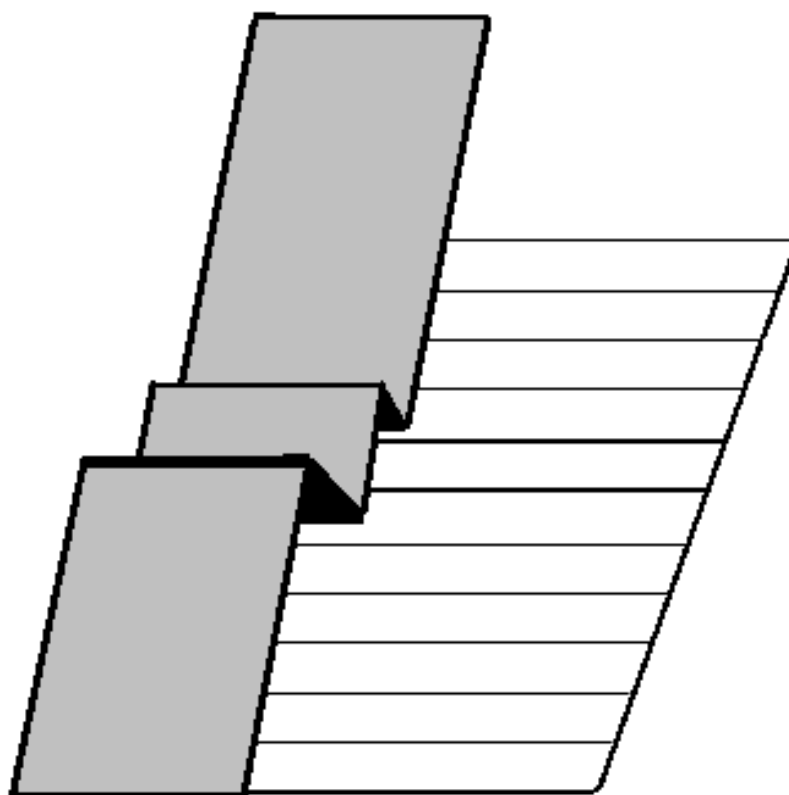


**Annex 1 to the Eurostat Report on  
Annual Adjustment of  
Remuneration and Pension  
Explanations and statistical analyses**

**Reference period:  
Year to 1 July 2004**

# Annex 1

**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 annual adjustment of remuneration and pension. While the main results concerning specific indicator and correction coefficients for staff and pensioners are presented in the 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.

Article 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 and 3 of this report examine respectively:

- the changes in the purchasing power of salaries of central government civil servants in Member States (specific indicator);
- the changes in the cost of living for Brussels;
- the economic parities and the correction coefficients.

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:

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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 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 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, for exceptional performance.

#### 1.1.2. Net remuneration

In order to get net remuneration 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.).

### 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 2003 sent in 2003 and again in 2004), 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 or other corrections leading to retroactive corrections).

**France sent some revised data for July 2003.** The justification was a slight change in the methodology, in order to improve the data quality. Till 2003 France used to estimate the rate of premia on the basis of some groups of grades, including staff that was not in the central administration. From 2004 France is able to provide much more accurate estimates of the rate of premia at the level of each grade and to exclude staff not in the central administration. In order to compare like with like, France presented a new version of the 2003 data.

### 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:

- 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 (see section 4.7).

- 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 not be taken into 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 *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:

- 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 weighted average of the remunerations of these two groups, where the total number of civil servants in each of the groups is taken as weights.
- For each of the function group as well as for the overall remunerations the following changes for the period July – July are calculated:
  - o Gross nominal
  - o Net nominal
  - o Gross real
  - o Net real
- The increases in real terms are calculated by taking account of increase in consumer price indices (CPI) 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 1.2 sets out the gross and net specific indicators both in nominal and real terms for each of the two function-groups.

**Table 1.2**  
**Nominal changes in the remuneration of national civil servants in the twelve-month period to 1st July 2004 (1.7.2003 = 100)**

Country	Nominal change			Real change		
	AD	AST	Total	AD	AST	Total
BE Gross	101.9	101.9	101.9	99.6	99.6	99.6
BE Net	101.7	101.7	101.7	99.4	99.4	99.4
DE Gross	99.3	98.4	98.9	97.6	96.8	97.2
DE Net	101.0	100.5	100.8	99.3	98.8	99.1
ES Gross	103.1	102.9	103.0	99.6	99.4	99.5
ES Net	102.5	102.5	102.5	99.0	99.0	99.0
FR Gross	101.9	100.9	101.3	99.5	98.5	98.9
FR Net	102.3	101.1	101.5	99.9	98.7	99.1
IT Gross	100.0	100.0	100.0	97.7	97.7	97.7
IT Net	100.0	100.0	100.0	97.7	97.7	97.7
LU Gross	104.1	104.1	104.1	101.5	101.5	101.5
LU Net	103.2	103.1	103.1	100.6	100.5	100.5
NL Gross	101.1	101.8	101.5	99.7	100.4	100.1
NL Net	98.2	97.9	98.0	96.8	96.5	96.6
UK Gross	102.4	102.4	102.4	99.4	99.4	99.4
UK Net	102.4	102.4	102.4	99.4	99.4	99.4
<b>EUR Gross</b>	<b>101.1</b>	<b>100.7</b>	<b>100.9</b>	<b>98.7</b>	<b>98.4</b>	<b>98.5</b>
<b>EUR Net</b>	<b>101.4</b>	<b>101.0</b>	<b>101.2</b>	<b>99.0</b>	<b>98.6</b>	<b>98.8</b>

## 1.3. Remuneration and taxes

An analysis of the changes in the nominal gross and nominal net specific indicators in relation to the rate of inflation makes it possible to follow changes in statutory deductions and general tax items over the reference period. This year there is no unique development to be seen in the eight countries in the sample (see Table 1.3).

**Table 1.3**

**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 2004**

Country	Gross remuneration	Net remuneration	12 Months CPI
BE	101.9	101.7	102.3
DE	98.9	100.8	101.7
ES	103.0	102.5	103.5
FR	101.3	101.5	102.4
IT	100.0	100.0	102.4
LU	104.1	103.1	102.6
NL	101.5	98.0	101.4
UK	102.4	102.4	103.0
<b>EUR 15</b>	<b>100.9</b>	<b>101.2</b>	

#### 1.4. Cumulative specific indicators

Table 1.4 illustrates the changes in the remuneration of central government civil servants since 1990. 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 1990-2003 the real net specific indicator for the European Union has increased by 3,1%.

**Table 1.4**

**Changes in the purchasing power of salaries of civil servants in the central government in the Member States (1990=100)**

Country	Nominal gross specific indicator	Nominal net specific indicator	Consumer price indices	Real gross specific indicator	Real net specific indicator
BE	144.7	142.5	133.5	108.2	107.1
DE	134.5	131.8	134.5	99.9	98.1
ES	151.0	153.9	168.2	90.2	91.5
FR	144.8	137.4	129.4	110.6	106.3
IT	147.6	151.8	159.2	92.6	95.4
LU	184.5	191.0	136.9	134.6	139.7
NL	136.1	133.8	144.4	96.3	92.4
UK	165.5	167.1	146.9	113.3	114.2
<b>EUR 15</b>	<b>146.8</b>	<b>145.0</b>		<b>102.7</b>	<b>101.9</b>



## 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 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 national consumer price index. In addition control indicator values for the reference period are often estimates.

Eurostat identifies differences between the two indicators during the reference period, 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 1.5 shows the medium term trend in real gross per capita remuneration and the per capita real wage bills. The table presents the changes in these two indicators for the period 1990-2004.

More detailed tables on several control indicators are presented in Annex 2.

**Table 1.5**  
**Comparison of the gross specific indicator and the control indicator in real terms**  
**Medium-term trend (1990 = 100)**

Country	Gross specific indicator [1]	Control indicator ** [2]	Difference (%) [3]
BE	108.2	140.2	29.6
DE	99.9	117.7	17.9
ES	90.2	97.7	8.3
FR	110.6	114.6	3.6
IT	92.6	113.4	22.4
LU	134.6	123.8	-8.0
NL	96.3	147.3	53.0
UK	113.3	182.9	61.5
<b>Total</b>	<b>102.7</b>	<b>127.4</b>	<b>24.0</b>

\*Eurostat and DG-ECFIN estimates

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

### **2.1. Brussels International Index**

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, 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.

Following price indices are used to calculate Brussels International Index:

- 1) For all basic headings except for those stated in point 2) and 3) Belgian harmonised indices of consumer prices (HICP) are used.
- 2) In order to take account of specific situation in Brussels for the following 9 basic headings Brussels specific consumer price indices are used. These indices are provided by the Belgian Ministry of Economic Affairs.
  - Distribution of water
  - Electricity
  - Gas
  - Other services in respect of personal transport equipment
  - Passenger transport by road
  - Combined passenger transport
  - Restaurants, cafes and like
  - Accommodation services
  - Hairdressing salons and personal grooming establishments
- 3) The figures for the basic headings 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 this index 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.

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

**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

Till 2003: Weighted index, composed of Joint Index and Brussels Index  
 2004 - : Brussels International Index

### **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 survey.

For the 2004 annual review, new parities obtained from price surveys have been integrated for the following groups:

- Furniture, glassware and tableware (survey spring 2002);
- Transport and other goods and services (survey autumn 2002).

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 years. The resulting structure reflects the consumption of the average international civil servant in Brussels and in each country or place of employment. No new consumption pattern has been introduced in this year's review.

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 standard practice for international comparisons both types of index are calculated and the geometric mean of the results (a Fisher index) is the one actually 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. These average rents are in fact weighted moving averages, based on a six-year model, to take into account the average occupancy length. 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**  
**L07.2004**

Expenditure Groups	EE	CZ-Prague		DK-Copenhagen		DE-Berlin		DE-Bonn		DE-Karlsruhe		DE-Munich	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	90.9	128.4	19.971	54.2	9.254	88.4	0.959	88.4	0.974	88.4	1.028	88.4	1.058
2	21.2	25.9	22.588	12.6	9.690	18.5	0.934	18.5	0.930	18.5	0.929	18.5	0.941
3	54.6	73.6	22.493	50.1	6.488	60.2	0.905	60.2	0.903	60.2	0.906	60.2	0.910
4	260.7	273.7	367.16	335.8	11.470	237.7	0.992	237.7	0.946	237.7	0.819	237.7	1.213
5	103.7	110.8	24.950	67.4	8.783	95.9	1.005	95.9	0.988	95.9	1.011	95.9	1.030
6	17.2	4.0	15.328	11.3	9.131	12.1	1.663	12.1	1.950	12.1	1.612	12.1	1.589
7	160.9	129.3	27.735	181.2	11.880	192.1	1.100	192.1	1.084	192.1	1.081	192.1	1.059
8	23.3	18.9	32.540	25.3	6.138	21.6	0.833	21.6	0.833	21.6	0.833	21.6	0.833
9	115.5	87.0	26.793	116.4	8.532	120.0	0.992	120.0	0.988	120.0	0.962	120.0	0.998
10	13.1	0.0	-	32.6	8.254	9.3	1.015	9.3	0.971	9.3	0.965	9.3	0.953
11	65.0	79.0	30.482	43.0	9.938	72.1	1.006	72.1	0.985	72.1	1.035	72.1	1.074
12	73.9	69.2	287.33	70.1	13.818	72.1	1.051	72.1	0.996	72.1	0.889	72.1	1.028
Re-its	225.4	253.5	39.155	246.7	11.580	195.5	1.002	195.5	0.839	195.5	0.796	195.5	1.286
Total Expenditure	774.6	746.4	25.090	753.3	9.765	804.5	1.016	804.5	0.997	804.5	1.000	804.5	1.024
Global parity	1000.0	999.9	27.844	1000.0	10.159	1000.0	1.012	1000.0	0.962	1000.0	0.954	1000.0	1.073

Expenditure Groups	EE	EE-Tallinn		GR-Athens		ES-Madrid		FR-Paris		IT-Rome		IT-Varese	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	90.9	135.2	11.314	62.0	0.969	120.2	0.944	98.6	1.084	105.8	1.055	105.8	1.146
2	21.2	27.3	14.673	17.0	1.101	24.1	0.759	20.7	1.056	23.1	1.013	22.5	1.022
3	54.6	77.5	12.967	88.3	1.016	71.4	0.957	50.8	0.914	64.6	0.891	63.3	0.999
4	260.7	225.4	13.318	261.6	0.977	248.9	1.135	285.0	1.702	210.4	1.379	191.5	0.832
5	103.7	116.7	11.154	89.2	0.834	107.1	1.024	89.2	1.071	108.5	1.014	113.4	1.073
6	17.2	4.2	7.791	17.0	0.985	14.4	1.122	14.1	0.973	9.9	1.253	16.9	1.323
7	160.9	146.7	11.778	158.2	0.947	144.2	1.012	153.1	1.054	156.2	0.973	171.3	1.006
8	23.3	19.9	11.190	37.0	0.882	19.0	1.119	20.4	1.114	20.3	0.907	21.2	0.777
9	115.5	91.2	14.395	97.3	1.045	92.3	0.993	118.7	1.039	127.4	1.094	135.5	1.077
10	13.1	0.0	-	20.2	0.959	14.1	0.855	14.6	0.805	19.5	0.721	13.8	0.546
11	65.0	83.2	12.781	66.2	0.953	76.2	0.981	71.7	1.053	72.0	0.955	60.6	1.058
12	73.9	72.8	12.171	86.0	0.746	68.1	0.792	63.1	1.142	82.3	1.195	84.2	1.292
Re-its	225.4	207.0	14.270	222.0	1.062	205.7	1.231	232.5	1.894	164.5	1.528	130.9	0.807
Total Expenditure	774.6	793.0	11.985	778.0	0.903	794.3	0.953	767.5	1.047	835.5	1.014	869.1	1.054
Global parity	1000.0	1000.0	12.435	1000.0	0.935	1000.0	1.006	1000.0	1.202	1000.0	1.036	1000.0	1.006

**Table 3.1 (Continued on next page)**  
**Economic parities of the 12 main expenditure groups for each duty station**  
**1.07.2004**

Expenditure Groups	EE	IE-Dublin		CY-Nicosia		LV-Riga		LT-Vilnius		HU-Budapest		MT-Valletta	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	909	77.8	1.112	139.9	0.642	130.7	0.441	131.2	2.187	122.7	183.710	128.6	0.364
2	21.2	27.4	1.777	28.2	0.889	26.4	0.573	26.5	3.109	24.8	220.229	38.7	0.624
3	54.6	80.2	0.680	80.1	0.475	74.9	0.437	75.1	2.878	70.3	200.917	48.0	0.339
4	260.7	291.3	1.570	197.0	0.351	251.1	0.586	249.1	2.926	298.3	328.615	220.5	0.269
5	103.7	72.2	1.057	120.7	0.573	112.8	0.494	113.2	2.404	105.9	192.396	99.9	0.417
6	17.2	6.7	1.426	4.4	0.313	4.1	0.329	4.1	3.886	3.8	149.730	3.3	0.247
7	160.9	210.0	1.247	151.8	0.611	141.9	0.470	142.3	2.633	133.2	209.154	159.3	0.471
8	23.3	22.4	0.920	20.6	0.267	19.3	0.531	19.3	2.997	18.1	200.370	42.9	0.556
9	115.5	100.3	1.077	95.7	0.668	88.0	0.541	87.8	2.782	81.5	192.964	118.4	0.431
10	13.1	15.3	1.426	0.0	-	0.0	-	0.0	-	0.0	-	0.0	-
11	65.0	62.9	1.257	86.1	0.695	80.4	0.512	80.7	2.497	75.5	205.435	75.8	0.394
12	7.39	63.5	1.110	75.4	0.538	70.4	0.556	70.7	3.306	66.1	158.193	64.4	0.458
Parity	225.4	264.6	1.660	157.1	0.338	232.4	0.643	226.0	3.218	273.7	354.690	180.9	0.270
Total short rents	774.6	735.4	1.109	842.9	0.581	767.6	0.480	774.0	2.593	726.3	191.730	819.1	0.418
Global parity	1000.0	1000.0	1.223	1000.0	0.526	1000.0	0.512	1000.0	2.714	1000.0	223.210	1000.0	0.383

Expenditure Groups	EE	NL-The Hague		AT-Vienna		PL-Warsaw		PT-Lisbon		SI-Ljubljana		SK-Bratislava	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	909	88.9	0.913	116.0	1.071	131.8	2.414	95.8	0.284	125.9	211.037	121.1	27.557
2	21.2	18.5	1.081	23.2	1.007	26.6	4.428	26.0	0.923	25.4	229.048	36.5	35.325
3	54.6	61.3	0.758	68.9	0.910	75.5	2.626	60.8	0.798	72.1	228.431	45.2	30.415
4	260.7	215.2	1.455	275.5	1.185	249.5	3.990	217.2	0.931	277.4	202.168	256.3	430.18
5	103.7	111.1	1.056	103.4	0.994	113.8	3.210	111.0	0.832	108.6	173.196	94.2	30.137
6	17.2	7.6	1.380	13.9	1.434	4.1	1.406	17.3	1.110	3.9	165.169	3.1	33.234
7	160.9	195.6	1.217	139.1	1.184	138.0	3.511	163.9	1.089	136.6	218.752	157.4	38.380
8	23.3	23.2	0.818	18.3	0.917	19.4	3.636	25.8	0.962	18.5	139.372	40.4	54.808
9	115.5	127.9	0.793	89.0	1.136	89.1	3.196	108.1	0.919	86.2	237.887	113.6	34.573
10	13.1	13.5	1.007	13.6	0.960	0.0	-	30.5	0.703	0.0	-	0.0	-
11	65.0	67.0	1.193	73.5	0.931	81.1	3.901	77.5	0.289	77.4	181.133	71.5	33.461
12	7.39	70.2	1.209	65.7	0.922	71.0	3.585	66.1	0.261	67.8	191.355	60.7	41.558
Parity	225.4	164.4	1.552	233.9	1.213	226.1	3.791	186.1	0.961	236.8	272.480	218.9	48.311
Total short rents	774.6	835.6	1.020	766.1	1.044	773.9	3.142	813.9	0.909	763.2	186.580	781.1	33.602
Global parity	1000.0	1000.0	1.105	1000.0	1.080	1000.0	3.272	1000.0	0.918	1000.0	202.520	1000.0	36.331

**Table 3.1 (Continuation)**  
**Economic parities of the 12 main expenditure groups for each duty station**  
**1.07.2004**

Expenditure Groups	EE	FI-Helsinki		SE-Stockholm		UK-London		UK-Culham	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	90.9	114.9	1.088	113.4	10.391	80.1	0.651	98.5	0.676
2	21.2	23.0	1.451	22.7	12.756	19.9	0.963	19.5	1.055
3	54.6	68.3	0.941	67.4	7.656	42.3	0.428	47.3	0.403
4	260.7	281.9	1.320	291.5	13.122	332.4	1.727	287.7	0.908
5	103.7	102.4	1.053	101.1	9.659	80.2	0.730	86.3	0.725
6	17.2	13.8	1.513	13.6	16.406	9.6	0.782	6.0	0.969
7	160.9	137.9	1.250	136.0	11.058	154.6	0.823	153.1	0.752
8	23.3	18.1	0.942	17.9	6.489	17.6	0.650	19.0	0.612
9	115.5	88.2	1.320	87.0	10.313	114.8	0.713	130.4	0.728
10	13.1	13.4	1.211	13.3	13.700	20.9	1.411	22.0	0.643
11	65.0	72.9	1.247	71.9	10.197	65.1	0.812	60.0	0.859
12	73.9	65.1	0.994	64.2	8.052	62.5	0.835	70.2	0.931
Rest	225.4	240.6	1.392	290.8	13.213	308.4	1.990	235.5	1.007
Total without rest	774.6	759.4	1.141	749.2	10.058	691.6	0.729	764.5	0.715
Global parity	1000.0	1000.0	1.194	1000.0	10.720	1000.0	0.963	1000.0	0.771

Consumption group:

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



**Table 3.2 (Continued on next page)**  
**Changes in the average rents of housing (Euro; local currencies: DK, S, UK) in the twelve months to 1st July 2004**

Country			3 bedroom flat			2 bedroom flat		1 bedroom flat	
			(140-160m <sup>2</sup> )	(110-130m <sup>2</sup> )	(80-100m <sup>2</sup> )	(80-100m <sup>2</sup> )	(60-80m <sup>2</sup> )	(60-80m <sup>2</sup> )	(40-60m <sup>2</sup> )
BE	Brussels	2003	1522	1111	849	858	668	635	502
		2004	1534	1143	874	875	687	648	513
DK	Copenhagen	2003		13025			9244		6502
		2004		13168			9278		6605
DE	Berlin	2003		1156		866		675	
		2004		1148		860		664	
	Bonn	2003		940		704		532	
		2004		960		719		545	
	Karlsruhe	2003		823		624		511	
		2004		854		644		533	
	Munich	2003		1489		1113		867	
		2004		1490		1112		865	
GR	Athens	2003	1506			903		679	
		2004	1570			945		706	
ES	Madrid	2003		1147			839		647
		2004		1238			893		699
FR	Paris	2003		2109		1581			916
		2004		2188		1651			939
IE	Dublin	2003		1838			1412		1046
		2004		1679			1318		992
IT	Rome	2003		1610		1278		963	
		2004		1765		1402		1042	
	Verona	2003		747		568		443	
		2004		803		613		477	
NL	Amsterdam	2003		2096			1490		1106
		2004		1651			1255		951
	The Hague	2003		1670			1291		997
		2004		1323		956		720	
AT	Vienna	2003		1309		946		719	
		2004		1323		956		720	
PT	Lisbon	2003	1203			867		629	
		2004	1195			874		641	
FI	Helsinki	2003			1401		1090		830
		2004			1381		1097		822
SE	Stockholm	2003		16948		13423		9585	
		2004		17339		13334		9672	
UK	London	2003			1736		1344		1036
		2004			1691		1310		1020
	Cardiff	2003			928		731		618
		2004			948		754		628

**Table 3.2 (Continuation)**

**Changes in the average rents of housing (Euro; local currencies: DK, S, UK) in the twelve months to 1st July 2004**

Country	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> )	
EE Helsinki	2003	1628	1188	934	2501	1849	1373
	2004	1638	1206	952	2487	1848	1364
DK Copenhagen	2003		13349			18561	11.62
	2004		13504			18881	11.58
DE Berlin	2003		1248			1851	1.028
	2004		1230			1829	1.002
Bonn	2003		1015			1454	0.826
	2004		1052			1523	0.839
Karlsruhe	2003		985			1418	0.780
	2004		1026			1452	0.796
Munich	2003		1396			2196	1.301
	2004		1609			2221	1.286
GR Athens	2003						1.033
	2004						1.062
ES Madrid	2003						1.179
	2004						1.231
FR Paris	2003						1.861
	2004						1.894
IE Dublin	2003			1819		2218	1.812
	2004			1670		2074	1.660
IT Rome	2003		1604				1.436
	2004		1718				1.528
Varese	2003		961		1491		0.760
	2004		1029		1602		0.807
NL Amsterdam	2003		1826				1.820
	The Hague	2003		1939			1.545
	2004		1983				1.552
AT Vienna	2003		1528			2424	1.214
	2004		1555			2477	1.213
PT Lisbon	2003	1523				2117	0.965
	2004	1516				2149	0.961
FI Helsinki	2003		1390			2109	1.423
	2004		1572			2105	1.392
SE Stockholm	2003		14840			20314	13.41
	2004		14671			20248	13.21
UK London	2003			2035			2.092
	2004			1976			1.989
Colham	2003			850			0.996
	2004			880			1.007

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

#### *3.3.1. Major changes in the economic parities from 2003 to 2004*

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 2004 salary adjustment two new price surveys have been incorporated: *furniture, glassware and tableware (conducted in spring 2002)* and *transport and other goods and services (conducted in autumn 2002)*. The rent parities have been calculated for 2004 according to the moving-average model approved by the Article 64 Working Party.

The introduction of new prices from the latest price surveys affects 18 (out of 80) elementary parities and accounts for about 27% (EU average) of the consumption weight.

Moreover, rent surveys are carried out every year in all Member States. A six-years moving average model is used for calculating rent parities: the rent parities for 2004 are based on the relative trend in the real-estate markets in Brussels and other places of employment between 1999 and 2004. These parities are, therefore, affected by the following factors:

- introduction of rent data for the year 2004,
- deletion of the rent data for 1998
- price indices used for updating the rents for 1999 - 2003 to price of 2004, and

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

Changes in the global parities from one year to the next come mainly from both 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 (1.7.2004) and by changes in the consumption structures (updated every five to seven years by the introduction of new FBS results). Details of the changes in the economic parities from 2003 to 2004, including a decomposition of these effects, are given in table 3.3.

The biggest increases in global economic parities can be observed in Bratislava (+4.0%) and Riga (+3.8%). Some relevant decreases were observed in London (-1.1%) and Helsinki (-1.0%).

The biggest increases in the rent parity can be observed in Vilnius (+8.2%), Rome (+6.4%) and Varese (+6.2%) while the biggest decreases were recorded in Dublin (-8.4%) and London (-4.9%).

Concerning the considerable decrease in the correction coefficient for The Netherlands (-4.0%), it has to be stressed that, in accordance with the Staff Regulations, starting from 2004, The Hague has replaced Amsterdam for calculating the global parity for the staff in the Netherlands. The rent parity in The Hague, which is much lower than in Amsterdam, explains most of the decrease.

It is not possible to compare Amsterdam and The Hague in 2004, as rent data were no more collected in Amsterdam. In 2003 the rent parity for Amsterdam was 1.820, leading to a global correction coefficient of 115.1. For The Hague the corresponding values would have been 1.545 for the rent parity (-15.1% compared to Amsterdam) and 111.2 for the global correction coefficient (-3.4% compared to Amsterdam).

**Table 3.3**  
**Changes in the economic parities in the twelve months to 1st July 2004**  
**Decomposition of the effects**

Country	Places of employment	Introduction of news surveys			Price index (HICP)	Reduction of BH	Total change
		Furniture	Transport	Rent			
CZ	Prague	-0.2	-0.9	-0.4	0.7	-0.1	-0.8
DK	Copenhagen	0.0	0.2	-0.1	0.7	-0.1	0.8
DE	Berlin	0.0	0.0	-0.6	0.1	0.0	-0.5
	Bonn	0.0	0.1	0.3	0.1	0.0	0.5
	Karlsruhe	0.1	-0.2	0.4	0.1	0.0	0.4
	Munich	0.0	0.2	-0.3	0.1	0.0	0.0
EE	Tallinn	0.1	0.2	1.0	1.1	0.0	2.5
GR	Athens	0.1	0.2	0.5	1.5	-0.1	2.3
ES	Madrid	-0.1	-0.2	0.9	1.6	-0.1	2.1
FR	Paris	0.0	-0.1	0.4	0.6	0.0	0.9
IE	Dublin	0.2	0.3	-2.2	1.0	-0.1	-0.8
IT	Rome	0.2	0.1	1.3	1.2	-0.1	2.7
	Varese	0.2	0.1	1.0	1.2	-0.1	2.4
CY	Nicosia	0.2	0.1	1.4	0.2	0.0	1.9
LV	Riga	-0.2	-0.4	0.6	3.7	0.0	3.8
LT	Vilnius	-0.4	0.2	1.7	-0.1	0.0	1.4
HU	Budapest	-0.4	-0.3	-0.2	3.4	-0.1	2.4
MT	Valletta	0.1	-0.2	0.1	2.0	0.1	2.0
NL*	The Hague	0.0	-0.3	-3.3	-0.3	-0.1	-4.0
AT	Vienna	0.2	0.1	-0.1	0.8	-0.1	0.9
PL	Warsaw	-0.1	-0.7	0.3	1.7	0.1	1.2
PT	Lisbon	0.0	0.1	-0.1	1.4	-0.1	1.3
SI	Ljubljana	0.0	0.2	0.8	1.1	0.0	2.0
SK	Bratislava	0.0	-0.7	0.2	4.6	-0.1	4.0
FI	Helsinki	0.2	0.0	-0.5	-0.7	0.1	-1.0
SE	Stockholm	0.5	0.5	-0.3	-0.5	0.0	0.0
UK	London	0.2	0.2	-1.4	0.0	0.0	-1.1
	Osham	0.0	0.0	0.2	-0.1	0.0	0.2

NL: 2003 parities were based on Amsterdam

**Table 3.4**  
**Changes in rent parities in the twelve months to 1st July 2004**  
**Decomposition of the effects**

Places of employment		Deletion of survey 1998	Introduction of survey 2004	Price index 2004	Total change
CZ	Prague	-1.4	-1.1	1.0	-1.6
DK	Copenhagen	-1.1	0.9	-0.1	-0.3
DE	Berlin	-0.5	-1.7	-0.4	-2.5
	Bonn	0.5	1.6	-0.5	1.6
	Karlsruhe	4.7	-2.1	-0.5	2.1
	Munich	1.5	-2.3	-0.4	-1.2
EE	Tallinn	2.2	0.8	1.9	5.0
GR	Athens	1.6	0.3	0.9	2.8
ES	Madrid	2.5	0.5	1.3	4.4
FR	Paris	1.6	-1.0	1.2	1.8
IE	Dublin	-4.0	-1.1	-3.5	-8.4
IT	Rome	4.0	2.0	0.3	6.4
	Varese	2.5	3.2	0.4	6.2
CY	Nicosia	3.5	3.5	0.7	7.8
LV	Riga	-1.2	1.4	2.7	2.9
LT	Vilnius	7.4	1.0	-0.3	8.2
HU	Budapest	-3.1	-1.7	4.6	-0.4
MT	Valletta	0.0	-0.2	0.7	0.4
NL	The Hague *	0.2	0.2	-0.2	0.2
AT	Vienna	-0.1	-0.5	0.5	-0.1
PL	Warsaw	-2.0	1.3	1.9	1.2
PT	Lisbon	-0.7	-0.5	0.8	-0.4
SI	Ljubljana	0.7	1.6	1.5	3.8
SK	Bratislava	5.4	-3.7	4.0	5.5
FI	Helsinki	-1.5	0.6	-1.2	-2.2
SE	Stockholm	-0.5	-0.1	-0.9	-1.5
UK	London	-3.9	-0.9	-0.1	-4.9
	Colham	0.8	0.4	-0.1	1.1

\* In 2003 rent parity for The Hague was 15.1% less than for Amsterdam

### *3.3.2. Differences in the correction coefficients calculated with and without the rent element*

The rent parities, due to their associated high consumption weights (22% EU average) 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.

In 2004 for 10 places out of 28, the rent correction coefficient (ratio between the rent parity and the exchange rate) is under 100. This means that the average rents used for calculating the economic parities are lower in these places than in Brussels.

For 6 places out of 28 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.

More details on the effect of rent on the 2004 correction coefficients are given in table 3.5.

**Table 3.5**  
**Effect of rent on the correction coefficients - 2004**

Places of employment	Weight		Correction coefficient			Rent effect
	Without rent	Rent	Without rent	Rent	Overall	[5/3](%)
	[1]	[2]	[3]	[4]	[5]	[6]
CZ Prague	746.4	253.5	78.5	122.5	87.1	11.0
DK Copenhagen	753.3	246.7	131.4	155.8	136.7	4.0
DE Berlin	804.5	195.5	101.6	100.2	101.2	-0.4
Bonn	804.5	195.5	99.7	83.9	96.2	-3.5
Karkruhe	804.5	195.5	100.0	79.6	95.4	-4.6
Munich	804.5	195.5	102.4	128.6	107.3	4.8
EE Tallinn	793.0	207.0	76.6	91.2	79.5	3.8
GR Athens	778.0	222.0	90.3	106.2	93.5	3.5
ES Madrid	794.3	205.7	95.3	123.1	100.6	5.6
FR Paris	767.5	232.5	104.7	189.4	120.2	14.8
IE Dublin	735.4	264.6	110.9	166.0	122.3	10.3
IT Rome	835.5	164.5	101.4	152.8	109.8	8.3
Varese	869.1	130.9	105.4	80.7	100.6	-4.6
CY Nicosia	842.9	157.1	100.0	58.1	90.4	-9.6
LV Riga	767.6	232.4	73.1	97.9	77.9	6.6
LT Vilnius	774.0	226.0	75.1	93.2	78.6	4.7
HU Budapest	726.3	273.7	75.8	140.3	88.3	16.4
MT Valletta	819.1	180.9	98.0	63.4	89.9	-8.3
NL The Hague	835.6	164.4	102.0	155.2	110.5	8.3
AT Vienna	766.1	233.9	104.4	121.3	108.0	3.4
PL Warsaw	773.9	226.1	69.2	83.4	72.0	4.1
PT Lisbon	813.9	186.1	90.9	96.1	91.8	1.0
SI Ljubljana	763.2	236.8	77.8	113.6	84.4	8.5
SK Bratislava	781.1	218.9	84.1	120.9	90.9	8.1
FI Helsinki	759.4	240.6	114.1	139.2	119.4	4.6
SE Stockholm	749.2	250.8	110.2	144.8	117.4	6.6
UK London	691.6	308.4	109.1	297.7	142.7	30.8
Oxford	764.5	235.5	107.0	150.7	115.4	7.8

### 3.4. Correction coefficients for the pensioners

The correction coefficients for the pensioners with a reference date of 1 July 2004 have been calculated on the basis of 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.
- Country rent parities: For calculating country rent parities the following procedure has been applied. 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 country rent parity. No such adjustment factors were available for The Netherlands and Malta. For these two countries average country rents were compared directly with the average rents in Belgium (all derived from ECP-PPP rent surveys).
- Consumption weights for the pensioners calculated on the basis of a wide scale family budget survey done in 2000.

Table 3.6 presents the pensioners correction coefficients for 1 July 2004, calculated according to the procedure described above. It also shows a comparison with those for active staff.

Among all Member States, Denmark has the highest country-based CC (in case of capital-based CC it is UK). The biggest differences between capital CCs and country CCs can be observed in the UK and Hungary. In Germany the country CC is marginally higher than the capital CC, while in Austria the two CCs are at the same level. In all other countries the country CCs is lower than capital CCs. Without rents, the two sets of CCs are very close.

It should be mentioned that the new Staff Regulations guarantee a minimum CC of 100 for pensioners, whatever is the result of Eurostat's calculations.



**Table 3.6**  
**Pensioners correction coefficients**

Correction coefficients for pensioners				Correction coefficients for staff			
Country	rents	without rents	Total	Capitals	rents	without rents	Total
BE	100.0	100.0	100.0	Brussels	100.0	100.0	100.0
CZ	78.5	74.6	74.8	Prague	122.5	78.5	87.1
DK	147.2	129.1	131.6	Copenhagen	155.8	131.4	136.7
DE	101.3	102.1	102.0	Berlin	100.2	101.6	101.2
EE	102.5	73.7	76.1	Tallinn	91.2	76.6	79.5
GR	105.0	90.8	92.5	Athens	106.2	90.3	93.5
ES	96.9	95.3	95.5	Madrid	123.1	95.3	100.6
FR	132.0	103.3	106.9	Paris	189.4	104.7	120.2
IE	166.0	108.5	115.6	Dublin	166.0	110.9	122.3
IT	134.0	102.1	106.0	Rome	152.8	101.4	109.8
CY	60.0	99.8	94.0	Nicosia	58.1	100.0	90.4
LV	99.0	72.8	74.5	Riga	97.9	73.1	77.9
LT	76.4	75.4	75.2	Vilnius	93.2	75.1	78.6
HU	70.9	71.1	70.8	Budapest	140.3	75.8	88.3
MT	29.2	94.2	83.8	Valletta	63.4	98.0	89.9
NL	116.6	101.7	103.6	The Hague	155.2	102.0	110.5
AT	133.5	104.3	108.0	Vienna	121.3	104.4	108.0
PL	38.4	68.5	65.0	Warsaw	83.4	69.2	72.0
PT	89.6	91.6	91.4	Lisbon	96.1	90.9	91.8
SI	94.5	79.7	81.3	Ljubljana	113.6	77.8	84.4
SK	74.7	80.2	79.5	Bratislava	120.9	84.1	90.9
FI	115.7	114.2	114.4	Helsinki	139.2	114.1	119.4
SE	128.5	108.3	111.0	Stockholm	144.8	110.2	117.4
UK	197.4	105.3	116.5	London	297.7	109.1	142.7

#### 4. 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 4.1), number of days annual leave (Table 4.2) and number of public holidays per year (Table 4.3) are shown below. In all these tables the situation in July 2004 has been compared with that in July 2003.

**Table 4.5.A**  
**Statutory or contractual weekly working hours in central governments**

Country	July 2003		July 2004		Remarks
	Weekly working hours		Weekly working hours		
BE	38		38		
DE	38:30'		38:30'		
ES	37:30' - 40		37:30' - 40		
FR	39		35		
IT	36		36		
LU	40		40		
NL	36		36		
UK (London)	36-41		36-41		Differences between Ministries
UK (Country)	37-42		37-42		Differences between Ministries

**Table 4.5.B**  
**Number of days annual leave**

Country	Number of days		Remarks
	July 2003	July 2004	
BE	26 - 33	26 - 33	depends on age
DE	26 - 30	26 - 30	depends on age and grade
ES			
FR	25	25	
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

**Table 4.5.C**  
**Number of public holidays per year (statutory, contractual, etc)**

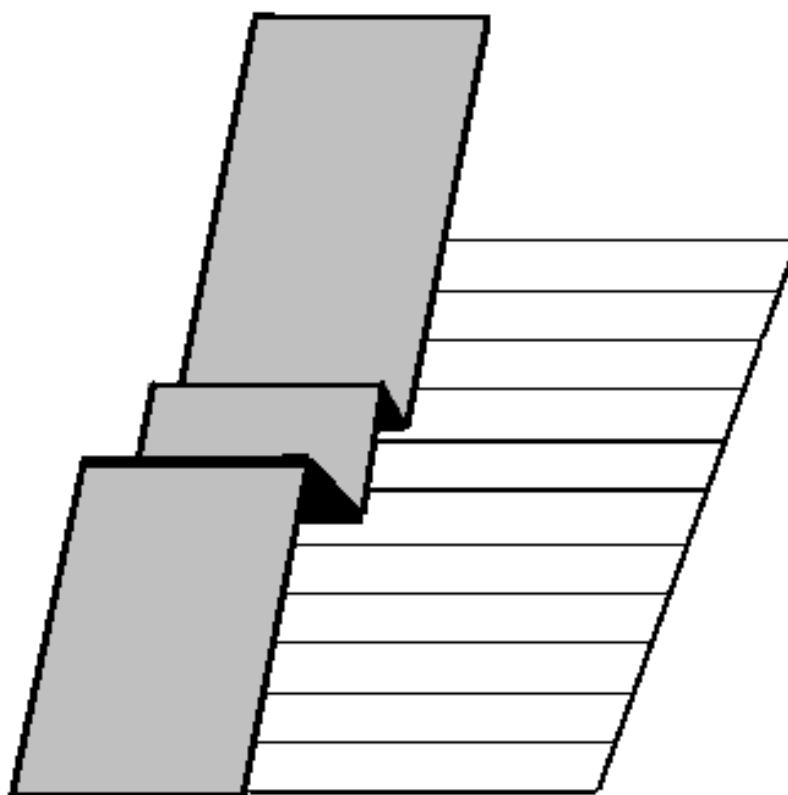
Country	Number of days		Remarks
	July 2003	July 2004	
BE	13	13	Time off when the public holiday falls on Saturday or Sunday
DE	13	13	in Nordrhein-Westfalen
ES			
FR	10 - 11	10 - 11	Time off when the public holiday falls on Saturday or Sunday
IT	11	11	
LU	14	14	Time off when the public holiday falls on Saturday or Sunday
NL	7 - 8	7 - 8	
UK	10-10,5	10-10,5	Time off when the public holiday falls on Saturday or Sunday

Annex 2 to the Eurostat Report on  
Annual Adjustment of  
Remuneration and Pension  
Detailed remuneration tables and control  
indicators

Reference period:  
Year to 1 July 2004

# Annex 2

Commission Staff Working Paper



Statistical Office of the European Communities  
Unit C5  
Luxembourg  
November 2004

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**REMUNERATION COMPONENTS:**

Traitement de base, allocation de foyer ou de résidence, pécule de vacances, allocation de fin d'année.

**Table I.3.A1**  
**Central government personnel in the sample broken down by**  
**category and by grade - 2003**

Cat. [1]	Grade [2]	Staff [3]
<b>AD</b>	Secrétaire général A1	10
	Directeur général A2	140
	Conseiller général A3	427
	Conseiller A4	355
	Conseiller A5/A5	1,107
	Conseiller adjoint A6/A6	1,118
	Conseiller adjoint A7/A7	1,460
	Conseiller adjoint A8/A8	8,047
<b>AST</b>	Espert administratif B1	1,257
	Espert administratif B2/B3	2,416
	Espert administratif B4/B5	8,961
	Assistant administratif C1	1,143
	Assistant administratif C2/C3	2,388
	Assistant administratif C4/C5	8,441
	Collaborateur administratif D1	2,084
	Collaborateur administratif D2	4,577
	Collaborateur administratif D3	3,129
	Collaborateur administratif D4	15,135
<b>Total</b>		<b>62,195</b>

**Table I.3.A2**  
**Central government personnel broken down by category - 2003**

Cat. [1]	Sample		Central government population		Ratio Sample / Population
	Numbers [2]	% [3]	Numbers [4]	% [5]	% [6]
<b>AD</b>	12,664	20.4	12,664	20.4	100.0
<b>AST</b>	49,531	79.6	49,531	79.6	100.0
<b>Total</b>	<b>62,195</b>	<b>100.0</b>	<b>62,195</b>	<b>100.0</b>	<b>100.0</b>

**Table I.3.B1.1**  
**Remuneration of central government personnel**  
**Unmarried official - Yearly data - 2004**

Cat. [1]	Grade [2]		Gross			Net		
			Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	Secrétaire général	A1	73,968	85,208	98,696	36,902	41,491	47,084
	Directeur général	A2	66,796	76,430	87,992	33,939	37,911	42,703
	Conseiller général	A3	56,649	66,380	78,057	29,741	33,802	38,308
	Conseiller	A4	44,338	58,027	71,516	24,705	30,338	35,901
	Conseiller	A5/LA5	40,518	50,152	61,714	23,008	27,085	31,847
	Conseiller adjoint	A6/LA6	37,037	45,238	54,925	21,577	25,029	29,040
	Conseiller adjoint	A7/LA7	32,702	40,924	50,390	19,601	23,256	27,266
	Conseiller adjoint	A8/LA8	30,120	38,341	46,627	18,347	22,027	25,619
AS T	Espert administratif	B1	27,042	37,377	44,872	17,219	21,734	24,902
	Espert administratif	B2/B3	24,339	33,810	41,067	15,971	20,082	23,308
	Espert administratif	B4/B5	22,800	28,689	33,015	15,271	17,745	19,730
	Assistant administratif	C1	26,708	32,333	39,785	17,125	19,513	22,664
	Assistant administratif	C2/C3	23,938	28,395	35,847	15,823	17,890	21,037
	Assistant administratif	C4/C5	21,567	26,226	33,217	14,784	16,911	19,836
	Collaborateur administratif	D1	22,021	25,280	29,077	14,942	16,438	17,881
	Collaborateur administratif	D2	21,385	24,843	28,640	14,799	16,233	17,842
	Collaborateur administratif	D3	20,145	22,784	26,381	14,071	15,257	17,025
	Collaborateur administratif	D4	19,333	21,338	25,066	13,849	14,777	16,340

**Table I.3.B1.2**  
**Remuneration of central government personnel**  
**Married official with two children - Yearly data - 2004**

Cat. [1]	Grade [2]		Gross			Net		
			Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	Secrétaire général	A1	77,621	88,861	102,330	44,620	49,210	54,803
	Directeur général	A2	70,449	80,084	91,645	41,677	45,630	50,421
	Conseiller général	A3	60,302	70,034	81,711	37,439	41,520	46,226
	Conseiller	A4	48,192	61,680	75,169	32,161	38,056	43,619
	Conseiller	A5/LA5	44,171	53,806	65,368	30,297	34,775	39,565
	Conseiller adjoint	A6/LA6	40,690	48,912	58,579	28,839	32,514	36,758
	Conseiller adjoint	A7/LA7	36,355	44,577	54,244	26,731	30,554	34,975
	Conseiller adjoint	A8/LA8	33,773	41,995	50,281	25,368	29,309	33,159
AS T	Espert administratif	B1	30,957	41,031	48,526	24,248	29,016	32,349
	Espert administratif	B2/B3	28,254	37,464	44,720	22,793	27,246	30,397
	Espert administratif	B4/B5	26,977	32,342	36,668	22,152	24,677	26,880
	Assistant administratif	C1	30,623	36,187	43,439	24,124	26,627	29,946
	Assistant administratif	C2/C3	28,115	32,249	39,501	22,793	24,810	28,276
	Assistant administratif	C4/C5	25,744	30,142	36,870	21,494	23,875	26,974
	Collaborateur administratif	D1	26,198	29,195	32,731	21,686	23,332	24,834
	Collaborateur administratif	D2	25,761	28,738	32,294	21,509	23,091	24,773
	Collaborateur administratif	D3	24,322	26,961	30,497	20,740	22,138	24,025
	Collaborateur administratif	D4	23,709	25,735	28,981	20,406	21,487	23,215



**Table I.3.B2.1**  
**Remuneration of central government personnel**  
**Unmarried official - Yearly data - 2003**

Cat.	Grade		Gross			Net		
			Min.	Middle	Max.	Min.	Middle	Max.
[1]	[2]		[3]	[4]	[5]	[6]	[7]	[8]
<b>AD</b>	Secrétaire général	A1	72,517	83,337	96,760	36,332	40,831	46,312
	Directeur général	A2	61,486	74,931	86,266	33,402	37,304	41,903
	Conseiller général	A3	51,338	61,078	76,526	29,241	33,251	37,876
	Conseiller	A4	43,665	56,889	70,113	24,296	29,817	35,273
	Conseiller	A5/LA5	39,724	49,169	60,304	22,638	26,391	31,364
	Conseiller adjoint	A6/LA6	36,311	44,371	53,848	21,186	24,609	28,566
	Conseiller adjoint	A7/LA7	32,061	40,121	49,399	19,277	22,809	26,766
	Conseiller adjoint	A8/LA8	29,530	37,390	45,713	18,063	21,704	25,178
<b>AST</b>	Espert administratif	B1	26,512	36,645	43,993	17,011	21,341	24,388
	Espert administratif	B2/B3	23,863	33,148	40,262	15,770	19,743	22,862
	Espert administratif	B4/B5	22,354	28,127	32,368	15,009	17,649	19,424
	Assistant administratif	C1	26,185	31,896	39,006	16,833	19,323	22,363
	Assistant administratif	C2/C3	23,470	28,035	33,145	15,544	17,717	20,696
	Assistant administratif	C4/C5	21,145	25,713	32,566	14,541	16,397	19,519
	Collaborateur administr	D1	21,391	24,785	28,308	14,693	16,139	17,648
	Collaborateur administr	D2	21,162	24,356	28,080	14,556	15,941	17,612
	Collaborateur administr	D3	19,751	22,338	26,061	13,849	14,996	16,810
Collaborateur administr	D4	19,150	21,137	24,575	13,575	14,533	16,044	

**Table I.3.B2.2**  
**Remuneration of central government personnel**  
**Married official with two children - Yearly data - 2003**

Cat.	Grade		Gross			Net		
			Min.	Middle	Max.	Min.	Middle	Max.
[1]	[2]		[3]	[4]	[5]	[6]	[7]	[8]
AD	Secrétaire général	A1	76,171	87,190	100,414	43,894	48,393	53,874
	Directeur général	A2	69,139	78,385	89,919	40,963	44,866	49,465
	Conseiller général	A3	59,192	68,732	80,180	36,803	40,813	45,438
	Conseiller	A4	47,319	60,543	73,767	31,594	37,379	42,835
	Conseiller	A5/LA5	43,377	52,823	64,157	29,791	34,123	38,926
	Conseiller adjoint	A6/LA6	39,964	48,025	57,302	28,320	31,935	36,128
	Conseiller adjoint	A7/LA7	35,715	43,775	53,252	26,256	29,958	34,316
	Conseiller adjoint	A8/LA8	33,183	41,244	49,367	24,931	28,837	32,561
AST	Espert administratif	B1	30,422	40,298	47,646	23,811	28,474	31,697
	Espert administratif	B2/B3	27,773	36,801	43,915	22,363	26,756	30,002
	Espert administratif	B4/B5	26,520	31,780	36,022	21,741	24,428	26,403
	Assistant administratif	C1	30,095	35,549	42,639	23,686	26,285	29,496
	Assistant administratif	C2/C3	27,636	31,689	38,798	22,364	24,496	27,784
	Assistant administratif	C4/C5	25,311	29,623	36,220	21,101	23,415	26,506
	Collaborateur administratif	D1	25,757	28,695	32,161	21,287	22,886	24,449
	Collaborateur administratif	D2	25,329	28,266	31,733	21,116	22,653	24,391
	Collaborateur administratif	D3	23,918	26,505	29,971	20,304	21,728	23,580
	Collaborateur administratif	D4	23,317	25,303	28,485	19,987	21,094	22,774

## Belgium

**Table I3.D1**  
**Changes in average remuneration by grade of official in central government**  
**Price index = 102,3**

Cat.	Grade		Gross				Net			
			Salary		Index		Salary		Index	
			2003	2004	Nominal	Real	2003	2004	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[8]	[7]	[9]	[10]	
AD	Secrétaire général	A1	86,098	87,784	102.0	99.7	44,939	45,685	101.7	99.4
	Directeur général	A2	77,388	78,899	102.0	99.7	41,317	42,050	101.8	99.5
	Conseiller général	A3	67,541	68,856	101.9	99.7	37,237	37,876	101.7	99.4
	Conseiller	A4	58,716	59,854	101.9	99.6	33,532	34,130	101.8	99.5
	Conseiller	A5/A5	51,626	52,622	101.9	99.6	30,575	31,096	101.7	99.4
	Conseiller adjoint	A6/A6	46,670	47,567	101.9	99.6	28,438	28,963	101.8	99.5
	Conseiller adjoint	A7/A7	42,420	43,232	101.9	99.6	26,563	27,064	101.9	99.6
	Conseiller adjoint	A8/A8	39,438	40,190	101.9	99.6	25,212	25,638	101.7	99.4
AST	Expert administratif	B1	37,386	38,301	101.9	99.6	24,455	24,911	101.9	99.6
	Expert administratif	B2/B3	34,294	34,942	101.9	99.6	22,916	23,333	101.8	99.5
	Expert administratif	B4/B5	29,529	30,082	101.9	99.6	20,776	21,079	101.5	99.2
	Assistant administratif	C1	34,232	34,879	101.9	99.6	22,998	23,333	101.5	99.2
	Assistant administratif	C2/C3	30,795	31,374	101.9	99.6	21,433	21,772	101.6	99.3
	Assistant administratif	C4/C5	28,430	28,961	101.9	99.6	20,280	20,646	101.8	99.5
	Collaborateur administratif	D1	26,916	27,417	101.9	99.6	19,517	19,852	101.7	99.4
	Collaborateur administratif	D2	26,488	26,980	101.9	99.6	19,378	19,708	101.7	99.4
	Collaborateur administratif	D3	24,757	25,215	101.8	99.6	18,545	18,876	101.8	99.5
	Collaborateur administratif	D4	23,661	24,097	101.8	99.6	18,001	18,346	101.9	99.6

**Table I3.E**  
**Changes in average remuneration by category of official in the central government**  
**Price index = 102,3**

Cat.	Gross				Net			
	Salary		Index		Salary		Index	
	2003	2004	Nominal	Real	2003	2004	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]
AD	43,430	44,262	101.9	99.6	26,956	27,421	101.7	99.4
AST	27,463	27,975	101.9	99.6	19,801	20,145	101.7	99.4
Total	30,714	31,291	101.9	99.6	21,258	21,627	101.7	99.4

## Federal Republic of Germany

### REMUNERATION COMPONENTS:

Basic salary, allgemeine Stellenzulage, Ministerialzulage, Jährliche Sonderzahlung, Urlaubsgeld

**Table I.3.A1**  
Central government personnel in the sample broken down by  
category and by grade - 2003

Cat. [1]	Grade [2]	Staff [3]
<b>AD</b>	B9	119
	B6	295
	B3	1,077
	A16	593
	A15	2,313
	A14	1,210
<b>AST</b>	A13	2,784
	A12	1,024
	A11	715
	A9	957
	A8	554
	A7	351
	A5	682
	A4	373
<b>Total</b>		<b>13,047</b>

**Table I.3.A2**  
Central government personnel broken down by category - 2003

Cat. [1]	Sample		Central government population		Ratio Sample / Population
	Numbers [2]	% [3]	Numbers [4]	% [5]	%
<b>AD</b>	5,607	43.0	5,971	40.8	93.9
<b>AST</b>	7,440	57.0	8,670	59.2	85.8
<b>Total</b>	<b>13,047</b>	<b>100.0</b>	<b>14,641</b>	<b>100.0</b>	<b>89.1</b>

## Federal Republic of Germany

**Table I3.B1.1**  
**Remuneration of central government personnel**  
**Unmarried official - Monthly data - 2004**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	B9	9,238			5,682		
	B6	7,865			4,962		
	B3	6,604			4,300		
	A16	4,790	5,421	6,005	3,346	3,679	3,984
	A15	4,306	4,852	5,357	3,091	3,379	3,644
	A14	3,365	4,257	4,766	2,554	3,064	3,335
AST	A13	3,260	3,849	4,341	2,491	2,837	3,109
	A12	2,926		3,926	2,287		2,881
	A11	2,739	3,197	3,578	2,169	2,453	2,680
	A9	2,181	2,583	2,823	1,803	2,069	2,222
	A8	2,010		2,609	1,687		2,086
	A7	1,899	2,200	2,400	1,611	1,816	1,950
	A5	1,731	1,929	2,067	1,493	1,631	1,726
	A4	1,718		1,996	1,484		1,677

**Table I3.B1.2**  
**Remuneration of central government personnel**  
**Married official with two children - Monthly data - 2004**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	B9	9,535			7,120		
	B6	8,162			6,301		
	B3	6,901			5,585		
	A16	5,394	5,718	6,301	4,398	4,819	5,202
	A15	4,911	5,457	5,653	4,076	4,439	4,775
	A14	3,969	4,861	5,371	3,428	4,043	4,383
AST	A13	3,864	4,454	4,945	3,354	3,765	4,099
	A12	3,530		4,531	3,124		3,818
	A11	3,344	3,801	4,183	2,988	3,311	3,577
	A9	2,785	3,188	3,427	2,575	2,874	3,049
	A8	2,609		3,208	2,442		2,889
	A7	2,499	2,799	3,000	2,358	2,586	2,735
	A5	2,352	2,550	2,688	2,244	2,397	2,502
	A4	2,344		2,622	2,237		2,452

**Table I.3.B2.1**  
**Remuneration of central government personnel**  
**Unmarried official - Monthly data - 2003**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	B9	9,349			5,497		
	B6	7,963			4,822		
	B3	6,689			4,199		
	A16	4,858	5,496	6,084	3,304	3,617	3,903
	A15	4,369	4,921	5,430	3,060	3,335	3,584
	A14	3,420	4,320	4,834	2,539	3,034	3,293
AST	A13	3,313	3,908	4,404	2,491	2,815	3,079
	A12	2,976		3,986	2,277		2,857
	A11	2,787	3,249	3,634	2,161	2,439	2,662
	A9	2,223	2,629	2,871	1,800	2,062	2,212
	A8	2,049		2,653	1,685		2,077
	A7	1,937	2,241	2,443	1,610	1,812	1,943
	A5	1,767	1,966	2,106	1,492	1,629	1,722
	A4	1,753		2,034	1,483		1,674

**Table I.3.B2.2**  
**Remuneration of central government personnel**  
**Married official with two children - Monthly data - 2003**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	B9	9,652			7,049		
	B6	8,266			6,301		
	B3	6,993			5,554		
	A16	5,162	5,799	6,388	4,377	4,797	5,174
	A15	4,981	5,224	5,733	4,052	4,418	4,754
	A14	4,031	4,931	5,138	3,410	4,018	4,360
AST	A13	3,925	4,519	5,015	3,337	3,744	4,074
	A12	3,587		4,597	3,116		3,797
	A11	3,399	3,861	4,246	2,980	3,292	3,538
	A9	2,835	3,241	3,483	2,569	2,867	3,041
	A8	2,655		3,260	2,436		2,881
	A7	2,544	2,847	3,049	2,354	2,578	2,728
	A5	2,395	2,595	2,734	2,243	2,391	2,496
	A4	2,387		2,668	2,236		2,446

## Federal Republic of Germany

Table I.3.D1

Changes in average remuneration by grade of official in central government

Price index = 101,7

Cat.	Grade	Gross				Net			
		Salary		Index		Salary		Index	
		2003	2004	Nominal	Real	2003	2004	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[8]	[7]	[9]	[10]
AD	B9	9,300	9,386	98.8	97.1	6,273	6,401	102.0	100.3
	B6	8,114	8,014	98.8	97.1	5,561	5,631	101.3	99.6
	B3	6,841	6,752	98.7	97.1	4,876	4,942	101.3	99.7
	A16	5,631	5,605	99.5	97.9	4,195	4,238	101.0	99.3
	A15	5,110	5,089	99.6	97.9	3,867	3,901	100.9	99.2
	A14	4,446	4,432	99.7	98.0	3,442	3,468	100.7	99.1
AS T	A13	4,181	4,119	98.5	96.9	3,257	3,276	100.6	98.9
	A12	3,787	3,728	98.5	96.8	3,012	3,027	100.5	98.8
	A11	3,530	3,474	98.4	96.8	2,849	2,863	100.5	98.8
	A9	2,880	2,831	98.3	96.6	2,425	2,432	100.3	98.6
	A8	2,654	2,609	98.3	96.7	2,270	2,276	100.3	98.6
	A7	2,510	2,466	98.3	96.6	2,171	2,176	100.2	98.6
	A5	2,261	2,219	98.2	96.5	1,996	1,999	100.2	98.5
	A4	2,211	2,170	98.2	96.5	1,960	1,963	100.1	98.5

Table I.3.E

Changes in average remuneration by category of official in the central government

Price index = 101,7

Cat.	Gross				Net			
	Salary		Index		Salary		Index	
	2003	2004	Nominal	Real	2003	2004	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]
AD	5,605	5,566	99.3	97.6	4,144	4,187	101.0	99.3
AS T	3,429	3,375	98.4	96.8	2,771	2,784	100.5	98.8
Total	4,317	4,269	98.9	97.2	3,331	3,356	100.8	99.1

**REMUNERATION COMPONENTS:**

Basic salary, complemento de destino, Trienio, Especifico, Performance bonus

**Table I.3.A1**  
**Central government personnel in the sample broken down by**  
**category and by grade - 2003**

Cat. [1]	Grade [2]		Staff [3]
<b>AD</b>	Subdirector general	A30	2,071
	Consejero técnico	A28	5,403
	Jefe de servicio A	A26	3,542
<b>AST</b>	Jefe de servicio B	B26	3,934
	Jefe de sección	B24	5,997
	Jefe de negocio	BC20	4,768
	Administrativo	C16	2,240
	Auxiliar Admvo. 16	D16	9,059
	Auxiliar Admvo. 14	D14	16,960
	Auxiliar Admvo. 12	D12	21,096
	Conductor	D10	1,432
	Portero	E9	1,504
<b>Total</b>			<b>78,006</b>

**Table I.3.A2**  
**Central government personnel broken down by category - 2003**

Cat. [1]	Sample		Central government population		Ratio Sample / Population
	Numbers [2]	% [3]	Numbers [4]	% [5]	% [6]
<b>AD</b>	11,016	14.1	11,016	14.1	100.0
<b>AST</b>	66,990	85.9	66,990	85.9	100.0
<b>Total</b>	<b>78,006</b>	<b>100.0</b>	<b>78,006</b>	<b>100.0</b>	<b>100.0</b>



**Table I.3.B1.1**  
**Remuneration of central government personnel**  
**Unmarried official - Yearly data - 2004**

Cat. [1]	Grade [2]		Gross			Net		
			Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	Subdirector general	A30	50,041	57,338	72,901	35,739	39,979	48,538
	Consejero técnico	A28	33,155	48,262	61,434	25,097	34,638	42,231
	Jefe de servicio A	A26	28,613	41,684	46,676	21,827	30,494	33,639
AST	Jefe de servicio B	B26	25,712	35,717	44,319	20,017	26,979	32,398
	Jefe de sección	B24	20,353	25,006	33,453	16,131	19,509	25,553
	Jefe de negociado	BC20	17,007	20,595	28,016	13,715	16,442	21,796
	Administrativo	C16	14,328	18,206	23,755	11,805	14,753	18,847
	Auxiliar Admvo. 16	D16	12,625	15,499	20,873	10,754	12,870	16,938
	Auxiliar Admvo. 14	D14	12,079	14,480	18,832	10,369	12,095	15,403
	Auxiliar Admvo. 12	D12	11,532	12,976	14,821	9,983	11,001	12,354
	Conductor	D10	16,040	18,620	21,256	13,281	15,241	17,214
	Portero	E9	10,321	12,025	13,856	9,130	10,421	11,719

**Table I.3.B1.2**  
**Remuneration of central government personnel**  
**Married official with two children - Yearly data - 2004**

Cat. [1]	Grade [2]		Gross			Net		
			Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	Subdirector general	A30	50,041	57,338	72,901	36,296	40,631	49,191
	Consejero técnico	A28	33,155	48,262	61,434	25,503	35,175	42,884
	Jefe de servicio A	A26	28,613	41,684	46,676	22,233	31,030	34,176
AST	Jefe de servicio B	B26	25,712	35,717	44,319	20,423	27,515	32,935
	Jefe de sección	B24	20,353	25,006	33,453	16,479	19,915	25,996
	Jefe de negociado	BC20	17,007	20,595	28,016	14,063	16,790	22,202
	Administrativo	C16	14,328	18,206	23,755	12,153	15,101	19,253
	Auxiliar Admvo. 16	D16	12,625	15,499	20,873	11,102	13,218	17,302
	Auxiliar Admvo. 14	D14	12,079	14,480	18,832	10,676	12,443	15,751
	Auxiliar Admvo. 12	D12	11,532	12,976	14,821	10,230	11,349	12,702
	Conductor	D10	16,040	18,620	21,256	13,629	15,589	17,593
	Portero	E9	10,321	12,025	13,856	9,347	10,737	12,067

**Table I.3.B2.1**  
**Remuneration of central government personnel**  
**Unmarried official - Yearly data - 2003**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	Subdirector general A30	48,524	55,578	70,686	34,835	39,038	47,348
	Consejero técnico A28	32,194	46,785	59,619	24,441	33,739	41,261
	Jefe de servicio A A26	27,791	40,431	45,289	21,271	29,736	32,797
AST	Jefe de servicio B B26	24,948	34,651	42,977	19,495	26,332	31,578
	Jefe de sección B24	19,736	24,297	32,474	15,693	19,027	24,914
	Jefe de negociado BC20	16,509	20,027	27,241	13,363	16,036	21,262
	Administrativo C16	13,917	17,683	23,073	11,524	14,378	18,378
	Auxiliar Advo. 16 D16	12,247	15,029	20,248	10,504	12,531	16,497
	Auxiliar Advo. 14 D14	11,728	14,065	18,279	10,138	11,798	15,001
	Auxiliar Advo. 12 D12	11,209	12,624	14,433	9,768	10,770	12,078
	Conductor D10	15,628	18,157	20,742	12,986	14,908	16,861
	Portero EP	10,038	11,708	13,487	8,915	10,212	11,466

**Table I.3.B2.2**  
**Remuneration of central government personnel**  
**Married official with two children - Yearly data - 2003**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	Subdirector general A30	48,524	55,578	70,686	35,371	39,690	48,000
	Consejero técnico A28	32,194	46,785	59,619	24,847	34,276	41,913
	Jefe de servicio A A26	27,791	40,431	45,289	21,677	30,273	33,333
AST	Jefe de servicio B B26	24,948	34,651	42,977	19,901	26,869	32,114
	Jefe de sección B24	19,736	24,297	32,474	16,041	19,433	25,320
	Jefe de negociado BC20	16,509	20,027	27,241	13,711	16,384	21,668
	Administrativo C16	13,917	17,683	23,073	11,872	14,726	18,784
	Auxiliar Advo. 16 D16	12,247	15,029	20,248	10,833	12,879	16,845
	Auxiliar Advo. 14 D14	11,728	14,065	18,279	10,409	12,146	15,349
	Auxiliar Advo. 12 D12	11,209	12,624	14,433	9,986	11,118	12,426
	Conductor D10	15,628	18,157	20,742	13,334	15,236	17,221
	Portero EP	10,038	11,708	13,487	9,133	10,495	11,814

**Table I.3.D 1**  
**Changes in average remuneration by grade of official in central government**  
**Price index = 103,5**

Cat.	Grade	Gross				Net			
		Salary		Index		Salary		Index	
		2003	2004	Nominal	Real	2003	2004	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]	[10]
AD	Subdirector general A30	58,263	60,093	103.1	99.7	40,714	41,732	102.5	99.0
	Consejero técnico A28	46,200	47,617	103.1	99.6	33,413	34,255	102.5	99.1
	Jefe de servicio A A26	37,837	38,991	103.0	99.6	28,181	28,900	102.6	99.1
AS T	Jefe de servicio B B26	34,192	35,249	103.1	99.6	26,048	26,711	102.5	99.1
	Jefe de sección B24	25,303	26,270	103.0	99.5	20,071	20,597	102.6	99.2
	Jefe de negociado BC20	21,259	21,873	102.9	99.4	17,071	17,301	102.5	99.1
	Administrativo C16	18,224	18,763	103.0	99.5	14,943	15,319	102.5	99.0
	Auxiliar Admro. 16 D16	15,841	16,333	103.1	99.6	13,348	13,697	102.6	99.1
	Auxiliar Admro. 14 D14	14,691	15,130	103.0	99.5	12,473	12,790	102.5	99.1
	Auxiliar Admro. 12 D12	12,755	13,109	102.8	99.3	11,024	11,270	102.2	98.8
	Conductor D10	18,176	18,639	102.5	99.1	15,094	15,425	102.2	98.7
	Portero E9	11,744	12,067	102.7	99.3	10,339	10,570	102.2	98.8

**Table I.3.E**  
**Changes in average remuneration by category of official in the central government**  
**Price index = 103,5**

Cat.	Gross				Net			
	Salary		Index		Salary		Index	
	2003	2004	Nominal	Real	2003	2004	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]
AD	45,779	47,189	103.1	99.6	33,103	33,939	102.5	99.0
AS T	16,944	17,443	102.9	99.4	14,031	14,377	102.5	99.0
<b>Total</b>	<b>21,016</b>	<b>21,644</b>	<b>103.0</b>	<b>99.5</b>	<b>16,724</b>	<b>17,139</b>	<b>102.5</b>	<b>99.0</b>

**REMUNERATION COMPONENTS:**

Traitement de base, indemnité de résidence, primes, indemnité exceptionnelle, supplément familial de traitement, allocations familiales

**Table I.3.A1**  
Central government personnel in the sample broken down by category and by grade - 2003

Cat. [1]	Grade [2]	Staff [3]
<b>AD</b>	Directeur C-E	46
	Directeur B-C	46
	Sous-Directeur	46
	Administrateur civil hors classe	664
	Attaché principal	1,387
	Attaché de l'administration centrale	2,708
<b>AST</b>	SA exceptionnelle	927
	SA de classe supérieure	1,242
	SA de classe normale	2,546
	Adjoint administratif principal	6,482
	Adjoint administratif	5,492
	Agent administratif de 1ère classe	410
	OP principal	123
	Agent de bureau ou service	703
<b>Total</b>		<b>22,822</b>

**Table I.3.A2**  
Central government personnel broken down by category - 2003

Cat. [1]	Sample		Central government population		Ratio Sample / Population
	Numbers [2]	% [3]	Numbers [4]	% [5]	% [6]
<b>AD</b>	4,897	21.5	5,423	22.8	90.3
<b>AST</b>	17,925	78.5	18,407	77.2	97.4
<b>Total</b>	<b>22,822</b>	<b>100.0</b>	<b>23,830</b>	<b>100.0</b>	<b>95.8</b>

**Table I.3.B1.1**  
**Remuneration of central government personnel**  
**Unmarried official - Monthly data - 2004**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	Directeur C-E	9,093		10,766	5,890		6,828
	Directeur B-C	7,833		9,492	5,195		6,114
	Sous-Directeur	5,842		8,424	4,052		5,309
	Administrateur civil hors cl	4,933		7,935	3,498		5,222
	Attaché principal	2,890		5,219	2,192		3,651
	Attaché de l'administration	2,249		4,146	1,733		2,982
AST	SA exceptionnelle	2,380		3,246	1,839		2,420
	SA de classe supérieure	2,189		3,043	1,708		2,288
	SA de classe normale	1,734		2,795	1,415		2,116
	Adjoint administratif princ:	1,662		2,312	1,347		1,790
	Adjoint administratif	1,538		2,051	1,266		1,608
	Agent administratif de lère	1,565		1,999	1,273		1,575
	OP principal	1,693		2,229	1,374		1,737
	Agent de bureaux ou service	1,542		1,778	1,255		1,430

**Table I.3.B1.2**  
**Remuneration of central government personnel**  
**Married official with two children - Monthly data - 2004**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	Directeur C-E	9,316		10,989	7,070		8,094
	Directeur B-C	8,076		9,716	6,271		7,321
	Sous-Directeur	6,065		8,647	4,881		6,642
	Administrateur civil hors cl	5,148		8,158	4,198		6,305
	Attaché principal	3,076		5,442	2,620		4,393
	Attaché de l'administration	2,435		4,358	2,106		3,584
AST	SA exceptionnelle	2,566		3,441	2,207		2,903
	SA de classe supérieure	2,375		3,234	2,054		2,736
	SA de classe normale	1,940		2,983	1,702		2,533
	Adjoint administratif princ:	1,848		2,498	1,622		2,150
	Adjoint administratif	1,744		2,237	1,528		1,934
	Agent administratif de lère	1,751		2,185	1,536		1,892
	OP principal	1,879		2,415	1,633		2,097
	Agent de bureaux ou service	1,728		1,964	1,515		1,719

**Table L3.B2.1**  
**Remuneration of central government personnel**  
**Unmarried official - Monthly data - 2003**

Cat.	Grade	Gross			Net		
		Min.	Middle	Max.	Min.	Middle	Max.
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]
AD	Directeur C-E	8,419		9,967	5,425		6,274
	Directeur B-C	7,270		8,789	4,794		5,628
	Sous-Directeur	5,526		7,969	3,816		5,177
	Administrateur civil/hor:	4,788		7,701	3,373		5,022
	Attaché principal	2,846		5,139	2,148		3,566
	Attaché de 1 administrat	2,231		4,110	1,730		2,935
AST	SA exceptionnelle	2,341		3,195	1,801		2,369
	SA de classe supérieure	2,169		3,016	1,685		2,255
	SA de classe normale	1,733		2,760	1,393		2,079
	Adjoint administratif pr:	1,647		2,293	1,331		1,766
	Adjoint administratif	1,550		2,040	1,256		1,593
	Agent administratif de 1	1,539		1,967	1,248		1,544
	OP principal	1,703		2,242	1,377		1,737
	Agent de bureau ou serv	1,527		1,763	1,240		1,413

**Table L3.B2.2**  
**Remuneration of central government personnel**  
**Married official with two children - Monthly data - 2003**

Cat.	Grade	Gross			Net		
		Min.	Middle	Max.	Min.	Middle	Max.
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]
AD	Directeur C-E	8,640		10,188	6,565		7,518
	Directeur B-C	7,491		9,009	5,816		6,794
	Sous-Directeur	5,747		8,190	4,628		6,285
	Administrateur civil/hor:	5,000		7,922	4,069		6,100
	Attaché principal	3,030		5,360	2,577		4,313
	Attaché de 1 administrat	2,415		4,321	2,085		3,544
AST	SA exceptionnelle	2,524		3,388	2,169		2,853
	SA de classe supérieure	2,353		3,205	2,032		2,708
	SA de classe normale	1,917		2,946	1,680		2,497
	Adjoint administratif pr:	1,831		2,476	1,607		2,128
	Adjoint administratif	1,734		2,224	1,519		1,923
	Agent administratif de 1	1,723		2,151	1,510		1,861
	OP principal	1,887		2,426	1,660		2,107
	Magasinier de 2ème clas	1,711		1,946	1,500		1,703

## France

**Table I.3.D1**  
**Changes in average remuneration by grade of official in central government**  
**Price index = 102.4**

Cat.	Grade	Gross				Net			
		Salary		Index		Salary		Index	
		2003	2004	Nominal	Real	2003	2004	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[8]	[7]	[9]	[10]
AD	Directeur C-E	9,304	10,041	107.9	105.4	6,446	6,971	108.1	105.6
	Directeur B-C	8,140	8,784	107.9	105.4	5,758	6,225	108.1	105.6
	Sous-Directeur	6,858	7,245	105.6	103.2	4,977	5,271	105.9	103.4
	Administrateur civil I	6,353	6,544	103.0	100.6	4,641	4,806	103.5	101.1
	Attaché principal	4,094	4,157	101.5	99.2	3,151	3,214	102.0	99.6
	Attaché de l'administr	3,269	3,297	100.8	98.5	2,574	2,606	101.3	98.9
AST	SA exceptionnelle	2,862	2,908	101.6	99.2	2,298	2,342	101.9	99.5
	SA de classe supérieure	2,686	2,710	100.9	98.5	2,170	2,197	101.2	98.8
	SA de classe normale	2,339	2,368	101.2	98.9	1,912	1,942	101.5	99.2
	Adjoint administratif	2,062	2,080	100.9	98.5	1,708	1,727	101.1	98.8
	Adjoint administratif	1,887	1,898	100.6	98.2	1,573	1,584	100.7	98.4
	Agent administratif d	1,845	1,875	101.6	99.2	1,541	1,569	101.8	99.4
	OP principal	2,065	2,054	99.5	97.2	1,720	1,715	99.7	97.4
	Agent de bureau ou s	1,737	1,753	100.9	98.6	1,464	1,480	101.1	98.7

**Table I.3.E**  
**Changes in average remuneration by category of official in the central government**  
**Price index = 102.4**

Cat.	Gross				Net			
	Salary		Index		Salary		Index	
	2003	2004	Nominal	Real	2003	2004	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]
AD	4,057	4,133	101.9	99.5	3,106	3,177	102.3	99.9
AST	2,115	2,134	100.9	98.5	1,745	1,765	101.1	98.7
Total	2,557	2,589	101.3	98.9	2,055	2,086	101.5	99.1

**REMUNERATION COMPONENTS:**S stipendio base, 13<sup>a</sup> mensilità, indennità di amministrazione, indennità di risultato

**Table I.3.A1**  
**Central government personnel in the sample broken down by**  
**category and by grade - 2004**

Cat. [1]	Grade [2]	Staff [3]
<b>AD</b>	DIR 1 FASCIA (ex. Dir. Gen. LIV.C)	326
	DIR 2 FASCIA (ex. Dir. Sup. ed es. Primo Dir.)	3,301
	AREA C POSIZIONE ECON. C 3 (ex. LIV. IX)	8,309
	AREA C POSIZIONE ECON. C 2 (ex. VIII)	10,266
	AREA C POSIZIONE ECON. C 1 (ex. LIV. VII)	34,464
<b>AST</b>	AREA B POSIZIONE ECON. B 3 (ex. LIV. VI)	30,078
	AREA B POSIZIONE ECON. B 2 (ex. LIV. V)	43,704
	AREA B POSIZ. ECON. B 1 (ex. LIV. IV)	49,711
	AREA A POSIZIONE ECON. A 1 (ex. LIV. III)	15,292
<b>Total</b>		<b>195,851</b>

**Table I.3.A2**  
**Central government personnel broken down by category - 2004**

Cat. [1]	Sample		Central government population		Ratio Sample / Population
	Numbers [2]	% [3]	Numbers [4]	% [5]	% [6]
<b>AD</b>	57,066	29.1	57,066	29.1	100.0
<b>AST</b>	138,785	70.9	138,785	70.9	100.0
<b>Total</b>	<b>195,851</b>	<b>100.0</b>	<b>195,851</b>	<b>100.0</b>	<b>100.0</b>



**Table I.3.B1.1**  
**Remuneration of central government personnel**  
**Unmarried official - Monthly data - 2004**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	DIR 1 FASCIA (ex. Dir. Gen. LIV. C)	9,749		10,333	5,428		5,710
	DIR 2 FASCIA (ex. Dir. Sup. ed. es. Prim.)	4,749		4,995	2,892		3,024
	AREA C POSIZIONE ECON. C 3 (ex. I)	2,228		2,325	1,531		1,585
	AREA C POSIZIONE ECON. C 2 (ex. II)	2,022		2,119	1,418		1,472
	AREA C POSIZIONE ECON. C 1 (ex. III)	1,843		1,928	1,320		1,367
AST	AREA B POSIZIONE ECON. B 3 (ex. I)	1,677		1,725	1,221		1,251
	AREA B POSIZIONE ECON. B 2 (ex. II)	1,570		1,616	1,155		1,183
	AREA B POSIZIONE ECON. B 1 (ex. LIV. I)	1,485		1,528	1,102		1,129
	AREA A POSIZIONE ECON. A 1 (ex. II)	1,402		1,438	1,051		1,073

**Table I.3.B1.2**  
**Remuneration of central government personnel**  
**Married official with two children - Monthly data - 2004**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
A	DIR 1 FASCIA	9,749		10,333	5,510		5,793
	DIR 2 FASCIA	4,749		4,995	2,980		3,105
	AREA C POSIZIONE ECON. C 3	2,228		2,325	1,659		1,712
	AREA C POSIZIONE ECON. C 2	2,022		2,119	1,545		1,599
	AREA C POSIZIONE ECON. C 1	1,843		1,928	1,447		1,494
B	AREA B POSIZIONE ECON. B 3	1,677		1,725	1,348		1,379
C	AREA B POSIZIONE ECON. B 2	1,570		1,616	1,282		1,311
	AREA B POSIZIONE ECON. B 1	1,485		1,528	1,230		1,256
D	AREA A POSIZIONE ECON. A 1	1,402		1,438	1,182		1,200

**Table I.3.B2.1**  
**Remuneration of central government personnel**  
**Unmarried official - Monthly data - 2003**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	DIR 1 FASCIA (ex. Dir. Gen. LIV. C)	9,749		10,333	5,427		5,710
	DIR 2 FASCIA (ex. Dir. Sup. ed. es. P)	4,750		4,997	2,892		3,024
	AREA C POSIZIONE ECON. C 3 (ex. LIV. C)	2,228		2,325	1,531		1,585
	AREA C POSIZIONE ECON. C 2 (ex. LIV. C)	2,022		2,119	1,418		1,472
	AREA C POSIZIONE ECON. C 1 (ex. LIV. C)	1,843		1,928	1,320		1,367
AST	AREA B POSIZIONE ECON. B 3 (ex. LIV. C)	1,677		1,725	1,221		1,251
	AREA B POSIZIONE ECON. B 2 (ex. LIV. C)	1,570		1,616	1,155		1,183
	AREA B POSIZ. ECON. B 1 (ex. LIV. C)	1,485		1,528	1,102		1,129
	AREA A POSIZIONE ECON. A 1 (ex. LIV. C)	1,402		1,438	1,051		1,073

**Table I.3.B2.2**  
**Remuneration of central government personnel**  
**Married official with two children - Monthly data - 2003**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	DIR 1 FASCIA (ex. Dir. Gen. LIV. C)	9,749		10,333	5,510		5,793
	DIR 2 FASCIA	4,750		4,997	2,958		3,106
	AREA C POSIZIONE ECON. C 3 (ex. LIV. C)	2,228		2,325	1,659		1,712
	AREA C POSIZIONE ECON. C 2 (ex. LIV. C)	2,022		2,119	1,545		1,599
	AREA C POSIZIONE ECON. C 1 (ex. LIV. C)	1,843		1,928	1,447		1,494
AST	AREA B POSIZIONE ECON. B 3 (ex. LIV. C)	1,677		1,725	1,348		1,379
	AREA B POSIZIONE ECON. B 2 (ex. LIV. C)	1,570		1,616	1,282		1,311
	AREA B POSIZ. ECON. B 1 (ex. LIV. C)	1,485		1,528	1,230		1,256
	AREA A POSIZIONE ECON. A 1 (ex. LIV. C)	1,402		1,438	1,182		1,200

Table I.3.D1

Changes in average remuneration by grade of official in central government

Price index = 102,4

Cat.	Grade	Gross				Net			
		Salary		Index		Salary		Index	
		2003	2004	Nominal	Real	2003	2004	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[8]	[7]	[9]	[10]
AD	DIR 1 FASCIA (acc. Dir. Gen. LIV)	10,041	10,041	100.0	97.7	5,610	5,610	100.0	97.7
	DIR 2 FASCIA (acc. Dir. Sup. ed. ed.)	4,874	4,872	100.0	97.6	2,995	3,000	100.2	97.8
	AREA C POSIZIONE ECON. C	2,276	2,276	100.0	97.7	1,622	1,622	100.0	97.7
	AREA C POSIZIONE ECON. C	2,071	2,071	100.0	97.7	1,509	1,509	100.0	97.7
	AREA C POSIZIONE ECON. C	1,885	1,885	100.0	97.7	1,407	1,407	100.0	97.7
AST	AREA B POSIZIONE ECON. B	1,701	1,701	100.0	97.7	1,300	1,300	100.0	97.7
	AREA B POSIZIONE ECON. B	1,393	1,393	100.0	97.7	1,233	1,233	100.0	97.7
	AREA B POSIZ. ECON. B 1 (acc.)	1,307	1,307	100.0	97.7	1,179	1,179	100.0	97.7
	AREA A POSIZIONE ECON. A	1,420	1,420	100.0	97.7	1,127	1,127	100.0	97.7

Table I.3.E

Changes in average remuneration by category of official in the central government

Price index = 102,4

Cat.	Gross				Net			
	Salary		Index		Salary		Index	
	2003	2004	Nominal	Real	2003	2004	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]
AD	2,207	2,207	100.0	97.7	1,579	1,579	100.0	97.7
AST	1,566	1,566	100.0	97.7	1,216	1,216	100.0	97.7
Total	1,753	1,753	100.0	97.7	1,322	1,322	100.0	97.7

**REMUNERATION COMPONENTS:**

Traitement de base, allocation de famille, allocation de répas, allocations familiales pour enfants à charge, allocation de fin d'année

**Table I.3.A1**  
**Central government personnel in the sample broken down by**  
**category and by grade - 2004**

Cat. [1]	Grade [2]	Staff [3]	
AD	18	1	
	17 bis allongé	4	
	17 allongé	21	
	16 bis allongé	24	
	16 allongé	48	
	15 allongé	14	
	14	9	
	13	48	
	12	52	
	AST	13 bis allongé	53
		13 allongé	25
		12 allongé	83
11 allongé		5	
10		19	
9		41	
8		72	
7		77	
8 ter allongé		15	
8 bis allongé		13	
8 allongé		8	
7		3	
6		17	
4		8	
7 quater allongé		5	
7 allongé		3	
6 allongé		9	
5 allongé		14	
4		4	
3		9	
<b>Total</b>		<b>708</b>	

**Table I.3.A2**  
**Central government personnel broken down by category - 2004**

Cat. [1]	Sample		Central government population		Ratio Sample / Population
	Numbers [2]	% [3]	Numbers [4]	% [5]	% [6]
AD	225	31.8	225	31.8	100.0
AST	483	68.2	483	68.2	100.0
<b>Total</b>	<b>708</b>	<b>100.0</b>	<b>708</b>	<b>100.0</b>	<b>100.0</b>

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Table I.3.B1.1  
Remuneration of central government personnel  
Unmarried official - Monthly data - 2004

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	18	7249		10149	4737		6351
	17 bis allongé	7022		9817	4615		6167
	17 allongé	6645		9439	4412		5957
	16 bis allongé	6569		9348	4371		5907
	16 allongé	6192		8971	4166		5697
	15 allongé	5739		8004	3922		5161
	14	5437		7777	3760		5034
	13	4833		7777	3433		5034
	12	4833		6192	3433		4166
AST	13 bis allongé	5135		7339	3596		4785
	13 allongé	4833		7037	3433		4624
	12 allongé	4380		6419	3188		4288
	11 allongé	4017		5966	2992		4043
	10	3655		5467	2798		3775
	9	3292		5467	2600		3775
	8	3066		4516	2470		3262
	7	2930		3881	2389		2921
	8 ter allongé	3428		5347	2676		3710
	8 bis allongé	3202		5120	2550		3588
	8 allongé	3066		4697	2470		3360
	7	2658		4153	2220		3067
	6	2462		3685	2094		2814
	4	2416		3383	2063		2650
	7 quater allongé	2809		4259	2315		3123
	7 allongé	2658		4108	2220		3042
	6 allongé	2462		3821	2094		2887
	5 allongé	2326		3685	2003		2814
	4	2265		3383	1962		2650
	3	2099		3051	1847		2461

**Table I3.B1.2**  
**Remuneration of central government personnel**  
**Married official with two children - Monthly data - 2004**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	18	8107		11007	6213		7823
	17 bis allongé	7881		10675	6078		7638
	17 allongé	7503		10297	5876		7429
	16 bis allongé	7428		10207	5835		7378
	16 allongé	7050		9829	5632		7169
	15 allongé	6597		8862	5378		6631
	14	6295		8636	5202		6506
	13	5644		8636	4805		6506
	12	5644		7050	4805		5632
AST	13 bis allongé	5971		8198	5007		6263
	13 allongé	5644		7896	4805		6088
	12 allongé	5177		7277	4504		5754
	11 allongé	4814		6823	4262		5506
	10	4452		6325	4010		5219
	9	4089		6325	3751		5219
	8	3863		5313	3586		4992
	7	3727		4679	3468		4168
	8 ter allongé	4225		6199	3850		5146
	8 bis allongé	3999		5954	3685		4998
	8 allongé	3863		5497	3586		4711
	7	3455		4950	3227		4353
	6	3259		4482	3052		4032
	4	3213		4180	3012		3817
	7 quater allongé	3606		5056	3361		4424
	7 allongé	3455		4905	3227		4322
	6 allongé	3259		4618	3052		4126
	5 allongé	3123		4482	2931		4032
	4	3062		4180	2877		3817
	3	2896		3848	2729		3575

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Table I.3.B.2.1  
Remuneration of central government personnel  
Unmarried official - Monthly data - 2003

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	18	6961		9745	4581		6130
	17 bis allongé	6744		9427	4464		5953
	17 allongé	6381		9063	4270		5751
	16 bis allongé	6308		8977	4229		5703
	16 allongé	5945		8615	4034		5501
	15 allongé	5511		7686	3799		4985
	14	5220		7469	3642		4866
	13	4641		7469	3330		4866
	12	4641		5945	3330		4034
AST	13 bis allongé	4930		7048	3486		4628
	13 allongé	4641		6758	3330		4472
	12 allongé	4205		6163	3095		4153
	11 allongé	3858		5728	2907		3917
	10	3509		5249	2718		3658
	9	3161		5249	2525		3658
	8	2944		4336	2397		3164
	7	2813		3727	2319		2837
	8 ter allongé	3291		5134	2600		3395
	8 bis allongé	3074		4916	2475		3478
	8 allongé	2944		4510	2397		3259
	7	2552		3988	2152		2978
	6	2363		3538	2029		2735
	4	2320		3248	1999		2577
	7 quater allongé	2697		4090	2246		3032
	7 allongé	2552		3944	2152		2954
	6 allongé	2363		3669	2029		2805
	5 allongé	2233		3538	1939		2735
	4	2175		3248	1899		2577
	3	2015		2929	1787		2388

**Table I.3.B.2.2**  
**Remuneration of central government personnel**  
**Married official with two children - Monthly data - 2003**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	18	7791		10576	6035		7581
	17 bis allongé	7574		10257	5912		7404
	17 allongé	7211		9895	5714		7203
	16 bis allongé	7139		9807	5674		7155
	16 allongé	6776		9445	5476		6954
	15 allongé	6341		8517	5225		6438
	14	6051		8299	5052		6317
	13	5426		8299	4662		6317
	12	5426		6776	4662		5476
AST	13 bis allongé	5740		7878	4861		6084
	13 allongé	5426		7588	4662		5918
	12 allongé	4978		6994	4367		5597
	11 allongé	4630		6559	4131		5352
	10	4281		6080	3887		5070
	9	3934		6080	3636		5070
	8	3716		5109	3457		4455
	7	3585		4499	3341		4040
	8 ter allongé	4064		5959	3730		4996
	8 bis allongé	3846		5724	3571		4851
	8 allongé	3716		5285	3457		4571
	7	3324		4760	3109		4220
	6	3135		4310	2941		3907
	4	3092		4020	2902		3698
	7 quater allongé	3470		4862	3238		4290
	7 allongé	3324		4717	3109		4191
	6 allongé	3135		4441	2941		3999
	5 allongé	3005		4310	2825		3907
	4	2948		4020	2773		3698
	3	2788		3702	2631		3445



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**Table L3.D1**  
**Changes in average remuneration by grade of official in central government**  
**Price index = 102,6**

Cat.	Grade	Gross				Net			
		Salary		Index		Salary		Index	
		2003	2004	Nominal	Real	2003	2004	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[8]	[7]	[9]	[10]
AD	18	8,768	9,128	104.1	101.5	6,082	6,281	103.3	100.7
	17 bis allongé	8,501	8,849	104.1	101.5	5,933	6,125	103.2	100.6
	17 allongé	8,138	8,471	104.1	101.5	5,735	5,919	103.2	100.6
	16 bis allongé	8,058	8,388	104.1	101.5	5,690	5,873	103.2	100.6
	16 allongé	7,695	8,011	104.1	101.5	5,491	5,666	103.2	100.6
	15 allongé	7,014	7,301	104.1	101.5	5,112	5,273	103.2	100.5
	14	6,760	7,036	104.1	101.5	4,969	5,126	103.1	100.5
	13	6,459	6,723	104.1	101.4	4,794	4,945	103.1	100.5
	12	5,697	5,930	104.1	101.4	4,376	4,509	103.1	100.4
AS T	13 bis allongé	6,399	6,661	104.1	101.5	4,765	4,913	103.1	100.5
	13 allongé	6,103	6,353	104.1	101.4	4,596	4,738	103.1	100.5
	12 allongé	5,585	5,813	104.1	101.4	4,303	4,434	103.0	100.4
	11 allongé	5,194	5,405	104.1	101.4	4,077	4,201	103.0	100.4
	10	4,780	4,975	104.1	101.4	3,833	3,951	103.1	100.4
	9	4,606	4,793	104.1	101.4	3,722	3,836	103.1	100.5
	8	4,026	4,190	104.1	101.4	3,368	3,478	103.2	100.6
	7	3,656	3,804	104.1	101.4	3,134	3,237	103.3	100.6
	8 ter allongé	4,612	4,800	104.1	101.4	3,730	3,846	103.1	100.5
	8 bis allongé	4,390	4,569	104.1	101.4	3,594	3,705	103.1	100.5
	8 allongé	4,114	4,281	104.1	101.4	3,421	3,532	103.2	100.6
	7	3,656	3,804	104.0	101.4	3,115	3,217	103.3	100.7
	6	3,337	3,472	104.1	101.4	2,903	2,998	103.3	100.7
	4	3,170	3,298	104.0	101.4	2,794	2,886	103.3	100.7
	7 quater allongé	3,780	3,933	104.0	101.4	3,202	3,306	103.3	100.6
	7 allongé	3,634	3,782	104.1	101.4	3,102	3,203	103.3	100.6
	6 allongé	3,402	3,540	104.1	101.4	2,944	3,040	103.3	100.7
	5 allongé	3,272	3,404	104.1	101.4	2,852	2,945	103.3	100.7
	4	3,098	3,223	104.0	101.4	2,737	2,827	103.3	100.7
	3	2,859	2,974	104.0	101.4	2,563	2,653	103.5	100.9

**Table I.3.E**  
**Changes in average remuneration by category of official in the central government**  
**Price index = 102,6**

Cat.	Gross				Net			
	Salary		Index		Salary		Index	
	2003 [2]	2004 [3]	Nominal [4]	Real [5]	2003 [6]	2004 [7]	Nominal [8]	Real [9]
<b>AD</b>	6986	7272	104.1	101.5	5093	5253	103.2	100.6
<b>AST</b>	4615	4802	104.1	101.5	3708	3825	103.1	100.5
<b>Total</b>	<b>5368</b>	<b>5587</b>	<b>104.1</b>	<b>101.5</b>	<b>4148</b>	<b>4279</b>	<b>103.1</b>	<b>100.5</b>

**REMUNERATION COMPONENTS:**

Basic salary, Vakantie-uitkering, Eindejaarsuitkering, net health cost compensation

**Table L3.A1**  
**Central government personnel in the sample broken down by**  
**category and by grade - 2003**

<b>Cat.</b> <b>[1]</b>	<b>Grade</b> <b>[2]</b>	<b>Staff</b> <b>[3]</b>
<b>AD</b>	18	137
	17	398
	16	680
	15	1,623
	14	3,963
	13	5,962
	12	8,666
	11	13,781
<b>AST</b>	10	10,559
	9	14,002
	8	9,260
	7	16,671
	6	13,305
	5	10,793
	4	4,636
	3	2,687
	2	68
	1	25
<b>Total</b>		<b>116,815</b>

**Table I3.A2**  
**Central government personnel broken down by category - 2003**

Cat.	Sample		Central government population		Ratio Sample / Population
	Numbers	%	Numbers	%	%
[1]	[2]	[3]	[4]	[5]	[6]
<b>AD</b>	34,810	29.8	34,810	29.8	100.0
<b>AST</b>	82,005	70.2	82,005	70.2	100.0
<b>Total</b>	<b>116,815</b>	<b>100.0</b>	<b>116,815</b>	<b>100.0</b>	<b>100.0</b>

## The Netherlands

**Table I.3.B1.1**  
**Remuneration of central government personnel**  
**Unmarried official - Yearly data - 2004**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	18	79,664	91,423	103,855	42,291	47,434	52,872
	17	72,609	84,344	96,140	39,206	44,338	49,497
	16	65,567	77,296	89,067	36,131	41,255	46,404
	15	58,324	70,248	82,025	33,035	38,191	43,324
	14	51,338	63,205	74,965	29,520	35,049	40,236
	13	45,593	55,823	67,923	26,554	31,889	37,167
	12	40,998	49,160	60,844	24,260	28,388	33,853
	11	35,112	44,033	53,510	21,291	25,786	30,655
AST	10	29,581	39,438	47,153	18,531	23,490	27,353
	9	30,291	35,112	42,552	18,894	21,291	25,036
	8	28,186	31,686	37,902	17,813	19,612	22,717
	7	26,088	29,581	33,840	16,716	18,531	20,634
	6	23,396	27,483	30,989	15,325	17,444	19,258
	5	21,916	25,378	29,581	14,551	16,353	18,531
	4	21,094	24,042	28,186	14,125	15,665	17,813
	3	19,899	22,755	26,785	13,388	14,991	17,080
	2	19,179	21,503	24,717	12,903	14,335	16,008
1	18,872	20,692	22,755	12,697	13,903	14,991	

**Table I3.B1.1**  
**Remuneration of central government personnel**  
**Married official with two children - Yearly data - 2004**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	18	83,260	95,019	107,451	43,749	48,892	54,329
	17	76,205	87,940	99,736	40,663	45,796	50,955
	16	69,163	80,892	92,663	37,588	42,713	47,862
	15	62,084	73,844	85,621	34,080	39,649	44,782
	14	54,314	66,802	78,561	30,977	36,306	41,694
	13	48,569	59,729	71,519	28,011	32,861	38,624
	12	43,974	52,136	64,440	25,718	29,945	35,311
	11	38,088	47,009	56,486	22,749	27,243	32,113
AST	10	32,423	42,414	50,129	19,988	24,947	28,811
	9	33,335	38,088	45,528	20,292	22,749	26,494
	8	31,027	34,730	40,879	19,271	21,008	24,175
	7	28,929	32,423	36,816	18,174	19,988	22,092
	6	26,237	30,324	34,032	16,783	18,902	20,655
	5	24,757	28,219	32,423	16,009	17,810	19,988
	4	23,936	26,883	31,027	15,583	17,123	19,271
	3	22,740	25,596	29,626	14,846	16,448	18,538
	2	22,020	24,344	27,558	14,361	15,793	17,466
1	21,713	23,533	25,596	14,155	15,361	16,448	

## The Netherlands

**Table I.3.B2.1**  
**Remuneration of central government personnel**  
**Unmarried official - Yearly data - 2003**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	18	79684	91465	103920	42823	48014	53502
	17	72616	84373	96191	39709	44890	50097
	16	65561	77312	89105	36620	41778	46975
	15	58470	70251	82050	33161	38673	43866
	14	51335	63195	74976	30031	35560	40749
	13	45580	55828	67921	27008	32414	37646
	12	40976	49153	60829	24693	28857	34387
	11	35080	44017	53511	21707	26229	31183
AST	10	29530	39414	47143	18881	23911	27809
	9	30242	35080	42533	19268	21707	25492
	8	28133	31639	37875	18151	20020	23151
	7	26031	29530	33805	17038	18881	21019
	6	23329	27428	30940	15589	17769	19644
	5	21847	25320	29530	14809	16651	18881
	4	21023	23977	28133	14370	15938	18151
	3	19825	22687	26729	13651	15243	17393
	2	19104	21432	24657	13155	14577	16306
1	18763	20620	22687	12930	14147	15243	

Table I.3.B2.2  
Remuneration of central government personnel  
Married official with two children - Yearly data - 2003

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
AD	18	82,023	93,794	106,238	44,422	49,609	55,093
	17	74,961	86,708	98,516	41,310	46,486	51,690
	16	67,912	79,652	91,436	38,211	43,377	48,570
	15	60,826	72,597	84,387	34,750	40,290	45,463
	14	53,275	65,548	77,319	31,621	37,181	42,349
	13	47,525	58,468	70,269	28,624	33,525	39,264
	12	42,925	51,095	63,184	26,311	30,464	35,997
	11	37,033	45,963	55,450	23,299	27,838	32,777
AST	10	31,344	41,363	49,086	20,479	25,523	29,402
	9	32,055	37,033	44,481	20,869	23,299	27,086
	8	29,947	33,671	39,826	19,740	21,500	24,748
	7	27,847	31,344	35,759	18,598	20,479	22,619
	6	25,149	29,243	32,973	17,157	19,356	21,137
	5	23,668	27,137	31,344	16,351	18,229	20,479
	4	22,845	25,796	29,947	15,907	17,504	19,740
	3	21,648	24,508	28,545	15,186	16,809	18,977
	2	20,927	23,254	26,475	14,702	16,137	17,860
1	20,587	22,442	24,508	14,466	15,703	16,809	



## The Netherlands

**Table I.3.D1**  
**Changes in average remuneration by grade of official in central government**  
**Price index = 101,4**

Cat.	Grade	Gross				Net			
		Salary		Index		Salary		Index	
		2003	2004	Nominal	Real	2003	2004	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[8]	[7]	[9]	[10]
AD	18	92,854	93,445	100.6	99.2	48,911	48,261	98.7	97.3
	17	85,561	86,162	100.7	99.3	45,697	45,076	98.6	97.3
	16	78,496	79,108	100.8	99.4	42,588	41,992	98.6	97.2
	15	71,430	72,024	100.8	99.4	39,367	38,844	98.7	97.3
	14	64,275	64,864	100.9	99.5	36,249	35,664	98.4	97.0
	13	57,399	58,193	101.0	99.6	33,080	32,518	98.3	96.9
	12	51,361	51,925	101.1	99.7	30,118	29,562	98.2	96.8
	11	45,176	45,706	101.2	99.8	27,172	26,639	98.0	96.7
AS T	10	39,647	40,190	101.4	100.0	24,334	23,853	98.0	96.7
	9	36,904	37,485	101.6	100.2	22,954	22,459	97.8	96.5
	8	33,515	34,068	101.7	100.2	21,218	20,766	97.9	96.5
	7	30,719	31,279	101.8	100.4	19,772	19,356	97.9	96.5
	6	28,177	28,743	102.0	100.6	18,442	18,061	97.9	96.6
	5	26,474	27,046	102.2	100.7	17,567	17,207	98.0	96.6
	4	25,287	25,861	102.3	100.9	16,935	16,596	98.0	96.6
	3	23,990	24,567	102.4	101.0	16,210	15,882	98.0	96.6
	2	22,642	23,220	102.6	101.1	15,456	15,144	98.0	96.6
	1	21,601	22,194	102.7	101.3	14,883	14,592	98.0	96.7

**Table I.3.E**  
**Changes in average remuneration by category of official in the central government**  
**Price index = 101,4**

Cat.	Gross				Net			
	Salary		Index		Salary		Index	
	2003	2004	Nominal	Real	2003	2004	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]
AD	53,400	53,961	101.1	99.7	31,050	30,499	98.2	96.8
AST	31,732	32,297	101.8	100.4	20,278	19,856	97.9	96.5
<b>Total</b>	<b>38,189</b>	<b>38,753</b>	<b>101.5</b>	<b>100.1</b>	<b>23,488</b>	<b>23,028</b>	<b>98.0</b>	<b>96.6</b>

**REMUNERATION COMPONENTS:**

Basic salary

**Number of staff and revalorisation rate by department and grade**

Staff			Gross average salary (July 1, 2003)		Salary Increase: July 2003 - July 2004
Cat.	Grade	Number of staff	single	married with 2 children	revalorisation rate (%)
DWP	A/AA	11,616	N/A	NA	2.6%
	B/AO	61,726	N/A	NA	2.6%
	C/EO	42,097	N/A	NA	2.6%
	D/HEO	7,936	N/A	NA	2.6%
	E/SEO	2,558	N/A	NA	2.6%
	F/GRADE 7	1,025	N/A	NA	2.6%
	G/GRADE 6	372	N/A	NA	2.6%
	Others	1,013	N/A	NA	2.6%
DFES	A/AA+B/AO	1,167	N/A	NA	2.0%
	C/EO+D/HEO/E/SEO	2,896	N/A	NA	2.0%
	F/GRADE 7+	741	N/A	NA	2.0%
MoD	A/AA	10,687	N/A	NA	2.4%
	B/AO	16,989	N/A	NA	2.4%
	C/EO	12,313	N/A	NA	2.4%
	D/HEO	8,108	N/A	NA	2.4%
	E/SEO	4,793	N/A	NA	2.4%
	F/GRADE 7	1,409	N/A	NA	2.4%
	G/GRADE 6+	488	N/A	NA	2.4%
Dti	A/AA+B/AO	918	N/A	NA	1.8%
	C/EO+D/HEO/E/SEO	2,296	N/A	NA	1.8%
	F/GRADE 7	934	N/A	NA	1.8%
	G/GRADE 6+	190	N/A	NA	1.8%
IR	A/AA	15,296	N/A	NA	2%
	B/AO	33,122	N/A	NA	2%
	C/EO	18,082	N/A	NA	2%
	D/HEO	7,317	N/A	NA	2%
	E/SEO	2,667	N/A	NA	2%
	F/GRADE 7	1,953	N/A	NA	2%
	G/GRADE 6	1,061	N/A	NA	2%
	Others	381	N/A	NA	2%
Defra	A/AA+B/AO	2,639	N/A	NA	2%
	C/EO+D/HEO/E/SEO	4,103	N/A	NA	2%
	F/GRADE 7+	733	N/A	NA	2%

## United Kingdom

Number of staff and revalorisation rate by department

	staff	revalorisation rate
DWP	128,343	2.6%
DfES	4,804	2.0%
MoD	54,787	2.4%
DTI	4,338	1.8%
IR	79,779	2.0%
Defra	7,475	2.0%
Total	279,526	2.4%

**Table I.3.E**  
**Changes in average remuneration by category of official in the central government**  
**Price index = 103**

Cat.	Gross				Net			
	Salary		Index		Salary		Index	
	2003	2004	Nominal	Real	2003	2004	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]
AD			102.4	99.4			102.4	99.4
AST			102.4	99.4			102.4	99.4
Total			102.4	99.4			102.4	99.4

## **CONTROL INDICATORS**

**Total Emoluments in the Central  
Governments of the Member States**

**Table IV.2.A**  
**Salaries of sector S1311 / Central government**  
**Euro-zone: in million €; UK: in national currencies in millions (Total: in million €)**

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004*
<b>BE</b>	5933	5876	6087	6233	6517	6660	6916	7010	7165	7280
<b>DE</b>	109660	111510	112120	112350	113570	113320	113090	114140	114090	113300
<b>ES</b>	18762	18564	18637	19195	18893	17870	18358	19355	20258	20867
<b>FR</b>	93892	97954	100474	102846	105545	108625	111874	116255	118768	120766
<b>IT</b>	39246	65692	67618	65225	66867	69881	73490	76598	82476	83490
<b>LU</b>	927	979	1049	1111	1152	1213	1296	1394	1475	1561
<b>NL</b>	10523	10398	10740	11216	11808	12369	13301	14181	14576	14802
<b>UK</b>	36175	36716	37075	37242	38398	40638	43618	46268	49406	52222
<b>Total</b>	342590	356090	370278	373233	382643	396614	409919	420555	430401	440219

\* New estimates are based on Eurostat and ECFIN's coefficients

**Table IV.2.B**  
**Employment in sector S1311 / Central Government**  
**In 1000 persons**

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004*
<b>BE</b>	152	151	152	153	154	155	152	144	144	144
<b>DE</b>	3076	3052	3029	2979	2933	2878	2822	2809	2771	2739
<b>ES</b>	938	892	879	851	814	735	728	721	706	705
<b>FR</b>	2742	2731	2707	2747	2768	2764	2763	2766	2764	2742
<b>IT</b>	2100	2078	2041	2007	1991	2040	2099	2088	2046	2042
<b>LU</b>	18	18	19	20	21	21	22	22	23	23
<b>NL</b>	249	237	235	237	241	242	244	249	248	247
<b>UK</b>	2120	2019	1995	1992	2014	2044	2086	2166	2253	2381
<b>Total</b>	11395	11178	11057	10986	10925	10880	10916	10965	10955	11023

\* New estimates are based on Eurostat and ECFIN's coefficients

**Table IV.2.C**  
**Salaries of sector S1311 / Central Government per wage and salary earner**  
**For Euro-zone countries in Euro; for UK in national currency**

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004*
<b>BE</b>	39030	38916	40045	40741	42320	42866	45501	48683	49758	50554
<b>DE</b>	36650	36537	37016	37714	38721	39375	40060	40634	41173	41365
<b>ES</b>	20002	20812	21202	22556	23210	24313	25217	26845	28684	29399
<b>FR</b>	34237	35871	37114	37434	38135	39299	40489	42035	42972	44045
<b>IT</b>	28212	31613	33130	32499	33584	34255	35012	36685	40311	40886
<b>LU</b>	51363	54022	56636	56479	55896	56524	59253	62806	64538	67887
<b>NL</b>	42261	43873	45702	47325	48996	51112	54512	56952	58774	59927
<b>UK</b>	17064	18185	18584	18696	19066	19682	20910	21361	21929	21933
<b>Total</b>	30064	31857	33489	33973	34991	36455	37552	38355	39289	39937

\* New estimates are based on Eurostat and ECFIN's coefficients

**Table IV.2.D**  
**Deflator of Private consumption on the economic territory**  
**1995=100**

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004*
<b>BE</b>	100.0	102.2	103.9	105.0	106.3	108.7	111.4	113.3	115	117.6
<b>DE</b>	100.0	101.7	103.7	104.8	105.2	106.8	108.9	110.5	112	112.6
<b>ES</b>	100.0	103.5	106.3	108.6	111.2	114.7	118.5	122.5	126	129.9
<b>FR</b>	100.0	101.9	103.3	104.0	104.4	106.0	107.5	109.2	112	113.9
<b>IT</b>	100.0	104.6	106.9	109.1	111.4	114.4	117.6	121.3	124	127.4
<b>LU</b>	100.0	101.6	103.0	104.1	106.1	109.7	113.1	115.4	118	120.3
<b>NL</b>	100.0	101.9	103.9	105.8	107.8	110.5	115.6	119.4	122	123.9
<b>UK</b>	100.0	103.2	105.7	108.3	110.4	112.4	114.3	116.6	118	120.0
<b>Total</b>	100.0	102.6	104.7	106.4	107.6	109.7	112.2	114.4	117	118.6

\* New estimates are based on ECFIN's coefficients



**Table IV.2.E**  
**Salaries of sector S 1311 / Central Government per wage and salary earner**  
**1995 Prices**  
**For Euro-zone countries in Euro; for UK in national currency**

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004*
<b>BE</b>	39030	38078	38542	38800	39812	39527	40844	42968	43118	42988
<b>DE</b>	35650	35926	35695	33987	36807	36868	36786	36773	36926	36737
<b>ES</b>	20002	20103	19955	20773	20877	21199	21286	21914	22697	22786
<b>FR</b>	34237	35203	35928	33994	36527	37074	37664	38493	38368	38670
<b>IT</b>	28212	30231	31003	29785	30150	29931	29776	30249	32381	32105
<b>LU</b>	51363	53176	54972	54241	52677	51504	52397	54425	54830	56433
<b>NL</b>	42261	43055	43987	44731	45451	46255	47156	47692	48112	48367
<b>UK</b>	17064	17621	17582	17263	17270	17688	18284	18320	18600	18277
<b>Total</b>	30064	31050	31986	31930	32520	33232	33469	33527	33696	33674

\* New estimates are based on Eurostat and ECFIN's coefficients

**Table IV.2.F**  
**Salaries of sector S 1311 / Central Government per wage and salary earner**  
**T/T-1 in 1995 Prices**

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004*
<b>BE</b>	101.8	97.6	101.2	100.7	102.6	99.3	103.3	105.2	100.3	99.7
<b>DE</b>	108.8	100.8	99.4	100.8	102.3	100.2	99.8	100.0	100.4	99.5
<b>ES</b>	101.1	100.5	99.3	104.1	100.5	101.5	100.4	103.0	103.6	100.4
<b>FR</b>	101.8	102.8	102.1	100.2	101.5	101.5	101.6	102.2	99.7	100.8
<b>IT</b>	96.9	107.2	102.6	96.1	101.2	99.3	99.5	101.6	107.0	99.1
<b>LU</b>	98.7	103.5	103.4	98.7	97.1	97.8	101.7	103.9	100.7	102.9
<b>NL</b>		101.9	102.2	101.7	101.6	101.8	101.9	101.1	100.9	100.5
<b>UK</b>	104.3	103.3	99.8	98.2	100.0	102.4	103.4	100.1	101.5	98.3
<b>Total</b>	101.4	103.3	103.0	99.8	101.8	102.2	100.7	100.2	100.5	99.9

\* New estimates are based on ECFIN's coefficients (they have been computed by dividing T/T-1 in Table IV.2.E)