

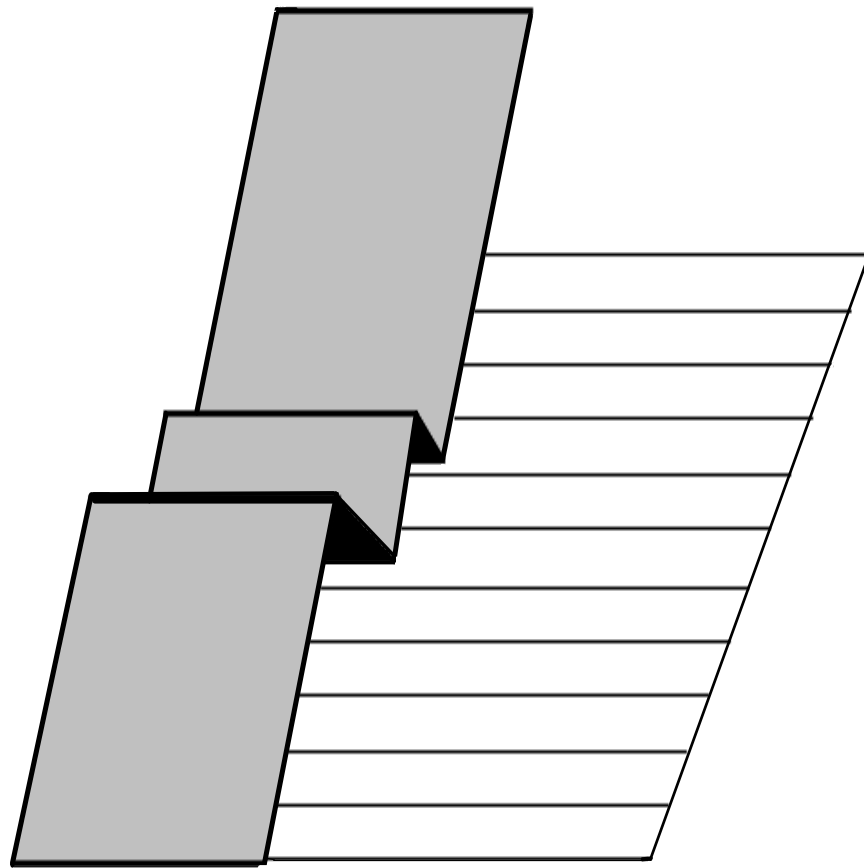
# Annex 1

## Annex 1 to the Eurostat Report on Annual Adjustment of Remuneration and Pensions

Explanations and statistical analyses

Reference period:  
Year to 1 July 2008

Commission Staff Working Paper



Statistical Office of the European Communities

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## Introduction

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

Articles 64 and 65 and Annex XI of the Staff Regulations, which are in force since 1 May 2004, define the method for the annual adjustment of the remuneration and pension of Community officials.

The value of the adjustment is equal to the product of the specific indicator and the change in the cost of living index in Brussels. Changes in the cost of living in places of employment other than Brussels and Luxembourg are derived indirectly from the value of the adjustment for Brussels and changes in the economic parities between Brussels and those other places.

Chapters 1, 2, 3 and 4 of this document examine respectively:

- the changes in the purchasing power of salaries of central government civil servants in the eight Member States belonging to the sample: Belgium, Germany, Spain, France, Italy, Luxembourg, Netherlands and United Kingdom (specific indicator);
- the changes in the cost of living for Brussels;
- the economic parities and correction coefficients for staff;
- the economic parities and correction coefficients for pensioners.

In Chapter 5 some information about working time in Central Governments of the eight sampled Member States is given.

All figures and calculations contained in this report are based on data supplied by the responsible authorities in the Member States. For any information concerning this annex, please contact Eurostat in Luxembourg:

Specific indicators for France and UK remain to be validated.

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## 1. EVOLUTION OF PURCHASING POWER OF NATIONAL OFFICIALS

### 1.1. General remarks on the calculation of the specific indicator

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

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

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

#### 1.1.1. Elements of remuneration

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

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

Not to be included:

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

#### 1.1.2. Net remuneration

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

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

Not to be included:

- voluntary contributions.

### **1.1.3. Reference period**

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

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

If Member States report remuneration data of a given month/year again (e.g. data concerning remuneration of July 2007 sent in 2007 and re-sent in 2008), the data should be exactly the same. If not, they have to provide Eurostat with a clear justification (e.g. change in the structure of grades and categories in the public administration).

### **1.1.4. Reference population**

The reference population relates to permanent statutory staff of the sub-sector “**central governments**” (S.1311 of ESA95) of Member States. It should be noted that the sub-sector S.1311 in ESA 95 is defined as follows:

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

The reference population should however exclude the following groups:

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

### **1.1.5. Sample of family types**

The specific indicator for each country is calculated on the basis of remuneration data of officials of two different family statuses - **single** and **married with two dependent children**, and each with a weight of 50%.

### **1.1.6. Function groups**

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

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

### *1.1.7. Sample of grades*

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

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

### *1.1.8. Sample of countries*

Article 1.4 of Annex XI specifies that to establish a global specific indicator for the European Union, Eurostat shall use a sample composed of the following 8 Member States: Belgium, Germany, Spain, France, Italy, Luxembourg, Netherlands and United Kingdom.

### *1.1.9. Calculation of country specific indicator*

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

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

## 1.2. Specific indicator - results by functional groups

Table 1.1 sets out the gross and net specific indicators both in nominal and real terms for each of the two function-groups.

**Table 1.1**  
**Nominal and real changes in the remuneration of national civil servants in the twelve-month period to 1st July 2008 (1.7.2007 = 100)**

Country		Nominal change			Real change		
		AD	AST	Total	AD	AST	Total
BE	Gross	104.0	104.1	104.1	98.3	98.4	98.4
	Net	105.6	105.8	105.7	99.8	100.0	99.9
DE	Gross	103.3	103.6	103.4	99.9	100.2	100.0
	Net	102.6	102.8	102.7	99.2	99.4	99.3
ES	Gross	104.0	105.8	105.0	99.0	100.7	99.9
	Net	103.7	105.3	104.7	98.7	100.2	99.6
FR	Gross	101.3	102.6	102.1	97.4	98.7	98.2
	Net	101.3	102.6	102.1	97.4	98.7	98.2
IT	Gross	101.4	101.7	101.6	97.5	97.8	97.7
	Net	101.2	101.3	101.3	97.3	97.4	97.4
LU	Gross	105.8	106.9	106.4	100.5	101.5	101.0
	Net	103.8	103.5	103.7	98.6	98.3	98.5
NL	Gross	101.9	101.1	101.5	99.6	98.8	99.2
	Net	101.4	101.1	101.2	99.1	98.8	98.9
UK	Gross	102.5	102.1	102.2	98.7	98.4	98.5
	Net	102.5	102.1	102.2	98.7	98.4	98.5
<b>Total</b>	<b>Gross</b>	<b>102.5</b>	<b>103.0</b>	<b>102.8</b>	<b>98.7</b>	<b>99.1</b>	<b>98.9</b>
	<b>Net</b>	<b>102.3</b>	<b>102.7</b>	<b>102.5</b>	<b>98.4</b>	<b>98.8</b>	<b>98.7</b>

## 1.3. Remuneration and taxes

Table 1.2 provides comparative information on gross and net remuneration as well as on the HICP inflation rate over 12 months.

**Table 1.2**

**Changes in the nominal gross and nominal net specific indicators in relation to the rate of inflation for the twelve-month period to 1st July 2008**

Country	Gross remuneration	Net remuneration	12 Months HICP
BE	104.1	105.7	105.8
DE	103.4	102.7	103.4
ES	105.0	104.7	105.1
FR	102.1	102.1	104.0
IT	101.6	101.3	104.0
LU	106.4	103.7	105.3
NL	101.5	101.2	102.3
UK	102.2	102.2	103.8
<b>Total</b>	<b>102.8</b>	<b>102.5</b>	<b>103.9</b>

#### 1.4. Cumulative specific indicators

Table 1.3 illustrates the changes in the remuneration of central government civil servants since 2000. This table shows the evolution of gross and net specific indicators at current prices, the development in consumer price indices as well as gross and net specific indicators in real terms. Over the period 2000-2008 the real net specific indicator for the European Union has increased by **0.7%**.

**Table 1.3**  
**Changes in the purchasing power of salaries of civil servants in the central government in the Member States (2000=100)**

Country	Nominal gross specific indicator	Nominal net specific indicator	Consumer price indices*	Real gross specific indicator	Real net specific indicator
BE	125.4	129.1	121.7	103.1	106.1
DE	107.3	111.6	116.9	91.7	95.4
ES	128.9	127.4	132.4	97.3	96.1
FR	125.9	121.4	118.5	106.3	102.4
IT	122.0	123.0	122.5	99.5	100.4
LU	133.3	133.7	126.2	105.6	105.9
NL	113.4	123.3	120.3	94.2	102.3
UK	128.9	127.9	121.2	106.4	105.6
<b>Total</b>	<b>121.1</b>	<b>121.9</b>		<b>100.1</b>	<b>100.7</b>

\* 2000-2004: National consumer price indices. 2005- : Harmonized index of consumer prices



## 1.5. Control Indicators

Annex XI mentions explicitly, between the possible control indicators, the real per capita emoluments in central government. Eurostat measures the variation, at constant prices, in the per capita wage bill in sub-sector S.1311 of the national accounts (per capita salary of central government). As this indicator is expressed in gross terms, it is compared with the real gross specific indicator.

The gross specific indicator and the control indicator are different by definition and it is natural to expect them to show some differences. Indeed, changes in the control indicator are determined not only by variations in collective labour agreements but also by intrinsic factors (changes in the average age of the reference population, promotion to higher categories, etc.) and by changes in incidental salary components such as overtime payments, productivity incentives, and early retirement compensation.

Furthermore, there are certain factors which distort the statistical comparability of the two indices (the quality of the sample used to calculate the specific indicator, differences in the reference populations, part-time work, employers' social contributions, etc.). The deflator used for the control indicator is the consumers' expenditure deflator in the national accounts; the deflator for the specific indicator is the consumer price index (till 2004, the national index; since 2005 the harmonized index). In addition control indicator values for the reference period are often estimates.

Eurostat identifies differences between the two indicators during the reference period, and therefore puts a greater emphasis on the medium-term trend analysis. For some Member States there are in fact divergences. However, if the conceptual and statistical differences between the gross specific indicator and in the control indicator are netted out, they show a parallel development. Table 1.4 presents the changes in these two indicators for the period 2000-2008.

**Table 1.4**  
**Comparison of the gross specific indicator and the control indicator in real terms**  
**Medium-term trend (2000 = 100)**

Country	Real gross specific indicator [1]	Control indicator * [2]	Difference (%) [3]
BE	103.1	112.4	9.1
DE	91.7	105.1	14.6
ES	97.3	164.3	68.8
FR	106.3	104.9	-1.3
IT	99.5	104.9	5.4
LU	105.6	101.6	-3.8
NL	94.2	109.3	16.0
UK	106.4	123.8	16.4
<b>Total</b>	<b>100.1</b>	<b>110.5</b>	<b>10.4</b>

\*Eurostat and DG-ECFIN estimates. No data for Luxembourg for 2007 and 2008.

## 2. CHANGES IN THE COST OF LIVING IN BRUSSELS

Article 64 and Annex XI of the Staff Regulations state that Eurostat shall draw up an index, based on the data provided by the Belgian authorities, to measure the changes in the cost of living for officials of the Communities in Brussels.

This index, known as **Brussels International Index** (BII), shall take into account the changes between June of the previous year and June of the current year and shall be based on methodology defined by the Working Group on Article 64 of the Staff Regulations.

The following price indices are used to calculate Brussels International Index:

- 1) For all 80 basic headings except for those stated in points 2) and 3) the Belgian harmonised indices of consumer prices (HICP).
- 2) In order to take account of the specific situation in Brussels, for the following 9 basic headings the Brussels specific consumer price indices are used. These indices are provided by the “*Service public federal Economie, P.M.E.*”
  - Water supply
  - Electricity
  - Gas
  - Other services in respect of personal transport equipment
  - Passenger transport by road
  - Combined passenger transport
  - Restaurants, cafes and the like
  - Accommodation services
  - Hairdressing salons and personal grooming establishments
- 3) The basic headings figures for accommodation costs for tenants (rents index) and owner-occupiers (imputed rents index) are replaced in the Brussels International Index by an index calculated by Eurostat based on the results of an annual survey carried out among EC staff employed in Brussels.

The weights used to aggregate the 80 basic headings of this index are derived from family budget surveys (FBS) carried out among EU officials in Brussels. The details of the calculation of the BII corresponding to this annual review are given in the Eurostat Report. Table 2.1 shows both the annual and cumulative changes in the Brussels cost-of-living index since 1991. The smaller table underneath shows the change since 2004.

During the years 1990-2003 the cost of living in Brussels was calculated as a weighted index composed of the Joint Index and the Brussels capital component index. Since 2004, according to the Staff Regulations it is calculated as described above (Brussels International Index).

**Table 2.1**  
**Brussels Cost-of-living index**

	Measure for increase in cost-of-living in Brussels*	
	Previous year = 100	1990 = 100
1991	104.1	104.1
1992	103.5	107.7
1993	102.2	110.1
1994	102.4	112.8
1995	100.9	113.8
1996	101.5	115.5
1997	101.5	117.2
1998	101.4	118.9
1999	100.9	119.9
2000	102.4	122.8
2001	103.1	126.6
2002	101.3	128.3
2003	102.3	131.2
2004	101.9	133.7
2005	102.2	136.6
2006	102.1	139.5
2007	101.4	141.5
2008	104.4	147.7

\*Till 2003: Weighted index, composed of Joint Index and Brussels Index  
2004 - : Brussels International Index (BII)

	Measure for increase in cost-of-living in Brussels*	
	Previous year = 100	2003 = 100
2003	n.a.	100.0
2004	101.9	101.9
2005	102.2	104.1
2006	102.1	106.3
2007	101.4	107.8
2008	104.4	112.6

\* Brussels International Index (BII)

### **3. EQUIVALENCE OF PURCHASING POWER OF EC OFFICIALS IN THE MEMBER STATES**

#### **3.1. Economic parities and correction coefficients**

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

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

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

For the 2008 annual review, new parities obtained from price surveys have been integrated for the following groups:

- Food, beverages and tobacco (Spring survey 2006);
- Personal appearance (Autumn survey 2006).

The 80 basic parities are then updated using the price index ratio between the place of employment and Brussels.

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

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

New consumption weights have been introduced this year for duty stations in 5 locations: Greece, Spain, Italy, Varese and Portugal.

Using the 80 basic parities and the specific weights the overall parity is calculated in two ways: the first uses the consumption pattern for the reference city (Brussels) (this is a type of Laspeyres index); the second uses the consumption pattern for the place of employment (this is a type of Paasche index).

In accordance with the standard practice for international comparisons both types of index are calculated and the geometric mean of the results (the Fisher index) is used as the economic parity.

The correction coefficients applicable to the salaries of the European institution officials working in the capitals and places of employment other than Brussels and Luxembourg, which are calculated for the month of July, are determined on the basis of the relationships between the economic parities and the exchange rates fixed by the Commission and specified in the Staff Regulations for the relevant countries. The correction coefficient operates as a percentage adjustment to salaries to take account of the cost of living differences between Brussels and the various duty stations.

The details of the economic parities calculation, at the level of 12 main consumption groups, are shown in table 3.1 for all capitals and other places apart from Brussels and Luxembourg. This table also includes information about the consumption weights by country and by expenditure groups.

### **3.2. Rents and rent parities**

Changes in the rent parities are provided in the Table 3.2 which shows also the average rents by type of dwelling on which the calculation is based. The average rents used to compute the rent parities are in fact weighted moving averages, based on a six-year model, to take into account the average occupancy length, which is estimated to be six years. Any annual updating of rents during the life of the typical lease is included in the model by using the appropriate adjustment indices.

**Table 3.1 (Continued on next page)**  
**Economic parities of the 12 main expenditure groups for each duty station**  
**1.07.2008**  
**(for staff)**

Expenditure Groups	BE	BG-Sofia		CZ-Prague		DK-Copenhagen		DE-Berlin		DE-Bonn		DE-Karlsruhe	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	129.5	125.6	1.245	128.4	19.01	54.2	9.893	104.6	0.951	104.6	0.977	104.6	0.968
2	21.8	37.9	1.622	25.9	22.20	12.6	9.379	23.2	0.849	23.2	0.837	23.2	0.842
3	46.7	46.9	1.308	73.6	24.87	50.1	7.538	49.1	0.915	49.1	0.902	49.1	0.927
4	245.7	228.9	1.360	273.7	31.40	335.8	11.42	248.8	0.954	248.8	0.879	248.8	0.854
5	85.3	97.6	1.044	110.8	20.77	67.4	9.040	89.6	0.901	89.6	0.935	89.6	0.891
6	18.5	3.2	1.166	4.0	23.74	11.3	8.372	15.4	1.119	15.4	1.142	15.4	1.128
7	151.0	163.2	1.878	129.3	23.26	181.2	12.02	180.9	1.127	180.9	1.142	180.9	1.138
8	21.5	41.9	2.165	18.9	33.69	25.3	6.236	21.0	0.965	21.0	0.927	21.0	1.014
9	109.9	117.8	1.529	87.0	24.32	116.4	10.31	134.8	1.076	134.8	1.078	134.8	1.032
10	18.2	0.0	-	0.0	-	32.6	9.944	13.7	1.590	13.7	1.590	13.7	1.590
11	90.8	74.1	0.986	79.0	16.05	43.0	11.29	77.9	0.883	77.9	0.912	77.9	0.903
12	61.2	63.0	1.347	69.2	21.91	70.1	9.685	41.0	0.932	41.0	0.942	41.0	0.936
Rents	195.7	190.1	1.606	253.5	33.92	246.7	11.93	198.0	0.940	198.0	0.849	198.0	0.816
Total without rents	804.3	809.9	1.332	746.4	21.25	753.3	10.01	802.0	1.001	802.0	1.014	802.0	1.003
Global parity	1000.0	1000.0	1.378	999.9	23.55	1000.0	10.40	1000.0	0.989	1000.0	0.980	1000.0	0.964

Expenditure Groups	BE	DE-Munich		EE-Tallinn		EL-Athens		ES-Madrid		FR-Paris		IE-Dublin	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	129.5	104.6	0.969	135.2	12.57	142.1	0.920	120.8	0.846	98.6	0.932	85.1	1.144
2	21.8	23.2	0.844	27.3	12.35	28.7	1.049	22.8	0.817	20.7	0.990	19.7	1.656
3	46.7	49.1	0.940	77.5	14.12	48.8	0.997	40.6	0.916	50.8	0.891	55.5	0.806
4	245.7	248.8	1.121	225.4	14.80	189.7	0.923	244.0	1.246	285.0	1.583	223.8	1.530
5	85.3	89.6	0.911	116.7	10.82	109.2	0.937	91.5	1.000	89.2	1.044	95.6	0.961
6	18.5	15.4	1.125	4.2	12.78	19.7	0.842	17.0	0.767	14.1	1.047	21.3	1.276
7	151.0	180.9	1.144	146.7	14.60	142.2	0.968	135.6	1.085	153.1	1.076	165.5	1.184
8	21.5	21.0	0.977	19.9	11.33	23.1	1.009	20.3	1.046	20.4	1.024	14.6	1.152
9	109.9	134.8	1.080	91.2	14.58	96.8	1.057	96.4	0.996	118.7	1.078	135.1	1.166
10	18.2	13.7	1.590	0.0	-	19.8	0.637	38.4	0.759	14.6	0.950	48.4	1.196
11	90.8	77.9	1.012	83.2	11.34	118.7	0.988	119.2	0.948	71.7	1.059	63.8	1.250
12	61.2	41.0	1.010	72.8	12.76	61.3	0.887	53.4	0.928	63.1	1.092	71.6	1.205
Rents	195.7	198.0	1.178	207.0	16.13	138.9	1.091	200.9	1.425	232.5	1.825	185.3	1.708
Total without rents	804.3	802.0	1.025	793.0	12.69	861.1	0.926	799.1	0.935	767.5	1.019	814.7	1.126
Global parity	1000.0	1000.0	1.053	1000.0	13.30	1000.0	0.950	1000.0	1.016	1000.0	1.155	1000.0	1.219

**Table 3.1 (Continuation)**  
**Economic parities of the 12 main expenditure groups for each duty station**  
**1.07.2008**  
**(for staff)**

Expenditure Groups	BE	IT-Rome		IT-Varese		CY-Nicosia		LV-Riga		LT-Vilnius		HU-Budapest	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	129.5	123.4	1.054	136.7	1.089	139.9	0.934	130.7	0.5616	131.2	2.432	122.7	204.9
2	21.8	20.0	1.049	20.9	1.022	28.2	1.009	26.4	0.6392	26.5	2.509	24.8	189.8
3	46.7	48.9	0.976	47.3	0.953	80.1	0.900	74.9	0.5946	75.1	2.676	70.3	206.8
4	245.7	242.0	1.374	219.8	0.812	197.0	0.647	251.1	0.7487	249.1	3.348	298.3	302.1
5	85.3	96.0	1.058	92.6	1.092	120.7	0.861	112.8	0.4836	113.2	2.213	105.9	160.9
6	18.5	20.2	1.234	23.9	1.233	4.4	1.008	4.1	0.5593	4.1	2.610	3.8	195.8
7	151.0	145.5	1.093	153.4	1.068	151.8	1.110	141.9	0.5597	142.3	2.645	133.2	231.6
8	21.5	16.6	0.817	16.2	0.814	20.6	0.471	19.3	0.5388	19.3	1.802	18.1	208.9
9	109.9	115.5	1.055	115.5	1.084	95.7	1.090	88.0	0.6105	87.8	2.612	81.5	219.1
10	18.2	21.9	0.998	19.8	0.998	0.0	-	0.0	-	0.0	-	0.0	-
11	90.8	89.3	0.953	93.4	0.985	86.1	1.090	80.4	0.5339	80.7	2.116	75.5	197.5
12	61.2	60.7	1.010	60.5	0.985	75.4	0.876	70.4	0.6046	70.7	2.669	66.1	181.8
Rents	195.7	181.8	1.656	155.0	0.848	157.1	0.635	232.4	0.8444	226.0	3.731	273.7	337.1
Total without rents	804.3	818.2	1.016	845.0	1.018	842.9	0.956	767.6	0.5477	774.0	2.404	726.3	198.3
Global parity	1000.0	1000.0	1.115	1000.0	0.986	1000.0	0.892	1000.0	0.5993	1000.0	2.633	1000.0	224.0

Expenditure Groups	BE	MT-Valletta		NL-The Hague		AT-Vienna		PL-Warsaw		PT-Lisbon		RO-Bucharest	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	129.5	128.6	0.765	101.5	0.813	116.0	0.995	131.8	2.503	117.0	0.821	120.6	2.414
2	21.8	38.7	1.098	18.1	0.960	23.2	0.845	26.6	3.047	16.0	1.008	24.3	2.139
3	46.7	48.0	0.935	45.7	0.862	68.9	0.931	75.5	3.113	44.9	0.871	69.1	2.683
4	245.7	220.5	0.669	254.2	1.395	275.5	1.250	249.5	4.074	268.1	0.876	310.1	3.914
5	85.3	99.9	0.792	95.6	0.951	103.4	0.980	113.8	2.780	83.6	0.866	104.0	1.948
6	18.5	3.3	0.952	8.6	1.074	13.9	1.059	4.1	2.350	11.6	0.967	3.8	1.941
7	151.0	159.3	1.214	165.7	1.236	139.1	1.129	138.0	3.184	151.1	1.157	130.8	2.694
8	21.5	42.9	1.184	19.7	0.880	18.3	0.922	19.4	3.558	18.1	0.970	17.8	2.862
9	109.9	118.4	0.966	120.3	1.007	89.0	1.046	89.1	3.196	101.2	0.991	80.4	2.724
10	18.2	0.0	-	28.2	0.916	13.6	1.029	0.0	-	28.1	0.966	0.0	-
11	90.8	75.8	0.777	86.6	1.045	73.5	1.005	81.1	2.667	105.2	0.799	74.2	1.835
12	61.2	64.4	0.772	55.8	1.061	65.7	1.106	71.0	3.044	55.1	0.873	64.9	2.760
Rents	195.7	180.9	0.716	193.5	1.550	233.9	1.330	226.1	4.536	233.1	0.918	286.1	4.534
Total without rents	804.3	819.1	0.883	806.5	1.001	766.1	1.019	773.9	2.871	766.9	0.917	713.9	2.378
Global parity	1000.0	1000.0	0.850	1000.0	1.091	1000.0	1.078	1000.0	3.157	1000.0	0.917	1000.0	2.747

**Table 3.1 (Continuation)**  
**Economic parities of the 12 main expenditure groups for each duty station**  
**1.07.2008**  
**(for staff)**

Expenditure Groups	BE	SI-Ljubljana		SK-Bratislava		FI-Helsinki		SE-Stockholm		UK-London		UK-Culham	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	129.5	125.9	0.875	121.1	25.89	114.9	1.125	113.4	10.29	80.1	0.7335	98.5	0.7401
2	21.8	25.4	0.716	36.5	32.14	23.0	1.428	22.7	12.60	19.9	1.1304	19.5	1.1298
3	46.7	72.1	0.984	45.2	28.56	68.3	1.036	67.4	9.881	42.3	0.5902	47.3	0.5843
4	245.7	277.4	1.061	256.3	30.64	281.9	1.343	291.5	12.95	332.4	1.8390	287.7	0.9256
5	85.3	108.6	0.767	94.2	16.68	102.4	1.066	101.1	8.691	80.2	0.7703	86.3	0.7400
6	18.5	3.9	0.818	3.1	27.78	13.8	1.210	13.6	9.481	9.6	0.7288	6.0	0.7288
7	151.0	136.6	0.880	157.4	29.46	137.9	1.185	136.0	11.03	154.6	0.8059	153.1	0.7795
8	21.5	18.5	0.686	40.4	35.33	18.1	0.769	17.9	5.710	17.6	0.5944	19.0	0.5983
9	109.9	86.2	0.976	113.6	28.61	88.2	1.234	87.0	10.42	114.8	0.7410	130.4	0.7411
10	18.2	0.0	-	0.0	-	13.4	1.075	13.3	10.21	20.9	0.9645	22.0	0.9645
11	90.8	77.4	0.719	71.5	21.23	72.9	1.216	71.9	10.44	65.1	0.8155	60.0	0.8186
12	61.2	67.8	0.903	60.7	27.36	65.1	1.227	64.2	11.52	62.5	0.8531	70.2	0.7912
Rents	195.7	236.8	1.160	218.9	33.54	240.6	1.430	250.8	13.82	308.4	2.1821	235.5	1.0354
Total without rents	804.3	763.2	0.843	781.1	24.96	759.4	1.141	749.2	10.16	691.6	0.7635	764.5	0.7457
Global parity	1000.0	1000.0	0.902	1000.0	26.47	1000.0	1.198	1000.0	10.87	1000.0	0.9948	1000.0	0.7995

Note: Cyprus and Malta joined Eurozone on 1 January 2008.

**Consumption groups:**

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



**Table 3.2 (Continued on next page)**  
**Changes in the average rents of accommodation in the twelve months to 1st July 2008**  
(Values expressed in Euro, except local currencies: CZ, DK, EE, LV, LT, HU, PL, SE, UK)

Country Place of employment			3 bedroom flat			2 bedroom flat		1 bedroom flat	
			(140-160m <sup>2</sup> )	(110-130m <sup>2</sup> )	(80-100m <sup>2</sup> )	(80-100m <sup>2</sup> )	(60-80m <sup>2</sup> )	(60-80m <sup>2</sup> )	(40-60m <sup>2</sup> )
BE	Brussels	2007	1572	1165	895	915	735	682	549
		2008	1588	1223	938	924	764	706	573
BG	Sofia	2007		2136		1285		833	
		2008		2212		1231		906	
CZ	Prague	2007		40375		29225		20000	
		2008		40833		29889		20944	
DK	Copenhagen	2007		14313			9594		6419
		2008		14925			9800		6786
DE	Berlin	2007		1145		838		641	
		2008		1168		863		648	
	Bonn	2007		1025		750		576	
		2008		1063		760		589	
	Karlsruhe	2007		893		703		551	
		2008		904		703		556	
	Munich	2007		1380		1017		791	
		2008		1512		1125		868	
EE	Tallin	2007			16850		12475		8550
		2008			16050		12125		8375
EL	Athens	2007	1643			1015		756	
		2008	1696			1087		811	
ES	Madrid	2007		1550			1134		856
		2008		1629			1161		895
FR	Paris	2007		2205		1668			955
		2008		2313		1758			965
IE	Dublin	2007		1800			1459		1123
		2008		1898			1548		1220
IT	Rome	2007		2204		1610		1257	
		2008		2079		1614		1221	
	Varese	2007		911		725		575	
		2008		927		698		557	
CY	Nicosia	2007		685		578		454	
		2008		708		583		458	

Note: Bulgaria, Romania, Slovakia data collected in Euro, values converted using exchange rate

**Table 3.2 (Continued from previous page)**  
**Changes in the average rents of accommodation in the twelve months to 1st July 2008**  
 (Values expressed in Euro, except local currencies: CZ, DK, EE, LV, LT, HU, PL, SE, UK)

Country Place of employment			3 bedroom flat			2 bedroom flat		1 bedroom flat	
			(140-160m <sup>2</sup> )	(110-130m <sup>2</sup> )	(80-100m <sup>2</sup> )	(80-100m <sup>2</sup> )	(60-80m <sup>2</sup> )	(60-80m <sup>2</sup> )	(40-60m <sup>2</sup> )
BE	Brussels	2007	1572	1165	895	915	735	682	549
		2008	1588	1223	938	924	764	706	573
LV	Riga	2007		1020		750		553	
		2008		889		685		522	
LT	Vilnius	2007			3398		2558		1763
		2008			3448		2770		1850
HU	Budapest	2007		420222			252089		139956
		2008		395629			246829		154079
MT	Valletta	2007		794		536			356
		2008		889		648			448
NL	The Hague	2007		1892		1398		1013	
		2008		1872		1403		1034	
AT	Vienna	2007		1428		1062		819	
		2008		1704		1206		896	
PL	Warsaw	2007		5985		4341			2367
		2008		6538		4466			2740
PT	Lisbon	2007	1070			816		614	
		2008	1115			798		608	
RO	Bucharest	2007		4554		3600			2017
		2008		6413		4915			2695
SI	Ljubljana	2007		1379		979			564
		2008		1364		1000			629
SK	Bratislava	2007		40700		30550		19656	
		2008		37312		27279		19944	
FI	Helsinki	2007			1450		1075		839
		2008			1795		1369		1037
SE	Stockholm	2007		18600		14700		10800	
		2008		22000		17167		12833	
UK	London	2007			2105		1579		1238
		2008			2393		1782		1370
	Culham	2007			1079		863		684
		2008			1032		868		689

Note: Cyprus and Malta joined Eurozone on 1 January 2008; values converted using fixed exchange rate.

**Table 3.2 (Continued from previous page)**  
**Changes in the average rents of accommodation in the twelve months to 1st July 2008**  
(Values expressed in Euro, except local currencies: CZ, DK, EE, LV, LT, HU, PL, SE, UK)

Country Place of employment			Non-detached houses			Detached houses			Rent Parity
			(140-160m <sup>2</sup> )	(110-130m <sup>2</sup> )	(80-100m <sup>2</sup> )	(190-220m <sup>2</sup> )	(150-180m <sup>2</sup> )	(110-140m <sup>2</sup> )	
BE	Brussels	2007	1546	1225	1019	2304	1796	1402	
		2008	1638	1231	1049	2286	1762	1452	
BG	Sofia	2007				2955			1.519
		2008				3175			1.606
CZ	Prague	2007		41125			63750		34.19
		2008		39167			58944		33.91
DK	Copenhagen	2007		16536			20786		11.82
		2008		15286			21429		11.93
DE	Berlin	2007		1241			1856		0.951
		2008		1237			1862		0.940
	Bonn	2007		1103			1605		0.853
		2008		1120			1659		0.849
	Karlsruhe	2007		1077			1557		0.805
		2008		1099			1699		0.816
	Munich	2007		1523			2147		1.198
		2008		1640			2313		1.178
EE	Tallin	2007		19667			26175		15.63
		2008		17056			22525		16.13
EL	Athens	2007		1893			2798		1.077
		2008		1943			2982		1.091
ES	Madrid	2007		2073			3093		1.397
		2008		2072			3064		1.425
FR	Paris	2007		2100			2900		1.876
		2008		2170			3142		1.825
IE	Dublin	2007			1722			2089	1.672
		2008			1805			2178	1.708
IT	Rome	2007		1899			2516		1.660
		2008		1833			2330		1.656
	Varese	2007		1276		1969			0.827
		2008		1342		1986			0.848
CY	Nicosia	2007	1006			1630			0.627
		2008	1014			1613			0.635

Note: Bulgaria, Romania, Slovakia data collected in Euro, values converted using exchange rate

**Table 3.2 (Continued from previous page)**  
**Changes in the average rents of accommodation in the twelve months to 1st July 2008**  
(Values expressed in Euro, except local currencies: CZ, DK, EE, LV, LT, HU, PL, SE, UK)

Country Place of employment			Non-detached houses			Detached houses			Rent Parity
			(140-160m <sup>2</sup> )	(110-130m <sup>2</sup> )	(80-100m <sup>2</sup> )	(190-220m <sup>2</sup> )	(150-180m <sup>2</sup> )	(110-140m <sup>2</sup> )	
BE	Brussels	2007	1546	1225	1019	2304	1796	1402	
		2008	1638	1231	1049	2286	1762	1452	
LV	Riga	2007	1272			1923			0.796
		2008	1203			1625			0.844
LT	Vilnius	2007		4563			7278		3.505
		2008		4950			7450		3.731
HU	Budapest	2007	421733			697089			343.3
		2008	526288			857863			337.1
MT	Valletta	2007		1027		1731			0.674
		2008		1313		2208			0.716
NL	The Hague	2007		1938			2646		1.580
		2008		1938			2519		1.550
AT	Vienna	2007		1716			2805		1.276
		2008		1908			3152		1.330
PL	Warsaw	2007		6883		10210			4.271
		2008		6803		11253			4.535
PT	Lisbon	2007	1371				1911		0.936
		2008	1463				2105		0.918
RO	Bucharest	2007					8464		3.546
		2008					10346		4.534
SI	Ljubljana	2007		1421			1936		1.146
		2008		1475			1940		1.160
SK	Bratislava	2007		46113			65499		38.991
		2008		38524			56074		33.539
FI	Helsinki	2007		1831			2294		1.363
		2008		2104			2613		1.459
SE	Stockholm	2007		15700			20167		13.02
		2008		18833			25300		13.82
UK	London	2007			2702			3418	2.117
		2008			2757			3708	2.182
	Culham	2007			990			1400	1.039
		2008			1120			1525	1.035

Note: Cyprus and Malta joined Eurozone on 1 January 2008; values converted using fixed exchange rate.

### 3.3. Purchasing power parities - analysis of results

#### 3.3.1. Major changes in the economic parities from 2007 to 2008

The calculation of correction coefficients used for salary adjustment in places other than Brussels and Luxembourg involves the revision of some of the elementary parities each year. For the 2008 salary adjustment two new price surveys have been incorporated: *Food, beverages and tobacco ("FoBeTo")* (conducted in Spring 2006) and *Personal appearance* (conducted in Autumn 2006). The rent parities have been calculated for 2008 according to the moving-average model approved by the Article 64 Working Party.

The introduction of new prices from the latest price surveys this year affects 22 (out of 80) elementary parities, which together account for about 23% (EU average) of the consumption weight.

Moreover, rent surveys are carried out every year in all Member States. A six-year moving average model is used for calculating rent parities: the rent parities for 2008 are based on the relative trend in the real-estate markets in Brussels and other places of employment between 2003 and 2008. These parities are, therefore, affected by the following factors:

- introduction of rent data for year 2008,
- deletion of the rent data for 2002,
- price indices used for updating the rents for 2003 - 2007 to price of 2008, and
- a new dwelling structure in Dublin and Karlsruhe.

All these effects, as well as the total change in rent parities, are shown in table 3.4.

Details of the changes in the rent parities from 2007 to 2008, including a decomposition of all the effects, are given in table 3.4. The largest increases in the rent parity could be observed in Bucharest (+10.9%), Vilnius (+6.4%), Warsaw (+6.2%), Valletta (+6.2%), Stockholm (+6.1%), Riga (+6.0%) and Sofia (+5.7%). The largest decreases in the rent parity were recorded in Bratislava (-4.0%), Paris (-2.7%), Lisbon (-2.0%), The Hague (-1.8%), Budapest (-1.8%) and Munich (-1.7%).

Changes in the global parities from one year to the next come mainly from survey prices and rent revisions, but may also be affected by the trend in the price indices used to update the elementary parities at the date of the adjustment (1.7.2008) and by changes in the consumption structures (updated every five to seven years by the introduction of new FBS results)<sup>1</sup>. Details of the changes in the economic parities from 2007 to 2008, including a decomposition of all the effects, are given in table 3.3.

The biggest increases in global economic parities during the period under review can be observed in Bucharest (+13.7%), Riga (+8.5%), Sofia (+7.1%), Vilnius (+6.9%) and Tallinn (+6.8%). The biggest decreases in the parities can be observed in Bratislava (-3.7%), The Hague (-2.2%), Paris (-1.6%) and Munich (-1.2%).

As regards price indexation, official indices for the year to July 2008 at the level of total consumption were lower than Brussels in 20 places and higher than Brussels in the remaining 10 places, and – although there are important differences between HICP and PPP methodologies – this is apparent in the price updating effect.

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<sup>1</sup> New consumption structures have been introduced this year for Greece, Spain, Italy, Varese and Portugal.

**Table 3.3**  
**Changes in the economic parities in the twelve months to 1st July 2008**  
**Decomposition of the effects**  
**(for staff)**

Country	Place of employment	Introduction of new surveys			Price updating effect	New consumption structure		Total change*
		FoBeTo	Pers.App.	Rent		Brussels	Other cities	
<b>BG</b>	Sofia	-0.9	0.9	-0.3	7.5	0.0	0.0	7.1
<b>CZ</b>	Prague	-0.1	1.4	-2.2	2.2	0.0	0.0	1.3
<b>DK</b>	Copenhagen	0.4	0.3	0.5	-1.0	0.0	0.0	0.2
<b>DE</b>	Berlin	0.2	0.0	0.3	-0.9	0.0	0.0	-0.4
	Bonn	0.0	0.1	0.5	-0.9	0.0	0.0	-0.3
	Karlsruhe	-0.5	0.1	0.9	-1.0	0.0	0.0	-0.5
	Munich	-0.8	0.3	0.2	-0.9	0.0	0.0	-1.2
<b>EE</b>	Tallinn	-0.2	0.1	1.7	5.1	0.0	0.0	6.8
<b>EL</b>	Athens	0.5	0.3	0.3	0.1	0.0	-1.6	-0.3
<b>ES</b>	Madrid	-1.0	-0.2	0.4	0.6	0.0	1.4	1.2
<b>FR</b>	Paris	-0.5	-0.3	-0.2	-0.7	0.0	0.0	-1.6
<b>IE</b>	Dublin	0.7	0.2	-0.2	-0.5	0.0	0.0	0.1
<b>IT</b>	Rome	0.6	-0.2	0.3	-0.5	0.0	0.6	0.8
	Varese	0.6	-0.3	0.8	-0.6	0.0	-0.5	0.0
<b>CY</b>	Nicosia	-2.0	1.0	0.7	-0.2	0.0	0.0	-0.5
<b>LV</b>	Riga	-0.8	1.0	-1.9	10.5	0.0	0.0	8.5
<b>LT</b>	Vilnius	-1.1	1.8	-5.1	12.0	0.0	0.0	6.9
<b>HU</b>	Budapest	-0.6	0.8	-1.5	2.1	0.0	0.0	0.8
<b>MT</b>	Valletta	-0.9	0.0	1.5	-0.4	0.0	0.0	0.2
<b>NL</b>	The Hague	-0.9	0.1	0.3	-1.6	0.0	0.0	-2.2
<b>AT</b>	Vienna	-0.2	-0.4	1.6	-1.0	0.0	0.0	0.0
<b>PL</b>	Warsaw	0.2	3.1	1.0	-0.8	0.0	0.0	3.4
<b>PT</b>	Lisbon	0.0	1.0	-0.2	-1.2	0.0	-0.1	-0.5
<b>RO</b>	Bucarest	0.7	4.3	5.0	3.1	0.0	0.0	13.7
<b>SI</b>	Ljubljana	0.0	0.6	-0.4	2.0	0.0	0.0	2.2
<b>SK</b>	Bratislava	-0.4	0.3	-2.3	-1.3	0.0	0.0	-3.7
<b>FI</b>	Helsinki	0.8	0.4	1.0	-0.5	0.0	0.0	1.7
<b>SE</b>	Stockholm	0.3	0.3	1.6	-1.6	0.0	0.0	0.6
<b>UK</b>	London	1.1	1.4	1.0	-0.2	0.0	0.0	3.4
	Culham	1.3	1.5	0.1	-0.3	0.0	0.0	2.6

\* Values may differ slightly from Table 4 due to rounding

**Table 3.4**  
**Changes in rent parities in the twelve months to 1st July 2008**  
**Decomposition of the effects**  
**(for staff)**

Place of employment	Deletion of survey 2002	Introduction of survey 2008	Price index 2008	Dwelling structure		Total change
				Brussels	Other cities	
<b>BG</b> Sofia	-2.9	1.0	7.8	0.0	0.0	5.7
<b>CZ</b> Prague	-1.2	-0.8	1.2	0.0	0.0	-0.8
<b>DK</b> Copenhagen	2.5	-0.5	-1.1	0.0	0.0	0.9
<b>DE</b> Berlin	1.5	0.0	-2.6	0.0	0.0	-1.2
Bonn	1.9	0.3	-2.6	0.0	0.0	-0.5
Karlsruhe	2.4	0.5	-2.6	0.0	1.1	1.4
Munich	-0.9	1.9	-2.6	0.0	0.0	-1.7
<b>EE</b> Tallinn	1.2	-2.7	4.9	0.0	0.0	3.2
<b>EL</b> Athens	0.5	1.1	-0.2	0.0	0.0	1.3
<b>ES</b> Madrid	2.3	-0.1	-0.1	0.0	0.0	2.0
<b>FR</b> Paris	-0.6	0.3	-2.4	0.0	0.0	-2.7
<b>IE</b> Dublin	-0.6	0.4	2.0	0.0	0.4	2.2
<b>IT</b> Rome	1.9	-1.2	-0.9	0.0	0.0	-0.3
Varese	3.5	0.0	-1.0	0.0	0.0	2.6
<b>CY</b> Nicosia	1.6	-0.5	0.2	0.0	0.0	1.3
<b>LV</b> Riga	0.1	-3.2	9.3	0.0	0.0	6.0
<b>LT</b> Vilnius	0.2	1.1	5.1	0.0	0.0	6.4
<b>HU</b> Budapest	-4.8	1.9	1.2	0.0	0.0	-1.8
<b>MT</b> Valletta	1.3	5.8	-1.0	0.0	0.0	6.2
<b>NL</b> The Hague	0.3	-0.4	-1.8	0.0	0.0	-1.8
<b>AT</b> Vienna	2.2	3.0	-1.0	0.0	0.0	4.2
<b>PL</b> Warsaw	5.5	1.1	-0.4	0.0	0.0	6.2
<b>PT</b> Lisbon	-1.3	0.6	-1.2	0.0	0.0	-2.0
<b>RO</b> Bucharest	4.3	4.0	2.2	0.0	0.0	10.9
<b>SI</b> Ljubljana	-0.5	0.4	1.4	0.0	0.0	1.2
<b>SK</b> Bratislava	-3.1	-0.6	-0.3	0.0	0.0	-4.0
<b>FI</b> Helsinki	-3.5	4.4	0.2	0.0	0.0	0.9
<b>SE</b> Stockholm	1.9	4.9	-0.7	0.0	0.0	6.1
<b>UK</b> London	4.7	1.1	-2.6	0.0	0.0	3.1
Culham	1.9	0.6	-2.6	0.0	0.0	-0.3

### **3.3.2 Major changes in the economic parities from 2007 to 2008**

Differences in the correction coefficients calculated with and without the rent element

The rent and imputed rent parities, due to their associated high consumption weights (around 22% on average across the EU) influence in a quite significant way the global parities and consequently the correction coefficients. The analysis of correction coefficients calculated with and without the rent element for the same place of employment makes it easier to isolate the effect of rent differences separately from differences arising from other causes.

The correction coefficient for rents (compared to Brussels =100) is very high in London (275.4), Paris (182.5), Dublin (170.8), Rome (165.6), Copenhagen (159.9) and The Hague (155.0), whereas they are quite low in Nicosia (63.5), Valletta (71.6), Karlsruhe (81.6), Sofia (82.1), Varese (84.8) and Bonn (84.9).

For the overall correction coefficient, however, the range is smaller: Copenhagen (139.4), London (125.6) and Dublin (121.9) compared to Sofia (70.5), Bucharest (75.2) and Vilnius (76.3).

When rents are added to the computation, the correction coefficient is increased by 10% or more in London (+30.3%), Bucharest (+15.5%), Paris (+13.3%), Budapest (+13.0%), Prague (+10.8%) and Warsaw (+10.0%). By contrast the impact is negative in Nicosia (-6.7%), Valletta (-3.8%), Karlsruhe (-3.9%), Bonn (-3.4%), Varese (-3.1%) and Berlin (-1.2%) and the impact is near zero in Lisbon (+0.0%).

More details on the effect of rent on the 2008 correction coefficients are given in table 3.5.



**Table 3.5**  
**Effect of rent on the correction coefficients - 2008**  
**(for staff)**

Place of employment	Weight		Correction coefficient			Rent effect
	Without rent	Rent	Without rent	Rent	Overall	[5]/[3] (%)
	[1]	[2]	[3]	[4]	[5]	[6]
<b>BG</b> Sofia	809.9	190.1	68.1	82.1	70.5	3.4
<b>CZ</b> Prague	746.4	253.5	88.5	141.3	98.1	10.8
<b>DK</b> Copenhagen	753.3	246.7	134.2	159.9	139.4	3.9
<b>DE</b> Berlin	802.0	198.0	100.1	94.0	98.9	-1.2
Bonn	802.0	198.0	101.4	84.9	98.0	-3.4
Karlsruhe	802.0	198.0	100.3	81.6	96.4	-3.9
Munich	802.0	198.0	102.5	117.8	105.3	2.7
<b>EE</b> Tallinn	793.0	207.0	81.1	103.1	85.0	4.8
<b>EL</b> Athens	861.1	138.9	92.6	109.1	95.0	2.6
<b>ES</b> Madrid	799.1	200.9	93.5	142.5	101.6	8.7
<b>FR</b> Paris	767.5	232.5	101.9	182.5	115.5	13.3
<b>IE</b> Dublin	814.7	185.3	112.6	170.8	121.9	8.3
<b>IT</b> Rome	818.2	181.8	101.6	165.6	111.5	9.7
Varese	845.0	155.0	101.8	84.8	98.6	-3.1
<b>CY</b> Nicosia	842.9	157.1	95.6	63.5	89.2	-6.7
<b>LV</b> Riga	767.6	232.4	77.8	119.9	85.1	9.4
<b>LT</b> Vilnius	774.0	226.0	69.6	108.1	76.3	9.5
<b>HU</b> Budapest	726.3	273.7	83.2	141.4	94.0	13.0
<b>MT</b> Valletta	819.1	180.9	88.3	71.6	85.0	-3.8
<b>NL</b> The Hague	806.5	193.5	100.1	155.0	109.1	9.0
<b>AT</b> Vienna	766.1	233.9	101.9	133.0	107.8	5.8
<b>PL</b> Warsaw	773.9	226.1	85.3	134.7	93.8	10.0
<b>PT</b> Lisbon	766.9	233.1	91.7	91.8	91.7	0.0
<b>RO</b> Bucarest	713.9	286.1	65.1	124.2	75.2	15.5
<b>SI</b> Ljubljana	763.2	236.8	84.0	116.0	90.0	7.1
<b>SK</b> Bratislava	781.1	218.9	82.3	110.7	87.3	6.1
<b>FI</b> Helsinki	759.4	240.6	114.1	143.0	119.8	5.0
<b>SE</b> Stockholm	749.2	250.8	107.8	146.6	115.3	7.0
<b>UK</b> London	691.6	308.4	96.4	275.4	125.6	30.3
Culham	764.5	235.5	94.1	130.7	100.9	7.2

## **4. EQUIVALENCE OF PURCHASING POWER OF EC PENSIONERS IN THE MEMBER STATES**

### **4.1. Economic parities and correction coefficients for pensioners**

The correction coefficients for pensioners with a reference date of 1 July 2008 have been calculated in accordance with the agreed methodology on the basis of the following information:

- Parities for all goods and services, except for rents, as used for the calculation of the correction coefficients for active staff. These parities are based on bilateral comparison of prices of about 3000 goods and services between different capital cities and Brussels (for more details see point 3.1 above).
- Country rent parities: For calculating country rent parities the following procedure has been applied in most of the countries. Calculate a spatial adjustment factor in the form of national/capital ratio of market rents derived from an official database like CPI, household budget survey, housing register, etc. With the help of this adjustment factor transform the capital city rent parity from Article 64 estate agency rent surveys to the country rent parity. The following exceptions to this general rule were agreed with the respective NSIs:
  1. Netherlands: No such adjustment factors were available for Netherlands, for which average country rents were compared directly with the average rents in Belgium (all derived from ECP-PPP rent surveys).
  2. Germany: As information on rents for four German cities (Berlin, Bonn, Karlsruhe and Munich) is available the ratio between the average of those cities and Berlin is used.
  3. Denmark: Due to the specificities of the rental market in Copenhagen, which is completely different from the market in the rest of the country, an estimate of the Copenhagen rent parity different from the one for staff is used as basis for the spatial adjustment factor. The new estimate is obtained averaging the staff rent parity with a rent ratio for the general population obtained from the NSI.
  4. Malta and Estonia: As no reliable information on the adjustment factors were available for Malta and Estonia a ratio equal 1 was used.

Each National Statistical Institute is required each year to check and, if possible, to update their spatial adjustment factor.

- Consumption weights for the pensioners calculated on the basis of a wide scale family budget survey carried out in 2002.

The details of the economic parities calculation, at the level of 12 main consumption groups, are shown in table 4.1 for all countries apart from Belgium and Luxembourg. This table also includes information about the consumption weights by country and by expenditure groups. Table 4.2 presents the rent ratios used in 2007 and 2008.

The correction coefficients applicable to the EC pensioners are determined on the basis of the relationships between the economic parities and the exchange rates fixed by the Commission and specified in the Staff Regulations for the relevant countries. The correction coefficient operates as a percentage adjustment to pensions (only for the pension rights acquired before 1 May 2004; being the correction coefficient 100% for the pension rights acquired from that date) to take account of the cost of living differences between Belgium and the Member States, except Luxembourg where, according to the Staff Regulations, a correction coefficient of 100% is applied.

**Table 4.1 (Continued on next page)**  
**Economic parities of the 12 main expenditure groups for each duty station**  
**1.07.2008**  
**(for pensioners)**

Expenditure Groups*	BE	BG		CZ		DK		DE		EE		EL		ES	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	99.0	97.4	1.273	96.6	19.43	87.1	9.927	66.9	0.957	96.9	12.87	90.1	0.909	90.9	0.856
2	26.4	25.4	1.654	25.1	27.50	22.7	9.512	22.4	0.874	25.2	15.47	23.5	1.233	23.7	0.882
3	75.8	77.3	1.340	76.6	24.74	69.1	7.542	76.6	0.914	76.9	13.88	71.5	1.004	72.1	0.913
4	176.3	109.2	0.747	117.0	20.14	203.9	10.85	187.1	1.034	114.0	14.00	176.0	0.915	169.0	0.993
5	36.1	128.2	1.022	127.1	20.03	114.6	9.054	130.4	0.902	127.5	9.99	118.6	0.925	119.6	0.990
6	36.1	34.0	1.166	33.7	23.74	30.4	8.372	32.0	1.119	33.8	12.78	31.5	0.842	31.7	0.767
7	164.0	192.3	1.618	190.6	22.76	171.9	12.36	163.8	1.089	191.3	13.51	177.9	0.945	179.4	1.044
8	17.2	18.9	2.102	18.7	31.56	16.9	6.517	16.4	0.965	18.8	11.42	17.5	1.000	17.6	1.036
9	118.2	149.2	1.590	147.9	25.02	133.4	10.43	149.8	1.065	148.4	14.44	138.0	1.067	139.2	0.984
10	9.4	10.7	0.264	10.6	10.37	9.6	9.944	1.2	1.590	10.7	4.49	9.9	0.637	10.0	0.759
11	74.8	71.1	1.119	70.4	21.71	63.5	11.82	68.0	0.915	70.7	12.18	65.7	0.970	66.3	0.987
12	83.3	86.3	1.335	85.5	20.13	77.1	9.536	85.5	0.911	85.8	12.42	79.8	0.885	80.5	0.913
Rents	132.4	62.0	0.856	70.2	24.12	161.7	11.05	136.5	1.045	67.0	17.93	132.3	1.079	124.9	1.108
Total without rents	867.6	938.0	1.269	929.8	21.68	838.3	10.03	863.5	0.987	933.0	12.37	867.7	0.931	875.1	0.940
Global parity	1000.0	1000.0	1.223	1000.0	21.86	1000.0	10.17	1000.0	0.994	1000.0	12.82	1000.0	0.949	1000.0	0.960

Expenditure Groups*	BE	FR		IE		IT		CY		LV		LT		HU	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	99.0	94.5	0.933	85.9	1.149	95.5	1.059	69.0	0.950	99.8	0.5757	106.3	2.489	103.7	203.2
2	26.4	20.4	0.966	22.4	1.628	17.4	1.068	23.1	1.214	26.0	0.7269	19.3	2.867	22.4	211.2
3	75.8	57.6	0.893	68.2	0.809	71.8	0.984	79.0	0.899	79.2	0.5916	79.9	2.659	63.3	207.4
4	176.3	194.9	1.234	214.5	1.428	212.4	1.222	161.9	0.687	87.4	0.5832	123.0	2.442	116.1	168.7
5	36.1	118.4	1.038	113.1	0.921	102.1	1.031	134.5	0.858	131.4	0.4334	113.7	2.012	130.0	151.3
6	36.1	18.9	1.047	30.0	1.276	45.5	1.234	33.0	1.008	34.8	0.5593	50.6	2.610	20.7	195.8
7	164.0	177.0	1.073	169.6	1.240	193.4	1.074	168.9	1.085	197.0	0.5780	215.3	2.710	194.3	238.9
8	17.2	19.4	1.020	16.7	1.148	14.6	0.823	16.9	0.489	19.4	0.5342	16.3	1.806	21.3	209.7
9	118.2	131.8	1.057	131.6	1.178	119.8	1.066	154.4	1.173	152.9	0.6266	133.4	2.701	144.7	220.2
10	9.4	14.9	0.950	9.4	1.196	4.7	0.998	1.2	0.778	11.0	0.1909	5.2	0.774	16.4	94.1
11	74.8	71.7	1.063	62.7	1.333	41.4	1.006	70.1	0.971	72.8	0.5748	46.1	2.437	78.8	206.1
12	83.3	80.5	1.103	76.1	1.172	81.6	0.986	88.1	0.836	88.4	0.5776	90.8	2.556	88.4	182.5
Rents	132.4	148.8	1.359	172.8	1.594	144.2	1.435	109.7	0.698	39.0	0.7975	47.1	3.027	65.4	194.8
Total without rents	867.6	851.2	1.021	827.2	1.125	855.8	1.028	890.3	0.953	961.0	0.5448	952.9	2.441	934.6	194.9
Global parity	1000.0	1000.0	1.063	1000.0	1.185	1000.0	1.076	1000.0	0.919	1000.0	0.5620	1000.0	2.484	1000.0	194.5

\* For explanation of codes see table 3.1

**Table 4.1 (Continuation)**  
**Economic parities of the 12 main expenditure groups for each duty station**  
**1.07.2008**  
**(for pensioners)**

Expenditure Groups*	BE	MT		NL		AT		PL		PT		RO		SI	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	99.0	96.4	0.774	88.7	0.808	87.9	0.989	97.8	2.590	90.5	0.840	97.3	2.621	91.1	0.893
2	26.4	25.1	1.116	23.1	0.989	22.9	0.854	25.5	3.858	23.6	1.059	25.3	3.005	23.7	0.807
3	75.8	76.5	0.943	70.4	0.870	69.7	0.932	77.6	3.182	71.8	0.876	77.2	2.641	72.3	0.990
4	176.3	118.3	0.677	188.6	1.076	196.2	1.279	105.4	2.314	172.5	0.758	110.4	1.719	167.1	0.854
5	36.1	126.9	0.782	116.8	0.936	115.7	1.003	128.8	2.536	119.1	0.866	128.1	1.784	119.9	0.736
6	36.1	33.7	0.952	31.0	1.074	30.7	1.059	34.1	2.350	31.6	0.967	34.0	1.941	31.8	0.818
7	164.0	190.3	1.129	175.2	1.185	173.5	1.100	193.1	3.265	178.6	1.153	192.0	3.228	179.8	0.856
8	17.2	18.7	1.135	17.2	0.884	17.1	0.924	19.0	3.559	17.6	0.959	18.9	2.884	17.7	0.685
9	118.2	147.7	1.007	135.9	1.007	134.7	1.031	149.9	3.296	138.6	0.981	149.0	3.130	139.5	1.004
10	9.4	10.6	0.541	9.8	0.916	9.7	1.029	10.8	1.216	10.0	0.966	10.7	0.804	10.0	0.653
11	74.8	70.3	0.753	64.7	1.099	64.1	1.011	71.4	2.934	66.0	0.828	71.0	2.275	66.4	0.780
12	83.3	85.4	0.752	78.6	1.048	77.8	1.124	86.6	2.944	80.1	0.885	86.1	2.796	80.7	0.910
Rents	132.4	71.6	0.795	145.6	1.102	153.5	1.389	58.0	2.318	128.6	0.785	63.3	2.116	122.9	0.950
Total without rents	867.6	928.4	0.877	854.4	1.002	846.5	1.024	942.0	2.910	871.4	0.931	936.7	2.488	877.1	0.850
Global parity	1000.0	1000.0	0.867	1000.0	1.015	1000.0	1.069	1000.0	2.847	1000.0	0.910	1000.0	2.444	1000.0	0.860

Expenditure Groups*	BE	SK		FI		SE		UK	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	99.0	97.9	26.61	88.7	1.123	88.0	10.38	83.1	0.7257
2	26.4	25.5	33.46	23.1	1.547	22.9	13.04	21.6	1.1123
3	75.8	77.7	29.54	70.4	1.053	69.8	9.905	65.9	0.5815
4	176.3	105.0	19.18	188.5	1.167	195.1	12.17	240.3	1.1990
5	36.1	128.8	18.86	116.8	1.069	115.9	8.674	109.4	0.7466
6	36.1	34.2	27.78	31.0	1.210	30.7	9.481	29.0	0.7288
7	164.0	193.2	27.13	175.2	1.192	173.8	10.69	164.0	0.7768
8	17.2	19.0	34.70	17.2	0.777	17.1	5.943	16.1	0.6002
9	118.2	149.9	29.95	135.9	1.218	134.8	10.19	127.3	0.7341
10	9.4	10.8	8.88	9.8	1.075	9.7	10.21	9.1	0.9645
11	74.8	71.4	25.93	64.7	1.216	64.2	11.18	60.6	0.9020
12	83.3	86.7	26.80	78.6	1.231	77.9	11.40	73.6	0.8323
Rents	132.4	57.6	20.50	145.5	1.208	152.4	12.74	200.1	1.4305
Total without rents	867.6	942.4	25.37	854.5	1.154	847.6	10.18	799.9	0.7521
Global parity	1000.0	1000.0	24.83	1000.0	1.162	1000.0	10.51	1000.0	0.8349

\* For explanation of codes see table 3.1

**Table 4.2**  
**Rent ratios applied for the estimation of**  
**the pensioners rent parities**

Country	Ratio applied in		Diff.
	2007	2008	
<b>BE</b>	0.92	0.90	-0.02
<b>BG *</b>	0.48	0.48	0.00
<b>CZ</b>	0.64	0.64	0.00
<b>DK</b>	1.09	1.09	0.00
<b>DE</b>	1.00	1.00	0.00
<b>EE</b>	1.00	1.00	0.00
<b>EL</b>	0.89	0.89	0.00
<b>ES</b>	0.70	0.70	0.00
<b>FR</b>	0.67	0.67	0.00
<b>IE</b>	0.84	0.84	0.00
<b>IT</b>	0.78	0.78	0.00
<b>CY</b>	0.99	0.99	0.00
<b>LV</b>	0.93	0.85	-0.08
<b>LT</b>	0.67	0.73	0.06
<b>HU</b>	0.52	0.52	0.00
<b>MT</b>	1.00	1.00	0.00
<b>NL*</b>	0.64	0.64	0.00
<b>AT</b>	0.95	0.94	-0.01
<b>PL</b>	0.46	0.46	0.00
<b>PT</b>	0.77	0.77	0.00
<b>RO *</b>	0.42	0.42	0.00
<b>SI</b>	0.74	0.74	0.00
<b>SK</b>	0.55	0.55	0.00
<b>FI</b>	0.76	0.76	0.00
<b>SE</b>	0.83	0.83	0.00
<b>UK</b>	0.59	0.59	0.00

\* Country PPP rent (estimated from ECP data)

#### 4.2. Purchasing power parities for pensioners – analysis of results

Table 4.4 (effect on rents on the correction coefficients) is similar to table 3.5 already presented for the staff.

**Table 4.4**  
**Effect of rent on the correction coefficients - 2008**  
**(for pensioners)**

Country	Weight		Correction coefficient			Rent effect
	Without rent	Rent	Without rent	Rent	Overall	[5]/[3] (%)
	[1]	[2]	[3]	[4]	[5]	[6]
<b>BG</b>	938.0	62.0	64.9	43.8	62.5	-3.6
<b>CZ</b>	929.8	70.2	90.3	100.5	91.1	0.9
<b>DK</b>	838.3	161.7	134.4	148.1	136.4	1.4
<b>DE</b>	863.5	136.5	98.7	104.5	99.4	0.7
<b>EE</b>	933.0	67.0	79.1	114.6	81.9	3.6
<b>EL</b>	867.7	132.3	93.1	107.9	94.9	1.9
<b>ES</b>	875.1	124.9	94.0	110.8	96.0	2.1
<b>FR</b>	851.2	148.8	102.1	135.9	106.3	4.1
<b>IE</b>	827.2	172.8	112.5	159.4	118.5	5.3
<b>IT</b>	855.8	144.2	102.8	143.5	107.6	4.7
<b>CY</b>	890.3	109.7	95.3	69.8	91.9	-3.6
<b>LV</b>	961.0	39.0	77.3	113.2	79.8	3.2
<b>LT</b>	952.9	47.1	70.7	87.7	71.9	1.8
<b>HU</b>	934.6	65.4	81.7	81.7	81.6	-0.2
<b>MT</b>	928.4	71.6	87.7	79.5	86.7	-1.1
<b>NL</b>	854.4	145.6	100.2	110.2	101.5	1.3
<b>AT</b>	846.5	153.5	102.4	138.9	106.9	4.4
<b>PL</b>	942.0	58.0	86.4	68.8	84.6	-2.1
<b>PT</b>	871.4	128.6	93.1	78.5	91.0	-2.3
<b>RO</b>	936.7	63.3	68.1	57.9	66.9	-1.8
<b>SI</b>	877.1	122.9	85.0	95.0	86.0	1.2
<b>SK</b>	942.4	57.6	83.7	67.6	81.9	-2.1
<b>FI</b>	854.5	145.5	115.4	120.8	116.2	0.7
<b>SE</b>	847.6	152.4	108.0	135.2	111.5	3.2
<b>UK</b>	799.9	200.1	94.9	180.5	105.4	11.0

In 2008, for 10 countries out of 25, the rent correction coefficient (ratio between the rent parity and the exchange rate) is under 100. This means that the average rents are lower in these places than in Belgium.

For 8 places out of 25 the correction coefficient without rent is higher than the global correction coefficient. This means that, for these places, the rents lead to a reduction of global correction coefficient.

#### 4.3. Comparison of correction coefficients for staff and pensioners

Table 4.5 compares the pensioners' correction coefficients with those for active staff. Among all Member States, Denmark has the highest country-based CC and the highest capital-based CC. The biggest differences between capital CCs and country CCs can be observed in the United Kingdom, Hungary, Poland and France. There are also big differences in Romania, Bulgaria, Netherlands and Czech Republic. In Austria, Germany, Greece and Portugal the two CCs are nearly at the same level.

In all countries except Germany, Cyprus and Malta the country CCs are lower than capital CCs. Without rents, the two sets of CCs are closer.

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

**Table 4.5**  
**Pensioners correction coefficients and Staff correction coefficients**

Correction coefficients for pensioners				Correction coefficients for staff			
Country	without rents	rents	Total	Capitals	without rents	rents	Total
BE	100.0	100.0	100.0	Brussels	100.0	100.0	100.0
BG	64.9	43.8	62.5	Sofia	68.1	82.1	70.5
CZ	90.3	100.5	91.1	Prague	88.5	141.3	98.1
DK	134.4	148.1	136.4	Copenhagen	134.2	159.9	139.4
DE	98.7	104.5	99.4	Berlin	100.1	94.0	98.9
EE	79.1	114.6	81.9	Tallinn	81.1	103.1	85.0
EL	93.1	107.9	94.9	Athens	92.6	109.1	95.0
ES	94.0	110.8	96.0	Madrid	93.5	142.5	101.6
FR	102.1	135.9	106.3	Paris	101.9	182.5	115.5
IE	112.5	159.4	118.5	Dublin	112.6	170.8	121.9
IT	102.8	143.5	107.6	Rome	101.6	165.6	111.5
CY	95.3	69.8	91.9	Nicosia	95.6	63.5	89.2
LV	77.3	113.2	79.8	Riga	77.8	119.9	85.1
LT	70.7	87.7	71.9	Vilnius	69.6	108.1	76.3
HU	81.7	81.7	81.6	Budapest	83.2	141.4	94.0
MT	87.7	79.5	86.7	Vallette	88.3	71.6	85.0
NL	100.2	110.2	101.5	The Hague	100.1	155.0	109.1
AT	102.4	138.9	106.9	Vienna	101.9	133.0	107.8
PL	86.4	68.8	84.6	Warsaw	85.3	134.7	93.8
PT	93.1	78.5	91.0	Lisbon	91.7	91.8	91.7
RO	68.1	57.9	66.9	Bucharest	65.1	124.2	75.2
SI	85.0	95.0	86.0	Ljubljana	84.0	116.0	90.0
SK	83.7	67.6	81.9	Bratislava	82.3	110.7	87.3
FI	115.4	120.8	116.2	Helsinki	114.1	143.0	119.8
SE	108.0	135.2	111.5	Stockholm	107.8	146.6	115.3
UK	94.9	180.5	105.4	London	96.4	275.4	125.6



## 5. INFORMATION ABOUT WORKING TIME

Eurostat collects statistical information on differences in the working hours in all Member States. Information about statutory or contractual weekly working hours in central governments (Table 5.1), number of days of annual leave (Table 5.2) and number of public holidays per year (Table 5.3) are shown below. In all these tables the situation in July 2008 has been compared with that in July 2007.

**Table 5.1**  
**Statutory or contractual weekly working hours in central governments**

Country	Weekly working hours		Remarks
	July 2007	July 2008	
BE	38	38	
DE	41	41	40 for vulnerable groups
ES	37:30' - 40	37:30' - 40	
FR	35	35	
IT	36	36	
LU	40	40	
NL	36	36 hours	
UK (London)	36	36	6 departments
UK (Country)	37	37	6 departments

**Table 5.2**  
**Number of days annual leave**

Country	Number of days		Remarks
	July 2007	July 2008	
BE	26 - 33	26 - 33	Depends on age
DE	26 - 30	26 - 30	Depends on age and grade
ES	28 - 32	28-32	Depends on length of service. It includes the six days for personal convenience
FR	25	25	2 days bonus maximum
IT	32	32	Under 3 years of service: 30 days
LU	28-32	28-32	Depends on age
NL	23 - 27	23 - 27	Depends on age
UK	22 - 30	22 - 30	Differences between Ministries. Depends on age and grade

**Table 5.3**  
**Number of public holidays per year (statutory, contractual, etc)**

Country	Number of days		Remarks
	July 2007	July 2008	
BE	13	13	Time off when the public holiday falls on Saturday or Sunday
DE	7	7	9 in Berlin
ES	14	14	Time off when the public holiday falls on Sunday
FR	10	10	
IT	11	11	
LU	14	14	Time off when the public holiday falls on Sunday
NL	7 -8	7	
UK	10,5	10,5	Time off when the public holiday falls on Saturday or Sunday

Information collected about retirement age in central government (situation at July 2008) is shown in Table 5.4.

**Table 5.4**  
**Age of retirement and early retirement**

Country	Age		Remarks
	Retirement	Early retirement	
BE	65	60	Posibility of part-time from 55 years
DE	65	63	Variations of retirement depending on age
ES	65-70	60-64	Early retirement: at least 30 years of service
FR	60	51-55	
IT	65-67	58-61	Variations of retirement depending on sex
LU	60	57	40 years of service
NL	65	60	
UK	60	50	SCS from age 65