sample of Member States. For staff correction coefficient purposes, the United Kingdom is now treated as an Extra-EU country. Production and publication of correction coefficient for existing UK pensioners continues.

Exceptionally, during the course of the reference period for this annual report, there was an intermediate update with effect from 1 January 2023, on the basis of the Intermediate Report issued by Eurostat in May 2023⁽¹⁷⁾. In consequence, this report includes additional explanatory tables and associated text which breaks down the annual movement into movements for the intermediate six-month reference period July 2022-January 2023 and the residual six-month period January 2023-July 2023.

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

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⁽¹⁶⁾ Op. cit. (7) For the 2022 annual exercise, the official forecast was also not used for any Member State.

⁽¹⁷⁾ Op. cit. (2) Ares(2023)3417031

2

Specific indicators

This chapter presents the values of the specific indicators, calculated in accordance with the approved method manual. These show the evolution of the purchasing power of salaries of national officials.

For the July 2022–July 2023 exercise Eurostat has compiled information for the EU27 Member States. The global specific indicator is calculated for the core sample of 10 EU Member States stipulated in the Staff Regulations, which represents at least 75 % of the EU gross domestic product (GDP), in accordance with the approved method manual.

Table 2.1 therefore shows the changes in the net remuneration, both in nominal and real terms, in each of these 10 Member States. Changes in the harmonized indices of consumer prices (inflation rates) during the period June 2022 to June 2023 have been used to transform nominal changes in the remunerations into movements in real terms. In order to calculate the global specific indicator the results per country have been weighted in proportion to their national GDP for the year 2022 expressed in purchasing power parities⁽¹⁸⁾.

On this basis, the global specific indicator (average change in real net remuneration) for the year 2023 is **98.2 (-1.8 %)**.

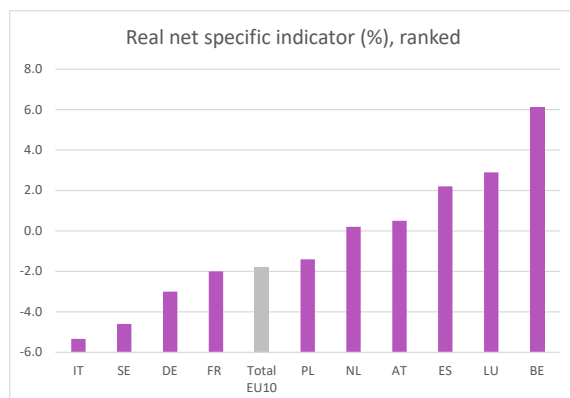
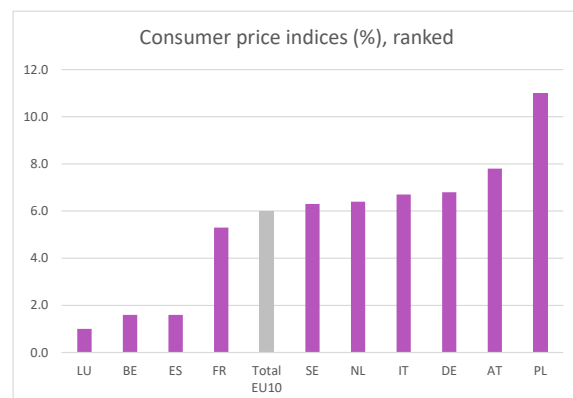
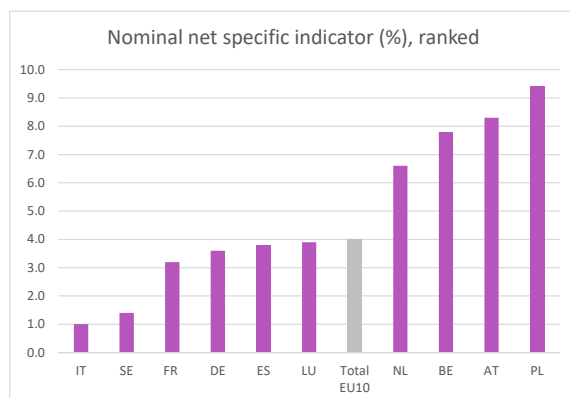
The graphs after the table show the nominal net specific indicators, the consumer price indices, and the real net specific indicators, ranked in order of magnitude.

⁽¹⁸⁾ Corresponding information for the EU27 is included in **Chapter 7 of Appendix 1a**.

Table 2.1: Change in the net remuneration of central government civil servants, twelve months July 2022 - July 2023

Country	Weight ¹ EU27=100	Weight in sample	Nominal net specific indicator	Consumer price indices	Real net specific indicator	Effect on the total
	(%)	(%)	(%)	(%)	(%)	
BE	3.1	3.9	7.8	1.6	6.1	0.24
DE	21.9	27.4	3.6	6.8	-3.0	-0.82
ES	9.1	11.4	3.8	1.6	2.2	0.25
FR	15.5	19.4	3.2	5.3	-2.0	-0.39
IT	12.8	16.0	1.0	6.7	-5.3	-0.85
LU	0.4	0.5	3.9	1.0	2.9	0.01
NL	5.2	6.5	6.6	6.4	0.2	0.01
AT	2.5	3.1	8.3	7.8	0.5	0.02
PL	6.7	8.4	9.4	11.0	-1.4	-0.12
SE	2.8	3.5	1.4	6.3	-4.6	-0.16
Total	80.0	100.0	4.0	6.0	-1.8	-1.8

¹ Basis: GDP expressed in PPS, 2022



The movement for the six-month period July 2022 – January 2023 was reported in the Intermediate Report issued by Eurostat in May 2023⁽¹⁹⁾. It used the available forecasts of the annual movements for the twelve-month period July 2022 – July 2023. That information is reproduced in the relevant columns of **Table 2.2** below. It shows that the forecast global specific indicator (average change in real net remuneration) for the twelve months was 96.2 (-3.8 %). On that basis, the applicable indicator for the first six months (50 %) was **98.1 (-1.9 %)**.

Table 2.2: Forecast change in the net remuneration of central government civil servants twelve months July 2022 - July 2023

Country	Net specific indicator in nominal terms			Net specific indicator in real terms		
	Actual	Forecast *	Difference %	Actual	Forecast *	Difference %
BE	107.8	104.6	-3.0	106.1	100.3	-5.5
DE	103.6	102.8	-0.8	97.0	95.4	-1.6
ES	103.8	103.8	0.0	102.2	99.7	-2.4
FR	103.2	101.4	-1.8	98.0	96.1	-1.9
IT	101.0	101.5	0.5	94.7	91.5	-3.3
LU	103.9	105.1	1.1	102.9	103.5	0.6
NL	106.6	106.7	0.1	100.2	102.3	2.1
AT	108.3	107.3	-0.9	100.5	100.8	0.3
PL	109.4	107.8	-1.5	98.6	92.0	-6.7
SE	101.4	101.8	0.4	95.4	96.1	0.7
Total	104.0	103.2	-0.8	98.2	96.2	-2.0

* Per Intermediate Report.

It can be seen that in nominal terms, for 5 countries (BE, DE, FR, AT, PL) the actual indicator is higher than the forecast, for 1 country (ES) it is equal to the forecast, and for 4 countries (IT, LU, NL, SE) it is lower than the forecast. The actual global specific indicator in nominal terms is +0.8% higher than the forecast. In real terms, for 6 countries (BE, DE, ES, FR, IT, PL) the actual indicator is higher than the forecast, and for 4 countries (LU, NL, AT, SE) it is lower than the forecast. The actual global specific indicator in real terms is +2.0% higher than the forecast.

The residual movement for the six-month period January 2023 – July 2023 can be identified by combining the annual indicator now calculated (98.2), and the indicator for the first six months from the intermediate report based on the forecast annual indicator (98.1). On that basis, the residual global specific indicator for the second six months is **100.1 (+0.1 %)**.

⁽¹⁹⁾ Op.cit. (2) Ares(2023)3417031

3

Control Indicators

This chapter presents the values of the control indicators, calculated in accordance with the approved method manual.

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

There is no direct equivalent of the net specific indicator computed for Article 65 purposes. The control indicator of per capita compensation of employees in central government is provided for comparison with the gross specific indicator in real terms. The control indicator of movement in total labour cost is provided for comparison with the gross specific indicator in nominal terms.

3.1 Per capita compensation of employees in central government

Eurostat compiles data concerning the real per capita emoluments in central government (ESA S.1311 expenditure on compensation of employees, divided by ESA S.1311 employee numbers⁽²⁰⁾). These data serve as control indicators for individual countries and a weighted average is also calculated. As this control indicator is expressed in constant prices, it is compared with the gross specific indicator in real terms.

Table 3.1 compares the changes in real gross specific indicator for the twelve months to July 2023 with the control indicator (per capita compensation of employees) for calendar year 2023, where the respective values for calendar year 2022 are taken as 100. The table also shows the differences (in percent) between these two indicators.

The global per capita compensation of employees control indicator (weighted average of individual country values) for 2023 is **97.9 (-2.1 %)**, which is higher (+1.1 %) than the real gross specific indicator.

Relatively big differences are apparent for some Member States. They result from conceptual and statistical differences between the gross specific indicator in real terms and the control indicator. Only for 1 country (DE) is the control indicator within $\pm 1.0\%$ of the global specific indicator.

⁽²⁰⁾ Where the ESA 2010 central government (S.1311) figure was not supplied to Eurostat by Member States, the expenditure on compensation of employees in general government (S.13) divided by the number of employees in general government was used instead.

Table 3.1: Comparison of the gross specific indicator and the control indicator (per capita compensation of employees) in real terms

Country	Real gross specific indicator	Control indicator *	Difference (%)
	2023 (2022 = 100)	2023 (2022 = 100)	
BE	104.5	108.5	3.8
DE	94.1	93.4	-0.7
ES	102.2	98.5	-3.6
FR	97.6	101.0	3.5
IT	93.7	97.3	3.8
LU	103.8	107.7	3.8
NL	97.7	100.1	2.5
AT	99.9	92.8	-7.1
PL	96.7	102.3	5.8
SE	95.4	92.2	-3.4
Total	96.8	97.9	1.1

* Compensation of employees in central government: Eurostat estimates.

3.2 Labour cost index for total public administration

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

Table 3.2 compares the changes in nominal gross specific indicator for the twelve months to July 2023 with the control indicator (labour cost index) for Q2 2023, where the respective values for Q2 2022 are taken as 100⁽²¹⁾. The table also shows the differences (in percent) between these two indicators.

The global labour cost index control indicator (weighted average of individual country values) for 2023 is 103.0 (+3.0 %), which is higher (+0.5 %) than the real gross specific indicator.

The labour cost index control indicator is not available for all Member States. Relatively big differences are apparent for some Member States. They result from conceptual and statistical differences between the nominal gross specific indicator and the control indicator. Only for 1 country (ES) is the control indicator within $\pm 1.0\%$ of the global specific indicator.

Table 3.2: Comparison of the gross specific indicator and the control indicator (labour cost index) in nominal terms

Country	Nominal gross specific indicator	Control indicator *	Difference (%)
	2023 (2022 = 100)	2023 (2022 = 100)	
BE	106.2	109.3	2.9
DE	100.5	104.9	4.4
ES	103.8	103.5	-0.3
FR	102.8	:	:
IT	100.0	94.0	-6.0
LU	104.8	107.3	2.4
NL	104.0	96.8	-6.9
AT	107.7	103.6	-3.8
PL	107.3	112.8	5.1
SE	101.4	108.0	6.5
Total	102.5	103.0	0.5

* Labour Cost Index: Eurostat estimates.

⁽²¹⁾ Where the data for Q2 2023 was not available, Q1 2023 (with Q1 2022 =100) was used instead. This was the case for NL.

3.3 Laspeyres-type specific indicators

The current methodology for calculating country specific indicators uses the latest available staff numbers data. There may be significant changes in staff numbers between the start and end of the reference period. Consequently, for comparative purposes, the indicator is also computed using staff numbers data for the start of the reference period (a Laspeyres-type index).

Table 3.3 compares the movement in the gross country specific indicator in nominal terms and the gross country specific indicator in real terms, calculated according to the standard methodology, with the corresponding gross indicators computed using staff numbers data for the start of the reference period (Laspeyres-type index). The table also shows the differences (in percent) between these two indicators.

The Laspeyres-type nominal gross control indicator is higher (+0.1%) than the nominal gross specific indicator. The Laspeyres-type real-terms gross control indicator is the same as the real-terms gross specific indicator.

Table 3.3: Comparison of the gross specific indicator in nominal terms and in real terms with the corresponding Laspeyres-type control indicators

Country	Nominal gross specific indicator 2023 (2022 = 100)	Control indicator 2023 (2022 = 100)	Difference (%)	Real gross specific indicator 2023 (2022 = 100)	Control indicator 2023 (2022 = 100)	Difference (%)	Weight
BE	106.2	106.2	0.0	104.5	104.5	0.0	3.9
DE	100.5	100.5	0.0	94.1	94.1	0.0	27.4
ES	103.8	103.8	0.0	102.2	102.2	0.0	11.4
FR	102.8	102.8	0.0	97.6	97.6	0.0	19.4
IT	100.0	100.0	0.0	93.7	93.7	0.0	16.0
LU	104.8	104.8	0.0	103.8	103.8	0.0	0.5
NL	104.0	104.0	0.0	97.7	97.7	0.0	6.5
AT	107.7	107.7	0.0	99.9	99.9	0.0	3.1
PL	107.3	107.6	0.3	96.7	96.9	0.2	8.4
SE	101.4	101.4	0.0	95.4	95.4	0.0	3.5
Total	102.5	102.6	0.1	96.8	96.8	0.0	100.0

Table 3.4 compares the movement in the net country specific indicator in nominal terms and the net country specific indicator in real terms, calculated according to the standard methodology, with the corresponding net indicators computed using staff numbers data for the start of the reference period (Laspeyres-type index). The tables also show the differences (in percent) between these two indicators.

The Laspeyres-type nominal net control indicator is the same as the nominal net specific indicator. The Laspeyres-type real-terms net control indicator is the same as the real-terms net specific indicator.

Table 3.4: Comparison of the net specific indicator in nominal terms and in real terms with the corresponding Laspeyres-type control indicators

Country	Nominal net specific indicator 2023 (2022 = 100)	Control indicator 2023 (2022 = 100)	Difference (%)	Real net specific indicator 2023 (2022 = 100)	Control indicator 2023 (2022 = 100)	Difference (%)	Weight
BE	107.8	107.8	0.0	106.1	106.1	0.0	3.9
DE	103.6	103.6	0.0	97.0	97.0	0.0	27.4
ES	103.8	103.8	0.0	102.2	102.2	0.0	11.4
FR	103.2	103.2	0.0	98.0	98.0	0.0	19.4
IT	101.0	100.9	-0.1	94.7	94.6	-0.1	16.0
LU	103.9	103.9	0.0	102.9	102.9	0.0	0.5
NL	106.6	106.6	0.0	100.2	100.2	0.0	6.5
AT	108.3	108.3	0.0	100.5	100.5	0.0	3.1
PL	109.4	109.6	0.2	98.6	98.7	0.1	8.4
SE	101.4	101.4	0.0	95.4	95.4	0.0	3.5
Total	104.0	104.0	0.0	98.2	98.2	0.0	100.0

4

Changes in the cost of living in Brussels and Luxembourg

This chapter presents the values of the Joint Belgium-Luxembourg Index ("JBLI"), calculated in accordance with the approved method manual. In the tables, indices are shown rounded to 1 decimal place.

For the July 2022–July 2023 exercise Eurostat has calculated the Joint Belgium-Luxembourg Index as stipulated by the Staff Regulations, by weighting national consumer price inflation as measured by the Belgium HICP and Luxembourg CPI according to the distribution of EU staff serving in those Member States.

At the start of the period under review the ratio between EU officials working in Brussels and in Luxembourg was 80.4 % : 19.6 %. This represents a small change in ratio compared to the previous year (80.5 : 19.5).

The detailed breakdown of this index corresponding to the 2023 annual salary adjustment is set out in **Table 4.1**. The table shows that the cost of living for the EU officials in Brussels and Luxembourg during the twelve-month period June 2022–June 2023 has increased, on average by **104.6 (+4.6 %)**.

Table 4.1: Change in the Joint Belgium-Luxembourg Index, June 2022 - June 2023

	Groups of consumption	Weight	Index
1.	Food and non-alcoholic beverages	125.9	113.5
2.	Alcoholic beverages and tobacco	13.9	107.9
3.	Clothing and footwear	43.1	108.5
4.	Housing, water, electricity, gas and other fuels	344.2	99.8
5.	Furnishings, household equipment and maintenance of house	64.5	105.3
6.	Health	12.7	104.7
7.	Transport	130.0	105.5
8.	Communications	19.8	100.9
9.	Recreation and culture	79.6	105.4
10.	Education	26.7	101.4
11.	Hotels, cafes and restaurants	81.1	106.4
12.	Miscellaneous goods and services	58.6	105.4
	Global index without rents	721.4	104.3
	Rents index	278.5	105.1
	Global index	1000.0	104.6

The movement for the six-month period June 2022-December 2022 was reported in the Intermediate Report issued by Eurostat in May 2023⁽²²⁾. It is reproduced in **Table 4.2** below. The table shows that the cost of living for the EU officials in Brussels and Luxembourg during the six-month period June 2022–December 2022 increased, on average by **103.7 (+3.7 %)**.

Table 4.2: Change in the Joint Belgium-Luxembourg Index, June 2022 - December 2022

Groups of consumption	Weight	Index
1. Food and non-alcoholic beverages	125.9	106.4
2. Alcoholic beverages and tobacco	13.9	102.1
3. Clothing and footwear	43.1	107.4
4. Housing, water, electricity, gas and other fuels	344.2	103.4
5. Furnishings, household equipment and maintenance of house	64.5	103.0
6. Health	12.7	100.9
7. Transport	130.0	104.2
8. Communications	19.8	98.8
9. Recreation and culture	79.6	103.5
10. Education	26.7	101.4
11. Hotels, cafes and restaurants	81.1	102.2
12. Miscellaneous goods and services	58.6	101.9
Global index without rents	721.4	104.1
Rents index	278.5	102.5
Global index	1000.0	103.7

The residual movement for the period January 2023 – July 2023 can be identified by combining the annual indicator now calculated as presented in Table 4.1 (i.e. 104.6) and the amount already taken into account for the first six months as presented in Table 4.2 (i.e. 103.7). On that basis, the residual Joint Belgium-Luxembourg Index for the second six months is **100.9 (+0.9 %)**.

⁽²²⁾ Op.cit.(2) Ares(2023)3417031

5 Update of remuneration and pensions in Belgium and Luxembourg

Taking into account the figures reported in **chapters 2 and 4**, and before consideration of the moderation clause in **chapter 8** and the exception clause in **chapters 6 and 7**, the adjustment of the nominal net remuneration of EU officials in Brussels and Luxembourg with effect from July 2023, which would be necessary to maintain a parallel development of purchasing power with the civil servants in the Member States, is equal to:

Annual update

$$\frac{98.2 \times 104.6}{100} - 100 = +2.7 \%$$

On the basis of the intermediate report issued by Eurostat in May 2023⁽²³⁾, there was a general update with effect from January 2023:

Intermediate update

$$\frac{98.1 \times 103.7}{100} - 100 = +1.7 \%$$

Consequently, the residual adjustment with effect from July 2022 should be:

Residual update

$$\frac{100.1 \times 100.9}{100} - 100 = +1.0 \%$$

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

⁽²³⁾ Op.cit. (2) Ares(2023)3417031

6

Exception clause for the current annual exercise

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

Four scenarios are therefore possible:

Table 6: GDP scenarios to apply exception clause

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

The Spring European Economic Forecast issued by DG ECFIN on 15 May 2023⁽²⁴⁾ identified an improved outlook amid persistent challenges. It estimated that GDP for the EU as a whole in real terms will increase by +1.0 % for 2023, and growth of +1.7 % is foreseen for 2024.

The Summer European Economic Forecast issued by DG ECFIN on 11 September 2023⁽²⁵⁾ identified easing growth momentum amid declining inflation and a robust labour market. It estimated that GDP for the EU as a whole in real terms will increase by +0.8 % for 2023, and growth of +1.4 % is foreseen for 2024.

The next forecast to be issued by DG ECFIN will be published in November 2023.

On the basis of the available information, as GDP evolution for the EU in real terms for 2023 is forecasted to be positive, the exception clause does not apply to the current annual exercise.

⁽²⁴⁾ EEF spring 2023 https://economy-finance.ec.europa.eu/document/ip200_en_1.pdf

⁽²⁵⁾ EEF summer 2023 https://economy-finance.ec.europa.eu/document/ip255_en.pdf

7

Review application of exception clause from the previous annual exercise

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

The forecast real GDP growth rate (percentage change on previous year) for the EU as a whole for calendar year 2022, as supplied by DG ECFIN and presented in the Eurostat annual report for the 2022 exercise, was +2.7 %.

The real GDP growth rate (percentage change on previous year) for the EU as a whole for calendar year 2022 is now measured to be +3.4 %⁽²⁶⁾.

Consequently, no retroactive correction is required to the decision how to apply the exception clause for the 2022 exercise.

In particular, the unwinding in 2022 of the application of the exception clause to the 2020 exercise, is confirmed to be appropriate. **Table 7** below summarises the situation.

Table 7: Cumulative difference in GDP, 2019 - 2022

GDP	2019	2020	2021	2022
EU27 total current prices, million euro ⁽¹⁾	14,019,591	13,469,533	14,582,980	15,844,248
EU27 total, implicit price deflator, 2015=100 ⁽¹⁾	105.317	107.230	109.820	115.403
→ at constant prices, 2019=100	14,019,591	13,229,289	13,984,982	14,459,465
Difference (%)	-	-5.6 %	+5.7 %	+3.4 %
Difference	-	-790,301	+755,692	+474,483
→ cumulative difference	-	-790,301	-34,609	+439,874

⁽¹⁾ Source: Eurobase, nama_10_gdp, October 2023

⁽²⁶⁾ Source: Eurostat Free Data Table tec00115 (extracted 13.10.2023). T+9 statistics submitted by Member States in accordance with the ESA 2010 transmission timetable.

8

Moderation clause

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

Table 8 below summarises the information presented in the preceding sections, notably combining the information from **Chapter 5** and **Chapter 6** :

Table 8: summary of intermediate update, annual update and residual update for 2023

	[1] Intermediate		[2] Annual (total)		[3] = [2] / [1] Annual (residual)	
GSI 2023	98.1	-1.9 % (50 %)	98.2	-1.8 %	100.1	+0.1 %
JBLI 2023	103.7	+3.7 %	104.6	+4.6 %	100.9	+0.9 %
→ nominal update 2023	101.7	+1.7 %	102.7	+2.7 %	101.0	+1.0 %

It can be seen from the table that the residual GSI for the 2023 annual exercise falls within the boundaries set by the moderation clause. Consequently, the moderation clause does not apply for the adjustment of the nominal net remuneration of EU officials in Brussels and Luxembourg with effect from 1 July 2023.

The total residual adjustment of the nominal net remuneration of EU officials in Brussels and Luxembourg with effect from July 2023, which would be necessary to maintain a parallel development of purchasing power with the civil servants in the Member States, is equal to **+1.0 % (101.0)**.

9 Adjustment of remuneration and pensions outside Belgium

For active staff, the value of the residual annual update for duty station locations outside Brussels is equal to the product of the residual annual update for Brussels as presented in **chapter 5**, multiplied by the change since the last update in the economic parities established for active staff between Brussels and the duty station as presented in **chapter 11**.

Similarly, for pensioners, the value of the residual annual update for places of residence outside Belgium is equal to the product of the residual annual update as presented in **chapter 5**, multiplied by the change since the last updated in the economic parities established for pensioners between Belgium and the country of residence as presented in **chapter 12**.

Table 9: Residual update outside Brussels (for staff) / Belgium (for pensioners) for 2023

<p>Residual GSI x residual implicit index</p> $\frac{100.1 \times \left(100.9 \times \frac{PPP^{2023-07}}{PPP^{2023-01}} \right)}{100}$	OR	<p>Residual update x change in PPP</p> $101.0 \times \frac{PPP^{2023-07}}{PPP^{2023-01}}$
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10

Correction coefficients for staff working in Intra-EU duty stations outside Brussels

This chapter presents the values of the economic parities and correction coefficients for Intra-EU staff⁽²⁷⁾, calculated in accordance with the approved method manual.

As at July 2023, information is compiled for a list of 30 Intra-EU capital cities and other duty stations. There is no change by comparison to the situation at July 2022 or January 2023⁽²⁸⁾.

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

The changes in the cost of living in the places of employment outside Brussels are measured by the implicit price indices which are calculated as the product of the Joint Belgium-Luxembourg Index of consumer prices (JBLI) and the changes in the economic parities between Brussels and those other places. **Table 10.1** shows these changes for the year to July 2023. As there was a general update with effect from January 2023, on the basis of the Intermediate Report issued by Eurostat in May 2023⁽²⁹⁾, **Table 10.1a** shows these changes for the six months July 2022 - January 2023 and **Table 10.1b** shows these changes for the six months January 2023 - July 2023. Maps after each table show the locations where implicit index is greater than/lower than the cut off threshold specified in the Staff Regulations.

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

In accordance with Article 3(5) of Annex XI, no correction coefficient is applicable to remuneration of active EU staff working in Luxembourg or pensions of retired EU staff residing in Luxembourg.

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.

⁽²⁷⁾ See **Chapter 12** concerning correction coefficients for duty stations outside the European Union, to which the additional provisions of Annex X to the Staff Regulations also apply

See **Chapter 11** concerning correction coefficients for pensioners, to which the additional provisions of Annex XIII to the Staff Regulations also apply.

⁽²⁸⁾ The most recent modifications were in 2021 (cancellation of production for DE-Bonn due to cessation of official data source) and in 2020 (withdrawal of UK from the EU)

⁽²⁹⁾ Op.cit. (2) Ares(2023)3417031

Table 10.2 shows the calculation of the correction coefficients at July 2023 for places of employment situated in the European Union territory for which correction coefficients have been set. The graph after the table distinguishes the locations where the correction coefficient is greater than/lower than 100.

In the tables, purchasing power parities are shown rounded to 3 decimal places (in Euro zone) or 4 significant figures; exchange rates are shown in the same format; correction coefficients are shown rounded to 1 decimal place; percentage movements are shown rounded to 1 decimal place.

Appendix 1c to this report presents explanations and statistical analyses relating to the correction coefficients presented in this chapter.

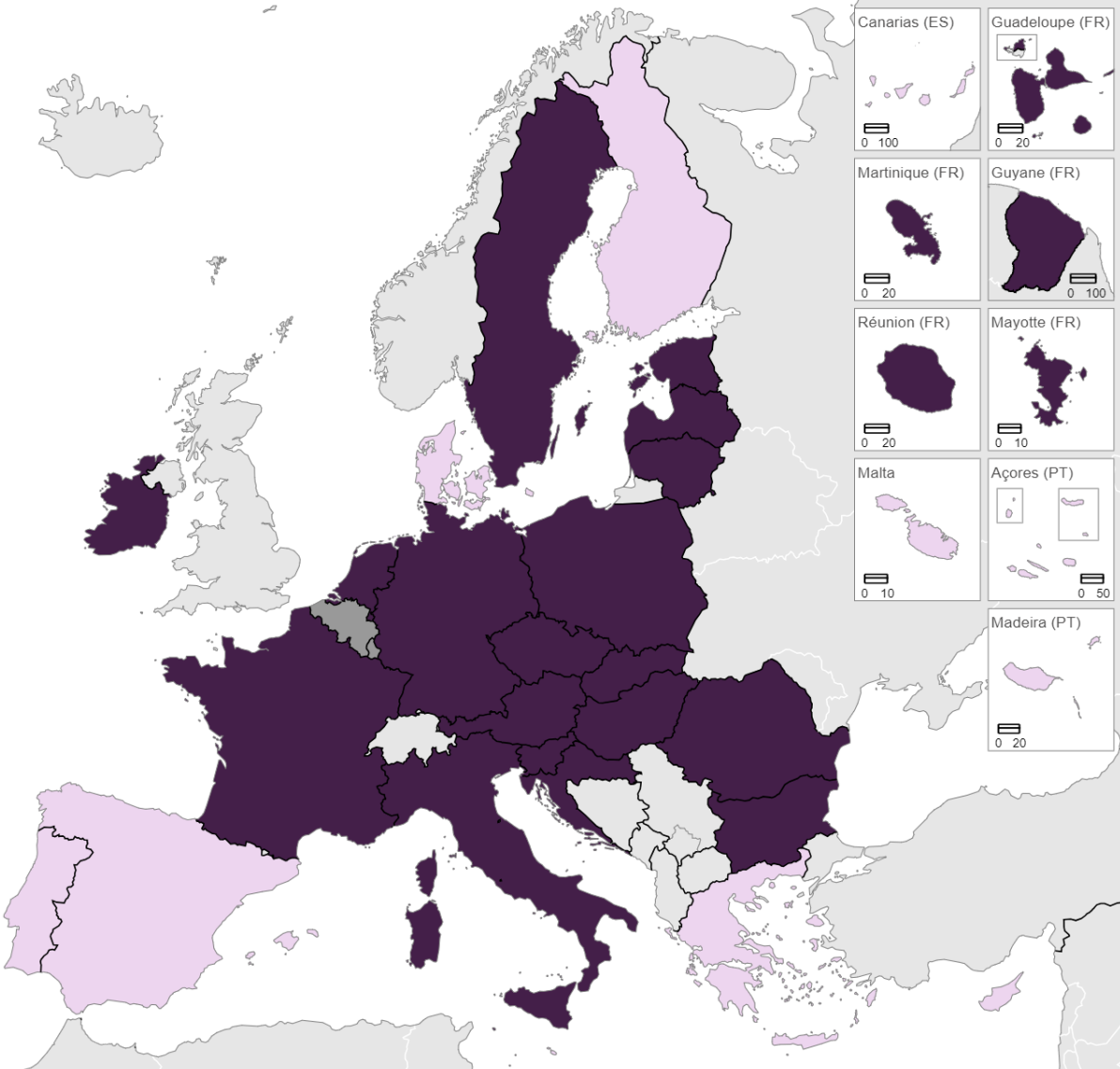
Table 10.1: Changes in the economic parities in the twelve months to 1st July 2023 (for staff)

Country Place of employment	Parity 1.7.2022	Parity 1.7.2023	Change (%)	Implicit price index
BE/LU Brussels/Luxembourg	1.000	1.000	0.0	4.6
BG Sofia	1.271	1.341	5.5	10.4
CZ Prague	23.62	24.36	3.1	7.9
DK Copenhagen	10.02	9.788	-2.3	2.2
DE Berlin	1.006	1.034	2.8	7.5
Karlsruhe	0.956	0.968	1.3	6.0
Munich	1.122	1.153	2.7	7.4
EE Tallinn	0.941	0.989	5.1	9.9
IE Dublin	1.363	1.396	2.4	7.1
EL Athens	0.894	0.896	0.2	4.8
ES Madrid	0.974	0.947	-2.8	1.7
FR Paris	1.168	1.195	2.3	7.0
HR Zagreb	0.799	0.848	6.1	11.0
IT Rome	0.947	0.973	2.8	7.5
Varese	0.920	0.950	3.2	8.0
CY Nicosia	0.826	0.825	0.0	4.5
LV Riga	0.859	0.880	2.5	7.2
LT Vilnius	0.874	0.934	6.8	11.7
HU Budapest	274.4	321.6	17.2	22.6
MT Valletta	0.921	0.932	1.1	5.7
NL The Hague	1.098	1.146	4.3	9.1
AT Vienna	1.088	1.120	2.9	7.7
PL Warsaw	3.359	3.582	6.6	11.6
PT Lisbon	0.955	0.966	1.2	5.8
RO Bucharest	3.465	3.702	6.8	11.8
SI Ljubljana	0.871	0.919	5.5	10.4
SK Bratislava	0.813	0.848	4.3	9.1
FI Helsinki	1.173	1.186	1.0	5.7
SE Stockholm	13.35	13.69	2.5	7.3

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

Map: Changes in the implicit index in the twelve months to 1st July 2023 (for staff)

Implicit Index – STAFF
2022m12-2023m06



+1.7 ≤ X < +6.0
 +6.0 ≤ X ≤ +22.6

Administrative boundaries: © EuroGeographics © UN-FAO © Turkstat
Cartography: Eurostat – IMAGE, 09/2023

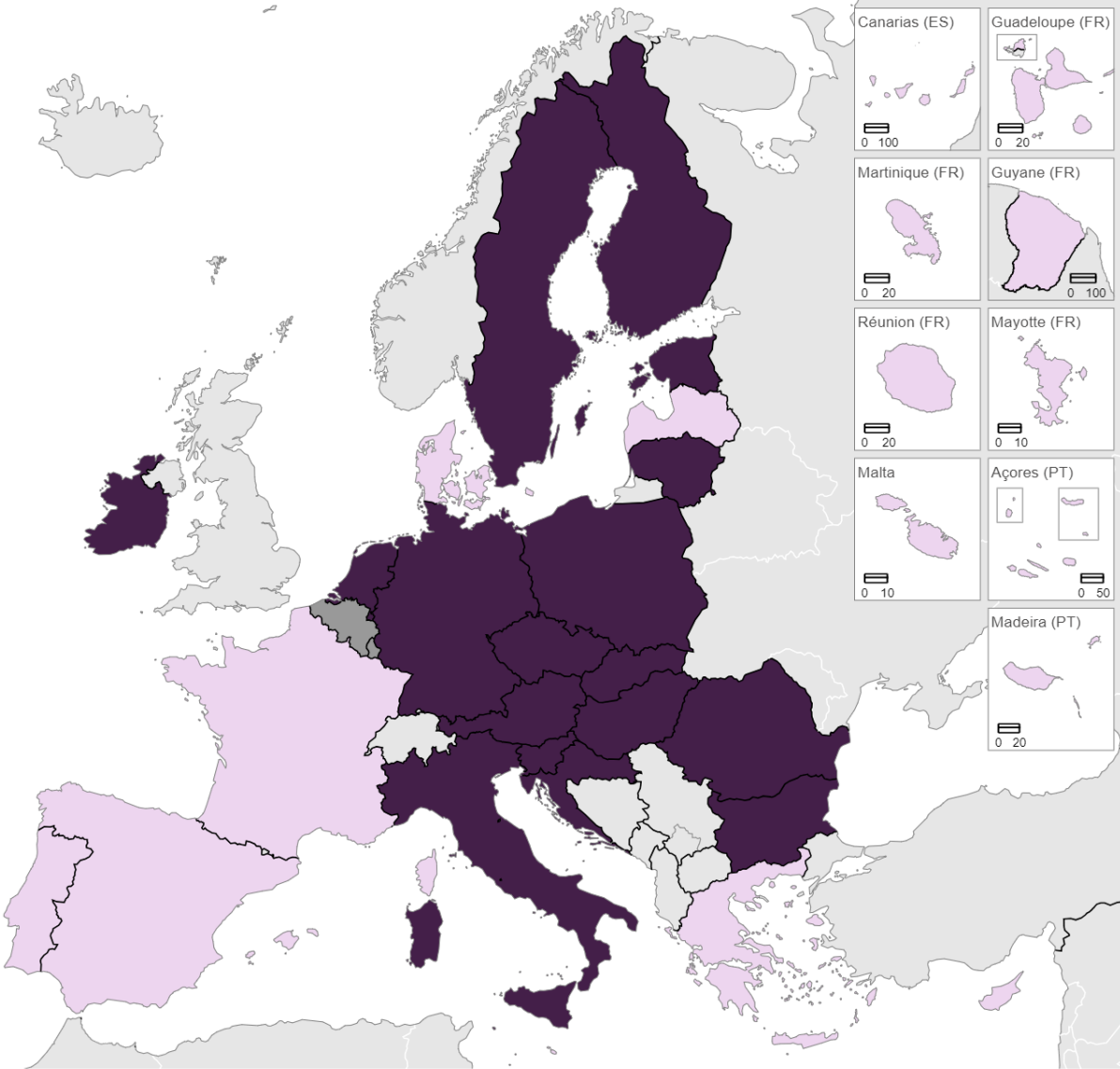
Table 10.1a: Changes in the economic parities in the six months to 1st January 2023 (for staff)

Country Place of employment	Parity 1.7.2022	Parity 1.1.2023	Change (%)	Implicit price index
BE/LU Brussels/Luxembourg	1.000	1.000	0.0	3.7
BG Sofia	1.271	1.283	0.9	4.7
CZ Prague	23.62	23.71	0.4	4.1
DK Copenhagen	10.02	9.825	-1.9	1.7
DE Berlin	1.006	1.003	-0.3	3.4
Karlsruhe	0.956	0.953	-0.3	3.4
Munich	1.122	1.119	-0.3	3.4
EE Tallinn	0.941	0.941	0.0	3.7
IE Dublin	1.363	1.354	-0.6	3.0
EL Athens	0.894	0.862	-3.6	0.0
ES Madrid	0.974	0.942	-3.3	0.3
FR Paris	1.168	1.156	-1.0	2.6
HR Zagreb	0.799	0.803	0.5	4.2
IT Rome	0.947	0.952	0.5	4.3
Varese	0.920	0.927	0.7	4.4
CY Nicosia	0.826	0.809	-2.1	1.6
LV Riga	0.859	0.850	-1.1	2.6
LT Vilnius	0.874	0.907	3.7	7.6
HU Budapest	274.4	297.9	8.6	12.6
MT Valletta	0.921	0.905	-1.8	1.8
NL The Hague	1.098	1.118	1.8	5.6
AT Vienna	1.088	1.097	0.8	4.6
PL Warsaw	3.359	3.542	5.5	9.4
PT Lisbon	0.955	0.942	-1.3	2.3
RO Bucharest	3.465	3.533	2.0	5.7
SI Ljubljana	0.871	0.874	0.3	4.0
SK Bratislava	0.813	0.809	-0.5	3.2
FI Helsinki	1.173	1.179	0.5	4.2
SE Stockholm	13.35	13.31	-0.3	3.4

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

Map: Changes in the implicit index in the six months to 1st January 2023 (for staff)

Implicit Index – STAFF
2022m06-2022m12



Administrative boundaries: © EuroGeographics © UN-FAO © Turkstat
Cartography: Eurostat – IMAGE, 09/2023

$0.0 \leq X < +3.0$
 $+3.0 \leq X \leq +12.6$

Table 10.1b Changes in the economic parities in the six months to 1st July 2023 (for staff)

Country Place of employment	Parity 1.1.2023	Parity 1.7.2023	Change (%)	Implicit price index
BE/LU Brussels/Luxembourg	1.000	1.000	0.0	0.9
BG Sofia	1.283	1.341	4.5	5.5
CZ Prague	23.71	24.36	2.7	3.7
DK Copenhagen	9.825	9.788	-0.4	0.5
DE Berlin	1.003	1.034	3.1	4.0
Karlsruhe	0.953	0.968	1.6	2.5
Munich	1.119	1.153	3.0	3.9
EE Tallinn	0.941	0.989	5.1	6.0
IE Dublin	1.354	1.396	3.0	4.0
EL Athens	0.862	0.896	3.9	4.8
ES Madrid	0.942	0.947	0.6	1.5
FR Paris	1.156	1.195	3.3	4.3
HR Zagreb	0.803	0.848	5.6	6.6
IT Rome	0.952	0.973	2.3	3.2
Varese	0.927	0.950	2.5	3.4
CY Nicosia	0.809	0.825	2.1	3.0
LV Riga	0.850	0.880	3.6	4.6
LT Vilnius	0.907	0.934	2.9	3.9
HU Budapest	297.9	321.6	8.0	8.9
MT Valletta	0.905	0.932	3.0	3.9
NL The Hague	1.118	1.146	2.5	3.4
AT Vienna	1.097	1.120	2.1	3.0
PL Warsaw	3.542	3.582	1.1	2.0
PT Lisbon	0.942	0.966	2.5	3.5
RO Bucharest	3.533	3.702	4.8	5.7
SI Ljubljana	0.874	0.919	5.2	6.1
SK Bratislava	0.809	0.848	4.8	5.7
FI Helsinki	1.179	1.186	0.5	1.4
SE Stockholm	13.31	13.69	2.9	3.8

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

Map: Changes in the implicit index in the six months to 1st July 2023 (for staff)

Implicit Index – STAFF
2022m12-2023m06

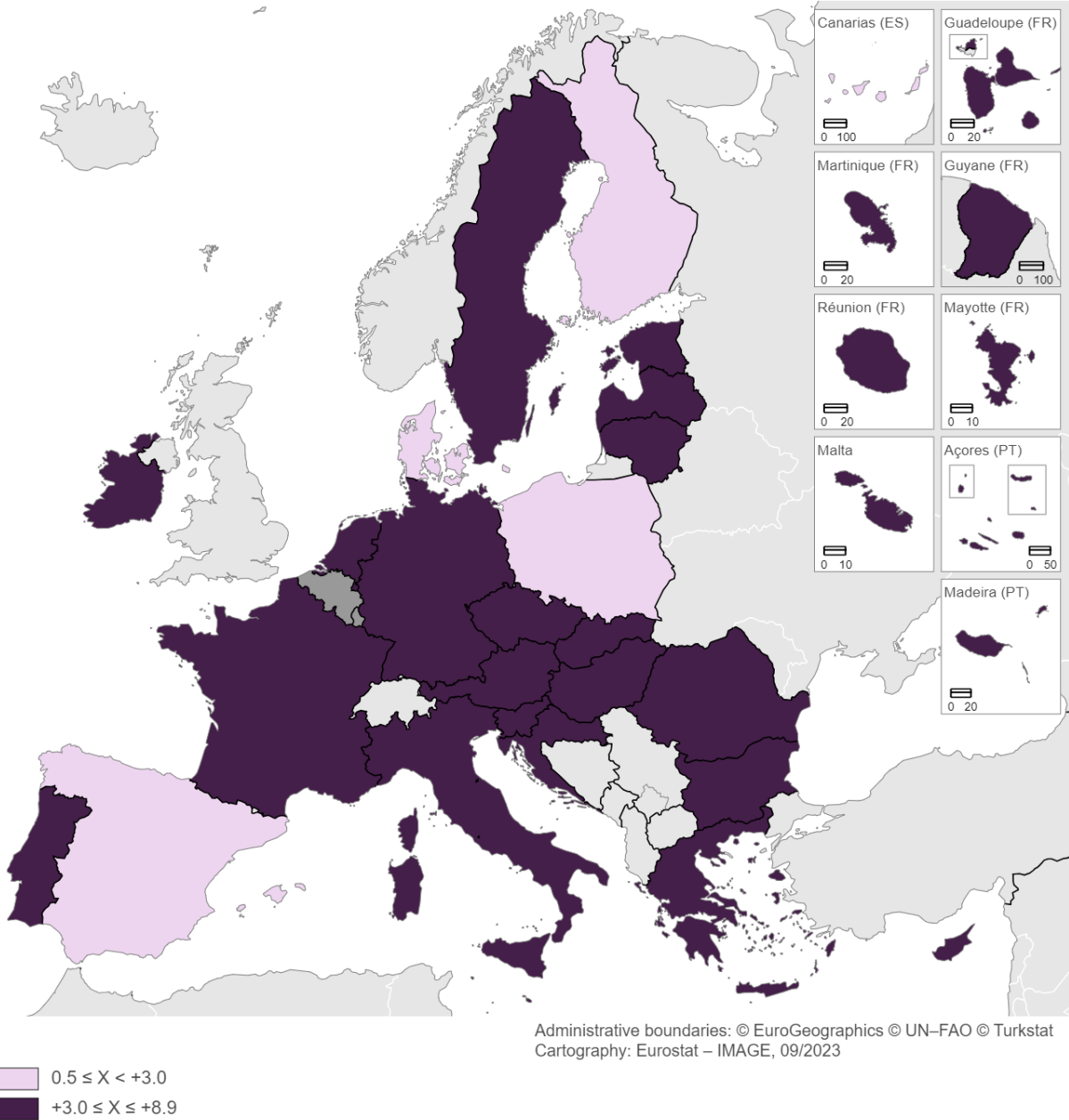
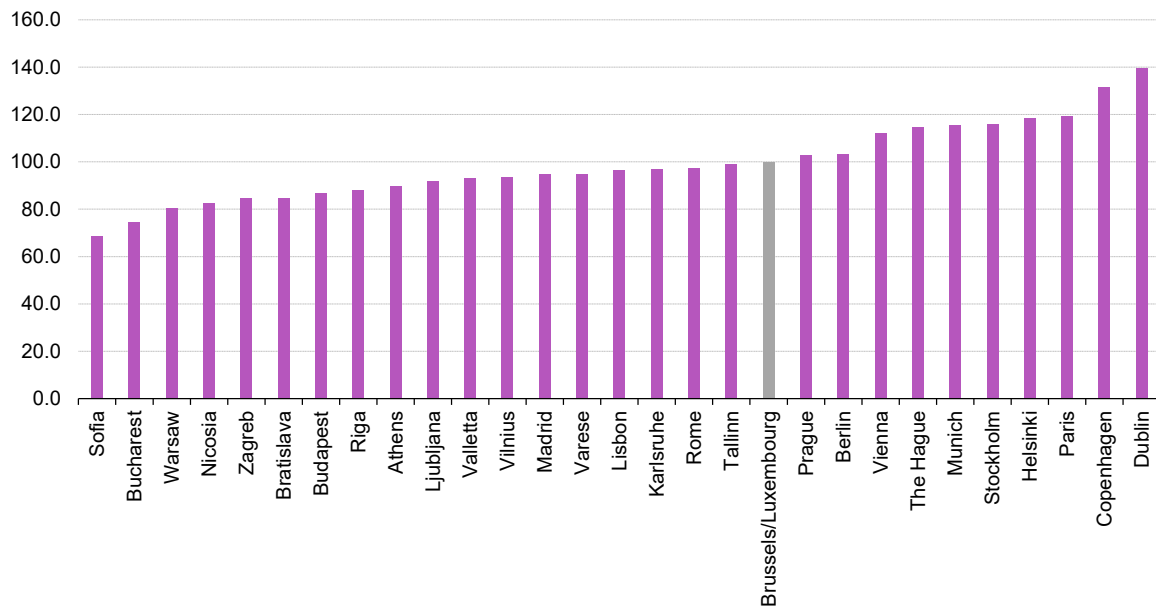


Table 10.2: Calculation of correction coefficients at 1st July 2023 (for staff)

Country Place of employment		Parity [1]	Exchange rate [2]	Correction coefficient 100 * [1] / [2]
BE/LU	Brussels/Luxembourg	1.000	1.000	100.0
BG	Sofia	1.341	1.956	68.6
CZ	Prague	24.36	23.69	102.9
DK	Copenhagen	9.788	7.448	131.4
DE	Berlin	1.034	1.000	103.4
	Karlsruhe	0.968	1.000	96.8
	Munich	1.153	1.000	115.3
EE	Tallinn	0.989	1.000	98.9
IE	Dublin	1.396	1.000	139.6
EL	Athens	0.896	1.000	89.6
ES	Madrid	0.947	1.000	94.7
FR	Paris	1.195	1.000	119.5
HR	Zagreb	0.848	1.000	84.8
IT	Rome	0.973	1.000	97.3
	Varese	0.950	1.000	95.0
CY	Nicosia	0.825	1.000	82.5
LV	Riga	0.880	1.000	88.0
LT	Vilnius	0.934	1.000	93.4
HU	Budapest	321.6	370.9	86.7
MT	Valletta	0.932	1.000	93.2
NL	The Hague	1.146	1.000	114.6
AT	Vienna	1.120	1.000	112.0
PL	Warsaw	3.582	4.449	80.5
PT	Lisbon	0.966	1.000	96.6
RO	Bucharest	3.702	4.964	74.6
SI	Ljubljana	0.919	1.000	91.9
SK	Bratislava	0.848	1.000	84.8
FI	Helsinki	1.186	1.000	118.6
SE	Stockholm	13.69	11.82	115.8

Graph: Correction coefficients for Intra-EU staff at 1st July 2023, ranked

11

Correction coefficients for pensioners residing in EU Member States outside Belgium

This chapter presents the values of the economic parities and the correction coefficients for pensioners⁽³⁰⁾, calculated in accordance with the approved method manual.

As at July 2023, information is compiled for the 27 EU Member States. There is no change by comparison to the situation at July 2022 or January 2023.

The Staff Regulations stipulate the creation of correction coefficients for pensioners separate from those used for adjusting the remuneration of active staff⁽³¹⁾. The difference is that instead of being based on capital city price comparisons they relate to national comparisons, with Belgium as the base country.

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

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

Table 11.1 shows these changes for the year to July 2023. As there was a general update with effect from January 2023 on the basis of the Intermediate Report issued by Eurostat in May 2023⁽³²⁾, **Table 11.1a** shows these changes for the six months July 2022 - January 2023, and **Table 11.1.b** shows these changes for the six months January 2023 - July 2023. Maps after each table show the locations where implicit index is greater than/lower than the cut off threshold specified in the Staff Regulations.

Table 11.2 shows the correction coefficients calculated for pensioners for all Member States (relative to Belgium) at July 2023. The graph after the table distinguishes the locations where the correction coefficient is greater than/lower than 100.

The correction coefficients applicable to the pensions of the retired European institution officials in the places of residence other than Belgium are determined on the basis of the relationships between the economic parities and the exchange rates for the month of July.

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.

⁽³⁰⁾ See **Chapter 10** concerning correction coefficients for staff working in duty stations within the European Union.

See **Chapter 12** concerning correction coefficients for staff working in duty stations outside the European Union, to which the additional provisions of Annex X to the Staff Regulations also apply.

⁽³¹⁾ This requirement was first introduced by Council Regulation 723/2004

⁽³²⁾ Op.cit. (2) Ares(2023)3417031

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

In the tables, purchasing power parities are shown rounded to 3 decimal places (in Euro zone) or 4 significant figures; Exchange rates are shown in the same format; correction coefficients are shown rounded to 1 decimal place; percentage movements are shown rounded to 1 decimal place.

Appendix 1c to this report presents explanations and statistical analyses relating to the correction coefficients presented in this chapter.

Table 11.1: Changes in the economic parities in the twelve months to 1st July 2023 (for pensioners)

Country	Parity 1.7.2022	Parity 1.7.2023	Change (%)	Implicit price index
BE/LU	1.000	1.000	0.0	4.6
BG	1.192	1.277	7.2	12.1
CZ	20.48	21.59	5.4	10.3
DK	10.16	10.17	0.2	4.8
DE	1.006	1.055	4.9	9.7
EE	0.981	1.038	5.8	10.7
IE	1.290	1.376	6.7	11.6
EL	0.848	0.853	0.6	5.3
ES	0.934	0.914	-2.1	2.4
FR	1.077	1.115	3.6	8.3
HR	0.698	0.747	7.0	11.9
IT	0.941	0.988	5.0	9.8
CY	0.829	0.846	2.1	6.8
LV	0.809	0.823	1.8	6.5
LT	0.766	0.827	8.0	13.0
HU	232.0	284.5	22.7	28.3
MT	0.947	0.974	2.9	7.6
NL	1.107	1.145	3.5	8.2
AT	1.106	1.154	4.3	9.1
PL	2.907	3.156	8.6	13.6
PT	0.897	0.907	1.0	5.7
RO	2.921	3.241	11.0	16.1
SI	0.836	0.892	6.8	11.7
SK	0.809	0.867	7.2	12.1
FI	1.189	1.219	2.6	7.3
SE	12.21	12.99	6.3	11.2
UK	1.084	1.123	3.6	8.3

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

Map: Changes in the implicit index in the twelve months to 1st July 2023 (for pensioners)

Implicit Index – PEN

2022m06-2023m06

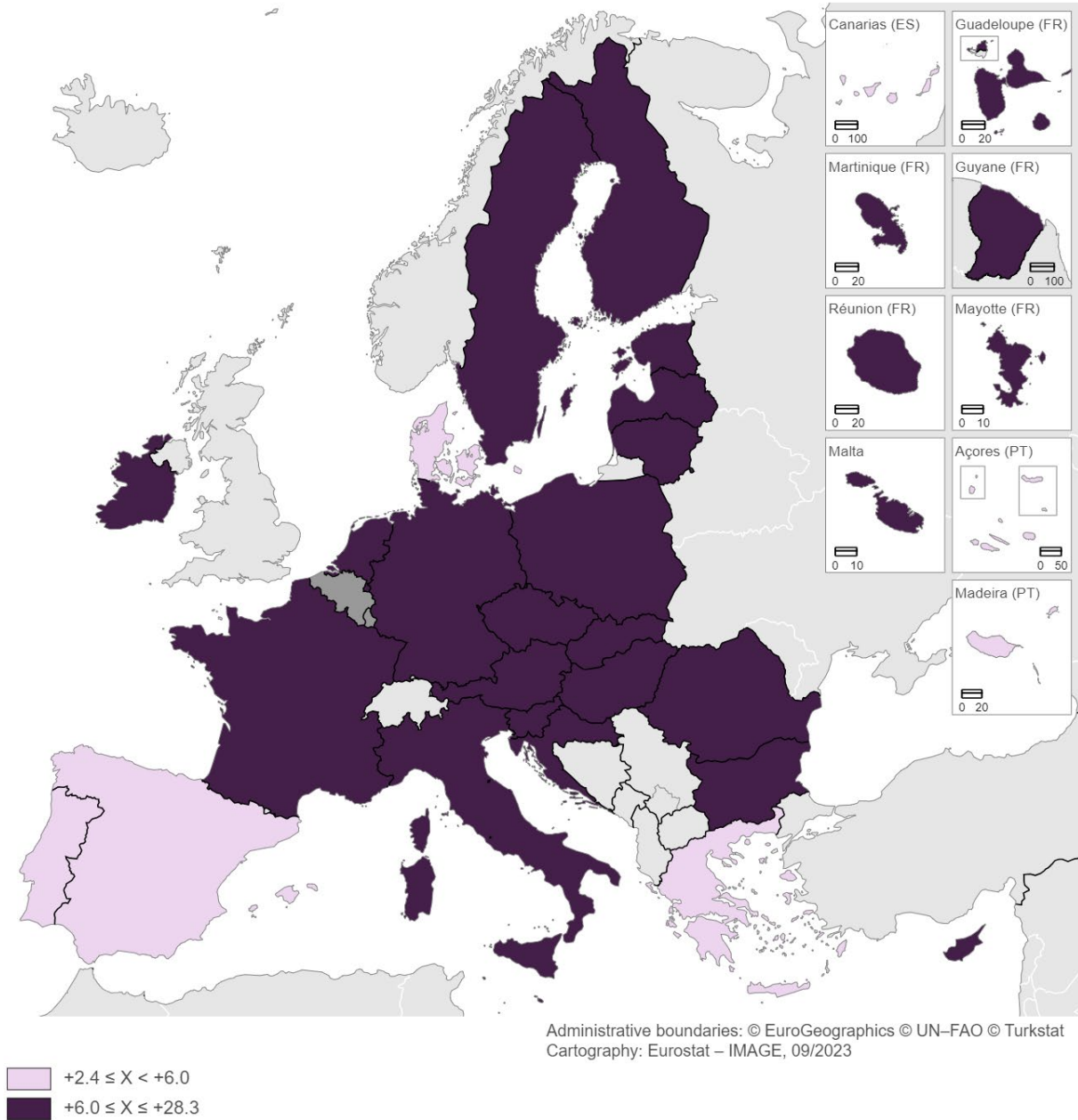


Table 11.1a: Changes in the economic parities in the six months to 1st January 2023 (for pensioners)

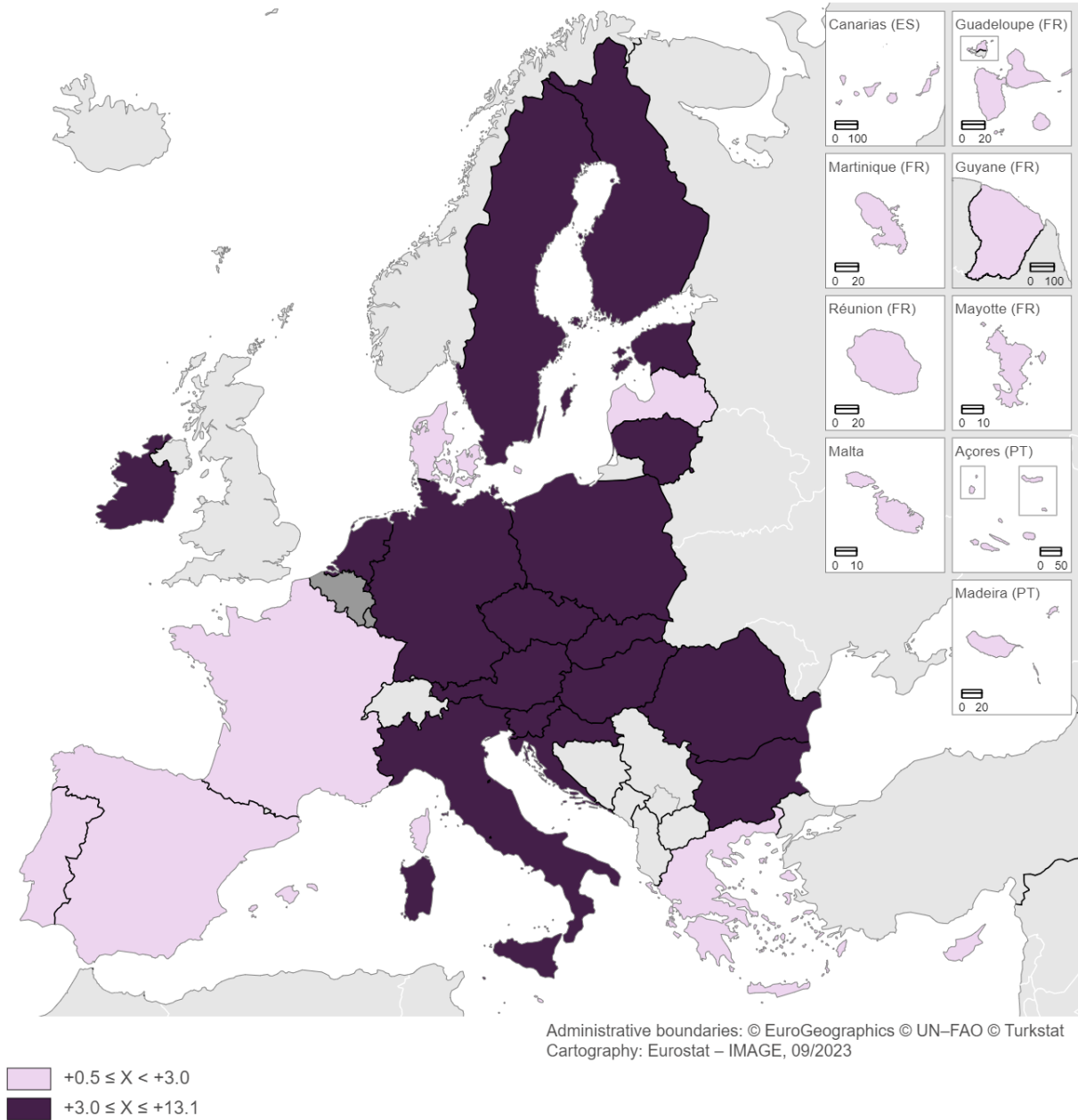
Country	Parity 1.7.2022	Parity 1.1.2023	Change (%)	Implicit price index
BE/LU	1.000	1.000	0.0	3.7
BG	1.192	1.212	1.7	5.4
CZ	20.48	20.52	0.2	3.9
DK	10.16	10.03	-1.3	2.4
DE	1.006	1.003	-0.2	3.5
EE	0.981	0.979	-0.2	3.5
IE	1.290	1.286	-0.3	3.4
EL	0.848	0.827	-2.5	1.1
ES	0.934	0.905	-3.1	0.5
FR	1.077	1.066	-1.0	2.7
HR	0.698	0.699	0.1	3.8
IT	0.941	0.957	1.7	5.5
CY	0.829	0.814	-1.8	1.8
LV	0.809	0.800	-1.1	2.6
LT	0.766	0.796	3.9	7.8
HU	232.0	253.0	9.1	13.1
MT	0.947	0.934	-1.4	2.3
NL	1.107	1.116	0.8	4.6
AT	1.106	1.124	1.6	5.4
PL	2.907	3.026	4.1	8.0
PT	0.897	0.888	-1.1	2.6
RO	2.921	2.988	2.3	6.1
SI	0.836	0.833	-0.3	3.4
SK	0.809	0.811	0.3	4.1
FI	1.189	1.190	0.1	3.8
SE	12.21	12.22	0.0	3.7
UK	1.084	1.102	1.7	5.4

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

Map: Changes in the implicit index in the six months to 1st January 2023 (for pensioners)

Implicit Index – PEN

2022m06-2022m12



**Table 11.1b: Changes in the economic parities in the six months to 1st July 2023
(for pensioners)**

Country	Parity 1.1.2023	Parity 1.7.2023	Change (%)	Implicit price index
BE/LU	1.000	1.000	0.0	0.9
BG	1.212	1.277	5.4	6.4
CZ	20.52	21.59	5.2	6.2
DK	10.03	10.17	1.5	2.4
DE	1.003	1.055	5.1	6.1
EE	0.979	1.038	6.0	6.9
IE	1.286	1.376	7.0	7.9
EL	0.827	0.853	3.2	4.1
ES	0.905	0.914	1.0	1.9
FR	1.066	1.115	4.6	5.5
HR	0.699	0.747	6.9	7.8
IT	0.957	0.988	3.2	4.2
CY	0.814	0.846	4.0	4.9
LV	0.800	0.823	2.9	3.8
LT	0.796	0.827	3.9	4.9
HU	253.0	284.5	12.5	13.5
MT	0.934	0.974	4.3	5.3
NL	1.116	1.145	2.6	3.5
AT	1.124	1.154	2.6	3.5
PL	3.026	3.156	4.3	5.2
PT	0.888	0.907	2.1	3.0
RO	2.988	3.241	8.5	9.4
SI	0.833	0.892	7.1	8.1
SK	0.811	0.867	6.8	7.8
FI	1.190	1.219	2.5	3.4
SE	12.22	12.99	6.3	7.3
UK	1.102	1.123	1.9	2.8

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

Map: Changes in the implicit index in the six months to 1st July 2023 (for pensioners)

Implicit Index – PEN

2022m12-2023m06

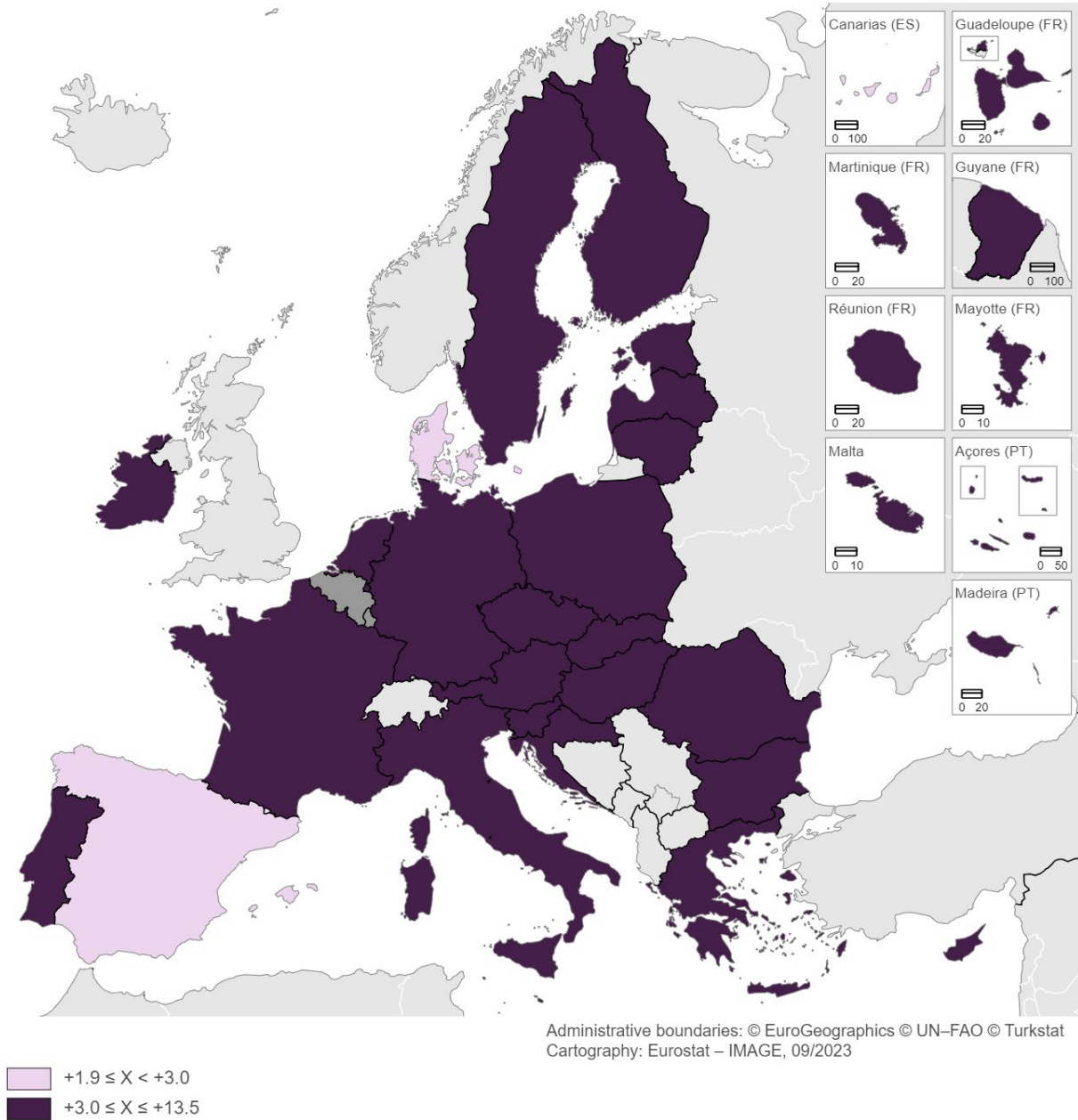
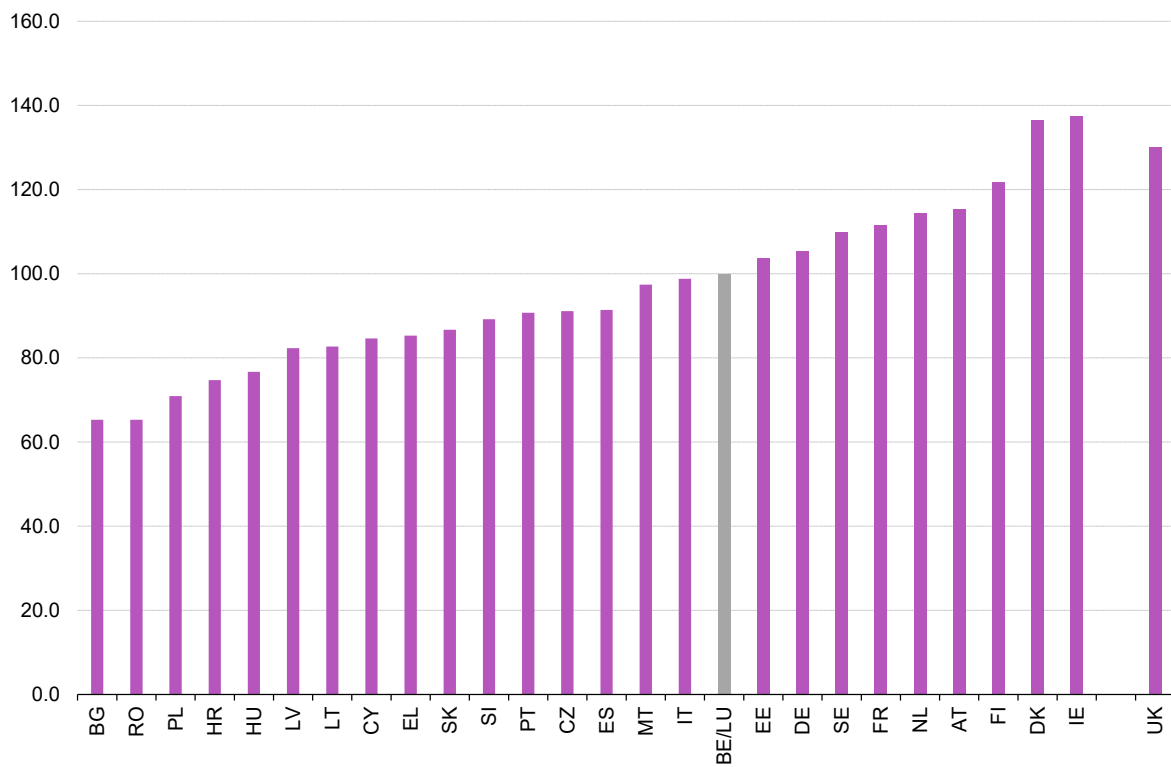


Table 11.2: Calculation of correction coefficients at 1st July 2023 (for pensioners)

Country	Parity	Exchange rate	Correction coefficient 100 * [1] / [2]
	[1]	[2]	
BE/LU	1.000	1.000	100.0
BG	1.277	1.956	65.3
CZ	21.59	23.69	91.1
DK	10.17	7.448	136.6
DE	1.055	1.000	105.5
EE	1.038	1.000	103.8
IE	1.376	1.000	137.6
EL	0.853	1.000	85.3
ES	0.914	1.000	91.4
FR	1.115	1.000	111.5
HR	0.747	1.000	74.7
IT	0.988	1.000	98.8
CY	0.846	1.000	84.6
LV	0.823	1.000	82.3
LT	0.827	1.000	82.7
HU	284.5	370.9	76.7
MT	0.974	1.000	97.4
NL	1.145	1.000	114.5
AT	1.154	1.000	115.4
PL	3.156	4.449	70.9
PT	0.907	1.000	90.7
RO	3.241	4.964	65.3
SI	0.892	1.000	89.2
SK	0.867	1.000	86.7
FI	1.219	1.000	121.9
SE	12.99	11.82	109.9
UK	1.123	0.8640	130.0

Graph: Correction coefficients for Pensioners at 1st July 2023, ranked

12

Correction coefficients for staff working in duty stations outside the European Union

This chapter presents the values of the economic parities and the correction coefficients for Extra-EU staff⁽³³⁾, calculated in accordance with the approved method manual.

The Staff Regulations stipulate the creation of correction coefficients for staff serving in duty stations outside the European Union separate from those used for adjusting the remuneration of active staff within the European Union⁽³⁴⁾.

An important difference from the values established for Intra-EU locations is that rent levels, rent indices and expenditure on housing are not taken into account because, in accordance with Annex X, specific accommodation arrangements are made for Extra-EU staff⁽³⁵⁾. Price data for remaining consumption items is taken from “place-to-place” (P2P) surveys undertaken in collaboration with the United Nations International Civil Service Commission (UN.ICSC) and the International Service for Remunerations and Pensions of the Coordinated Organisations (CO.ISRP). This data is used to establish economic parities with Brussels, which are subsequently updated using published national consumer price indices (CPI), relative to the Joint Belgium-Luxembourg Index of consumer prices (JBLI). Basic heading parities are aggregated using consumption expenditure weights derived from periodic family budget surveys conducted amongst EU staff.

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

As at July 2023 information is compiled for a list of 143⁽³⁶⁾ Extra-EU duty stations, however economic parities are not presented where data is unavailable or unreliable due to local instability or other reasons⁽³⁷⁾. The total changes in the cost of living are measured by the implicit indices which are calculated as the product of the Joint Belgium-Luxembourg Index of consumer prices (JBLI) and the changes in the economic parities between Brussels and the duty station concerned.

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

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

⁽³³⁾ See **Chapter 10** concerning correction coefficients for duty stations within the European Union.

See **Chapter 11** concerning correction coefficients for pensioners, to which the additional provisions of Annex XIII to the Staff Regulations also apply.

⁽³⁴⁾ This requirement was first introduced by Council Regulation 3019/87

⁽³⁵⁾ Since 2016, Extra-EU PPP are established using a classification of 78 basic headings which are the same as those employed for Intra-EU purposes (sole exception: 2 basic headings relating to housing).

⁽³⁶⁾ At July 2022 there were 143 Extra-EU duty stations.

⁽³⁷⁾ Currently 9 locations are affected (Afghanistan; Iraq; Lebanon; Libya; Somalia, Syria; Venezuela; Yemen; Zimbabwe). There is one change by comparison to the list at July 2022: production of the CC for Sudan has restarted in February 2023.

Table 12.1 shows these changes for the year to July 2023. As there was a general update with effect from January 2023, on the basis of the Intermediate Report issued by Eurostat in May 2023⁽³⁸⁾, **Table 12.1a** shows these changes for the six months July 2022 - January 2023. **Table 12.1b** shows these changes for the six months January 2023 - July 2023. Changes for the intervening months are presented in the Extra-EU intermediate reports issued by Eurostat in May 2023 and October 2023⁽³⁹⁾.

Table 12.2 shows the correction coefficients for all Extra-EU duty stations (relative to Brussels) calculated at July 2023.

In the tables, purchasing power parities are shown rounded to 3 decimal places (in Euro zone) or 4 significant figures; Exchange rates are shown rounded to 6 significant figures; correction coefficients are shown rounded to 1 decimal place; percentage movements are shown rounded to 1 decimal place

Appendix 1c to this report presents explanations and statistical analyses relating to the correction coefficients presented in this chapter.

⁽³⁸⁾ Op.cit. (2) Ares(2023)3417031

⁽³⁹⁾ Op.cit. (3) Ares(2023)3382993 (six-month period August 2022-January 2023)

Op.cit. (4) Ares(2023)7190249 (five month period February 2023-June 2023)

Table 12.1 (page 1 of 3): Changes in the economic parities in the 12 months to 1st July 2023 (for staff serving in Extra-EU delegations)

Place of employment				Economic Parities	Economic Parities	CHANGE (in %)	Implicit Index
Code		Country	City	Jul-2023	Jul-2022	Jul-2023 - Jul-2022	Jul-2023 - Jul-2022
BEL	(1)	Belgium / Luxembourg	Brussels / Luxembourg	1.000	1.000	0.0	4.6
AFG	(5)	Afghanistan	Kabul	0	0		
AGO		Angola	Luanda	933.4	872.8	6.9	11.9
ALB	(9)	Albania	Tirana	70.56	68.08	3.6	8.4
ARE	(6)	United Arab Emirates	Abu Dhabi	4 269	3 625	17.8	23.2
ARG		Argentina	Buenos Aires	241.3	112.9	113.7	123.6
ARM		Armenia	Yerevan	526.0	510.7	3.0	7.7
AUS	(7)	Australia	Canberra	1 686	1 634	3.2	7.9
AZE		Azerbaijan	Baku	2 014	1 825	10.4	15.4
BDI		Burundi	Bujumbura	2415	2118	14.0	19.3
BEN	(3)	Benin	Cotonou	648.7	635.1	2.1	6.8
BFA	(3)(6)	Burkina Faso	Ouagadougou	605.4	595.4	1.7	6.4
BGD	(6)	Bangladesh	Dhaka	96.64	83.59	15.6	20.9
BIH	(9)	Bosnia and Herzegovina	Sarajevo	1 196	1 167	2.5	7.2
BLR		Belarus	Minsk	2 309	2 179	6.0	10.8
BOL		Bolivia	La Paz	5 853	5 907	-0.9	3.6
BRA		Brazil	Brasilia	5 940	5 159	15.1	20.4
BRB		Barbados	Bridgetown	2 747	2 603	5.5	10.4
BWA		Botswana	Gaborone	10 20	9 312	9.5	14.6
CAF	(3)(6)	Central African Republic	Bangui	684.6	669.4	2.3	7.0
CAN	(7)	Canada	Ottawa	1 441	1 455	-1.0	3.6
CHE	(8)	Switzerland	Berne	1 392	1 343	3.6	8.4
CHE	(8)	Switzerland	Geneva	1 392	1 343	3.6	8.4
CHL	(7)	Chile	Santiago	694.1	654.6	6.0	10.9
CHN	(6)	China	Beijing	6 508	6 157	5.7	10.6
CIV	(3)	Côte d'Ivoire	Abidjan	573.7	572.1	0.3	4.9
CMR	(3)	Cameroon	Yaoundé	608.7	585.5	4.0	8.7
COD		Democratic Republic of the Congo	Kinshasa	3642	2934	24.1	29.8
COG	(3)	Congo	Brazzaville	889.9	714.7	24.5	30.2
COL		Colombia	Bogotá	3706	3082	20.2	25.8
CPV		Cabo Verde	Praia	75.99	75.85	0.2	4.8
CRI		Costa Rica	San José	570.5	586.1	-2.7	1.8
CUB	(2)	Cuba	Havana	1 708	1 261	35.4	41.7
DJI		Djibouti	Djibouti	202.6	214.2	-5.4	-1.1
DOM		Dominican Republic	Santo Domingo	46 51	46 43	0.2	4.8
DZA		Algeria	Algiers	103.0	93.80	9.8	14.9
ECU	(2)	Ecuador	Quito	0 9242	0 9380	-1.5	3.1
EGY		Egypt	Cairo	19.59	14.80	32.4	38.5
ERI		Eritrea	Asmara	17.98	17.49	2.8	7.5
ETH		Ethiopia	Addis Ababa	57.69	42.10	37.0	43.3
FJI	(6)	Fiji	Suva	1 840	1 677	9.7	14.8
GAB	(3)	Gabon	Libreville	738.5	696.1	6.1	11.0
GBR	(8)	United Kingdom	London	0 9924	0 9421	5.3	10.2
GEO		Georgia	Tbilisi	2 513	2 571	-2.3	2.2
GHA		Ghana	Accra	9 211	7 019	31.2	37.3
GIN		Guinea	Conakry	12109	11607	4.3	9.1
GMB		The Gambia	Banjul	64.97	56.43	15.1	20.4
GNB	(3)(6)	Guinea-Bissau	Bissau	549.7	460.7	19.3	24.8
GRL		Greenland	Nuuk	8 817	8 598	2.5	7.3
GTM		Guatemala	Guatemala City	8 499	8 420	0.9	5.6
GUY		Guyana	Georgetown	224.8	212.6	5.7	10.6
HKG		Hong Kong	Hong Kong	10.05	9 922	1.3	5.9
HND		Honduras	Tegucigalpa	23.75	23.26	2.1	6.8
HTI	(6)	Haiti	Port-au-Prince	184.0	117.5	56.6	63.8
IDN		Indonesia	Jakarta	11696	11466	2.0	6.7
IND		India	New Delhi	83 86	82 22	2.0	6.7
IRN	(6)	Iran	Tehran	97846	100442	-2.6	1.9
IRQ	(5)	Iraq	Baghdad	0	0		
ISL	(6)	Iceland	Reykjavik	204.7	187.9	8.9	14.0
ISR	(7)	Israel	Tel-Aviv	4 250	4 208	1.0	5.6
JAM		Jamaica	Kingston	200.8	178.9	12.2	17.4
JOR		Jordan	Amman	0 7337	0 7095	3.4	8.2
JPN	(7)	Japan	Tokyo	137.0	133.1	2.9	7.7
KAZ		Kazakhstan	Astana	442.6	384.4	15.1	20.4
KEN		Kenya	Nairobi	129.7	125.6	3.3	8.0
KGZ		Kyrgyzstan	Bishkek	81.19	74.41	9.1	14.1
KHM		Cambodia	Phnom Penh	3926	4098	-4.2	0.2
KOR	(7)	South Korea	Seoul	1240	1229	0.9	5.5
KWT		Kuwait	Kuwait City	0 2997	0 2979	0.6	5.2

Table 12.1 (page 2 of 3): Changes in the economic parities in the 12 months to 1st July 2023 (for staff serving in Extra-EU delegations)

Place of employment				Economic Parities	Economic Parities	CHANGE (in %)	Implicit Index
Code		Country	City	Jul-2023	Jul-2022	Jul-2023 - Jul-2022	Jul-2023 - Jul-2022
LAO		Laos	Vientiane	11900	9551	24.6	30.3
LBN	(5)(6)	Lebanon	Beirut	0	0		
LBR		Liberia	Monrovia	253.1	225.4	12.3	17.5
LBY	(5)	Libya	Tripoli	0	0		
LKA		Sri Lanka	Colombo	309.4	230.4	34.3	40.5
LSO	(6)	Lesotho	Maseru	11.92	10.80	10.4	15.4
MAR		Morocco	Rabat	8 636	8 507	1.5	6.2
MDA		Moldova	Chisinau	19.41	16.13	20.3	25.9
MDG		Madagascar	Antananarivo	4082	3700	10.3	15.4
MEX	(7)	Mexico	Mexico City	14.86	14.34	3.6	8.4
MKD	(9)	North Macedonia	Skopje	32.92	30.81	6.8	11.8
MLI	(3)	Mali	Bamako	634.9	607.6	4.5	9.3
MMR		Myanmar/Burma	Yangon	1400	1428	-2.0	2.5
MNE	(4)(5)	Montenegro	Podgorica	0.5848	0.6066	-3.6	0.8
MNG	(6)	Mongolia	Ulan Bator	2728	2362	15.5	20.8
MOZ		Mozambique	Maputo	77.57	75.60	2.6	7.3
MRT		Mauritania	Nouakchott	39.19	31.62	23.9	29.6
MUS		Mauritius	Port Louis	37.39	36.31	3.0	7.7
MWI		Malawi	Lilongwe	879.4	746.6	17.8	23.2
MYS		Malaysia	Kuala Lumpur	3 864	3 843	0.5	5.2
NAM		Namibia	Windhoek	13.59	13.14	3.4	8.2
NCL	(10)	New Caledonia	Nouméa	114.2	115.7	-1.3	3.2
NER	(3)	Niger	Niamey	619.0	501.8	23.4	29.0
NGA		Nigeria	Abuja	505.3	397.3	27.2	33.0
NIC		Nicaragua	Managua	35.63	34.03	4.7	9.5
NOR	(8)	Norway	Oslo	14.15	13.26	6.7	11.6
NPL		Nepal	Kathmandu	102.0	95.19	7.2	12.1
NZL	(7)	New Zealand	Wellington	1.746	1.441	21.2	26.7
PAK		Pakistan	Islamabad	205.8	149.1	38.0	44.4
PAN	(2)	Panama	Panama City	1.127	1.156	-2.5	2.0
PER		Peru	Lima	3 754	3 684	1.9	6.6
PHL		Philippines	Manila	52.25	50.98	2.5	7.2
PNG		Papua New Guinea	Port Moresby	3 844	3 847	-0.1	4.5
PRY		Paraguay	Asunción	5451	5007	8.9	13.9
PSE	(12)	West Bank — Gaza Strip	East Jerusalem	4 250	4 208	1.0	5.6
QAT		Qatar	Doha	4 665	4 379	6.5	11.4
RUS		Russia	Moscow	81.80	84.07	-2.7	1.8
RWA		Rwanda	Kigali	1155	950.9	21.5	27.1
SAU		Saudi Arabia	Riyadh	4 065	3 863	5.2	10.1
SDN	(6)	Sudan	Khartoum	584.2	0		
SEN	(3)	Senegal	Dakar	569.3	552.3	3.1	7.8
SGP	(6)	Singapore	Singapore	1 905	1 711	11.3	16.5
SLE	(11)	Sierra Leone	Freetown	18.30	13593	-99.9	-99.9
SLV	(2)	El Salvador	San Salvador	0.9833	0.8715	12.8	18.0
SOM	(5)	Somalia	Mogadishu	0	0		
SRB	(9)	Serbia	Belgrade	79.52	73.76	7.8	12.8
SSD		South Sudan	Juba	263.0	256.3	2.6	7.3
STP		São Tomé and Príncipe	São Tomé	26.35	24.37	8.1	13.1
SWZ		eSwatini	Mbabane	13.94	11.10	25.6	31.4
SYR	(5)	Syria	Damascus	0	0		
TCD	(3)	Chad	N'Djamena	684.4	617.1	10.9	16.0
TGO	(3)	Togo	Lomé	645.6	627.6	2.9	7.6
THA	(6)	Thailand	Bangkok	28.96	26.64	8.7	13.7
TJK		Tajikistan	Dushanbe	8 569	8 512	0.7	5.3
TKM	(6)	Turkmenistan	Ashgabat	5 942	5 079	17.0	22.4
TLS	(2)(5)	Timor-Leste	Dili	0.9765	0.8645	13.0	18.2
TTO		Trinidad and Tobago	Port-of-Spain	7 526	7 319	2.8	7.6
TUN		Tunisia	Tunis	2 572	2 405	6.9	11.9
TUR	(8)	Türkiye	Ankara	10.23	7.340	39.4	45.8
TWN		Taiwan	Taipei	26.35	26.41	-0.2	4.4
TZA		Tanzania	Dar es Salaam	2489	2494	-0.2	4.4
UGA		Uganda	Kampala	3577	2956	21.0	26.6
UKR		Ukraine	Kyiv	32.52	26.62	22.2	27.8
URY		Uruguay	Montevideo	40.96	40.14	2.0	6.7
USA		United States	New York	1.183	1.195	-1.0	3.5
USA		United States	San Francisco	1.108	1.099	0.8	5.5
USA	(7)	United States	Washington DC	1.108	1.099	0.8	5.5
UZB		Uzbekistan	Tashkent	9002	8342	7.9	12.9
VEN	(5)	Venezuela	Caracas	0	0		

Table 12.1 (page 3 of 3): Changes in the economic parities in the 12 months to 1st July 2023 (for staff serving in Extra-EU delegations)

Place of employment				Economic Parities	Economic Parities	CHANGE (in %)	Implicit Index
Code		Country	City	Jul-2023	Jul-2022	Jul-2023 - Jul-2022	Jul-2023 - Jul-2022
VNM		Vietnam	Hanoi	18094	18459	-2.0	2.5
XKX	(4)(9)(12)	Kosovo	Pristina	0.5667	0.5623	0.8	5.4
YEM	(5)	Yemen	Sana'a	0	0		
ZAF		South Africa	Pretoria	11.61	11.25	3.2	7.9
ZMB		Zambia	Lusaka	19.56	16.72	17.0	22.4
ZWE	(5)	Zimbabwe	Harare	0	0		

In table above:

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

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

(2) 1 euro = USD (5 Duty Stations: Cuba - Ecuador - El Salvador - Panama - Timor Leste)

(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 (9 Duty Stations: Afghanistan - Iraq - Lebanon - Libya - Somalia - Syria - Venezuela - Yemen - Zimbabwe)

(6) UN P2P processed (17 Duty Stations: Bangladesh, Burkina Faso, Central African Republic, China, Fiji Island, Haiti, Iran, Lesotho, Lebanon, Mongolia, Singapore, Sudan, Thailand, Timor Leste, Turkmenistan, United Arab Emirates)

(7) ISRP PPP processed (9 Duty Stations: Australia - Canada - Chile - Israel - Japan - Mexico - New Zealand - South Korea - United States (Washington))

(8) ECP PPP processed (6 Duty Stations: Iceland - Norway - Switzerland (Bern, Geneva) - Türkiye - United Kingdom)

(9) ECP Balkan Duty stations (6 Duty Stations: Albania - Bosnia and Herzegovina - Kosovo -North Macedonia - Montenegro - Serbia)

(10) Duty stations for which Intra-EU CC excluding rent is used (1 Duty Station: New Caledonia)

(11) Sierra Leone: SLL currency was replaced by new currency SLE with effect from 1st October 2022 extended until 1st April 2023. Three zeros were cut off the SLL rate. Under the new currency SLE, the parity for July 2022 would be 13.59, and the % change July 2022-July 2023 would be +34.7%.

(12) For Kosovo, West Bank – Gaza Strip: This designation is without prejudice to positions on status and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.

Table 12.1a (page 1 of 3): Changes in the economic parities in the 6 months to 1st January 2023 (for staff serving in Extra-EU delegations)

Place of employment				Economic Parities	Economic Parities	CHANGE (in %)	Implicit Index
Code		Country	City	Jan-23	Jul-22	Jan-2023 - Jul-2022	Jan-2023 - Jul-2022
BEL	(1)	Belgium / Luxembourg	Brussels / Luxembourg	1.000	1.000	0.0	3.7
AFG	(5)	Afghanistan	Kabul	0	0		
AGO		Angola	Luanda	886.0	872.8	1.5	5.3
ALB	(9)	Albania	Tirana	70.78	68.08	4.0	7.8
ARE		United Arab Emirates	Abu Dhabi	3.724	3.625	2.7	6.5
ARG		Argentina	Buenos Aires	161.0	112.9	42.6	47.9
ARM		Armenia	Yerevan	509.5	510.7	-0.2	3.5
AUS	(7)	Australia	Canberra	1.631	1.634	-0.2	3.5
AZE		Azerbaijan	Baku	1.898	1.825	4.0	7.8
BDI		Burundi	Bujumbura	2206	2118	4.2	8.0
BEN	(3)	Benin	Cotonou	642.4	635.1	1.1	4.9
BFA	(3)	Burkina Faso	Ouagadougou	575.9	595.4	-3.3	0.3
BGD		Bangladesh	Dhaka	87.21	83.59	4.3	8.2
BIH	(9)	Bosnia and Herzegovina	Sarajevo	1.216	1.167	4.2	8.1
BLR		Belarus	Minsk	2.375	2.179	9.0	13.0
BOL		Bolivia	La Paz	5.778	5.907	-2.2	1.4
BRA		Brazil	Brasilia	5.755	5.159	11.6	15.7
BRB		Barbados	Bridgetown	2.597	2.603	-0.2	3.5
BWA		Botswana	Gaborone	10.20	9.312	9.5	13.6
CAF	(3)	Central African Republic	Bangui	676.1	669.4	1.0	4.7
CAN	(7)	Canada	Ottawa	1.476	1.455	1.4	5.2
CHE	(8)	Switzerland	Berne	1.359	1.343	1.2	4.9
CHE	(8)	Switzerland	Geneva	1.359	1.343	1.2	4.9
CHL	(7)	Chile	Santiago	682.1	654.6	4.2	8.1
CHN		China	Beijing	5.979	6.157	-2.9	0.7
CIV	(3)	Côte d'Ivoire	Abidjan	564.1	572.1	-1.4	2.2
CMR	(3)	Cameroon	Yaoundé	583.8	585.5	-0.3	3.4
COD		Democratic Republic of the Congo	Kinshasa	3126	2934	6.5	10.5
COG	(3)	Congo	Brazzaville	748.7	714.7	4.8	8.6
COL		Colombia	Bogotá	3439	3082	11.6	15.7
CPV		Cabo Verde	Praia	76.26	75.85	0.5	4.3
CRI		Costa Rica	San José	581.0	586.1	-0.9	2.8
CUB	(2)	Cuba	Havana	1.416	1.261	12.3	16.4
DJI		Djibouti	Djibouti	205.3	214.2	-4.2	-0.6
DOM		Dominican Republic	Santo Domingo	46.11	46.43	-0.7	3.0
DZA		Algeria	Algiers	93.65	93.80	-0.2	3.5
ECU	(2)	Ecuador	Quito	0.9212	0.9380	-1.8	1.8
EGY		Egypt	Cairo	16.32	14.80	10.3	14.4
ERI		Eritrea	Asmara	17.48	17.49	-0.1	3.6
ETH		Ethiopia	Addis Ababa	47.11	42.10	11.9	16.0
FJI		Fiji	Suva	1.661	1.677	-1.0	2.7
GAB	(3)	Gabon	Libreville	722.3	696.1	3.8	7.6
GBR	(8)	United Kingdom	London	0.9638	0.9421	2.3	6.1
GEO		Georgia	Tbilisi	2.594	2.571	0.9	4.6
GHA		Ghana	Accra	8.641	7.019	23.1	27.7
GIN		Guinea	Conakry	11588	11607	-0.2	3.5
GMB		The Gambia	Banjul	57.54	56.43	2.0	5.7
GNB	(3)	Guinea-Bissau	Bissau	469.1	460.7	1.8	5.6
GRL		Greenland	Nuuk	8.507	8.598	-1.1	2.6
GTM		Guatemala	Guatemala City	8.578	8.420	1.9	5.6
GUY		Guyana	Georgetown	225.7	212.6	6.2	10.1
HKG		Hong Kong	Hong Kong	9.698	9.922	-2.3	1.4
HND		Honduras	Tegucigalpa	23.41	23.26	0.6	4.4
HTI		Haiti	Port-au-Prince	129.4	117.5	10.1	14.2
IDN		Indonesia	Jakarta	11476	11466	0.1	3.8
IND		India	New Delhi	82.59	82.22	0.5	4.2
IRN		Iran	Tehran	111738	100442	11.2	15.4
IRQ	(5)	Iraq	Baghdad	0	0		
ISL	(8)	Iceland	Reykjavik	192.2	187.9	2.3	6.1
ISR	(7)	Israel	Tel-Aviv	4.135	4.208	-1.7	1.9
JAM		Jamaica	Kingston	200.8	178.9	12.2	16.4
JOR		Jordan	Amman	0.7153	0.7095	0.8	4.5
JPN	(7)	Japan	Tokyo	134.8	133.1	1.3	5.0
KAZ		Kazakhstan	Astana	408.5	384.4	6.3	10.2
KEN		Kenya	Nairobi	126.0	125.6	0.3	4.0
KGZ		Kyrgyzstan	Bishkek	76.09	74.41	2.3	6.0
KHM		Cambodia	Phnom Penh	3877	4098	-5.4	-1.9
KOR	(7)	South Korea	Seoul	1245	1229	1.3	5.1
KWT		Kuwait	Kuwait City	0.2929	0.2979	-1.7	2.0

Table 12.1a (page 2 of 3): Changes in the economic parities in the 6 months to 1st January 2023 (for staff serving in Extra-EU delegations)

Place of employment				Economic Parities	Economic Parities	CHANGE (in %)	Implicit Index
Code		Country	City	Jan-23	Jul-22	Jan-2023 - Jul-2022	Jan-2023 - Jul-2022
LAO		Laos	Vientiane	10682	9551	11.8	16.0
LBN	(5)	Lebanon	Beirut	0	0		
LBR		Liberia	Monrovia	253.1	225.4	12.3	16.4
LBY	(5)	Libya	Tripoli	0	0		
LKA		Sri Lanka	Colombo	333.3	230.4	44.7	50.0
LSO		Lesotho	Maseru	10.98	10.80	1.7	5.4
MAR		Morocco	Rabat	8 292	8 507	-2.5	1.1
MDA		Moldova	Chisinau	18.84	16.13	16.8	21.1
MDG		Madagascar	Antananarivo	3908	3700	5.6	9.5
MEX	(7)	Mexico	Mexico City	14.78	14.34	3.1	6.9
MKD	(9)	North Macedonia	Skopje	32.64	30.81	5.9	9.9
MLI	(3)	Mali	Bamako	647.7	607.6	6.6	10.5
MMR		Myanmar/Burma	Yangon	1523	1428	6.7	10.6
MNE	(4)(9)	Montenegro	Podgorica	0.5838	0.6066	-3.8	-0.2
MNG		Mongolia	Ulan Bator	2447	2362	3.6	7.4
MOZ		Mozambique	Maputo	74.79	75.60	-1.1	2.6
MRT		Mauritania	Nouakchott	35.06	31.62	10.9	15.0
MUS		Mauritius	Port Louis	36.48	36.31	0.5	4.2
MWI		Malawi	Lilongwe	823.2	746.6	10.3	14.3
MYS		Malaysia	Kuala Lumpur	3.824	3.843	-0.5	3.2
NAM		Namibia	Windhoek	13.25	13.14	0.8	4.6
NCL		New Caledonia	Nouméa	113.5	115.7	-1.9	1.7
NER	(3)	Niger	Niamey	538.9	501.8	7.4	11.4
NGA		Nigeria	Abuja	448.7	397.3	12.9	17.1
NIC		Nicaragua	Managua	34.28	34.03	0.7	4.5
NOR	(8)	Norway	Oslo	13.50	13.26	1.8	5.6
NPL		Nepal	Kathmandu	98.28	95.19	3.2	7.1
NZL	(7)	New Zealand	Wellington	1.589	1.441	10.3	14.4
PAK		Pakistan	Islamabad	174.4	149.1	17.0	21.3
PAN	(2)	Panama	Panama City	1.109	1.156	-4.1	-0.5
PER		Peru	Lima	3.703	3.684	0.5	4.2
PHL		Philippines	Manila	51.37	50.98	0.8	4.5
PNG		Papua New Guinea	Port Moresby	3.789	3.847	-1.5	2.1
PRY		Paraguay	Asunción	5349	5007	6.8	10.8
PSE	(10)	West Bank — Gaza Strip	East Jerusalem	4.135	4.208	-1.7	1.9
QAT		Qatar	Doha	4.440	4.379	1.4	5.1
RUS		Russia	Moscow	79.70	84.07	-5.2	-1.7
RWA		Rwanda	Kigali	1104	950.9	16.1	20.4
SAU		Saudi Arabia	Riyadh	4.052	3.863	4.9	8.8
SDN	(5)	Sudan	Khartoum	0	0		
SEN	(3)	Senegal	Dakar	559.4	552.3	1.3	5.0
SGP		Singapore	Singapore	1.827	1.711	6.8	10.7
SLE		Sierra Leone	Freetown	15257	13593	12.2	16.4
SLV	(2)	El Salvador	San Salvador	0.9519	0.8715	9.2	13.3
SOM	(5)	Somalia	Mogadishu	0	0		
SRB	(9)	Serbia	Belgrade	75.87	73.76	2.9	6.7
SSD		South Sudan	Juba	216.3	256.3	-15.6	-12.5
STP		São Tomé and Príncipe	São Tomé	24.87	24.37	2.1	5.8
SWZ		eSwatini	Mbabane	12.31	11.10	10.9	15.0
SYR	(5)	Syria	Damascus	0	0		
TCO	(3)	Chad	N'Djamena	636.4	617.1	3.1	6.9
TGO	(3)	Togo	Lomé	628.3	627.6	0.1	3.8
THA		Thailand	Bangkok	25.99	26.64	-2.4	1.2
TJK		Tajikistan	Dushanbe	8.331	8.512	-2.1	1.5
TKM		Turkmenistan	Ashgabat	5.336	5.079	5.1	8.9
TLS	(2)	Timor-Leste	Dili	0.8471	0.8645	-2.0	1.6
TTO		Trinidad and Tobago	Port-of-Spain	7.332	7.319	0.2	3.9
TUN		Tunisia	Tunis	2.451	2.405	1.9	5.7
TUR	(8)	Türkiye	Ankara	8.550	7.340	16.5	20.8
TWN		Taiwan	Taipei	25.49	26.41	-3.5	0.1
TZA		Tanzania	Dar es Salaam	2436	2494	-2.3	1.3
UGA		Uganda	Kampala	3316	2956	12.2	16.3
UKR		Ukraine	Kyiv	31.29	26.62	17.5	21.9
URY		Uruguay	Montevideo	40.17	40.14	0.1	3.8
USA		United States	New York	1.157	1.195	-3.2	0.4
USA		United States	San Francisco	1.094	1.099	-0.5	3.2
USA	(7)	United States	Washington DC	1.094	1.099	-0.5	3.2
UZB		Uzbekistan	Tashkent	8493	8342	1.8	5.6
VEN	(5)	Venezuela	Caracas	0	0		

Table 12.1a (page 3 of 3): Changes in the economic parities in the 6 months to 1st January 2023 (for staff serving in Extra-EU delegations)

Place of employment				Economic Parities	Economic Parities	CHANGE (in %)	Implicit Index
Code		Country	City	Jan-23	Jul-22	Jan-2023 - Jul-2022	Jan-2023 - Jul-2022
VNM		Vietnam	Hanoi	17802	18459	-3.6	0.0
XKX	(4)(9)(10)	Kosovo	Pristina	0.5602	0.5623	-0.4	3.3
YEM	(5)	Yemen	Sana'a	0	0		
ZAF		South Africa	Pretoria	11.34	11.25	0.8	4.5
ZMB		Zambia	Lusaka	18.08	16.72	8.1	12.1
ZWE	(5)	Zimbabwe	Harare	0	0		

In table above:

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

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

(2) 1 euro = USD (5 Duty Stations: Cuba - Ecuador - El Salvador - Panama - Timor-Leste)

(3) 1 euro = CFA (13 Duty Stations: Benin - Burkina Faso - Cameroon - Central African Republic - Chad - Congo - Gabon - Guinea-Bissau - Côte d'Ivoire - 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 (0 Duty Station:)

(7) ISRP PPP processed (9 Duty Stations: Australia - Canada - Chile - Israel - Japan - Mexico - New Zealand - South Korea - United States (Washington DC))

(8) ECP PPP processed (7 Duty Stations: Iceland - Kosovo - Norway - Switzerland (Berne, Geneva) - Türkiye - United Kingdom)

(9) ECP Balkan Duty stations (5 Duty Stations: Albania - Bosnia and Herzegovina - North Macedonia - Montenegro - Serbia)

(10) For Kosovo, West Bank – Gaza Strip: This designation is without prejudice to positions on status and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.

Table 12.1b (page 1 of 3): Changes in the economic parities in the 6 months to 1st July 2023 (for staff serving in Extra-EU delegations)

Code	Place of employment		Economic Parities	Economic Parities	CHANGE (in %)	Implicit Index
	Country	City	Jul-23	Jan-23	Jul-2023 - Jan-2023	Jul-2023 - Jan-2023
BEL	⁽¹⁾ Belgium / Luxembourg	Brussels / Luxembourg	1.000	1.00000	0	0.9
AFG	⁽⁵⁾ Afghanistan	Kabul	0	0		
AGO	Angola	Luanda	933.4	886.000	5.3	6.3
ALB	⁽⁹⁾ Albania	Tirana	70.56	70.7800	-0.3	0.6
ARE	⁽⁶⁾ United Arab Emirates	Abu Dhabi	4.269	3.72400	14.6	15.7
ARG	Argentina	Buenos Aires	241.3	161.000	49.9	51.2
ARM	Armenia	Yerevan	526.0	509.500	3.2	4.2
AUS	⁽⁷⁾ Australia	Canberra	1.686	1.63100	3.4	4.3
AZE	Azerbaijan	Baku	2.014	1.89800	6.1	7.1
BDI	Burundi	Bujumbura	2415	2206.00	9.5	10.5
BEN	⁽³⁾ Benin	Cotonou	648.7	642.400	1.0	1.9
BFA	⁽³⁾⁽⁶⁾ Burkina Faso	Ouagadougou	605.4	575.900	5.1	6.1
BGD	⁽⁶⁾ Bangladesh	Dhaka	96.64	87.2100	10.8	11.8
BIH	⁽⁹⁾ Bosnia and Herzegovina	Sarajevo	1.196	1.21600	-1.6	-0.8
BLR	Belarus	Minsk	2.309	2.37500	-2.8	-1.9
BOL	Bolivia	La Paz	5.853	5.77800	1.3	2.2
BRA	Brazil	Brasilia	5.940	5.75500	3.2	4.1
BRB	Barbados	Bridgetown	2.747	2.59700	5.8	6.7
BWA	Botswana	Gaborone	10.20	10.2000	0.0	0.9
CAF	⁽³⁾⁽⁶⁾ Central African Republic	Bangui	684.6	676.100	1.3	2.2
CAN	⁽⁷⁾ Canada	Ottawa	1.441	1.47600	-2.4	-1.5
CHE	⁽⁸⁾ Switzerland	Berne	1.392	1.35900	2.4	3.4
CHE	⁽⁸⁾ Switzerland	Geneva	1.392	1.35900	2.4	3.4
CHL	⁽⁷⁾ Chile	Santiago	694.1	682.100	1.8	2.7
CHN	⁽⁶⁾ China	Beijing	6.508	5.97900	8.8	9.8
CIV	⁽³⁾ Côte d'Ivoire	Abidjan	573.7	564.100	1.7	2.6
CMR	⁽³⁾ Cameroon	Yaoundé	608.7	583.800	4.3	5.2
COD	Democratic Republic of the Congo	Kinshasa	3642	3126.00	16.5	17.6
COG	⁽³⁾ Congo	Brazzaville	889.9	748.700	18.9	19.9
COL	Colombia	Bogotá	3706	3439.00	7.8	8.7
CPV	Cabo Verde	Praia	75.99	76.2600	-0.4	0.5
CRI	Costa Rica	San José	570.5	581.000	-1.8	-0.9
CUB	⁽²⁾ Cuba	Havana	1.708	1.41600	20.6	21.7
DJI	Djibouti	Djibouti	202.6	205.300	-1.3	-0.4
DOM	Dominican Republic	Santo Domingo	46.51	46.1100	0.9	1.8
DZA	Algeria	Algiers	103.0	93.6500	10.0	11.0
ECU	⁽²⁾ Ecuador	Quito	0.9242	0.921200	0.3	1.2
EGY	Egypt	Cairo	19.59	16.3200	20.0	21.1
ERI	Eritrea	Asmara	17.98	17.4800	2.9	3.8
ETH	Ethiopia	Addis Ababa	57.69	47.1100	22.5	23.6
FJI	⁽⁶⁾ Fiji	Suva	1.840	1.66100	10.8	11.8
GAB	⁽³⁾ Gabon	Libreville	738.5	722.300	2.2	3.2
GBR	⁽⁸⁾ United Kingdom	London	0.9924	0.963800	3.0	3.9
GEO	Georgia	Tbilisi	2.513	2.59400	-3.1	-2.3
GHA	Ghana	Accra	9.211	8.64100	6.6	7.6
GIN	Guinea	Conakry	12109	11588.0	4.5	5.4
GMB	The Gambia	Banjul	64.97	57.5400	12.9	13.9
GNB	⁽³⁾⁽⁶⁾ Guinea-Bissau	Bissau	549.7	469.100	17.2	18.2
GRL	Greenland	Nuuk	8.817	8.50700	3.6	4.6
GTM	Guatemala	Guatemala City	8.499	8.57800	-0.9	0.0
GUY	Guyana	Georgetown	224.8	225.700	-0.4	0.5
HKG	Hong Kong	Hong Kong	10.05	9.69800	3.6	4.6
HND	Honduras	Tegucigalpa	23.75	23.4100	1.5	2.4
HTI	⁽⁶⁾ Haiti	Port-au-Prince	184.0	129.400	42.2	43.5
IDN	Indonesia	Jakarta	11696	11476.0	1.9	2.8
IND	India	New Delhi	83.86	82.5900	1.5	2.5
IRN	⁽⁶⁾ Iran	Tehran	97846	111738	-12.4	-11.6
IRQ	⁽⁵⁾ Iraq	Baghdad	0	0		
ISL	⁽⁸⁾ Iceland	Reykjavik	204.7	192.200	6.5	7.5
ISR	⁽⁷⁾ Israel	Tel-Aviv	4.250	4.13500	2.8	3.7
JAM	Jamaica	Kingston	200.8	200.800	0.0	0.9
JOR	Jordan	Amman	0.7337	0.715300	2.6	3.5
JPN	⁽⁷⁾ Japan	Tokyo	137.0	134.800	1.6	2.5
KAZ	Kazakhstan	Astana	442.6	408.500	8.3	9.3
KEN	Kenya	Nairobi	129.7	126.000	2.9	3.9
KGZ	Kyrgyzstan	Bishkek	81.19	76.0900	6.7	7.7
KHM	Cambodia	Phnom Penh	3926	3877.00	1.3	2.2
KOR	⁽⁷⁾ South Korea	Seoul	1240	1245.00	-0.4	0.5
KWT	Kuwait	Kuwait City	0.2997	0.292900	2.3	3.2

Table 12.1b (page 2 of 3): Changes in the economic parities in the 6 months to 1st July 2023 (for staff serving in Extra-EU delegations)

Place of employment				Economic Parities	Economic Parities	CHANGE (in %)	Implicit Index
Code		Country	City	Jul-23	Jan-23	Jul-2023 - Jan-2023	Jul-2023 - Jan-2023
LAO		Laos	Vientiane	11900	10682.0	11.4	12.4
LBN	(5)(6)	Lebanon	Beirut	0	0		
LBR		Liberia	Monrovia	253.1	253.100	0.0	0.9
LBY	(5)	Libya	Tripoli	0	0		
LKA		Sri Lanka	Colombo	309.4	333.300	-7.2	-6.3
LSO	(6)	Lesotho	Maseru	11.92	10.9800	8.6	9.5
MAR		Morocco	Rabat	8.636	8.29200	4.1	5.1
MDA		Moldova	Chisinau	19.41	18.8400	3.0	4.0
MDG		Madagascar	Antananarivo	4082	3908.00	4.5	5.4
MEX	(7)	Mexico	Mexico City	14.86	14.7800	0.5	1.4
MKD	(9)	North Macedonia	Skopje	32.92	32.6400	0.9	1.8
MLI	(3)	Mali	Bamako	634.9	647.700	-2.0	-1.1
MMR		Myanmar/Burma	Yangon	1400	1523.00	-8.1	-7.2
MNE	(4)(9)	Montenegro	Podgorica	0.5848	0.583800	0.2	1.1
MNG	(6)	Mongolia	Ulan Bator	2728	2447.00	11.5	12.5
MOZ		Mozambique	Maputo	77.57	74.7900	3.7	4.7
MRT		Mauritania	Nouakchott	39.19	35.0600	11.8	12.8
MUS		Mauritius	Port Louis	37.39	36.4800	2.5	3.4
MWI		Malawi	Lilongwe	879.4	823.200	6.8	7.8
MYS		Malaysia	Kuala Lumpur	3.864	3.82400	1.0	2.0
NAM		Namibia	Windhoek	13.59	13.2500	2.6	3.5
NCL	(10)	New Caledonia	Nouméa	114.2	113.500	0.6	1.5
NER	(3)	Niger	Niamey	619.0	538.900	14.9	15.9
NGA		Nigeria	Abuja	505.3	448.700	12.6	13.6
NIC		Nicaragua	Managua	35.63	34.2800	3.9	4.9
NOR	(8)	Norway	Oslo	14.15	13.5000	4.8	5.8
NPL		Nepal	Kathmandu	102.0	98.2800	3.8	4.7
NZL	(7)	New Zealand	Wellington	1.746	1.58900	9.9	10.9
PAK		Pakistan	Islamabad	205.8	174.400	18.0	19.1
PAN	(2)	Panama	Panama City	1.127	1.10900	1.6	2.5
PER		Peru	Lima	3.754	3.70300	1.4	2.3
PHL		Philippines	Manila	52.25	51.3700	1.7	2.6
PNG		Papua New Guinea	Port Moresby	3.844	3.78900	1.5	2.4
PRY		Paraguay	Asunción	5451	5349.00	1.9	2.8
PSE	(12)	West Bank — Gaza Strip	East Jerusalem	4.250	4.13500	2.8	3.7
QAT		Qatar	Doha	4.665	4.44000	5.1	6.0
RUS		Russia	Moscow	81.80	79.7000	2.6	3.6
RWA		Rwanda	Kigali	1155	1104.00	4.6	5.6
SAU		Saudi Arabia	Riyadh	4.065	4.05200	0.3	1.2
SDN	(6)	Sudan	Khartoum	584.2	0		
SEN	(3)	Senegal	Dakar	569.3	559.400	1.8	2.7
SGP	(6)	Singapore	Singapore	1.905	1.82700	4.3	5.2
SLE	(11)	Sierra Leone	Freetown	18.30	15257.0	-99.9	-99.9
SLV	(2)	El Salvador	San Salvador	0.9833	0.951900	3.3	4.2
SOM	(5)	Somalia	Mogadishu	0	0		
SRB	(9)	Serbia	Belgrade	79.52	75.8700	4.8	5.8
SSD		South Sudan	Juba	263.0	216.300	21.6	22.7
STP		São Tomé and Príncipe	São Tomé	26.35	24.8700	6.0	6.9
SWZ		eSwatini	Mbabane	13.94	12.3100	13.2	14.3
SYR	(5)	Syria	Damascus	0	0		
TCO	(3)	Chad	N'Djamena	684.4	636.400	7.5	8.5
TGO	(3)	Togo	Lomé	645.6	628.300	2.8	3.7
THA	(6)	Thailand	Bangkok	28.96	25.9900	11.4	12.4
TJK		Tajikistan	Dushanbe	8.569	8.33100	2.9	3.8
TKM	(6)	Turkmenistan	Ashgabat	5.942	5.33600	11.4	12.4
TLS	(2)(5)	Timor-Leste	Dili	0.9765	0.847100	15.3	16.3
TTO		Trinidad and Tobago	Port-of-Spain	7.526	7.33200	2.6	3.6
TUN		Tunisia	Tunis	2.572	2.45100	4.9	5.9
TUR	(8)	Türkiye	Ankara	10.23	8.55000	19.6	20.7
TWN		Taiwan	Taipei	26.35	25.4900	3.4	4.3
TZA		Tanzania	Dar es Salaam	2489	2436.00	2.2	3.1
UGA		Uganda	Kampala	3577	3316.00	7.9	8.8
UKR		Ukraine	Kyiv	32.52	31.2900	3.9	4.9
URY		Uruguay	Montevideo	40.96	40.1700	2.0	2.9
USA		United States	New York	1.183	1.15700	2.2	3.2
USA		United States	San Francisco	1.108	1.09400	1.3	2.2
USA	(7)	United States	Washington DC	1.108	1.09400	1.3	2.2
UZB		Uzbekistan	Tashkent	9002	8493.00	6.0	6.9
VEN	(5)	Venezuela	Caracas	0	0		

Table 12.1b (page 3 of 3): Changes in the economic parities in the 6 months to 1st July 2023 (for staff serving in Extra-EU delegations)

Place of employment				Economic Parities	Economic Parities	CHANGE (in %)	Implicit Index
Code		Country	City	Jul-23	Jan-23	Jul-2023 - Jan-2023	Jul-2023 - Jan-2023
VNM		Vietnam	Hanoi	18094	17802.0	1.6	2.6
XKX	(4)(9)(12)	Kosovo	Pristina	0.5667	0.560200	1.2	2.1
YEM	(5)	Yemen	Sana'a	0	0		
ZAF		South Africa	Pretoria	11.61	11.3400	2.4	3.3
ZMB		Zambia	Lusaka	19.56	18.0800	8.2	9.2
ZWE	(5)	Zimbabwe	Harare	0	0		

In table above:

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

- (1) Figures are stated relative to Brussels, ie. Brussels PPP = 1, ER = 1, CC = 100%
- (2) 1 euro = USD (5 Duty Stations: Cuba - Ecuador - El Salvador - Panama - Timor-Leste)
- (3) 1 euro = CFA (13 Duty Stations: Benin - Burkina Faso - Cameroon - Central African Republic - Chad - Congo - Gabon - Guinea-Bissau - Côte d'Ivoire - Mali - Niger - Senegal - Togo)
- (4) Currency = Euro (2 Duty Stations: Kosovo - Montenegro)
- (5) Not available (9 Duty Stations: Afghanistan - Iraq - Lebanon - Libya - Somalia - Syria - Venezuela - Yemen - Zimbabwe)
- (6) UN P2P processed (17 Duty Stations: Bangladesh, Burkina Faso, Central African Republic, China, Fiji Island, Haiti, Iran, Lesotho, Lebanon, Mongolia, Singapore, Sudan, Thailand, Timor-Leste, Turkmenistan, United Arab Emirates)
- (7) ISRP PPP processed (9 Duty Stations: Australia - Canada - Chile - Israel - Japan - Mexico - New Zealand - South Korea - United States (Washington DC))
- (8) ECP PPP processed (6 Duty Stations: Iceland - Norway - Switzerland (Berne, Geneva) - Türkiye - United Kingdom)
- (9) ECP Balkan Duty stations (6 Duty Stations: Albania - Bosnia and Herzegovina - Kosovo -North Macedonia - Montenegro - Serbia)
- (10) Duty stations for which Intra-EU CC excluding rent is used (1 Duty Station: New Caledonia)
- (11) Sierra Leone: SLL currency was replaced by new currency SLE with effect from 1st October 2022 extended until 1st April 2023. Three zeros were cut off the SLL rate. Under the new currency SLE, the parity for January 2023 would be 15.26, and the % change January 2023-July 2023 would be +19.9%.
- (12) For Kosovo, West Bank – Gaza Strip: This designation is without prejudice to positions on status and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.

**Table 12.2 (page 1 of 3): Calculation of correction coefficients at 1st July 2023
(for staff serving in Extra- EU delegations)**

Code		Country	Code	City	Code	Parity	Exchange rate	Correction coefficient
Country			City		X-rates	[1]	[2]	100 * [1] / [2]
BEL	(1)	Belgium / Luxembourg	BRU	Brussels / Luxembourg	EUR	1.000	1.00000	100.0
AFG	(5)	Afghanistan	KBL	Kabul	AFN	0	0	0
AGO		Angola	LAD	Luanda	AOA	933.4	904.735	103.2
ALB	(9)	Albania	TIA	Tirana	ALL	70.56	106.905	66.0
ARE	(6)	United Arab Emirates	AUH	Abu Dhabi	AED	4.269	4.01542	106.3
ARG		Argentina	BUE	Buenos Aires	ARS	241.3	279.876	86.2
ARM		Armenia	EVN	Yerevan	AMD	526.0	422.200	124.6
AUS	(7)	Australia	CBR	Canberra	AUD	1.686	1.64800	102.3
AZE		Azerbaijan	BAK	Baku	AZN	2.014	1.85946	108.3
BDI		Burundi	BJM	Bujumbura	BIF	2415	3084.80	78.3
BEN	(3)	Benin	COO	Cotonou	XOF	648.7	655.957	98.9
BFA	(3)(6)	Burkina Faso	OUA	Ouagadougou	XOF	605.4	655.957	92.3
BGD	(6)	Bangladesh	DAC	Dhaka	BDT	96.64	118.327	81.7
BIH	(9)	Bosnia and Herzegovina	SJJ	Sarajevo	BAM	1.196	1.95580	61.2
BLR		Belarus	MSQ	Minsk	BYN	2.309	2.75455	83.8
BOL		Bolivia	LPB	La Paz	BOB	5.853	7.57457	77.3
BRA		Brazil	BSB	Brasilia	BRL	5.940	5.30060	112.1
BRB		Barbados	BDG	Bridgetown	BBD	2.747	2.20849	124.4
BWA		Botswana	GBE	Gaborone	BWP	10.20	14.6778	69.5
CAF	(3)(6)	Central African Republic	BGF	Bangui	XAF	684.6	655.957	104.4
CAN	(7)	Canada	YOW	Ottawa	CAD	1.441	1.45030	99.4
CHE	(6)	Switzerland	BRN	Berne	CHF	1.392	0.978300	142.3
CHE	(8)	Switzerland	GVA	Geneva	CHF	1.392	0.978300	142.3
CHL	(7)	Chile	SCL	Santiago	CLP	694.1	875.751	79.3
CHN	(6)	China	PEK	Beijing	CNY	6.508	7.91400	82.2
CIV	(3)	Côte d'Ivoire	ABJ	Abidjan	XOF	573.7	655.957	87.5
CMR	(3)	Cameroon	YAO	Yaoundé	XAF	608.7	655.957	92.8
COD		Democratic Republic of the Congo	FIH	Kinshasa	CDF	3642	2578.20	141.3
COG	(3)	Congo	BZV	Brazzaville	XAF	889.9	655.957	135.7
COL		Colombia	BOG	Bogotá	COP	3706	4538.18	81.7
CPV		Cabo Verde	RAI	Praia	CVE	75.99	110.265	68.9
CRI		Costa Rica	SJO	San José	CRC	570.5	593.906	96.1
CUB	(2)	Cuba	HAV	Havana	USDG	1.708	1.09380	156.2
DJI		Djibouti	DJI	Djibouti	DJF	202.6	194.751	104.0
DOM		Dominican Republic	SDO	Santo Domingo	DOP	46.51	60.3217	77.1
DZA		Algeria	ALG	Algiers	DZD	103.0	148.064	69.6
ECU	(2)	Ecuador	UIO	Quito	USDK	0.9242	1.09380	84.5
EGY		Egypt	CAI	Cairo	EGP	19.59	33.7212	58.1
ERI		Eritrea	ASM	Asmara	ERN	17.98	16.4890	109.0
ETH		Ethiopia	ADD	Addis Ababa	ETB	57.69	60.0110	96.1
FJI	(6)	Fiji	SUV	Suva	FJD	1.840	2.46844	74.5
GAB	(3)	Gabon	LBV	Libreville	XAF	738.5	655.957	112.6
GBR	(9)	United Kingdom	LON	London	GBP	0.9924	0.864000	114.9
GEO		Georgia	TBS	Tbilisi	GEL	2.513	2.86155	87.8
GHA		Ghana	ACC	Accra	GHS	9.211	12.5501	73.4
GIN		Guinea	CKY	Conakry	GNF	12109	9383.02	129.1
GMB		The Gambia	BTH	Banjul	GMD	64.97	68.3700	95.0
GNB	(3)(6)	Guinea-Bissau	BXO	Bissau	XOF	549.7	655.957	83.8
GRL		Greenland	GOH	Nuuk	DKK	8.817	7.44760	118.4
GTM		Guatemala	GUA	Guatemala City	GTQ	8.499	8.58086	99.0
GUY		Guyana	GEO	Georgetown	GYP	224.8	230.810	97.4
HKG		Hong Kong	HKG	Hong Kong	HKD	10.05	8.57130	117.3
HND		Honduras	TGU	Tegucigalpa	HNL	23.75	26.9272	88.2
HTI	(6)	Haiti	PAP	Port-au-Prince	HTG	184.0	151.491	121.5
IDN		Indonesia	JKT	Jakarta	IDR	11696	16408.1	71.3
IND		India	DEL	New Delhi	INR	83.86	89.7065	93.5
IRN	(6)	Iran	THR	Tehran	IRR	97846	45942.3	213.0
IRQ	(5)	Iraq	BGW	Baghdad	IQD	0	0	0
ISL	(6)	Iceland	REY	Reykjavik	ISK	204.7	149.100	137.3
ISR	(7)	Israel	TLV	Tel-Aviv	ILS	4.250	4.04390	105.1
JAM		Jamaica	KIN	Kingston	JMD	200.8	169.152	118.7
JOR		Jordan	AMM	Amman	JOD	0.7337	0.775500	94.6
JPN	(7)	Japan	TYO	Tokyo	JPY	137.0	157.740	86.9
KAZ		Kazakhstan	TSE	Astana	KZT	442.6	491.610	90.0
KEN		Kenya	NBO	Nairobi	KES	129.7	153.275	84.6
KGZ		Kyrgyzstan	FRU	Bishkek	KGS	81.19	95.5294	85.0
KHM		Cambodia	PNH	Phnom Penh	KHR	3926	4534.50	86.6
KOR	(7)	South Korea	SEL	Seoul	KRW	1240	1438.77	86.2
KWT		Kuwait	KWI	Kuwait City	KWD	0.2997	0.336290	89.1

**Table 12.2 (page 2 of 3): Calculation of correction coefficients at 1st July 2023
(for staff serving in Extra- EU delegations)**

Code		Country	Code	City	Code	Parity	Exchange rate	Correction coefficient
Country			City		X-rates	[1]	[2]	100 * [1] / [2]
LAO		Laos	VTE	Vientiane	LAK	11900	20380.0	58.4
LBN	(5)(6)	Lebanon	BEY	Beirut	LBP	0	0	0
LBR		Liberia	MLW	Monrovia	LRD	253.1	200.712	126.1
LBY	(5)	Libya	TIP	Tripoli	LYD	0	0	0
LKA		Sri Lanka	CMB	Colombo	LKR	309.4	335.848	92.1
LSO	(6)	Lesotho	MSU	Maseru	LSL	11.92	20.4645	58.2
MAR		Morocco	RBA	Rabat	MDL	8.636	10.7980	80.0
MDA		Moldova	KIV	Chisinau	MDL	19.41	19.9035	97.5
MDG		Madagascar	TNR	Antananarivo	MGA	4082	4966.50	82.2
MEX	(7)	Mexico	MEX	Mexico City	MXN	14.86	18.6836	79.5
MKD	(9)	North Macedonia	SKP	Skopje	MKD	32.92	61.5400	53.5
MLI	(3)	Mali	BKO	Bamako	XOF	634.9	655.957	96.8
MMR		Myanmar/Burma	RGN	Yangon	MMK	1400	2296.98	60.9
MNE	(4)(5)	Montenegro	POG	Podgorica	EUR	0.5848	1.00000	58.5
MNG	(6)	Mongolia	ULN	Ulan Bator	MNT	2728	3768.14	72.4
MOZ		Mozambique	MPO	Maputo	MZN	77.57	70.0350	110.8
MRT		Mauritania	NKC	Nouakchott	MRU	39.19	37.7155	103.9
MUS		Mauritius	PZL	Port Louis	MUR	37.39	50.2550	74.4
MWI		Malawi	LLW	Lilongwe	MWK	879.4	1150.23	76.5
MYS		Malaysia	KUH	Kuala Lumpur	MYR	3.864	5.10970	75.6
NAM		Namibia	WDH	Windhoek	NAD	13.59	20.4645	66.4
NCL	(10)	New Caledonia	NOU	Nouméa	XPF	114.2	119.300	95.7
NER	(3)	Niger	NIM	Niamey	XOF	619.0	655.957	94.4
NGA		Nigeria	ABV	Abuja	NGN	505.3	844.315	59.8
NIC		Nicaragua	MGA	Managua	NIO	35.63	40.0057	89.1
NOR	(8)	Norway	OSL	Oslo	NOK	14.15	11.7645	120.3
NPL		Nepal	KTM	Kathmandu	NPR	102.0	143.282	71.2
NZL	(7)	New Zealand	WLG	Wellington	NZD	1.746	1.79370	97.3
PAK		Pakistan	ISB	Islamabad	PKR	205.8	312.603	65.8
PAN	(2)	Panama	PAC	Panama City	USDI	1.127	1.09380	103.0
PER		Peru	LIM	Lima	PEN	3.754	3.96902	94.6
PHL		Philippines	MNL	Manila	PHP	52.25	60.4600	86.4
PNG		Papua New Guinea	MOR	Port Moresby	PGK	3.844	3.89253	98.8
PRY		Paraguay	ASU	Asunción	PYG	5451	7964.54	68.4
PSE	(12)	West Bank — Gaza Strip	JRE	East Jerusalem	ILS	4.250	4.04390	105.1
QAT		Qatar	DOH	Doha	QAR	4.665	3.98143	117.2
RUS		Russia	MOW	Moscow	RUB	81.80	93.8644	87.1
RWA		Rwanda	KGL	Kigali	RWF	1155	1264.92	91.3
SAU		Saudi Arabia	RUH	Riyadh	SAR	4.065	4.10230	99.1
SDN	(6)	Sudan	KRT	Khartoum	SDG	584.2	656.385	89.0
SEN	(3)	Senegal	DKR	Dakar	XOF	569.3	655.957	86.8
SGP	(6)	Singapore	SIN	Singapore	SGD	1.905	1.47900	128.8
SLE	(11)	Sierra Leone	FNA	Freetown	SLE	18.30	20.4400	89.5
SLV	(2)	El Salvador	SAL	San Salvador	USD	0.9833	1.09380	89.9
SOM	(5)	Somalia	MGP	Mogadishu	USDC	0	0	0
SRB	(9)	Serbia	BEG	Belgrade	RSD	79.52	117.270	67.8
SSD		South Sudan	JUB	Juba	SSP	263.0	1080.89	24.3
STP		São Tomé and Príncipe	TMS	São Tomé	STN	26.35	24.5000	107.6
SWZ		eSwatini	MTS	Mbabane	SZL	13.94	20.4645	68.1
SYR	(5)	Syria	DAM	Damascus	SYF	0	0	0
TCO	(3)	Chad	NDJ	N'Djamena	XAF	684.4	655.957	104.3
TGO	(3)	Togo	LPW	Lomé	XOF	645.6	655.957	98.4
THA	(6)	Thailand	BKK	Bangkok	THB	28.96	38.9280	74.4
TJK		Tajikistan	DYU	Dushanbe	TJS	8.569	12.0318	71.2
TKM	(6)	Turkmenistan	ASB	Ashgabat	TMT	5.942	3.82830	155.2
TLS	(2)(6)	Timor-Leste	DIL	Dili	USDC	0.9765	1.09380	89.3
TTO		Trinidad and Tobago	POS	Port-of-Spain	TTD	7.526	7.41420	101.5
TUN		Tunisia	TUN	Tunis	TND	2.572	3.37295	76.3
TUR	(8)	Türkiye	ANK	Ankara	TRY	10.23	28.4788	35.9
TWN		Taiwan	TPE	Taipei	TWD	26.35	33.8271	77.9
TZA		Tanzania	DAR	Dar es Salaam	TZS	2489	2635.49	94.4
UGA		Uganda	KAM	Kampala	UGX	3577	4010.50	89.2
UKR		Ukraine	IEV	Kyiv	UAH	32.52	40.1917	80.9
URY		Uruguay	MMD	Montevideo	UYU	40.96	41.0503	99.8
USA		United States	NYC	New York	USD	1.183	1.09380	108.2
USA		United States	SFO	San Francisco	USD	1.108	1.09380	101.3
USA	(7)	United States	WAS	Washington DC	USDJ	1.108	1.09380	101.3
UZB		Uzbekistan	TAS	Tashkent	UZS	9002	12602.9	71.4
VEN	(5)	Venezuela	CCS	Caracas	VES	0	0	0

**Table 12.2 (page 3 of 3): Calculation of correction coefficients at 1st July 2023
(for staff serving in Extra- EU delegations)**

Code		Country	Code	City	Code	Parity	Exchange rate	Correction coefficient
Country			City		X-rates	[1]	[2]	100 * [1] / [2]
VNM		Vietnam	HAN	Hanoi	VND	18094	25772.7	70.2
XKX	(4)(9)(12)	Kosovo	PRN	Pristina	EUR	0.5667	1.00000	56.7
YEM	(5)	Yemen	SAA	Sana'a	YER	0	0	0
ZAF		South Africa	PRY	Pretoria	ZAR	11.61	20.4645	56.7
ZMB		Zambia	LUN	Lusaka	ZMW	19.56	18.9941	103.0
ZWE	(5)	Zimbabwe	HRE	Harare	ZWL	0	0	0

In table above:

- (1) Figures are stated relative to Brussels, ie. Brussels PPP = 1, ER = 1, CC = 100%
- (2) 1 euro = USD (5 Duty Stations: Cuba - Ecuador - El Salvador - Panama - Timor Leste)
- (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 (9 Duty Stations: Afghanistan - Iraq - Lebanon - Libya - Somalia - Syria - Venezuela - Yemen - Zimbabwe)
- (6) UN P2P processed (17 Duty Stations: Bangladesh, Burkina Faso, Central African Republic, China, Fiji Island, Haiti, Iran, Lesotho, Lebanon, Mongolia, Singapore, Sudan, Thailand, Timor Leste, Turkmenistan, United Arab Emirates)
- (7) ISRP PPP processed (9 Duty Stations: Australia - Canada - Chile - Israel - Japan - Mexico - New Zealand - South Korea - United States (Washington))
- (8) ECP PPP processed (6 Duty Stations: Iceland - Norway - Switzerland (Bern, Geneva) - Türkiye - United Kingdom)
- (9) ECP Balkan Duty stations (6 Duty Stations: Albania - Bosnia and Herzegovina - Kosovo -North Macedonia - Montenegro - Serbia)
- (10) Duty stations for which Intra-EU CC excluding rent is used (1 Duty Station: New Caledonia)
- (11) Sierra Leone: SLL currency was replaced by new currency SLE with effect from 1st October 2022 extended until 1st April 2023. Three zeros were cut off the SLL rate.
- (12) For Kosovo, West Bank – Gaza Strip: This designation is without prejudice to positions on status and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.

Appendices

- Appendix 1a** Explanations and statistical analysis: specific indicators, control indicators, working time.
- Appendix 1b** Explanations and statistical analysis: cost of living in Belgium and Luxembourg.
- Appendix 1c** Explanations and statistical analysis: Correction coefficients for Intra-EU staff, Pensioners and Extra-EU staff.
- Appendix 2** Detailed remuneration tables; Summary information for EU27.
[see separate document]
- Appendix 3** Information at the level of analytical categories for Intra-EU staff, Pensioners, Joint Belgium-Luxembourg Index.
[see separate document]