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Unit C-3 :Statistics for Administrative Purposes

Luxembourg, 20 October 2017

COMMISSION STAFF WORKING PAPER

Eurostat Report on the 2017 annual update of remuneration and pensions of EU officials

in accordance with Articles 64 and 65 and Annexes XI and of the Staff Regulations applicable to officials and other servants of the European Union

adjusting with effect from 1 July 2017 the remuneration of active staff and the pensions of retired staff,

and updating with effect from 1 July 2017 the correction coefficients applied to the remuneration of active staff serving in Intra-EU and Extra-EU duty stations, to the pensions of retired staff according to their country of residence, and for pension transfers.

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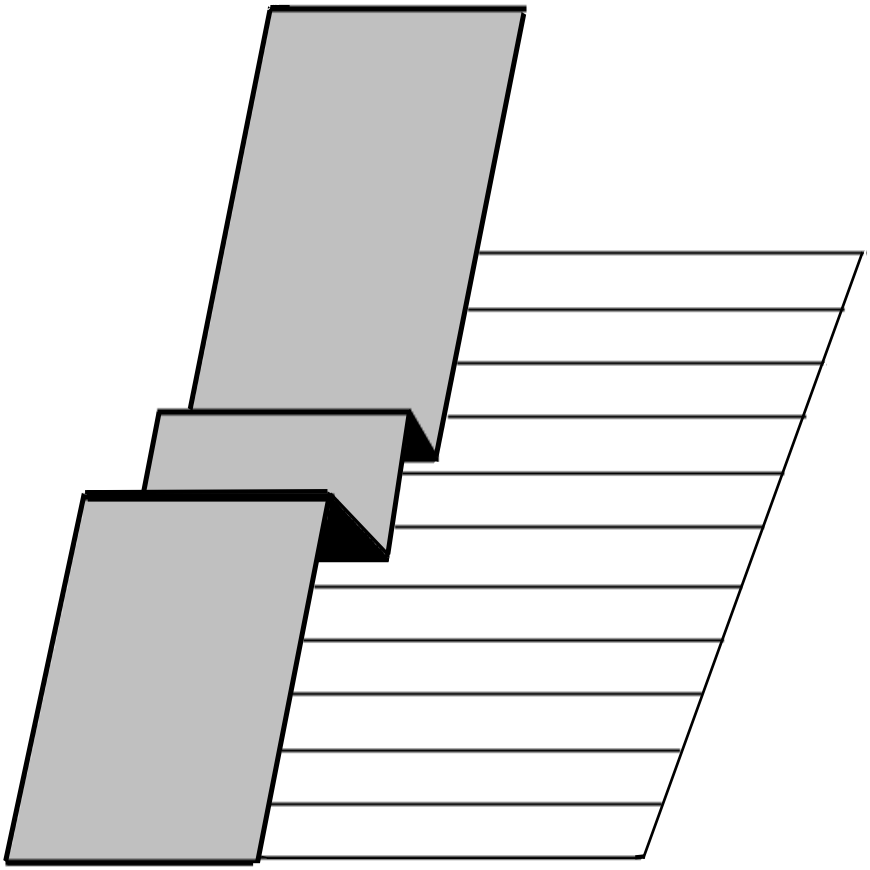
Eurostat Report on the annual update of remuneration and pensions of EU officials

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

Reference period:
Year to 1 July 2017

Main text



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EXECUTIVE SUMMARY

In accordance with the Articles 64 and 65 and Annex XI of the Staff Regulations applicable to officials and other servants of the European Union and the special provisions in Annex X applicable to officials serving in a third country, as supplemented by procedural manuals adopted by the Working Group on Articles 64 & 65 of the Staff Regulations which meets annually in Luxembourg, and with other applicable legislation and international agreements, Eurostat hereby presents its report for the twelve months to July 2017.

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

Since the previous annual report, an interim report was submitted in April 2017 (Intra-EU staff and pensioners), April 2017 (Extra-EU staff), September 2017 (Extra-EU staff).

This annual report presents the following information for the period July 2016 – July 2017:

- specific indicators of the evolution of the purchasing power of salaries of national officials;

- average change in the purchasing power of salaries of national officials (global specific indicator);

- control indicators, for comparative purposes;

- change in the cost of living in Belgium and Luxembourg (Joint Index);

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

- correction coefficients for pensioners living outside Belgium;

- correction coefficients for staff working outside Brussels in Extra-EU duty stations.

The specific indicators of the evolution of the purchasing power of national officials in the 11 sample member states for the period July 2016 – July 2017 are provided in **Table 1**.

On this basis, the global specific indicator (weighted average using percentage share of EU GDP expressed in PPS terms) for the period July 2016 – July 2017 is 100.4 (+0.4%).

For the same period, the Joint Belgium-Luxembourg Index (used to measure the change in the cost of living for the EU officials in Brussels) is 101.1 (+1.1%). Details are provided in **Table 3**.

As a consequence, the adjustment of the nominal net remuneration and pensions of European officials in Belgium and Luxembourg which is necessary to maintain a parallel development of purchasing power with the national civil servants in the Member States is equal to +1.5% (101.5).

The global specific indicator is below the threshold required to trigger the moderation clause, which therefore does not apply.

As the forecast evolution of GDP in real terms is not negative, the exception clause does not apply.

The correction coefficients which apply to remuneration outside Belgium and Luxembourg with effect from 1 July 2017 in order to maintain equality of purchasing power, are provided in **Tables 5 and 9** for staff serving in Intra-EU and Extra-EU duty stations respectively.

The correction coefficients which apply to pensions outside Belgium and Luxembourg with effect from 1 July 2017 in order to maintain equality of purchasing power, are provided in **Table 7**.

All figures and calculations contained in this report relating to specific indicators are based on data supplied by the responsible authorities in the Member States. Information about the evolution of purchasing power of national officials was requested in the usual manner during June 2017 with a target reply deadline of 31 July. In the absence of a correctly completed remuneration questionnaire from a Member State, the forecast figure they supplied in March 2017 was used, or a more recent estimate.

With the exception of the information about consumption expenditure pattern data which is compiled by Eurostat from direct surveys of staff, and a direct survey of international schools, all calculations and figures presented in this report relating to Intra-EU correction coefficients are based on data supplied by the responsible national authorities. Corresponding data for Extra-EU duty stations is obtained from responsible national authorities coordinated by Eurostat under the European Comparison Programme (ECP), or collaboration with the International Service on Remuneration and Prices of the Coordinated Organisations (CO.ISRP) and the United Nations International Civil Service Commission (UN.ICSC).

More information about methodology, detailed results and statistical analyses is made available in the appendices to this report. Additional information can be found in detailed procedural manuals.

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

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INTRODUCTION

Eurostat hereby presents its report for the twelve months to July 2017. This is the fourth annual report submitted in accordance with the EU Staff Regulations as amended by Regulation 1023/2013[1].

Annex XI of the Staff Regulations describes rules for implementing Articles 64 and 65 of the Staff Regulations, ie. the method for the annual adjustment of remuneration and pensions of European officials and other servants of the European Union. These rules are supplemented by special provisions in Annex X applicable to officials serving in a third country, and other relevant legislation and international agreements[2]. Various procedural manuals to implement these rules have been developed by the Working Group on Articles 64 & 65 of the Staff Regulations which meets annually in Luxembourg[3].

This annual report[4] presents the following information for the period July 2016 – July 2017:

- specific indicators of the evolution of the purchasing power of salaries of national officials;

- average change in the purchasing power of salaries of national officials (global specific indicator);

- control indicators, for comparative purposes;

- change in the cost of living in Belgium and Luxembourg (Joint Index);

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

- correction coefficients for pensioners living outside Belgium;

- correction coefficients for staff working outside Brussels in Extra-EU duty stations.

Chapters 1 to 6 of this report examine respectively:

- Evolution of the purchasing power of salaries of national officials in the central governments;

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

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

3 These include: document A6465/14/26rev2 "Methodology for the calculation of specific indicators and control indicators" (version May 2016); document A6465/14/58rev "Methodology for the calculation of the Joint Index" (version July 2014); document A6465/14/59rev3 "Methodology for the calculation of Intra-EU correction coefficients" (version May 2016); document A6465/14/60rev3 "Methodology for the calculation of Extra-EU correction coefficients" (version April 2017).

4 Since the previous annual report, an interim report covering Intra-EU staff and pensioners for the period 1 July 2016 - 1 January 2017 was prepared in April 2017 with reference Ares(2017)1987689; an interim report covering Extra-EU staff for the six months August 2016 - January 2017 was prepared in April 2017 with reference Ares(2017)1938514; an interim report covering Extra-EU staff for the five months February 2017 - June 2017 was prepared in September 2017 with reference Ares(2017)4629878.

- Comparative information drawn from various sources;
- Changes in the cost of living in Brussels and Luxembourg;
- Update of remuneration and pensions in Belgium and Luxembourg;
- Application of moderation and exclusion clauses.

Chapters 7 to 10 of this report examine respectively:

- Update of remuneration and pensions outside Belgium and Luxembourg;
- Economic parities between Brussels and other locations outside Belgium and Luxembourg, for staff (intra-EU);
- Economic parities between Belgium and other member states, for pensioners, and;
- Economic parities between Brussels and locations outside the European Union, for staff (extra-EU).

All figures and calculations contained in this report relating to specific indicators are based on data supplied by the responsible authorities in the Member States[5]. Information about the evolution of purchasing power of national officials was requested in the usual manner during June 2017 with a target reply deadline of 31 July. In the absence of a correctly completed remuneration questionnaire from a Member State, the forecast figure they supplied in March 2017 was used, or a more recent estimate.

With the exception of the information about consumption expenditure pattern data which is compiled by Eurostat from direct surveys of staff, and a direct survey of international schools, all calculations and figures presented in this report relating to correction coefficients are based on Intra-EU data supplied by the responsible national authorities. Corresponding data for Extra-EU duty stations is obtained from responsible national authorities coordinated by Eurostat under the European Comparison Programme (ECP), or collaboration with the International Service on Remuneration and Prices of the Coordinated Organisations (CO.ISRP) and the United Nations International Civil Service Commission (UN.ICSC).

More information on methodology, detailed results and statistical analysis is available in the appendices to this report and detailed procedural manuals.

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

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

1.1. Specific Indicators

For the July 2016 – July 2017 exercise Eurostat has compiled information for the EU28 Member States. The global specific indicator is calculated for the sample of 11 EU Member States stipulated in the Staff Regulations, which represents at least 75% of the EU gross domestic product (GDP), in accordance with the approved method manual.

Table 1 therefore shows the changes in the net remuneration, both in nominal and real terms, in each of these Member States[6]. Changes in the harmonized indices of consumer prices (inflation rates) during the period June 2016 to June 2017 have been used to transform nominal changes in the remunerations into movements in real terms. In order to get the global specific indicator the results per country have been weighted in proportion to their national GDP for the year 2016 expressed in purchasing power parities.

On this basis, the global specific indicator (average change in real net remuneration) for the year 2017 is 100.4 (+0.4%).

Table 1

Change in the net remuneration of central government civil servants
July 2016 - July 2017

Country	Weight [1] EU28=100	Weight in sample	Nominal net specific indicator	Consumer price indices	Real net specific indicator	Effect on the total
	(%)	(%)	(%)	(%)	(%)	
BE	2.6	3.1	2.0	1.5	**0.5**	0.02
DE	19.9	23.7	3.7	1.5	**2.2**	0.52
ES	8.3	9.9	0.9	1.6	**-0.7**	-0.07
FR	13.7	16.3	2.3	0.8	**1.5**	0.24
IT	11.4	13.6	0.7	1.2	**-0.5**	-0.07
LU	0.3	0.4	3.8	1.5	**2.3**	0.01
NL	4.3	5.1	-1.5	1.0	**-2.5**	-0.13
AT	2.2	2.6	1.1	2.0	**-0.9**	-0.02
PL	5.2	6.2	3.0	1.3	**1.7**	0.11
SE	2.4	2.9	0.4	1.8	**-1.4**	-0.04
UK	13.8	16.4	1.4	2.6	**-1.2**	-0.20
Total	**84.1**	**100.0**	**1.9**	**1.5**	**0.4**	**0.4**

[1] Basis: GDP expressed in PPP, 2016

[6] Information for the EU28 is included in Appendix 1a.

2. CONTROL INDICATORS

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

There is no direct equivalent of the net specific indicator. Control indicators are provided for comparison with the gross specific indicator in real and nominal terms.

2.1. Compensation of employees in central government

Eurostat compiles data concerning the real per capita emoluments in central government (ESA s.1311 expenditure on compensation of employees, divided by ESA s.1311 employee numbers[7]). These data serve as control indicators for individual countries and a weighted average is also calculated. As this control indicator is expressed in constant prices, it is compared with the gross specific indicator in real terms.

Table 2a compares the changes in real gross specific indicator for the twelve months to July 2017 with the control indicator (compensation of employees) for the calendar year 2017, where the respective values for 2016 are taken as 100. The table also shows the differences (in percent) between these two indicators.

The global compensation of employees control indicator (weighted average of individual country values) for 2017 is 101.0 (+1.0%).

Relatively big differences are apparent for some Member States. They result from conceptual and statistical differences between the gross specific indicator in real terms and the control indicator.

2.2. Labour cost index for total public administration

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

Table 2b compares the changes in nominal gross specific indicator for the twelve months to July 2017 with the control indicator (labour cost index) for calendar year 2017, where the respective values for 2016 are taken as 100. The table also shows the differences (in percent) between these two indicators.

The global labour cost index control indicator (weighted average of individual country values) for 2017 is 101.9 (+1.9%).

The labour cost index control indicator is not available for all Member States. Relatively big differences are apparent for some Member States. They result from conceptual and statistical differences between the nominal gross specific indicator and the control indicator.

[7] Where the ESA 2010 central public administration (s.1311) figure was not supplied to Eurostat by Member States, the number of employees in total public administration (= NACE R2 group 'O': central public administration/defence/social security) was used instead.

Table 2a

Comparison of the gross specific indicator and the control indicator in real terms

Country	Real gross specific indicator 2017 (2016 = 100)	Control indicator * 2017 (2016 = 100)	Difference (%)
BE	100.5	100.3	-0.2
DE	102.8	100.5	-2.2
ES	99.4	97.8	-1.6
FR	102.1	100.1	-1.9
IT	98.8	102.1	3.3
LU	100.3	100.8	0.5
NL	98.0	101.3	3.4
AT	99.3	102.7	3.4
PL	100.2	103.4	3.2
SE	98.6	102.2	3.6
UK	98.9	102.2	3.3
Total	**100.5**	**101.0**	**0.5**

* Compensation of employees: Eurostat estimates.

Table 2b

Comparison of the gross specific indicator and the control indicator in nominal terms

Country	Nominal gross specific indicator 2017 (2016 = 100)	Control indicator * 2017 (2016 = 100)	Difference (%)
BE	102.0	100.4	-1.6
DE	104.3	102.0	-2.2
ES	101.0	102.0	1.0
FR	102.9	:	:
IT	100.0	102.1	2.1
LU	101.8	99.9	-1.9
NL	99.0	102.2	3.3
AT	101.3	99.2	-2.1
PL	101.5	103.6	2.0
SE	100.4	102.1	1.6
UK	101.5	101.8	0.3
Total	**102.0**	**101.9**	**-0.1**

* Labour Cost Index: Eurostat estimates.

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

For the July 2016 – July 2017 exercise Eurostat has calculated the Joint Belgium-Luxembourg Index ("JBLI") as stipulated by the Staff Regulations, in accordance with the approved method manual, by weighting national consumer price inflation as measured by the Belgium HICP and Luxembourg CPI according to the distribution of EU staff serving in those Member States.

At the start of the period under review the ratio between EU officials working in Belgium and in Luxembourg was 81.6% : 18.4%. This represents a very slight change by comparison to the previous ratio.

The detailed breakdown of this index corresponding to the 2017 annual salary adjustment is set out in **Table 3**. The table shows that the cost of living for the EU officials in Brussels and Luxembourg during the period June 2016 – June 2017 has increased, on average by 101.1 (+1.1%).

Table 3

Change in the Joint Belgium-Luxembourg Index
June 2016 - June 2017

	Groups of consumption	Weight	Index
1.	Food and non-alcoholic beverages	128.2	100.60
2.	Alcoholic beverages and tobacco	20.3	100.80
3.	Clothing and footwear	54.3	100.50
4.	Housing, water, electricity, gas and other fuels	297.6	101.50
5.	Furnishings, household equipment and maintenance of house	74.7	100.70
6.	Health	19.2	102.00
7.	Transport	127.2	100.60
8.	Communications	21.5	101.50
9.	Recreation and culture	91.7	100.70
10.	Education	14.7	100.50
11.	Hotels, cafes and restaurants	100.6	102.40
12.	Miscellaneous goods and services	50.0	101.60
	Global index without rents	762.9	101.20
	Rents index	237.1	101.10
	Global index	**1000.0**	**101.10**

4. UPDATE OF REMUNERATION AND PENSIONS IN BELGIUM AND LUXEMBOURG

Taking into account the figures reported in chapters 1 and 3 the adjustment of the nominal net remuneration of EU officials in Belgium and Luxembourg with effect from July 2017, which is necessary to maintain a parallel development of purchasing power with the civil servants in the Member States, is equal to:

Annual update

$$\frac{100.4 \times 101.1}{100} - 100 = 1.5\%$$

5. MODERATION CLAUSE

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

As the calculated global specific indicator value for the current exercise which is reported in Chapter 1 falls within these boundaries, this moderation clause does not apply and the full calculated value of the annual update should be used with effect from 1 July.

6. EXCEPTION CLAUSE

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

Four scenarios are therefore possible:

GDP evolution	**1 July**	**1 April**	**Cumulative***
0% ≤ X	100%	0%	0%
-1.0% ≤ X < 0%	33%	67%	0%
-3.0% ≤ X < -1.0%	0%	100%	0%
X < -3.0%	0%	0%	100%
* 1 July in year when cumulative GDP is again positive			

The European Economic Forecast issued by DG ECFIN on 11 May 2017[8] estimated that the GDP growth for the EU as a whole for 2017 in real terms will be +1.9%, and stable in 2018 at +1.9%.

On this basis, as GDP for the EU in real terms is not forecasted to be negative, then the exception clause does not apply and the full calculated value of the proposed update should be used with effect from 1 July.

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

The published real GDP growth rate (percentage change on previous year) for the EU for calendar year 2016 is +1.9%. This confirms the positive GDP forecast which was used in the previous Annual Report. Consequently, no retroactive correction is required.

7. ADJUSTMENT OF REMUNERATION AND PENSIONS OUTSIDE BELGIUM AND LUXEMBOURG

The value of the annual update for duty station locations outside Brussels (active staff) and places of residence outside Belgium (pensioners) is equal to the product of the annual update for Brussels (active staff) or Belgium (pensioners) multiplied by the change in the economic parities between Brussels and the duty station (active staff) or Belgium and the country of residence (pensioners).

In accordance with Article 3(5) of Annex XI no correction coefficient is applicable in Belgium or Luxembourg.

8. CORRECTION COEFFICIENTS FOR STAFF OUTSIDE BELGIUM AND LUXEMBOURG IN INTRA-EU DUTY STATIONS[9]

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

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

[8] Reference KC-BC-17-053-EN-N. The next DG ECFIN Autumn economic forecast is scheduled for publication during November 2017.

[9] A separate chapter is prepared concerning correction coefficients for duty stations outside the European Union, to which the additional provisions of Annex X to the Staff Regulations also apply.

parity". The average consumption expenditure pattern of EU officials are used as weights, identified by means of periodic surveys of household expenditure. In places of employment outside Brussels with very few officials, a common structure pooling all the questionnaires from similar locations is derived instead.

The changes in the cost of living in the places of employment outside Belgium and Luxembourg are measured by the implicit price indices which are calculated as the product of the Joint Belgium-Luxembourg Index of consumer prices (JBLI) and the changes in the economic parities between Brussels and those other places. **Table 4** shows these changes for the year to July 2017.

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

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

Table 5 shows the calculation of the correction coefficients at July 2017 for places of employment situated in the European Union territory for which correction coefficients have been set.

Table 4

Changes in the economic parities in the twelve months to 1st July 2017
(for staff)

Country Place of employment		Parity 1.7.2016	Parity 1.7.2017	Change (%)	Implicit price index
BE/LU	**Brussels/Luxembourg**	**1.000**	**1.000**	**0.0**	**1.1**
BG	Sofia	0.9997	1.044	4.5	5.6
CZ	Prague	19.84	20.60	3.8	5.0
DK	Copenhagen	9.896	9.956	0.6	1.7
DE	Berlin	0.961	0.975	1.4	2.5
	Bonn	0.926	0.939	1.4	2.5
	Karlsruhe	0.930	0.946	1.7	2.8
	Munich	1.055	1.075	1.9	3.0
EE	Tallinn	0.776	0.803	3.4	4.5
IE	Dublin	1.183	1.198	1.2	2.3
EL	Athens	0.793	0.799	0.8	1.9
ES	Madrid	0.881	0.887	0.6	1.7
FR	Paris	1.138	1.148	0.9	2.0
HR	Zagreb	5.535	5.554	0.3	1.4
IT	Rome	0.979	0.973	-0.5	0.6
	Varese	0.904	0.909	0.6	1.7
CY	Nicosia	0.743	0.744	0.1	1.2
LV	Riga	0.730	0.749	2.5	3.6
LT	Vilnius	0.697	0.743	6.6	7.8
HU	Budapest	222.0	231.1	4.1	5.2
MT	Valletta	0.857	0.865	0.9	2.0
NL	The Hague	1.080	1.083	0.3	1.4
AT	Vienna	1.047	1.063	1.5	2.7
PL	Warsaw	2.950	3.000	1.7	2.8
PT	Lisbon	0.806	0.824	2.2	3.3
RO	Bucharest	2.887	2.923	1.2	2.4
SI	Ljubljana	0.807	0.815	1.0	2.1
SK	Bratislava	0.757	0.773	2.1	3.3
FI	Helsinki	1.186	1.199	1.1	2.2
SE	Stockholm	12.02	12.44	3.5	4.6
UK	London	1.171	1.175	0.3	1.4
	Culham	0.8859	0.8845	-0.1	0.9

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

Table 5

Calculation of correction coefficients at 1st July 2017
(for staff)

Country Place of employment		Parity [1]	Exchange rate [2]	Correction coefficient 100 * [1] / [2]
BE/LU	**Brussels/Luxembourg**	**1.000**	**1.000**	**100.0**
BG	Sofia	1.044	1.956	53.4
CZ	Prague	20.60	26.30	78.3
DK	Copenhagen	9.956	7.437	133.9
DE	Berlin	0.975	1.000	97.5
	Bonn	0.939	1.000	93.9
	Karlsruhe	0.946	1.000	94.6
	Munich	1.075	1.000	107.5
EE	Tallinn	0.803	1.000	80.3
IE	Dublin	1.198	1.000	119.8
EL	Athens	0.799	1.000	79.9
ES	Madrid	0.887	1.000	88.7
FR	Paris	1.148	1.000	114.8
HR	Zagreb	5.554	7.413	74.9
IT	Rome	0.973	1.000	97.3
	Varese	0.909	1.000	90.9
CY	Nicosia	0.744	1.000	74.4
LV	Riga	0.749	1.000	74.9
LT	Vilnius	0.743	1.000	74.3
HU	Budapest	231.1	310.1	74.5
MT	Valletta	0.865	1.000	86.5
NL	The Hague	1.083	1.000	108.3
AT	Vienna	1.063	1.000	106.3
PL	Warsaw	3.000	4.249	70.6
PT	Lisbon	0.824	1.000	82.4
RO	Bucharest	2.923	4.574	63.9
SI	Ljubljana	0.815	1.000	81.5
SK	Bratislava	0.773	1.000	77.3
FI	Helsinki	1.199	1.000	119.9
SE	Stockholm	12.44	9.722	127.9
UK	London	1.175	0.8799	133.5
	Culham	0.8845	0.8799	100.5

9. CORRECTION COEFFICIENTS FOR PENSIONERS OUTSIDE BELGIUM AND LUXEMBOURG

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

The Staff Regulations stipulate the creation of correction coefficients for pensioners separate from those used for adjusting the remuneration of active staff[10]. The difference is that instead of being based on capital city price comparisons they relate to national comparisons, with Belgium as the base country.

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

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

Table 6 shows these changes for the year to July 2017.

Table 7 shows the correction coefficients calculated for pensioners for all Member States (relative to Belgium) at July 2017.

[10] This requirement was first introduced by Council Regulation 723/2004

Table 6

Changes in the economic parities in the twelve months to 1st July 2017 (for pensioners)

Country	Parity 1.7.2016	Parity 1.7.2017	Change (%)	Implicit price index
BE/LU	**1.000**	**1.000**	**0.0**	**1.1**
BG	0.9670	1.010	4.5	5.6
CZ	18.19	18.90	3.9	5.1
DK	10.04	10.13	0.8	2.0
DE	0.972	1.000	2.9	4.1
EE	0.794	0.824	3.7	4.8
IE	1.212	1.240	2.3	3.4
EL	0.778	0.796	2.3	3.4
ES	0.870	0.894	2.7	3.9
FR	1.069	1.086	1.6	2.7
HR	4.969	5.000	0.6	1.7
IT	0.982	0.991	0.9	2.0
CY	0.778	0.794	2.1	3.2
LV	0.674	0.698	3.6	4.7
LT	0.645	0.683	5.8	6.9
HU	188.7	195.8	3.8	4.9
MT	0.880	0.891	1.2	2.4
NL	1.075	1.096	1.9	3.1
AT	1.066	1.087	2.0	3.1
PL	2.523	2.578	2.2	3.3
PT	0.804	0.829	3.2	4.3
RO	2.567	2.589	0.8	1.9
SI	0.775	0.787	1.5	2.6
SK	0.676	0.690	2.1	3.2
FI	1.181	1.206	2.1	3.2
SE	11.18	11.57	3.4	4.6
UK	1.026	1.058	3.2	4.3

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

Table 7

Calculation of correction coefficients at 1st July 2017
(for pensioners)

Country	Parity [1]	Exchange rate [2]	Correction coefficient 100 * [1] / [2]
BE/LU	**1.000**	**1.000**	**100.0**
BG	1.010	1.956	51.7
CZ	18.90	26.30	71.9
DK	10.13	7.437	136.2
DE	1.000	1.000	100.0
EE	0.824	1.000	82.4
IE	1.240	1.000	124.0
EL	0.796	1.000	79.6
ES	0.894	1.000	89.4
FR	1.086	1.000	108.6
HR	5.000	7.413	67.5
IT	0.991	1.000	99.1
CY	0.794	1.000	79.4
LV	0.698	1.000	69.8
LT	0.683	1.000	68.3
HU	195.8	310.1	63.1
MT	0.891	1.000	89.1
NL	1.096	1.000	109.6
AT	1.087	1.000	108.7
PL	2.578	4.249	60.7
PT	0.829	1.000	82.9
RO	2.589	4.574	56.6
SI	0.787	1.000	78.7
SK	0.690	1.000	69.0
FI	1.206	1.000	120.6
SE	11.57	9.722	119.0
UK	1.058	0.8799	120.3

10. CORRECTION COEFFICIENTS FOR STAFF SERVING OUTSIDE THE EUROPEAN UNION

The Staff Regulations stipulate the creation of correction coefficients for staff serving in duty stations outside the European Union separate from those used for adjusting the remuneration of active staff within the European Union[11].

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

An important difference from the values established for Intra-EU locations is that expenditure on housing is not taken into account because Annex X makes specific arrangements for these[12]. Price data for remaining consumption items is taken from "place-to-place" surveys undertaken in collaboration with the United Nations International Civil Service Commission (UN.ICSC) and the International Service on Remuneration and Prices of the Coordinated Organisations (CO.ISRP). This data is used to establish economic parities with Brussels, which are subsequently updated using published national consumer price indices (CPI), relative to the Joint Belgium-Luxembourg Index of consumer prices (JBLI). Basic heading parities are aggregated using consumption expenditure weights derived from periodic family budget surveys conducted amongst EU staff.

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

Information is compiled for a list of 144[13] duty stations, however economic parities are not presented where data is unavailable or unreliable due to local instability or other reasons. The total changes in the cost of living are measured by the implicit indices which are calculated as the product of the Joint Belgium-Luxembourg Index of consumer prices (JBLI) and the changes in the economic parities between Brussels and the duty station concerned.

Table 8 shows these changes for the year to July 2017.

Table 9 shows the correction coefficients for all extra-EU duty stations (relative to Brussels) calculated at July 2017.

[11] This requirement was first introduced by Council Regulation 3019/87

[12] With effect from 2016, education and healthcare prices and consumption expenditure are taken into account. In accordance with decision at March 2016 meeting of Working Group on Articles 64&65, and agreement with international partner organisations, Extra-EU PPP are now established using the same classification of 80 basic headings as employed for Intra-EU purposes (sole exception: housing).

[13] No Extra-EU duty station added or deleted since July 2016.

Table 8 (page 1 of 3)

Changes in the economic parities in the 12 months to 1st July 2017
(for staff serving in Extra- EU delegations)

	Place of employment		Economic Parities [1]	Economic Parities [1]	CHANGE %	Implicit index
			[a]	[b]	[a] - [b] / [b]	
	Country	**City**	Jul-17	Jul-16	Jul-16 to Jul-17	Jul-16 to Jul-17
(2)	Afghanistan	Kabul				
	Albania	Tirana	78.83	78.67	0.2	1.3
	Algeria	Algiers	88.26	83.93	5.2	6.3
	Angola	Luanda	343.5	253.3	35.6	37.1
	Argentina	Buenos Aires	12.64	10.41	21.4	22.8
	Armenia	Yerevan	423.5	419.1	1.0	2.2
(6)	Australia	Canberra	1.569	1.583	-0.9	0.2
	Azerbaijan	Baku	1.328	1.162	14.3	15.5
	Bangladesh	Dhaka	78.39	75.12	4.4	5.5
	Barbados	Bridgetown	2.839	2.647	7.3	8.4
(9)	Belarus	Minsk	1.581	1.145	38.1	39.6
	Belize	Belize (Belmopan)	1.859	1.836	1.3	2.4
(4)	Benin	Cotonou	654.2	661.5	-1.1	0.0
(8)	Bolivia	La Paz	6.628	7.096	-6.6	-5.6
(2)	Bosnia and Herzegovina	Banja Luka		1.061		
	Bosnia and Herzegovina	Sarajevo	1.277	1.260	1.3	2.5
	Botswana	Gaberone	8.579	6.991	22.7	24.1
(8)	Brazil	Brasilia	3.465	3.771	-8.1	-7.1
(4)	Burkina Faso	Ouagadougou	612.8	626.0	-2.1	-1.0
	Burundi	Bujumbura	1634	1492	9.5	10.7
	Cambodia	Phnom Penh	3630	3587	1.2	2.3
(4)	Cameroon	Yaounde	545.0	546.5	-0.3	0.8
(6)	Canada	Ottawa	1.406	1.430	-1.7	-0.6
	Cape Verde	Praia	75.48	74.85	0.8	2.0
(4)(8)	Central African Republic	Bangui	758.8	716.7	5.9	7.0
(4)	Chad	Ndjamena	623.0	698.6	-10.8	-9.8
	Chile	Santiago	592.5	459.5	28.9	30.4
	China	Beijing	6.891	6.870	0.3	1.4
	Colombia	Bogota	2281	2223	2.6	3.7
	Comoros	Moroni	401.7	337.7	19.0	20.3
(4)	Congo	Brazzaville	718.9	748.1	-3.9	-2.8
	Costa Rica	San Jose	485.8	486.4	-0.1	1.0
(3)	Cuba	Havana	0.8909	0.9521	-6.4	-5.4
(3)(8)	Democratic Republic of Congo	Kinshasa	2.503	1.830	36.8	38.3
	Djibouti	Djibouti	177.2	178.1	-0.5	0.6
	Dominican Republic	Santo Domingo	34.28	33.45	2.5	3.6
(3)(8)	Ecuador	Quito	0.8918	1.034	-13.8	-12.8
	Egypt	Cairo	9.055	7.209	25.6	27.0
(3)	El Salvador	San Salvador	0.8345	0.8381	-0.4	0.7
(8)	Eritrea	Asmara	19.94	23.46	-15.0	-14.1
	Ethiopia	Addis Ababa	19.11	18.04	5.9	7.1
	Fiji	Suva	1.846	1.833	0.7	1.8
	Former Yugoslav Republic of Macedonia	Skopje	30.54	30.77	-0.7	0.3
(4)	Gabon	Libreville	722.3	711.0	1.6	2.7
	Gambia	Banjul	36.68	34.81	5.4	6.5
	Georgia	Tbilisi	1.650	1.562	5.6	6.8
	Ghana	Accra	3.840	3.371	13.9	15.2
(8)	Guatemala	Guatemala City	7.493	8.081	-7.3	-6.3
	Guinea	Conakry	7875	7637	3.1	4.3

Table 8 (page 2 of 3)

Place of employment			Economic Parities (1)	Economic Parities (1)	CHANGE %	Implicit index
			[a]	[b]	[a] - [b] / [b]	
	Country	City	Jul-17	Jul-16	Jul-16 to Jul-17	Jul-16 to Jul-17
(4)	Guinea-Bissau	Bissau	564.7	549.1	2.8	4.0
(8)	Guyana	Georgetown	181.1	169.9	6.6	7.8
	Haiti	Port-au-Prince	64.12	56.85	12.8	14.0
(8)	Honduras	Tegucigalpa	20.70	22.41	-7.6	-6.6
	Hong Kong	Hong Kong	10.63	10.63	0.0	1.1
(7)	Iceland	Reykjavík	183.8	185.6	-1.0	0.1
(8)	India	New Delhi	57.97	56.80	2.1	3.2
(2)	Indonesia	Banda Aceh		10327		
	Indonesia	Jakarta	11587	11220	3.3	4.4
(2)	Iran	Teheran				
(2)	Iraq	Baghdad				
(8)	Israel	Tel-Aviv	4.592	4.445	3.3	4.4
(4)	Ivory Coast	Abidjan	626.0	630.4	-0.7	0.4
	Jamaica	Kingston	122.1	118.4	3.1	4.3
(6)	Japan	Tokyo	130.8	130.9	-0.1	1.0
	Jordan	Amman	0.8352	0.8031	4.0	5.1
	Kazakhstan	Astana	248.6	234.3	6.1	7.3
(8)	Kenya	Nairobi	105.2	104.7	0.5	1.6
(5)	Kosovo	Pristina	0.7141	0.6950	2.7	3.9
	Kyrgyzstan	Bichkek	58.30	57.01	2.3	3.4
	Laos	Vientiane	9206	9189	0.2	1.3
	Lebanon	Beirut	1698	1710	-0.7	0.4
	Lesotho	Maseru	9.994	7.899	26.5	27.9
(3)	Liberia	Monrovia	1.669	1.480	12.8	14.0
(2)	Libya	Tripoli				
(8)	Madagascar	Antananarivo	3191	3155	1.1	2.3
	Malawi	Lilongwe	474.6	432.1	9.8	11.0
	Malaysia	Kuala Lumpur	3.191	3.030	5.3	6.5
(4)	Mali	Bamako	645.2	631.4	2.2	3.3
	Mauritania	Nouakchott	287.4	263.1	9.2	10.4
	Mauritius	Port Louis	29.23	28.72	1.8	2.9
(6)	Mexico	Mexico City	12.02	11.75	2.3	3.4
	Moldova	Chisinau	13.57	12.75	6.4	7.6
(5)	Montenegro	Podgorica	0.6258	0.6117	2.3	3.4
	Morocco	Rabat	7.806	7.794	0.2	1.3
(8)	Mozambique	Maputo	49.05	36.62	33.9	35.4
	Myanmar	Yangon	1027	965.7	6.3	7.5
	Namibia	Windhoek	10.05	9.570	5.0	6.2
	Nepal	Kathmandu	114.6	113.3	1.1	2.3
	New Caledonia	NouMea	129.0	127.7	1.0	2.1
(6)	New Zealand	Wellington	1.649	1.625	1.5	2.6
(8)	Nicaragua	Managua	22.23	19.58	13.5	14.8
(4)	Niger	Niamey	556.3	543.5	2.4	3.5
	Nigeria	Abuja	271.4	241.0	12.6	13.9
(7)	Norway	Oslo	12.20	12.00	1.7	2.8
	Pakistan	Islamabad	72.44	70.29	3.1	4.2
(3)	Panama	Panama City	0.8561	0.8580	-0.2	0.9
	Papua New Guinea	Port Moresby	3.465	3.462	0.1	1.2
	Paraguay	Asuncion	4165	4093	1.8	2.9
(8)	Peru	Lima	3.295	3.378	-2.5	-1.4
	Philippines	Manilla	44.01	42.67	3.1	4.3
(8)	Russia	Moscow	70.05	59.94	16.9	18.2
	Rwanda	Kigali	763.2	719.2	6.1	7.3
(8)	Samoa	Apia	2.273	2.598	-12.5	-11.5

Table 8 (page 3 of 3)

Place of employment			Economic Parities (1)	Economic Parities (1)	CHANGE %	Implicit index
			[a]	[b]	[a] - [b] / [b]	
	Country	City	Jul-17	Jul-16	Jul-16 to Jul-17	Jul-16 to Jul-17
	Saudi Arabia	Riyadh	3.551	3.650	-2.7	-1.6
(4)	Senegal	Dakar	662.6	660.6	0.3	1.4
	Serbia	Belgrade	65.12	63.51	2.5	3.7
(8)	Sierra Leone	Freetown	8466	7866	7.6	8.8
	Singapore	Singapore	1.954	1.949	0.3	1.4
	Solomon Islands	Honiara	10.12	10.39	-2.6	-1.5
(2)	Somalia	Mogadishu				
	South Africa	Pretoria	9.235	8.906	3.7	4.8
(6)	South Korea	Seoul	1192	1218	-2.1	-1.1
(2)	South-Sudan	Juba				
	Sri Lanka	Colombo	136.4	127.3	7.1	8.3
	Sudan	Khartoum	15.48	11.74	31.9	33.3
	Suriname	Paramaribo	5.182	4.233	22.4	23.8
	Swaziland	Mbabane	10.66	10.18	4.7	5.9
(7)	Switzerland	Bern	1.397	1.403	-0.4	0.7
(7)	Switzerland	Geneva	1.397	1.403	-0.4	0.7
(2)	Syria	Damascus				
	Taiwan	Taipei	29.89	30.37	-1.6	-0.5
	Tajikistan	Duschanbe	5.181	4.801	7.9	9.1
(8)	Tanzania	Dar es Salaam	1694	1480	14.5	15.7
	Thailand	Bangkok	30.36	30.62	-0.8	0.2
(3)	Timor Leste	Dili	1.016	1.018	-0.2	0.9
(4)	Togo	Lome	522.7	530.1	-1.4	-0.3
(8)	Trinidad and Tobago	Port-of-Spain	6.392	6.951	-8.0	-7.0
	Tunisia	Tunis	1.878	1.662	13.0	14.2
(7)	Turkey	Ankara	2.656	2.485	6.9	8.1
	Turkmenistan	Ashkhabad	2.741	2.619	4.7	5.8
	Uganda	Kampala	2776	2719	2.1	3.2
	Ukraine	Kiev	20.17	15.26	32.2	33.6
	United Arab Emirates	Abu Dhabi	3.913	3.941	-0.7	0.4
	United States	New York	1.186	1.179	0.6	1.7
(6)	United States	Washington	1.044	1.049	-0.5	0.6
	Uruguay	Montevideo	31.74	30.42	4.3	5.5
	Uzbekistan	Tachkent	3146	2905	8.3	9.5
	Vanuatu	Port Vila	136.3	136.3	0.0	1.1
(2)	Venezuela	Caracas				
	Vietnam	Hanoi	15260	14719	3.7	4.8
(2)	West Bank - Gaza Strip	East Jerusalem		5.071		
(2)	Yemen	Sana a				
(8)	Zambia	Lusaka	8.338	8.888	-6.2	-5.2
(3)	Zimbabwe	Harare	1.035	0.9624	7.5	8.7

In table above:

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

(2) Not available (= 12 Duty Stations : Afghanistan, Bosnia & Herzegovina (Banja Luka), Indonesia (Banda Aceh), Iran, Iraq, Libya, Somalia, South Sudan, Syria, Venezuela, West Bank-Gaza Strip, Yemen)

(3) Currency = USD (= 8 Duty Stations : Cuba, Democratic Republic Congo, Ecuador, El Salvador, Liberia, Panama, Timor Leste, Zimbabwe)

(4) Currency = CFA (= 13 Duty Stations : Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Congo, Gabon, Guinea-Bissau, Ivory Coast, Mali, Niger, Senegal, Togo)

(5) Currency = Euro (= 2 Duty Stations : Kosovo, Montenegro)

(6) New ISRP PPP introduced (= 7 Duty Stations : Australia, Canada, Japan, South Korea, Mexico, New Zealand, United States (Washington))

(7) New ECP PPP introduced (= 5 Duty Stations : Iceland, Norway, Switzerland (Bern), Switzerland (Geneva), Turkey)

(8) New UN P2P introduced (= 22 Duty Stations : Bolivia, Brazil, Central African Republic, Democratic Republic Congo, Ecuador, Eritrea, Guatemala, Guyana, Honduras, India, Israel, Kenya, Madagascar, Mozambique, Nicaragua, Peru, Russia, Samoa, Sierra Leone, Tanzania, Trinidad & Tobago, Zambia)

Remaining source = previous UN P2P except ECP PPP (= 5 Balkan Duty Stations : Albania, Bosnia & Herzegovina, FYROMacedonia, Montenegro, Serbia) or specific P2P (= 1 Duty Station : Taiwan)

(9) Currency revaluation (= 1 Duty Station : Belarus)

Table 9

Calculation of correction coefficients at 1st July 2017
(for staff serving in Extra- EU delegations)

Place of employment			Economic Parities (1)	Exchange Rate (1)	Correction Coefficients (1)
			[a]	[b]	100 x [a] / [b]
	Country	**City**	Jul-17	Jul-17	Jul-17
(2)	Afghanistan	Kabul			
	Albania	Tirana	78.83	131.980	59.7
	Algeria	Algiers	88.26	121.428	72.7
	Angola	Luanda	343.5	185.393	**185.3**
	Argentina	Buenos Aires	12.64	18.6260	67.9
	Armenia	Yerevan	423.5	537.050	78.9
(6)	Australia	Canberra	1.569	1.48680	**105.5**
	Azerbaijan	Baku	1.328	1.94272	68.4
	Bangladesh	Dhaka	78.39	91.9774	85.2
	Barbados	Bridgetown	2.839	2.29483	**123.7**
	Belarus	Minsk	1.581	2.15150	73.5
	Belize	Belize (Belmopan)	1.859	2.28123	81.5
(4)	Benin	Cotonou	654.2	**655.957**	99.7
(8)	Bolivia	La Paz	6.628	7.88638	84.0
(2)	Bosnia and Herzegovina	Banja Luka			
	Bosnia and Herzegovina	Sarajevo	1.277	1.95583	65.3
	Botswana	Gaberone	8.579	11.4155	75.2
(8)	Brazil	Brasilia	3.465	3.74760	92.5
(4)	Burkina Faso	Ouagadougou	612.8	**655.957**	93.4
	Burundi	Bujumbura	1634	1933.63	84.5
	Cambodia	Phnom Penh	3630	4595.50	79.0
(4)	Cameroon	Yaounde	545.0	**655.957**	83.1
(6)	Canada	Ottawa	1.406	1.48670	94.6
	Cape Verde	Praia	75.48	110.265	68.5
(4)(8)	Central African Republic	Bangui	758.8	**655.957**	**115.7**
(4)	Chad	Ndjamena	623.0	**655.957**	95.0
	Chile	Santiago	592.5	755.221	78.5
	China	Beijing	6.891	7.74120	89.0
	Colombia	Bogota	2281	3436.09	66.4
	Comoros	Moroni	401.7	491.968	81.7
(4)	Congo	Brazzaville	718.9	**655.957**	**109.6**
	Costa Rica	San Jose	485.8	651.739	74.5
(3)	Cuba	Havana	0.8909	**1.14130**	78.1
(3)(8)	Democratic Republic of Congo	Kinshasa	2.503	**1.14130**	**219.3**
	Djibouti	Djibouti	177.2	202.833	87.4
	Dominican Republic	Santo Domingo	34.28	53.0356	64.6
(3)(8)	Ecuador	Quito	0.8918	**1.14130**	78.1
	Egypt	Cairo	9.055	20.4985	44.2
(3)	El Salvador	San Salvador	0.8345	**1.14130**	73.1
(8)	Eritrea	Asmara	19.94	17.0656	**116.8**
	Ethiopia	Addis Ababa	19.11	26.0498	73.4
	Fiji	Suva	1.846	2.30840	80.0
	Former Yugoslav Republic of Macedonia	Skopje	30.54	61.6950	49.5
(4)	Gabon	Libreville	722.3	**655.957**	**110.1**
	Gambia	Banjul	36.68	52.7800	69.5
	Georgia	Tbilisi	1.650	2.69210	61.3
	Ghana	Accra	3.840	4.91735	78.1
(8)	Guatemala	Guatemala City	7.493	8.37077	89.5
	Guinea	Conakry	7875	10066.2	78.2

Table 9 (page 2 of 3)

Place of employment			Economic Parities (1)	Exchange Rate (1)	Correction Coefficients (1)
			[a]	[b]	100 x [a] / [b]
	Country	City	Jul-17	Jul-17	Jul-17
(4)	Guinea-Bissau	Bissau	564.7	**655.957**	86.1
(8)	Guyana	Georgetown	181.1	231.555	78.2
	Haiti	Port-au-Prince	64.12	71.8662	89.2
(8)	Honduras	Tegucigalpa	20.70	26.7556	77.4
	Hong Kong	Hong Kong	10.63	8.91070	**119.3**
(7)	Iceland	Reykjavík	183.8	118.200	**155.5**
(8)	India	New Delhi	57.97	73.7130	78.6
(2)	Indonesia	Banda Aceh			
	Indonesia	Jakarta	11587	15217	76.1
(2)	Iran	Teheran			
(2)	Iraq	Baghdad			
(8)	Israel	Tel-Aviv	4.592	3.98940	**115.1**
(4)	Ivory Coast	Abidjan	626.0	**655.957**	95.4
	Jamaica	Kingston	122.1	141.111	86.5
(6)	Japan	Tokyo	130.8	128.590	**101.7**
	Jordan	Amman	0.8352	0.809180	**103.2**
	Kazakhstan	Astana	248.6	362.800	68.5
(8)	Kenya	Nairobi	105.2	115.883	90.8
(5)	Kosovo	Pristina	0.7141	**1.00000**	71.4
	Kyrgyzstan	Bichkek	58.30	78.5785	74.2
	Laos	Vientiane	9206	9222.00	99.8
	Lebanon	Beirut	1698	1720.51	98.7
	Lesotho	Maseru	9.994	14.8261	67.4
(3)	Liberia	Monrovia	1.669	**1.14130**	**146.2**
(2)	Libya	Tripoli			
(8)	Madagascar	Antananarivo	3191	3432.07	93.0
	Malawi	Lilongwe	474.6	812.058	58.4
	Malaysia	Kuala Lumpur	3.191	4.90020	65.1
(4)	Mali	Bamako	645.2	**655.957**	98.4
	Mauritania	Nouakchott	287.4	404.790	71.0
	Mauritius	Port Louis	29.23	39.4089	74.2
(6)	Mexico	Mexico City	12.02	20.4700	58.7
	Moldova	Chisinau	13.57	20.5681	66.0
(5)	Montenegro	Podgorica	0.6258	**1.00000**	62.6
	Morocco	Rabat	7.806	10.9640	71.2
(8)	Mozambique	Maputo	49.05	67.5000	72.7
	Myanmar	Yangon	1027	1552.17	66.2
	Namibia	Windhoek	10.05	14.8261	67.8
	Nepal	Kathmandu	114.6	116.035	98.8
	New Caledonia	NouMea	129.0	119.332	**108.1**
(6)	New Zealand	Wellington	1.649	1.56510	**105.4**
(8)	Nicaragua	Managua	22.23	34.2879	64.8
(4)	Niger	Niamey	556.3	**655.957**	84.8
	Nigeria	Abuja	271.4	347.545	78.1
(7)	Norway	Oslo	12.20	9.57000	**127.5**
	Pakistan	Islamabad	72.44	119.624	60.6
(3)	Panama	Panama City	0.8561	**1.14130**	75.0
	Papua New Guinea	Port Moresby	3.465	3.62893	95.5
	Paraguay	Asuncion	4165	6347.35	65.6
(8)	Peru	Lima	3.295	3.71550	88.7
	Philippines	Manilla	44.01	57.7060	76.3
(8)	Russia	Moscow	70.05	67.3005	**104.1**
	Rwanda	Kigali	763.2	941.859	81.0
(8)	Samoa	Apia	2.273	2.87062	79.2

Table 9 (page 3 of 3)

	Place of employment		Economic Parities (1)	Exchange Rate (1)	Correction Coefficients (1)
			[a]	[b]	100 x [a] / [b]
	Country	**City**	Jul-17	Jul-17	Jul-17
	Saudi Arabia	Riyadh	3.551	4.27988	83.0
(4)	Senegal	Dakar	662.6	**655.957**	**101.0**
	Serbia	Belgrade	65.12	121.320	53.7
(8)	Sierra Leone	Freetown	8466	8375.31	**101.1**
	Singapore	Singapore	1.954	1.57510	**124.1**
	Solomon Islands	Honiara	10.12	8.92691	**113.4**
(2)	Somalia	Mogadishu			
	South Africa	Pretoria	9.235	14.8261	62.3
(6)	South Korea	Seoul	1192	1304.08	91.4
(2)	South-Sudan	Juba			
	Sri Lanka	Colombo	136.4	173.780	78.5
	Sudan	Khartoum	15.48	18.6475	83.0
	Suriname	Paramaribo	5.182	8.56831	60.5
	Swaziland	Mbabane	10.66	14.8261	71.9
(7)	Switzerland	Bern	1.397	1.09350	**127.8**
(7)	Switzerland	Geneva	1.397	1.09350	**127.8**
(2)	Syria	Damascus			
	Taiwan	Taipei	29.89	34.5611	86.5
	Tajikistan	Duschanbe	5.181	10.0562	51.5
(8)	Tanzania	Dar es Salaam	1694	2492.60	68.0
	Thailand	Bangkok	30.36	38.7870	78.3
(3)	Timor Leste	Dili	1.016	**1.14130**	89.0
(4)	Togo	Lome	522.7	**655.957**	79.7
(8)	Trinidad and Tobago	Port-of-Spain	6.392	7.71960	82.8
	Tunisia	Tunis	1.878	2.76920	67.8
(7)	Turkey	Ankara	2.656	4.01430	66.2
	Turkmenistan	Ashkhabad	2.741	3.99455	68.6
	Uganda	Kampala	2776	4021.51	69.0
	Ukraine	Kiev	20.17	29.7652	67.8
	United Arab Emirates	Abu Dhabi	3.913	4.17370	93.8
	United States	New York	1.186	**1.14130**	**103.9**
(6)	United States	Washington	1.044	**1.14130**	91.5
	Uruguay	Montevideo	31.74	32.3399	98.1
	Uzbekistan	Tachkent	3146	4517.90	69.6
	Vanuatu	Port Vila	136.3	124.930	**109.1**
(2)	Venezuela	Caracas			
	Vietnam	Hanoi	15260	25953.2	58.8
(2)	West Bank - Gaza Strip	East Jerusalem			
(2)	Yemen	Sana a			
(8)	Zambia	Lusaka	8.338	10.4537	79.8
(3)	Zimbabwe	Harare	1.035	**1.14130**	90.7

In table above:

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

(2) Not available (= 12 Duty Stations : Afghanistan, Bosnia & Herzegovina (Banja Luka), Indonesia (Banda Aceh), Iran, Iraq, Libya, Somalia, South Sudan, Syria, Venezuela, West Bank-Gaza Strip, Yemen)

(3) Currency = USD (= 8 Duty Stations : Cuba, Democratic Republic Congo, Ecuador, El Salvador, Liberia, Panama, Timor Leste, Zimbabwe)

(4) Currency = CFA (= 13 Duty Stations : Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Congo, Gabon, Guinea-Bissau, Ivory Coast, Mali, Niger, Senegal, Togo)

(5) Currency = Euro (= 2 Duty Stations : Kosovo, Montenegro)

(6) New ISRP PPP introduced (= 7 Duty Stations : Australia, Canada, Japan, South Korea, Mexico, New Zealand, United States (Washington))

(7) New ECP PPP introduced (= 5 Duty Stations : Iceland, Norway, Switzerland (Bern), Switzerland (Geneva), Turkey)

(8) New UN P2P introduced (= 22 Duty Stations : Bolivia, Brazil, Central African Republic, Democratic Republic Congo, Ecuador, Eritrea, Guatemala, Guyana, Honduras, India, Israel, Kenya, Madagascar, Mozambique, Nicaragua, Peru, Russia, Samoa, Sierra Leone, Tanzania, Trinidad & Tobago, Zambia)

Remaining source = previous UN P2P except ECP PPP (= 5 Balkan Duty Stations : Albania, Bosnia & Herzegovina, FYROMacedonia, Montenegro, Serbia) or specific P2P (= 1 Duty Station : Taiwan)

(9) Currency revaluation (= 1 Duty Station : Belarus)

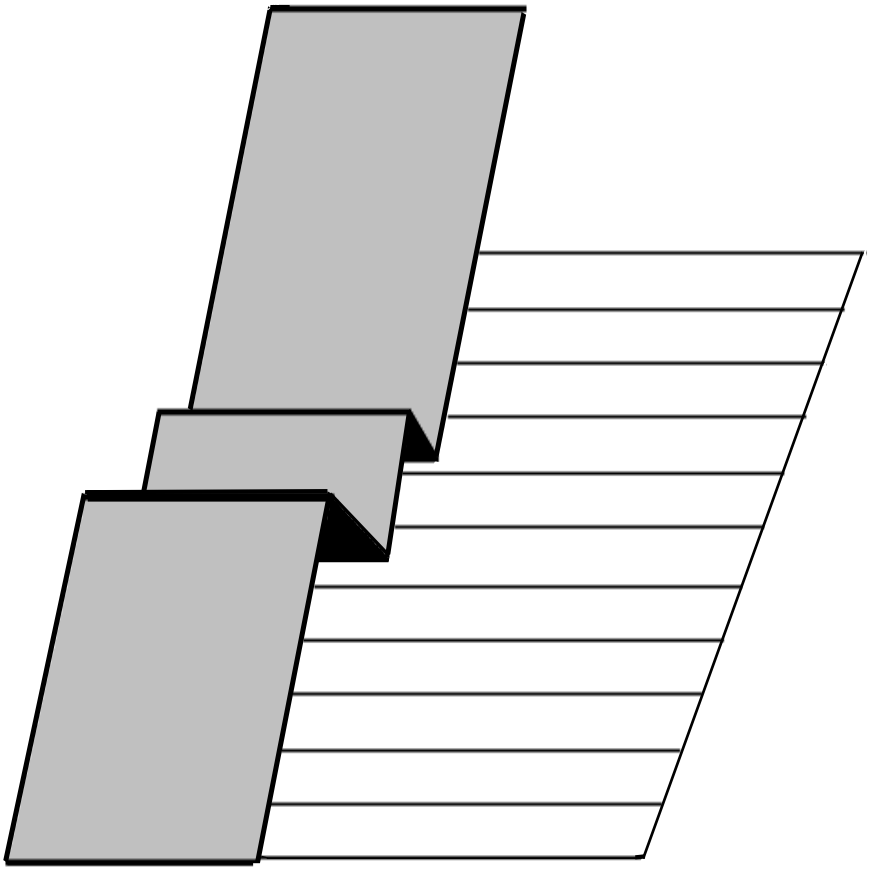
Doc.A6465/18/02

Appendix 1a

Appendix 1a to the Eurostat Report on the Annual Adjustment of Remuneration and Pensions

Explanations and statistical analyses: specific indicators

Reference period:
Year to 1 July 2017



eurostat

October 2017

Statistical Office of the European Union
Unit C3, Statistics for administrative purposes
Luxembourg

CONTENTS

INTRODUCTION

This document is an appendix to the 2017 Eurostat report on the annual adjustment of remuneration and pensions. While the principal results concerning specific indicators are presented in the main report, the purpose of this appendix is to give further explanations and statistical analyses of the results as well as detailed tables with statistical information.

Chapter 1 of this document examines the changes in the purchasing power of salaries of central government civil servants in the Member States (specific indicator).

In Chapter 2 information is provided about control indicators (compensation of employees in central government; labour cost index for total public administration).

In Chapter 3 information about working time in central governments of the Member States is given.

All calculations and figures presented in this appendix relating to specific indicators are based on data supplied and validated by the responsible authorities in the Member States. In the absence of a correctly completed remuneration questionnaire from a Member State, the forecast figure they supplied in March 2017 was used, or a more recent estimate.

More information about methodology can be found in the detailed procedural manuals[14].

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[14] Op cit (3) Doc.A6465/14/26rev2 (version May 2016)

1. PARALLELISM WITH EVOLUTION OF PURCHASING POWER OF NATIONAL OFFICIALS

1.1. General remarks on the calculation of the specific indicator

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

One of the basic elements of the annual salary adjustment procedure is the principle of **parallel development** of the salaries, in terms of purchasing power of national central government civil servants and of officials of the European 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 complemented with practical procedures[15]. Therefore, we provide here a set of commonly agreed basic definitions. If a particular situation in a given country makes it meaningful to deviate from these definitions to ensure a better application of the spirit of the method, then Eurostat, in agreement with that country may do so.

1.1.1. Elements of remuneration

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

- basic salaries;
- all allowances and bonuses (e.g. general premiums, child benefit and family allowances[16]);
- non-pensionable lump-sum payments (e.g. annual holiday pay, Christmas bonus).

Not to be included:

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

1.1.2. Net remuneration

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

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

Not to be included:

- voluntary contributions.

[15] For full details, see the latest version of the methodology manual.

[16] Where national civil servants are also eligible for state benefits (family allowances) these are included.

1.1.3. Reference period

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

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

If Member States report remuneration data of a given month/year again (e.g. data concerning remuneration of July 2016 sent in 2016 and re-sent in 2017), the data should be exactly the same. If not, they have to provide Eurostat with a clear justification (e.g. change in the structure of grades and categories in the public administration).

1.1.4. Reference population

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

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

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

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

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%. Where relevant, spouses are assumed to have zero income.

1.1.6. Function groups

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

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

- Function group **AST/SC** relates to staff engaged in clerical and secretarial duties that require an advanced level of secondary education or equivalent professional experience.

1.1.7. Sample of grades

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

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

1.1.8. Sample of countries

Prior to 2004, data for all EU15 Member States was used. The version of the Annex XI which was adopted in 2004 specified that to establish a global specific indicator for the European Union, Eurostat should use a sample composed of the following 8 Member States: Belgium, Germany, Spain, France, Italy, Luxembourg, Netherlands and United Kingdom. However this annex expired with effect from 31 December 2012 and a proposal to continue applying it until a replacement was adopted was explicitly rejected. For 2013 it was agreed to use data for all 28 Member States.

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

1.1.9. Calculation of country specific indicators

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

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

1.2. Specific indicators - results by functional groups

Table 1.1 sets out the gross and net specific indicators for each of the three function-groups, both in nominal and real terms, for the sample of countries specified in the Staff Regulations.

Table 1.1

Nominal and real changes in the remuneration of national civil servants in the twelve-month period to 1st July 2017 (1.7.2016 = 100)

Country		Nominal change				Real change			
		AD	AST	SC	Total	AD	AST	SC	Total
BE	Gross	102.0	102.0		102.0	100.5	100.5		100.5
	Net	102.0	102.0		102.0	100.5	100.5		100.5
DE	Gross	104.3	104.3	104.2	104.3	102.8	102.8	102.7	102.8
	Net	103.8	103.7	103.8	103.7	102.3	102.2	102.3	102.2
ES	Gross	101.0	100.9	101.2	101.0	99.4	99.3	99.6	99.4
	Net	100.9	100.8	101.0	100.9	99.3	99.2	99.4	99.3
FR	Gross	103.5	102.2		102.9	102.7	101.4		102.1
	Net	102.9	101.6		102.3	102.1	100.8		101.5
IT	Gross	100.0	100.0	100.0	100.0	98.8	98.8	98.8	98.8
	Net	100.6	100.7	100.7	100.7	99.4	99.5	99.5	99.5
LU	Gross	101.2	102.4		101.8	99.7	100.9		100.3
	Net	103.3	104.4		103.8	101.8	102.9		102.3
NL	Gross	99.2	98.7	98.3	99.0	98.2	97.7	97.3	98.0
	Net	98.4	98.6	99.2	98.5	97.4	97.6	98.2	97.5
AT	Gross	101.3	101.3		101.3	99.3	99.3		99.3
	Net	101.1	101.1		101.1	99.1	99.1		99.1
PL	Gross	101.3		105.2	101.5	100.0		103.8	100.2
	Net	102.6		108.3	103.0	101.3		106.9	101.7
SE	Gross	100.5	99.7	99.9	100.4	98.7	97.9	98.1	98.6
	Net	100.5	99.7	99.9	100.4	98.7	97.9	98.1	98.6
UK	Gross	102.2	100.6	101.6	101.5	99.6	98.1	99.0	98.9
	Net	102.6	100.9	101.2	101.4	100.0	98.3	98.6	98.8
Total	**Gross**	**102.2**	**101.7**	**102.1**	**102.0**	**100.7**	**100.2**	**100.4**	**100.5**
	Net	**102.2**	**101.6**	**102.3**	**101.9**	**100.6**	**100.0**	**100.6**	**100.4**

Table 1.1a presents the corresponding information for the remaining countries.

Table 1.1a

Nominal and real changes in the remuneration of national civil servants in the twelve-month period to 1st July 2017 (1.7.2016 = 100)

Country		Nominal change				Real change			
		AD	AST	SC	Total	AD	AST	SC	Total
BG	Gross	104.0	101.6		103.6	102.9	100.5		102.5
	Net	104.0	101.0		103.6	102.9	99.9		102.5
CZ	Gross	110.2	106.5	103.0	110.0	107.6	104.0	100.6	107.4
	Net	109.7	106.0	103.6	109.5	107.1	103.5	101.2	106.9
DK	Gross	101.2	101.2		101.2	100.8	100.8		100.8
	Net	101.3	101.4		101.4	100.9	101.0		101.0
EE	Gross	101.7	101.7		101.7	98.6	98.6		98.6
	Net	101.8	101.8		101.8	98.7	98.7		98.7
IE	Gross	102.8	102.4	103.4	102.8	103.4	103.0	104.0	103.4
	Net	102.9	102.9	103.7	103.1	103.5	103.5	104.3	103.7
EL	Gross	100.0	100.0		100.0	99.1	99.1		99.1
	Net	100.0	100.0		100.0	99.1	99.1		99.1
HR	Gross	103.5	103.5	103.5	103.5	102.4	102.4	102.4	102.4
	Net	103.5	103.5	103.5	103.5	102.4	102.4	102.4	102.4
CY	Gross	100.0	100.0	100.0	100.0	99.1	99.1	99.1	99.1
	Net	101.7	101.0	100.2	101.2	100.8	100.1	99.3	100.3
LV	Gross	97.7	101.7	103.8	98.0	94.8	98.6	100.7	95.1
	Net	97.6	101.4	103.2	97.9	94.7	98.4	100.1	95.0
LT	Gross	100.9	102.6		101.0	97.5	99.1		97.6
	Net	102.7	105.8		102.8	99.2	102.2		99.3
HU	Gross	111.1	118.6	104.2	111.5	108.9	116.3	102.2	109.3
	Net	111.0	117.2	105.1	111.3	108.8	114.9	103.0	109.1
MT	Gross	102.8	102.5	101.9	102.6	101.8	101.5	100.9	101.6
	Net	102.3	102.1	101.4	102.1	101.3	101.1	100.4	101.1
PT	Gross	102.7	102.5	101.0	102.1	101.7	101.5	100.0	101.1
	Net	102.4	102.4	101.3	102.0	101.4	101.4	100.3	101.0
RO	Gross	111.8	111.8		111.8	111.0	111.0		111.0
	Net	111.8	111.8		111.8	111.0	111.0		111.0
SI	Gross	101.7	100.3	100.4	101.4	100.8	99.4	99.5	100.5
	Net	101.7	100.3	100.3	101.4	100.8	99.4	99.4	100.5
SK	Gross	110.3	94.7	107.2	108.1	109.2	93.8	106.1	107.0
	Net	112.1	99.3	110.4	110.3	111.0	98.3	109.3	109.2
FI	Gross	98.1	98.6		98.2	97.2	97.7		97.3
	Net	99.9	100.1		100.0	99.0	99.2		99.1

1.3. Ratio of AD-equivalent to AST-equivalent and to AST/SC-equivalent personnel

Table 1.2 summarises the ratio of AD-equivalent to AST-equivalent and to AST/SC-equivalent personnel amongst central government personnel (total population), as reported in SRQ for the sample of countries specified in the Staff Regulations.

Table 1.2

Central government personnel ratios
(total population)

July 2017

Country	Percentage			
	AD	AST	SC	Total
BE	44.9	55.1		**100.0**
DE	47.7	42.1	10.2	**100.0**
ES	43.6	34.1	22.3	**100.0**
FR	36.4	63.6		**100.0**
IT	31.0	62.4	6.6	**100.0**
LU	44.2	55.8		**100.0**
NL	51.7	45.6	2.6	**100.0**
AT	18.6	81.4		**100.0**
PL	88.7		11.3	**100.0**
SE	81.6	12.7	5.7	**100.0**
UK	10.9	24.1	65.0	**100.0**

Table 1.2a presents the corresponding information for the remaining Member States.

Table 1.2a

Central government personnel ratios
(total population)

July 2017

Country	Percentage				
	AD	AST	SC	Total	
BG	76.9	23.1		**100.0**	
CZ	94.2	4.0	1.8	**100.0**	
DK	82.5	17.5		**100.0**	
EE	75.0	25.0		**100.0**	
IE	14.0	41.3	44.7	**100.0**	
EL	51.3	48.7		**100.0**	2016 data
HR	27.7	26.5	45.8	**100.0**	
CY	40.7	35.7	23.5	**100.0**	
LV	89.5	4.2	6.3	**100.0**	
LT	96.0	4.0		**100.0**	
HU	87.2	9.9	2.9	**100.0**	
MT	47.1	40.5	12.4	**100.0**	
PT	39.9	11.8	48.4	**100.0**	
RO	5.6	94.4		**100.0**	2013 data
SI	69.9	7.9	22.3	**100.0**	
SK	71.7	17.0	11.3	**100.0**	
FI	65.0	35.0		**100.0**	

1.4. The evolution of gross and net remuneration

Table 1.3 provides comparative information on the evolution of gross and net nominal remuneration for the sample of countries specified in the Staff Regulations.

Table 1.3

Changes in the nominal gross and nominal net specific indicators for the twelve-month period to 1st July 2017

Country	Gross remuneration	Net remuneration	Difference
BE	102.0	102.0	0.0
DE	104.3	103.7	-0.6
ES	101.0	100.9	-0.1
FR	102.9	102.3	-0.6
IT	100.0	100.7	0.7
LU	101.8	103.8	2.0
NL	99.0	98.5	-0.5
AT	101.3	101.1	-0.2
PL	101.5	103.0	1.5
SE	100.4	100.4	0.0
UK	101.5	101.4	-0.1
Total	**102.0**	**101.9**	**-0.1**

The movements in nominal gross remuneration and nominal net remuneration are summarised below for the countries in the sample:

Range (GROSS)	Member States	
x < 0%	1	NL
0% ≤ x < 2%	7	ES, IT, LU, AT, PL, SE, UK,
2% ≤ x < 4%	2	BE, FR
4% ≤ x	1	DE
Total	**11**	
Range (NET)	**Member States**	
x < 0%	1	NL
0% ≤ x < 2%	5	ES, IT, AT, SE, UK
2% ≤ x < 4%	5	BE, DE, FR, LU, PL
4% ≤ x	0	
Total	**11**	

Table 1.3a presents the corresponding information for the remaining Member States.

Table 1.3a

Changes in the nominal gross and nominal net specific indicators for the twelve-month period to 1st July 2017

Country	Gross remuneration	Net remuneration	Difference
BG	103.6	103.6	0.0
CZ	110.0	109.5	-0.5
DK	101.2	101.4	0.2
EE	101.7	101.8	0.1
IE	102.8	103.1	0.3
EL	100.0	100.0	0.0
HR	103.5	103.5	0.0
CY	100.0	101.2	1.2
LV	98.0	97.9	-0.1
LT	101.0	102.8	1.8
HU	111.5	111.3	-0.2
MT	102.6	102.1	-0.5
PT	102.1	102.0	-0.1
RO	111.8	111.8	0.0
SI	101.4	101.4	0.0
SK	108.1	110.3	2.2
FI	98.2	100.0	1.8

The movements in nominal gross remuneration and nominal net remuneration are summarised below for the remaining countries:

Range (GROSS)	Member States	
x < 0%	2	LV, FI
0% ≤ x < 2%	6	DK, EE, EL, CY, LT, SI
2% ≤ x < 4%	5	BG, IE, HR, MT, PT
4% ≤ x	4	CZ, HU, RO, SK
Total	**17**	
Range (NET)	**Member States**	
x < 0%	1	LV
0% ≤ x < 2%	6	DK, EE, EL, CY, SI, FI
2% ≤ x < 4%	6	BG, IE, HR, LT, MT, PT
4% ≤ x	4	CZ, HU, RO, SK
Total	**17**	

1.5. The impact of statutory deductions

Table 1 in the main report shows the change in net remuneration of central government civil servants in real terms for the sample of countries specified in the Staff Regulations. The corresponding information for the remaining Member States is shown in **Table 1.4** below.

Table 1.4

Change in the net remuneration of central government civil servants
July 2016 - July 2017

Country	Weight [1] EU28=100	Nominal net specific indicator	Consumer price indices	Real net specific indicator
	(%)	(%)	(%)	(%)
BG	0.7	3.6	1.1	**2.5**
CZ	1.8	9.5	2.4	**6.9**
DK	1.4	1.4	0.4	**1.0**
EE	0.2	1.8	3.1	**-1.3**
IE	1.7	3.1	-0.6	**3.7**
EL	1.4	0.0	0.9	**-0.9**
HR	0.5	3.5	1.1	**2.4**
CY	0.1	1.2	0.9	**0.3**
LV	0.3	-2.1	3.1	**-5.0**
LT	0.4	2.8	3.5	**-0.7**
HU	1.3	11.3	2.0	**9.1**
MT	0.1	2.1	1.0	**1.1**
PT	1.6	2.0	1.0	**1.0**
RO	2.3	11.8	0.7	**11.0**
SI	0.3	1.4	0.9	**0.5**
SK	0.8	10.3	1.0	**9.2**
FI	1.2	0.0	0.9	**-0.9**

[1] Basis: GDP expressed in PPP, 2016

Combining the information in Table 1.4 with the information in Table 1 of the main report, it is possible to calculate a hypothetical global specific indicator for the EU28 as a whole. For the year to July 2017, this would be 101.0 (+1.0%).

1.6. Changes in the specific indicators (countries in the sample)

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

1	**Belgium**: Figures are supplied in accordance with a country manual validated in November 2015 and subsequent bilateral correspondence. The index on which the calculation of gross salaries as well as certain fixed amounts are based has been increased by +2% in May 2017. In consequence net salaries changed like gross salaries by +2.0%
2	**Germany**: Figures are supplied in accordance with a country manual validated in September 2016 and subsequent bilateral correspondence. The increase of the civil servant salaries with effect from March 2016 has not been taken into account in last year's report as this increase was decided by the German Parliament only after that report's reference date (July 2016). This report takes into account the increase per March 2016 as well as another increase with effect of February 2017 resulting into a gross salary increase of 4.3%. With only slight modifications of some parameters used for taxation and calculation of social contributions overall, nominal net remuneration has increased by +3.7%.
3	**Spain**: Figures are supplied in accordance with draft country manual as presented at A6465WG meeting in March 2015 and subsequent bilateral correspondence. The +1.0% pay rise foreseen by Budget law 48/2015 explains the increase to nominal gross remuneration +1.0%. Statutory deductions reflect the annual Budget Law and are largely unchanged. Overall, nominal net remuneration has increased by +0.9%.
4	**France**: Figures are supplied in accordance with country manual validated in April 2010 and subsequent bilateral correspondence. The government implemented a +0.6% salary increase, raising the "point de l'indice" from 55.8969 to 56.2323 in February 2017. Certain FPN indices are regraded. Family allowances are means-tested, reducing income to those on higher salary grades. On average, nominal gross remuneration increased by +2.9%. French authorities report that the "GIPA" allowance to adjust for consumer price inflation has low impact and is only applicable in the absence of seniority progression/promotion: it is therefore not included for A65 purposes. Pension contributions increased from 9.94% to 10.29%. There were slight changes to personal income tax. Overall, the nominal change in net remuneration was +2.3%.
5	**Italy**: Figures are supplied in accordance with country manual validated in March 2016 and subsequent bilateral correspondence. Basic salary was unchanged in accordance with the ongoing public sector pay freeze since 2011. Gross remuneration evolution is +0.0%. There were no changes to statutory deductions (Renzi General Bonus 80 € for salary up to 26,000 € in force) Taking all elements into account, the nominal change in net remuneration was +0.7%.

6	**Luxembourg**: Figures are supplied in accordance with a draft country manual as presented at A6465WG meeting in March 2015 and subsequent bilateral correspondence. The index on which gross salaries are based has been increased by +2.5% in January 2017. This and modifications of some allowances resulted in an increase of gross salaries by 1.8% and changes in taxation and social contributions led to an increase of net salaries by +3.8%.
7	**Netherlands**: Figures are supplied in accordance with country manual validated in December 2015 and subsequent bilateral correspondence. No salary increase. The once-only payment of € 500 in September 2015 explains this year's decrease in gross salary. The total decrease of nominal gross remuneration was -1.0%. Increase pension contribution rate from 5.73% to 6.45%. Another increase in health insurance contribution. Various changes to personal income tax rates and deductions. As a result of all these changes, nominal net indicator decreased by - 1.5%.
8	**Austria**: Figures are supplied in accordance with a country manual validated in December 2015 and subsequent bilateral correspondence. The table by grade and step as well as the functional allowances were increased by +1.3% in November 2016, and without major changes in taxation of social contributions the net salaries were increased by +1.1%
9	**Poland**: Figures are supplied in accordance with country manual validated in September 2015 and subsequent bilateral correspondence. Civil servant salaries are still subject to pay freeze, however adjustments to multipliers for certain grades explain the reported increase in nominal gross remuneration (+1.5% on average). "Catching-up" effect for family allowances (+125 PLN). There were no changes to statutory deductions. As a result of these developments, nominal net remuneration increased by +3.0%.
10	**Sweden**: Figures are supplied in accordance with a draft country manual as presented at A6465WG meeting in March 2015 and subsequent bilateral correspondence. The reported evolution in nominal gross remuneration (average of a variety of contractual arrangements) is +0.4%. Without changes in compulsory deductions, the nominal net remuneration is also increased by +0.4%.
11	**United Kingdom**: By mutual agreement, the calculation is now done for 5 major departments representing approximately 80% of the UK civil service. Grades are redistributed between functional categories. This updates the approach described in country manual validated June 2015. Gross salary is computed as a staff-weighted arithmetic average. This shows +1.5% evolution for the year. Changes to statutory deductions between 2016 and 2017 had minor impact. State benefits were unchanged. In consequence the nominal net specific indicator is +1.4%.

1.7. Changes in the specific indicators (countries not in the sample)

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

1	**Bulgaria**: Figures are supplied in accordance with draft country manual and subsequent bilateral correspondence. National minimum wage increased to BGN 460 (as from 1.1.2017). There are reported increases and decreases for almost all grades this year. On average, nominal gross remuneration increased by +3.6%. No changes in statutory deductions, only increase of pension contribution: from 7.9% (2016) to 8.34% (2017). Nominal net remuneration increased also by +3.6%.
2	**Czech Republic**: Figures are supplied in accordance with draft country manual as presented at A6465WG meeting in March 2015 and subsequent bilateral correspondence. There was an increase in basic salaries of +4.0% by government resolution in September 2016. The Czech civil service is in transition towards implementation of a new salary scale, and there is still some volatility in salary components. On average, nominal gross remuneration increased by +10.0%. There were slight changes to statutory deductions; in consequence the increase in nominal net remuneration was +9.5%.
3	**Denmark**: Figures are reported here according to a new approach in accordance with a document submitted to Eurostat in July 2016. The distribution of reported positions is now extracted from a database run by the Ministry of Finance. In order to provide consistent figures, data of July 2016 salaries calculated with this new approach were also supplied and are shown here. Therefore the 2016 salary data in this report differ from those in last year's report. The nominal gross remuneration increased by +1.2%. Minor changes to tax rates and tax deductions are reflected in the calculation of nominal net remuneration, which increased by +1.4%.
4	**Estonia**: Figures are reported here in accordance with bilateral discussions December 2014 and subsequently. Estonia has not a pay system based on grades and steps within a grade. It supplies minimum, middle and maximum salaries from a couple of sources. A mistake in the calculation of the minimum salary in 2016 was detected after publication of last year's report. These numbers were corrected and therefore, the salary data in this report for 2016 are different from those reported last year. Nominal gross salary has increased on average by +1.7%, which mainly reflects increases in remuneration of middle and maximum salaries. Child allowance remained unchanged. The tax-free allowance was increased, decreasing slightly reported statutory deductions. Taking all these elements into account, the nominal net remuneration increased by +1.8%.

5	**Ireland**: Figures are supplied in accordance with draft country manual and subsequent bilateral correspondence. Last year of the "Lansdowne Road" collective agreement 2013-2018.1,000 € increase for all civil servants earning less than 65,000 € (as from 1.4.2017, initially foreseen from 1.9.2017). Less increase for the salaries between 65-110,000 € and for those earning more than 110,000 €. The average increase in nominal gross remuneration was +2.8%. As for the former exercise, there was an increase to personal income tax thresholds and a reduction in tax rates. Pension related deduction thresholds were revised (extend zero rate band), effective from September 2016. In consequence, the nominal net remuneration increased by +3.1%.
6	**Greece**: Figures are supplied in accordance with draft country manual as presented at A6465WG meeting in March 2015 and subsequent bilateral correspondence. Discussions are ongoing regarding the approach to compile data for the Greek civil service. In the absence of 2017 data, the forecast figure from the current exercise is used. Consequently, the nominal net remuneration indicator evolution is estimated to be +0.0%.
7	**Croatia**: A draft country manual was presented at A6465WG meeting in March 2015 and there have been subsequent bilateral contacts to review the way information is supplied for Croatia for A65 purposes. Important clarifications were provided in 2017, and these should allow full inclusion of Croat data in future. However, for the current report, in absence of comparative information for the preceding period, forecast figures are used. The evolution in nominal gross remuneration is +3.5%, and the impact of changes in state benefits and in statutory deductions is assumed to be 0.0%, thus the movement in nominal net remuneration is consequently +3.5%.
8	**Cyprus**: Figures are supplied in accordance with country manual validated in April 2015 and subsequent bilateral correspondence. Pay freeze from 2013 continues to apply, including suspension of automatic indexation. Indicator of evolution of nominal gross remuneration is therefore +0.0%. No change to statutory deductions or state benefits. As from 1.1.2017: the temporary contribution is no longer applicable (were variable between 0 and 3.5%, depending on income). Therefore is the movement in net remuneration +1.2%.
9	**Latvia**: Figures are reported here in accordance with bilateral correspondence. Reported average nominal gross remuneration decreased by -2.0%. Child allowance remained unchanged. With the tax-free allowance slightly modified the average nominal net remuneration decreased by -2.1%.
10	**Lithuania**: Figures are reported here in accordance with bilateral correspondence. There was no change to basic salaries and the reported increase of average nominal gross remuneration by +1.0% is caused by a change in the distribution of posts by category. Personal income tax free allowance for singles and married couples were both increased compared with January 2016. This resulted in an increase of nominal net remuneration by +2.8%.

11	**Hungary**: Figures are supplied in accordance with country manual validated in May 2017 and subsequent correspondence. There was big increase in salary for some grades. Statutory deductions were unchanged, however family tax benefit increased from 83,330 HUF to 100,000 HUF per month. In consequence, nominal net remuneration increased by +11.3%.
12	**Malta**: Figures are supplied in accordance with a draft country manual and subsequent updates. 2017 schedule of grade salaries reflect +2.5% increase to gross remuneration under the new collective agreement until 2025. Combined with six monthly payment, nominal gross indicator increased on average by +2.6%. Child allowance threshold increases slightly. No change in personal income tax. Increase social security contributions. Nominal net remuneration increased by +2.1%.
13	**Portugal**: Figures are supplied in accordance with country manual validated in August 2014 and subsequent bilateral correspondence. Since 1st October 2016: the complete elimination of the remuneration cut introduced in 2014 for austerity reasons. Thus gross remuneration increased by +2.1%. Minor changes to income taxation. Consequently the nominal net remuneration increased by +2.0%.
14	**Romania**: No figures were supplied for this year's exercise. A planned reform of the civil service is still not finalised and there is continued uncertainty about monitoring of the level and evolution of staff numbers and remuneration levels. In the absence of a completed remuneration questionnaire for 2017, values are estimated using best available information including forecast validated in March 2017. On the basis of that report the nominal net remuneration has increased by +11.8%.
15	**Slovenia**: Figures are reported here in accordance with a draft country manual as presented at A6465WG meeting in March 2015 and subsequent bilateral correspondence. With slight increases of the pay scale and of some allowances and without major changes in taxation and social contributions average gross salary and net salary increased both by 1.4%
16	**Slovakia**: Figures are supplied in accordance with bilateral correspondence. Improved population coverage. Collective agreements adopted +6% salary in 2017 plus additional benefits under Civil Service Code, and this is reflected in the reported salary data which shows on average nominal gross indicator +8.1%. Statutory deductions are largely unchanged by comparison with 2015. Net remuneration increased by +10.3%.
17	**Finland**: Figures are reported here in accordance with bilateral correspondence. Finland has modified its system to collect the salary data and to assign officials into the AD/AST categories. It has transmitted also 2016 data according to this new approach. Mainly due to a cut of the holiday allowance average gross salaries were decreased by 1.8%.Due to a reduction in taxation to offset previous increases in social contributions the average net salaries remained unchanged.

1.8. Comparison with forecast

An initial forecast about the expected changes in net remuneration in nominal terms during the period 1 July 2016 – 1 July 2017 was compiled from Member States. Where these forecasts were not available, Eurostat or DG ECFIN estimates were used instead.

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

Values were confirmed by national delegates at the March 2017 meeting of the Working Group on Articles 64 & 65 of the Staff Regulations, and published in the Intermediate Report[17].

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

Table 1.5 provides comparative information on the evolution of net remuneration in nominal and real terms for the countries in the sample.

Table 1.5

Comparison of the net specific indicator and the forecast in nominal and real terms for the twelve-month period to 1st July 2017

Country	Net specific indicator in nominal terms			Net specific indicator in real terms		
	Actual	Forecast *	Difference %	Actual	Forecast *	Difference %
BE	102.0	100.4	-1.6	100.5	98.4	-2.1
DE	103.7	103.7	0.0	102.2	102.4	0.2
ES	100.9	100.9	0.0	99.3	98.8	-0.5
FR	102.3	100.7	-1.6	101.5	99.7	-1.8
IT	100.7	100.0	-0.7	99.5	98.4	-1.1
LU	103.8	102.5	-1.3	102.3	100.1	-2.2
NL	98.5	98.8	0.3	97.5	97.1	-0.4
AT	101.1	101.3	0.2	99.1	98.9	-0.2
PL	103.0	102.2	-0.8	101.7	100.3	-1.4
SE	100.4	102.2	1.8	98.6	100.9	2.3
UK	101.4	101.0	-0.4	98.8	98.6	-0.2
Total	**101.9**	**101.4**	**-0.5**	**100.4**	**99.8**	**-0.6**

* Per Intermediate Report.

[17] Ares(2017)1987689

Table 1.5a presents the corresponding information for the remaining Member States.

Table 1.5a

Comparison of the net specific indicator and the forecast in nominal and real terms for the twelve-month period to 1st July 2017

Country	Net specific indicator in nominal terms			Net specific indicator in real terms		
	Actual	Forecast *	Difference %	Actual	Forecast *	Difference %
BG	103.6	104.5	0.9	102.5	103.1	0.5
CZ	109.5	105.0	-4.1	106.9	102.4	-4.2
DK	101.4	101.2	-0.2	101.0	100.2	-0.8
EE	101.8	104.5	2.7	98.7	102.4	3.7
IE	103.1	101.5	-1.6	103.7	101.7	-1.9
EL	100.0	100.0	0.0	99.1	98.6	-0.5
HR	103.5	103.5	0.0	102.4	102.1	-0.3
CY	101.2	101.0	-0.2	100.3	99.9	-0.4
LV	97.9	100.6	2.8	95.0	98.0	3.1
LT	102.8	104.3	1.5	99.3	101.9	2.6
HU	111.3	101.0	-9.3	109.1	98.6	-9.6
MT	102.1	100.7	-1.3	101.1	99.5	-1.5
PT	102.0	101.9	-0.1	101.0	100.3	-0.7
RO	111.8	111.8	0.0	111.0	110.3	-0.7
SI	101.4	101.8	0.4	100.5	100.4	-0.1
SK	110.3	105.0	-4.8	109.2	105.2	-3.7
FI	100.0	99.4	-0.6	99.1	98.1	-1.0

* Per Intermediate Report.

2. CONTROL INDICATORS

2.1. Compensation of employees in central government

Table 1.6 shows the calculation of this control indicator for the countries in the sample specified in the Staff Regulations.

Table 1.6

Control indicator: compensation of employees in central government

2016-2017 Eurostat estimates based on data supplied by Member States

Country	Compensation of employees [1]		Number of employees [2]	Nominal change	HICP [3]	Change in real terms	GDP in PPS [4]
	2016	2017	2017	(%)	(%)	(%)	(%)
BE	9,314.6	9,480.0	427.100	1.8	1.5	0.3	2.6
DE	29,806.0	30,409.0	2,538.000	2.0	1.5	0.5	19.9
ES	23,560.0	23,414.0	1,447.920	-0.6	1.6	-2.2	8.3
FR	138,896.0	140,184.0	2,466.000	0.9	0.8	0.1	13.7
IT	96,242.0	99,423.0	1,262.200	3.3	1.2	2.1	11.4
LU	3,620.9	3,704.0	23.390	2.3	1.5	0.8	0.3
NL	22,417.0	22,941.0	483.000	2.3	1.0	1.3	4.3
AT	15,198.0	15,574.0	20.393	4.7	2.0	2.7	2.2
PL	88,222.0	92,375.0	1,078.500	4.7	1.3	3.4	5.2
SE	126,963.0	132,079.0	265.000	4.0	1.8	2.2	2.4
UK	113,342.0	118,831.0	418.343	4.8	2.6	2.2	13.8
Global	-	-	-	**2.5**	**1.5**	**1.0**	**84.1**

[1] Numerator: ESA 2010 expenditure on compensation of employees in Central Government (NAC million) per Eurostat website 21.09.2017, extrapolated to 2017 using growth rate 2015-2016

[2] Denominator: ESA 2010 employment in Central Government (thousand persons) per SRQ.
If no figure supplied then NACE R2 employment in Public administration; defence; social security (thousand persons) per Eurostat website 21.09.2017. **Not supplied: BE, DE, ES, FR, IT, LU, NL, PL, SE**.

[3] HICP June 2016 - June 2017 per Eurostat website 28.09.2017

[4] GDP 2016 in PPS per Eurostat website 28.09.2017

Table 1.6a shows the corresponding figures for the remaining Member States.

Table 1.6a

Control indicator: compensation of employees in central government

2016-2017 Eurostat estimates based on data supplied by Member States

Country	Compensation of employees [1]		Number of employees [2]	Nominal change	HICP [3]	Change in real terms	GDP in PPS [4]
	2016	2017	2017	(%)	(%)	(%)	(%)
BG	5,475.5	5,333.0	331.876	4.8	1.1	3.7	0.7
CZ	210,828.0	222,703.0	366.140	3.8	2.4	1.3	1.8
DK	87,271.0	87,134.0	151.000	-0.2	0.4	-0.6	1.4
EE	1,433.3	1,488.0	44.700	3.8	3.1	0.7	0.2
IE	17,826.5	18,256.0	111.580	2.4	-0.6	3.0	1.7
EL	18,873.0	18,571.0	365.500	-1.6	0.9	-2.5	1.4
HR	21,592.6	22,594.0	104.010	4.6	1.1	3.5	0.5
CY	2,125.8	2,113.0	53.303	-5.3	0.9	-6.1	0.1
LV	1,373.7	1,456.0	5.235	6.3	3.1	3.1	0.3
LT	2,066.5	2,186.0	144.842	6.6	3.5	3.0	0.4
HU	2,955,709.7	3,189,423.0	598.948	4.8	2.0	2.8	1.3
MT	1,177.9	1,252.0	16.020	6.3	1.0	5.2	0.1
PT	16,987.2	17,528.0	502.177	1.8	1.0	0.8	1.6
RO	35,494.2	38,647.0	385.300	8.9	0.7	8.1	2.3
SI	2,941.4	3,112.0	97.482	4.3	0.9	3.4	0.3
SK	4,493.9	4,675.0	221.895	0.3	1.0	-0.7	0.8
FI	6,593.0	6,429.0	163.100	-2.5	0.9	-3.4	1.2

[1] Numerator: ESA 2010 expenditure on compensation of employees in Central Government (NAC million) per Eurostat website 21.09.2017, extrapolated to 2017 using growth rate 2015-2016

[2] Denominator: ESA 2010 employment in Central Government (thousand persons) per SRQ.
If no figure supplied then NACE R2 employment in Public administration; defence; social security (thousand persons) per Eurostat website 21.09.2017. **Not supplied: DK, EE, IE, EL, HR, MT, RO, FI.**

[3] HICP June 2016 - June 2017 per Eurostat website 28.09.2017

[4] GDP 2016 in PPS per Eurostat website 28.09.2017

2.2. Labour cost index for total public administration

Table 1.7 shows the calculation of this control indicator for the countries in the sample specified in the Staff Regulations.

Table 1.7

Control indicator: labour cost index for total public administration

2016-2017 Eurostat estimates based on data supplied by Member States

Country	Labour cost index [1]		Nominal change	HICP [2]	Change in real terms	GDP in PPS [3]
	2016	2017	(%)	(%)	(%)	(%)
BE	103.8	104.2	0.4	1.5	-1.1	2.6
DE	111.8	114.0	2.0	1.5	0.5	19.9
ES	111.2	113.4	2.0	1.6	0.4	8.3
FR	:	:	:	:	:	:
IT	102.3	104.4	2.1	1.2	0.9	11.4
LU	108.5	108.4	-0.1	1.5	-1.6	0.3
NL	105.4	107.8	2.2	1.0	1.2	4.3
AT	109.0	108.1	-0.8	2.0	-2.8	2.2
PL	110.7	114.6	3.6	1.3	2.2	5.2
SE	109.4	111.6	2.1	1.8	0.2	2.4
UK	104.3	106.1	1.8	2.6	-0.8	13.8
Global [4]	**-**	**-**	**1.9**	**1.7**	**0.3**	**70.4**

1 Labour cost index (nominal value, annual data, wages and salaries component) NACE R2 group O per Eurostat website 21.09.2017, 2016 extrapolated to 2017 using growth rate 2015-2016

2 HICP June 2016 - June 2017 per Eurostat website 28.09.2017

3 GDP 2016 in PPS per Eurostat website 28.09.2017

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

Table 1.7a shows the corresponding figures for the remaining Member States.

Table 1.7a

Control indicator: labour cost index for total public administration

2016-2017 Eurostat estimates based on data supplied by Member States

Country	Labour cost index [1]		Nominal change	HICP [2]	Change in real terms	GDP in PPS [3]
	2016	2017	(%)	(%)	(%)	(%)
BG	121.1	130.6	7.8	1.1	6.7	0.7
CZ	116.1	121.1	4.3	2.4	1.9	1.8
DK	103.6	105.3	1.7	0.4	1.3	1.4
EE	132.3	140.1	5.9	3.1	2.7	0.2
IE	95.9	94.7	-1.2	-0.6	-0.6	1.7
EL	103.7	107.8	3.9	0.9	3.0	1.4
HR	104.4	109.1	4.5	1.1	3.4	0.5
CY	88.2	87.1	-1.2	0.9	-2.1	0.1
LV	127.6	135.6	6.2	3.1	3.1	0.3
LT	119.7	126.6	5.7	3.5	2.2	0.4
HU	117.7	124.1	5.5	2.0	3.4	1.3
MT	112.9	111.9	-0.9	1.0	-1.9	0.1
PT	110.5	116.2	5.1	1.0	4.1	1.6
RO	151.5	175.6	15.9	0.7	15.1	2.3
SI	102.8	108.6	5.7	0.9	4.7	0.3
SK	117.4	125.2	6.6	1.0	5.6	0.8
FI	104.9	104.9	0.0	0.9	-0.9	1.2

1 Labour cost index (nominal value, annual data, wages and salaries component) NACE R2 group O per Eurostat website 21.09.2017, 2016 extrapolated to 2017 using growth rate 2015-2016

2 HICP June 2016 - June 2017 per Eurostat website 28.09.2017

3 GDP 2016 in PPS per Eurostat website 28.09.2017

3. INFORMATION ABOUT WORKING TIME

Through the standard remuneration questionnaire, Eurostat also collects statistical information on differences in the working hours of national officials in all Member States. Information about statutory or contractual weekly working hours in central governments (**Table 10.1**), number of days of annual leave (**Table 10.2**) and number of public holidays per year (**Table 10.3**) are shown below. In all these tables the situation in July 2017 has been compared with that in July 2016.

Similarly, information is also collected about retirement age in central government. The situation at July 2017 is shown in **Table 10.4**.

The tables are presented separately for the Member States in the sample and for the remaining Member States.

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

Table 10.1

Statutory or contractual weekly working hours in central governments

Country	Weekly working hours		Remarks
	July 2016	July 2017	
BE	38	38	
DE	41	41	40 for special family reasons
ES	37.30-40	37.30-40	
FR	35	35	
IT	36	36	
LU	40	40	
NL	36	36	
AT	40	40	
PL	40	40	
SE	39.45	39.45	
UK (London)	36	36	
UK (Country)	37	37	

Table 10.1a

Statutory or contractual weekly working hours in central governments

Country	Weekly working hours		Remarks
	July 2016	July 2017	
BG	40	40	
CZ	40	40	
DK	35	35	
EE	40	40	
IE	37	37	
EL	40	:	2017: no figure provided
HR	:	37.30	2016: no figure provided
CY	37.30	37.30	
LV	40	40	
LT	40	40	
HU	40	40	
MT	40	40	
PT	35	35	
RO	:	:	Figure provided in 2013: 40h
SI	37.30	37.30	
SK	38	38	
FI	36.15	**36.45**	

Table 10.2

Number of days annual leave

Country	Number of days		Remarks - 2017
	July 2016	July 2017	
BE	26 - 33	26 - 33	Depends on age
DE	30	30	
ES	29	**30**	Depends on age (seniority)
FR	25	25	2 days bonus maximum
IT	32	32	Under 3 years of service: 30 days
LU	32-36	32-36	Depends on age (34 from 50, 36 from 55)
NL	23-27	23-27	Depends on age (age 45:24, 50:25, 55:26, 60:27)
AT	25-30	25-30	Depends on age
PL	26-38	26-38	Depends on age
SE	28-35	28-35	Depends on age
UK	22-31.50	**25-30**	Some variation in senior grades

Table 10.2a

Number of days annual leave

Country	Number of days		Remarks - 2017
	July 2016	July 2017	
BG	20	20	
CZ	25	25	Based on years of service
DK	30	30	
EE	35	35	
IE	22-32	22-32	Depends on grade (new+promoted employees: 22-30 days)
EL	20 - 25	:	2017: no figure provided
HR	:	20-30	Depends on age, years of service and grade
CY	20-29	20-29	Depends on years of service
LV	28	28	
LT	28-42	28-42	Depends on years of service
HU	25	25	Additional days by length of service (3-10 days)
MT	192 hours	192 hours	
PT	22	22	
RO	:	:	Depends on years of service Figure provided in 2013: 21-25 days
SI	20-35	20-35	Depends on age and grade (+ another 15 days under special conditions)
SK	25-30	25-30	Depends on age (younger than 30: 25, older: 30)
FI	30-38	30-38	Depends on years of service

Table 10.3

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

Country	Number of days		Remarks - 2017
	July 2016	July 2017	
BE	13	13	Time off when the public holiday falls on Saturday or Sunday
DE	7	**9**	Berlin
ES	14	14	Time off when the public holiday falls on Sunday
FR	10	10	
IT	11	11	
LU	11	11	
NL	6	**7**	
AT	:	:	No figure provided
PL	9	9	Compensation when public holiday falls on Saturday or Sunday (2x this year)
SE	13	13	Time off when the public holiday falls on Saturday or Sunday
UK	8-11	**8**	Time off when the public holiday falls on Saturday or Sunday

Table 10.3a

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

Country	Number of days		Remarks - 2017
	July 2016	July 2017	
BG	11	11	Time off when the public holiday falls on Saturday or Sunday
CZ	10	**9**	
DK	9 - 10	9 - 10	
EE	12	12	
IE	10	10	Time off when the public holiday falls on Saturday or Sunday
EL	12	:	2017: no figure provided
HR	:	**14**	Only if civil servant works on the day of public holiday
CY	15	15	6 Saturdays/Sundays, 9 working days
LV	15	15	
LT	14	**15**	
HU	6	**9**	
MT	14	14	
PT	9	9	
RO	:	:	Figure provided in 2013: 12
SI	9	**11**	Public holidays on Saturday/Sunday not included in this number
SK	11	**13**	
FI	8	**9**	

Table 10.4

Age of retirement and early retirement

Country	Age		Remarks
	Retirement	Early retirement	
BE	65*	62,5	* 65 (66 from 2025 and 67 from 2030)
DE	67*	63	* variations of retirement depending on age
ES	65	60-64*	* at least 30 years of service
FR	60*	51 - 55*	* depends on age
IT	66 y 7 months	Women: 41 y and 10 m, Men: 42 y and 10 m*	* depends on age, sex, contributions
LU	60	57	
NL	65 y 6 m	From 60 y on	
AT	65	62	
PL	60 women/65 men*	55 women/ 60 men**	* depends on sex ** depends on sex and years of work
SE	65	Yes	
UK	67	Yes*	* dependent on individual choice and entitlements

Table 10.4a

Age of retirement and early retirement

Country	Age		Remarks
	Retirement	Early retirement	
BG	Men: 63 y and 10 m, Women: 60 y and 10 m	Yes*	* depends on job
CZ	Men 63 y and 2 m, Women 62 y and 8 m*	Yes**	* age lowers when having brought up child ** first 3 years before pensionable age
DK	60 - 70*	60*	* both depending on grade
EE	65	57 y 6 m - 60*	* men 60, women 57-60, depends on age
IE	60-66*	50-65*	* depends on years of service
EL	:	:	2017: no figures provided 2016: normal retirement: 67 y, early retirement: 62 y
HR	65*	60*	* both under conditions
CY	65	45*	* 45 y with 3 years in Government Post. Lump sum received immediately while the monthly pension at 55 y
LV	62*	60*	* both depending on age
LT	Men 63 y 6 m, Women 62 y*	5 years till the set age of retirement*	* both depending on sex and age
HU	65	60-65*	* depends on age
MT	62-65*	Any age on medical grounds/ early retirement schemes	* depends on age
PT	66 y and 3 m*	55**	* depends on age and grade ** depends on age and grade, with min. 30 y of service
RO	:	:	2013: "according to public pensions systems"
SI	Men 59 y 8 m, Women 59 y 4 m*	Men 59 y 8 m, Women 59 y 4 m*	* depending on age, sex and contributions/conditions
SK	57-62*	55-60**	* depends on age and sex ** early retirement max. 2 y before normal age
FI	63-68*	61*	* depends on age

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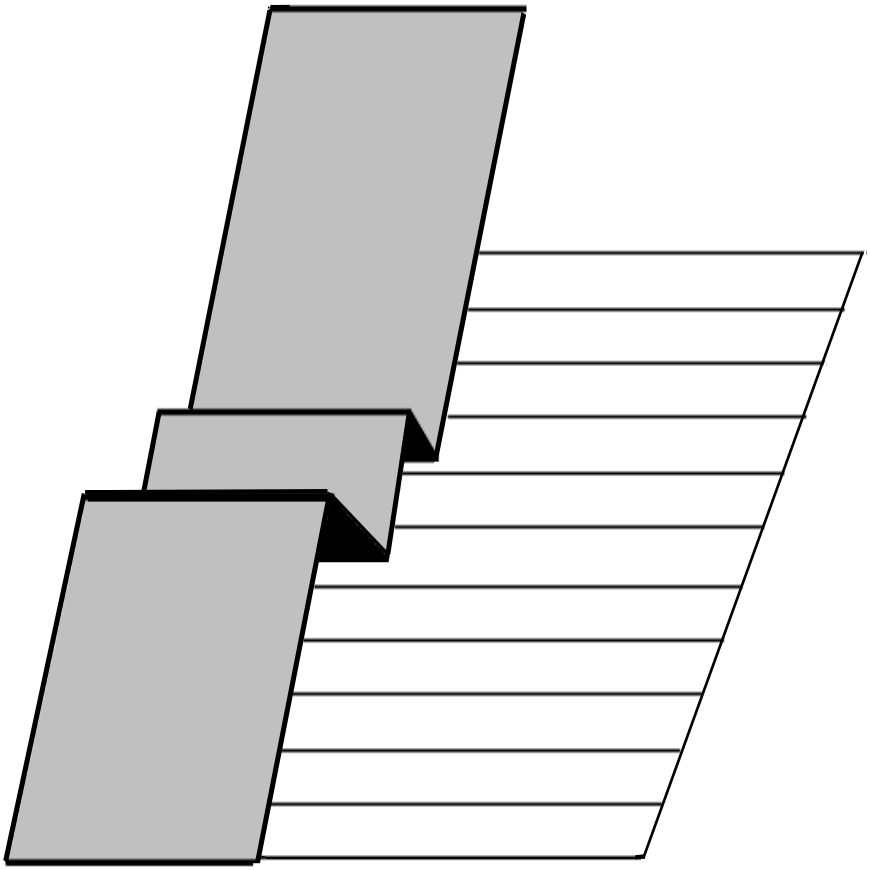
Appendix 1b

Appendix 1b to the Eurostat Report on the Annual Adjustment of Remuneration and Pensions

Explanations and statistical analyses: the cost of living in Brussels and Luxembourg

Reference period:
Year to 1 July 2017



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Statistical Office of the European Union
Unit C3, Statistics for administrative purposes
Luxembourg

October 2017

CONTENTS

INTRODUCTION

This document is an appendix to the 2017 Eurostat report on the annual adjustment of remuneration and pensions. While the principal results concerning changes in the cost of living in Brussels and Luxembourg are presented in the main report, the purpose of this appendix is to give further explanations and statistical analyses of the results as well as detailed tables with statistical information.

Chapters 1 to 4 of this document examine respectively:

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

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

More information about methodology can be found in the detailed procedural manuals[18].

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[18] Op cit (3) Doc.A6465/14/58rev (version July 2014)

1. CHANGES IN THE COST OF LIVING (JOINT BELGIUM-LUXEMBOURG INDEX)

Annex XI Article 2 of the Staff Regulations requests that Eurostat shall draw up an index to measure the changes in the cost of living for EU officials in Belgium and Luxembourg [19]. This index, known as the Joint Belgium-Luxembourg Index of consumer prices (JBLI) is calculated by weighting national inflation as measured by the Harmonised Index of Consumer Prices (HICP) for Belgium, and the Consumer Prices Index (CPI) for Luxembourg, between June of the previous year and June of the current year, according to the distribution of EU staff serving in Belgium and Luxembourg. This is done at the level of the detailed sub-indices for the 80 basic headings, aggregated using weights derived from the latest of the periodic "Survey of Household Expenditures" conducted amongst EU staff in Brussels (2009). Precise methodology has been defined by the Working Group on Articles 64 & 65 of the Staff Regulations.

The Joint Index represents a weighted average of national indices, and may not reflect the specific price evolution in either of the reference cities (Brussels and Luxembourg). By comparing results at the level of the 12 main COICOP groups in chapters 2 and 3, reasons for the difference in the value of the overall index can be identified. Note: when doing such comparisons, the impact of differing numbers of underlying basic headings and different aggregation approaches should be remembered.

2. BELGIUM HICP

Table 3.1 presents the published HICP values for June 2106 and June 2017, base 2005 = 100, and the final figure in the right-hand column shows the variation for the period, 101.5 (+1.5%).

Table 3.1

Change in the Belgian HICP (HICP weights)
June 2016 - June 2017

Groups of consumption	Weight 2016	Index 2016	Weight 2017	Index 2017	Movement
1. Food and non-alcoholic beverages	159.4	102.60	164.4	102.52	99.90
2. Alcoholic beverages and tobacco	48.6	107.83	49.7	111.13	103.10
3. Clothing and footwear	59.1	104.57	59.2	104.86	100.30
4. Housing, water, electricity, gas and other fuels	160.5	102.45	159.3	105.01	102.50
5. Furnishings, household equipment and maintenance of house	75.9	101.24	74.9	101.55	100.30
6. Health	73.9	100.53	78.7	102.58	102.00
7. Transport	125.1	100.77	117.6	103.09	102.30
8. Communications	28.6	104.34	33.2	106.77	102.30
9. Recreation and culture	99.4	101.59	93.3	102.25	100.60
10. Education	6.2	120.15	6.2	120.15	100.00
11. Hotels, cafes and restaurants	76.1	102.71	78.2	105.57	102.80
12. Miscellaneous goods and services	87.2	101.66	85.3	103.18	101.50
Global index without rents	938.4	102.50	938.0	104.08	101.50
Rents index	61.6	100.91	62.0	102.00	101.10
Global index	**1000.0**	**102.40**	**1000.0**	**103.95**	**101.50**

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

[19] This definition was introduced by Regulation 1023/2013 and applies with effect from 1.1.2014. For the calendar year 2013, the Working Group on Articles 64 & 65 of the Staff Regulations approved the use of the Belgian HICP. Regulation 723/2004 defined a "Brussels International Index" which applied for the period 2004-2012.

Table 3.1a below shows the revised Belgium HICP values for June 2016 and June 2017, base 2005 = 100, replacing with weights that include owner-occupiers. The final figure in the right-hand column again shows the variation for the period, 101.1 (+1.1%):

Table 3.1a

Change in the Belgian HICP (rev. weights)
June 2016 - June 2017

Groups of consumption	Weight	Index
1. Food and non-alcoholic beverages	128.2	100.20
2. Alcoholic beverages and tobacco	20.3	100.50
3. Clothing and footwear	54.3	100.40
4. Housing, water, electricity, gas and other fuels	297.6	101.60
5. Furnishings, household equipment and maintenance of house	74.7	100.60
6. Health	19.2	102.00
7. Transport	127.2	100.50
8. Communications	21.5	102.30
9. Recreation and culture	91.7	100.50
10. Education	14.7	100.00
11. Hotels, cafes and restaurants	100.6	102.50
12. Miscellaneous goods and services	50.0	101.60
Global index without rents	762.9	101.10
Rents index	237.1	101.10
Global index	**1000.0**	**101.10**

3. LUXEMBOURG CPI

Table 3.2 presents the published CPI values for June 2016 and June 2017, base 2005 = 100, and the final figure in the right-hand column again shows the variation for the period, 101.5 (+1.5%).

Table 3.2

Change in the Luxembourg CPI (CPI weights)
June 2016 - June 2017

Groups of consumption	Weight 2016	Index 2016	Weight 2017	Index 2017	Movement
1. Food and non-alcoholic beverages	118.2	101.72	121.7	104.16	102.40
2. Alcoholic beverages and tobacco	37.6	101.64	37.3	103.43	101.80
3. Clothing and footwear	58.6	104.12	58.2	104.88	100.70
4. Housing, water, electricity, gas and other fuels	153.4	98.62	151.7	99.53	100.90
5. Furnishings, household equipment and maintenance of house	78.1	101.00	84.4	102.26	101.20
6. Health	25.3	100.17	29.8	101.87	101.70
7. Transport	161.1	99.81	161.8	100.53	100.70
8. Communications	28.2	100.90	29.0	98.70	97.80
9. Recreation and culture	86.3	100.68	79.0	103.08	102.40
10. Education	16.6	101.38	18.4	103.92	102.50
11. Hotels, cafes and restaurants	74.2	101.28	71.2	103.23	101.90
12. Miscellaneous goods and services	162.4	101.03	157.5	103.55	102.50
Global index without rents	936.8	100.65	935.4	102.18	101.50
Rents index	63.2	100.87	64.6	102.03	101.10
Global index	**1000.0**	**100.66**	**1000.0**	**102.17**	**101.50**

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

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

Table 3.2a below shows the revised CPI values for June 2016 and June 2017, base 2005 = 100, replacing with weights that include owner-occupiers. The final figure in the right-hand column again shows the variation for the period, 101.3 (+1.3%):

Table 3.2a

Change in the Luxembourg CPI (rev. weights)
June 2016 - June 2017

Groups of consumption	Weight	Index
1. Food and non-alcoholic beverages	128.2	102.30
2. Alcoholic beverages and tobacco	20.3	101.50
3. Clothing and footwear	54.3	101.10
4. Housing, water, electricity, gas and other fuels	297.6	101.10
5. Furnishings, household equipment and maintenance of house	74.7	101.10
6. Health	19.2	101.70
7. Transport	127.2	101.10
8. Communications	21.5	98.00
9. Recreation and culture	91.7	101.60
10. Education	14.7	102.50
11. Hotels, cafes and restaurants	100.6	101.80
12. Miscellaneous goods and services	50.0	101.50
Global index without rents	762.9	101.40
Rents index	237.1	101.10
Global index	**1000.0**	**101.30**

4. STAFF RATIO BRUSSELS : LUXEMBOURG

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

The ratio between active staff in Brussels and Luxembourg has remained broadly stable by comparison to the previous period (previously 82.2 : 17.8).

Number of permanent officials and other servants in active service
at July 2016 (ie. December 2015)

Duty station	No.	%
Brussels	35,212	**81.6**
Luxembourg	7,940	**18.4**
Total	**43,152**	**100.0**

Source: PMO, as included in PSEO database (Eurostat)

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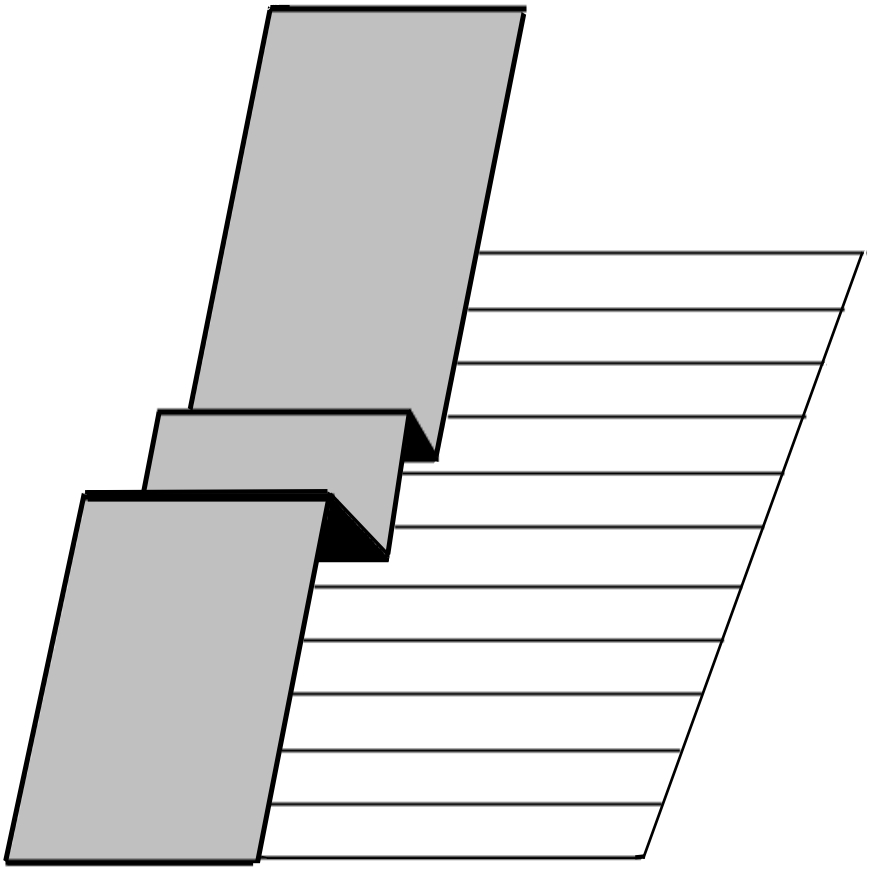
Appendix 1c

Appendix 1c to the Eurostat Report on the Annual Adjustment of Remuneration and Pensions

Explanations and statistical analyses: correction coefficients

Reference period:
Year to 1 July 2017



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October 2017

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CONTENTS

INTRODUCTION

This document is an appendix to the 2017 Eurostat report on the annual adjustment of remuneration and pensions. While the principal results concerning correction coefficients for staff and pensioners are presented in the main report, the purpose of this appendix is to give further explanations and statistical analyses of the results as well as detailed tables with statistical information.

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

- the economic parities and correction coefficients for staff (Intra-EU);
- the economic parities and correction coefficients for pensioners (Intra-EU);
- the economic parities and correction coefficients for staff (Extra-EU).

With the exception of the information about consumption expenditure pattern data which is compiled by Eurostat from direct surveys of staff, and a direct survey of international schools, all calculations and figures presented in this appendix relating to correction coefficients are based on Intra-EU data supplied by the responsible national authorities. Corresponding data for Extra-EU duty stations is obtained from responsible national authorities coordinated by Eurostat under the European Comparison Programme (ECP), or collaboration with the International Service on Remuneration and Prices of the Coordinated Organisations (CO.ISRP) and the United Nations International Civil Service Commission (UN.ICSC).

More information about methodology can be found in the detailed procedural manuals[20].

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[20] Op cit (3) Doc.A6465/14/59rev3 (version May 2016), Doc.A6465/14/60rev3 (version April 2017)

1. EQUIVALENCE OF PURCHASING POWER OF EU OFFICIALS IN THE MEMBER STATES

1.1 Economic parities, exchange rates and correction coefficients

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

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

Numeric example (constant parity, fluctuating exchange rate)*

t_0: 1000 EUR x ER 9.431 x CC 127.4% (ie. PPP 12.02 ÷ ER 9.431) = 12015 local
which is essentially the same as **1000 EUR x PPP 12.02 = 12020 local** (with slight rounding effect)

t_1: 1000 EUR x ER 9.722 x CC 123.6% (ie. PPP 12.02 ÷ ER 9.722) = 12016 local
which is essentially the same as **1000 EUR x PPP 12.02 = 12020 local** (with slight rounding effect)

* t0 = actual Sweden CC 2016, t1= hypothetical CC using actual ER 2017 but constant PPP

1.1.1 Changes in the correction coefficients from July 2016 to July 2017

The simple average change for all duty stations in the correction coefficient for the period under review was +1.5%. The maximum increase was +7.0% (Prague). The maximum decrease was -6.3% (Culham). The movement in correction coefficients of EU officials for the period July 2016 - July 2017 are summarised below[21]:

Range		Duty stations
X < -1.5%	2	UK^{Lon}, UK^{Cul}
-1.5% ≤ X < 0%	1	IT^{Rom}
0% ≤ X < 1.5%	14	DK, DE^{Bon}, IE, EL, ES, FR, IT^{Var},CY, MT, NL, RO, SI, FI, SE
1.5% ≤ X < 3.0%	8	DE^{Ber}, DE^{Kar}, DE^{Mun}, HR, LV, AT, PT, SK
3.0% ≤ X	6	BG, CZ, EE, LT, HU, PL
Total	**31**	excluding Brussels and Luxembourg[22]

[21] For this analysis, there is no table included in the report.

[22] Brussels is the reference city for the bilateral comparisons (CC for staff). In accordance with Article 3(2) of Annex XI to the Staff Regulations, Luxembourg = Brussels

1.1.2 Changes in exchange rates from July 2016 to July 2017

For those duty stations in Member States which are not in the Eurozone, the impact of exchange rate fluctuations relative to the Euro on the global correction coefficient can be significant. Exchange rate movements were as follows for the period July 2016-July 2017: BG 0.0%, CZ -3.0%, DK 0%, HR -1.5%, HU -2.2%, PL -4.0%, RO +1.1%, SE +3.1% and UK +6.6%.

1.2 Economic parities

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

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

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

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

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

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

reflects the consumption of the average international civil servant in Brussels and in each country or place of employment.

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

The details of the economic parities calculation, at the level of 12 main consumption groups, are shown in **Table 4.1** for all capitals and other places apart from Brussels and Luxembourg.

In recent years there has been repeated discussion about greater access to detailed information below the level of the 12 main consumption groups. An approved list of analytical categories has been developed for Article 64 correction coefficient purposes within the applicable constraints of data quality and sensitivity regarding source data. This list includes the 12 main COICOP groups, and adds a selection of basic headings and interim aggregates. In total there are 35 analytical categories. Following a decision at the 2017 meeting of the Working Group on Articles 64 & 65 of the Staff Regulations, this information is made available separately.

1.3 Rents and rent parities

Changes in the rent parities are provided in the **Table 4.2** which shows also the average rents by type of dwelling on which the calculation is based. The average rents used to compute the rent parities are in fact weighted moving averages, based on a six-year model, to take into account the average occupancy length, which is estimated to be six years. Any annual updating of rents during the life of the typical lease is included in the model by using the appropriate adjustment indices.

Table 4.1 (page 1 of 3

Economic parities of the 12 main expenditure groups for each duty station at 1st July 2017 (for staff)

Expenditure	BE	BG-Sofia		CZ-Prague		DK-Copenhagen		DE-Berlin		DE-Bonn		DE-Karlsruhe	
Groups	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	128.2	149.1	1.391	128.3	20.45	122.5	10.11	108.8	0.971	108.8	0.983	108.8	0.978
2	20.3	27.4	1.219	26.9	21.27	25.7	9.483	17.7	0.803	17.7	0.801	17.7	0.798
3	54.3	56.4	1.416	45.0	24.49	43.0	8.560	53.6	0.858	53.6	0.871	53.6	0.878
4	297.6	252.1	0.8392	309.4	24.55	340.7	12.23	272.5	1.099	272.5	0.941	272.5	0.951
5	74.7	77.7	1.040	69.9	18.30	66.7	7.967	85.6	0.913	85.6	0.919	85.6	0.881
6	19.2	12.6	0.6688	13.8	13.00	13.2	8.798	16.8	0.907	16.8	0.906	16.8	0.890
7	127.2	121.7	1.283	128.5	21.00	122.7	9.407	156.0	1.071	156.0	1.086	156.0	1.076
8	21.5	22.2	0.9036	16.7	19.86	16.0	5.568	15.8	0.728	15.8	0.728	15.8	0.730
9	91.7	102.9	1.233	106.5	20.60	101.7	9.102	110.4	1.027	110.4	1.025	110.4	1.003
10	14.7	12.7	0.3269	15.3	8.463	14.6	4.179	19.8	0.498	19.8	0.463	19.8	0.847
11	100.6	104.5	0.8195	87.9	14.05	83.9	9.898	94.4	0.855	94.4	0.894	94.4	0.881
12	50.0	60.9	1.280	51.5	22.10	49.2	10.30	48.6	0.896	48.6	0.884	48.6	0.921
Rents	237.1	203.0	0.8652	265.4	25.88	298.7	12.90	211.2	1.126	211.2	0.921	211.2	0.940
Total without rents	762.9	797.1	1.099	734.6	19.12	701.4	9.072	788.8	0.935	788.8	0.944	788.8	0.948
Global parity	1000.0	1000.0	**1.044**	1000.0	**20.60**	1000.0	**9.956**	1000.0	**0.975**	1000.0	**0.939**	1000.0	**0.946**
Exchange rate			1.956		26.30		7.437		1		1		1

Expenditure	BE	DE-Munich		EE-Tallinn		IE-Dublin		EL-Athens		ES-Madrid		FR-Paris	
Groups	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	128.2	108.8	0.980	135.3	0.858	85.1	1.021	142.1	0.947	120.8	0.841	123.1	1.027
2	20.3	17.7	0.794	28.4	1.010	19.7	1.710	28.7	1.110	22.8	0.808	18.7	0.958
3	54.3	53.6	0.884	47.5	0.946	55.5	0.915	48.8	0.922	40.6	0.894	57.9	0.988
4	297.6	272.5	1.390	271.9	0.785	223.8	1.786	189.7	0.724	244.0	0.973	294.4	1.591
5	74.7	85.6	0.930	73.7	0.792	95.6	0.850	109.2	0.690	91.5	0.870	69.3	0.955
6	19.2	16.8	0.894	14.6	0.633	21.3	1.403	19.7	0.631	17.0	0.833	9.0	0.817
7	127.2	156.0	1.076	135.5	0.870	165.5	1.086	142.2	0.970	135.6	0.916	131.3	1.075
8	21.5	15.8	0.731	17.6	0.480	14.6	1.044	23.1	0.917	20.3	0.910	16.5	0.756
9	91.7	110.4	1.063	112.3	0.912	135.1	1.022	96.8	0.861	96.4	0.969	90.2	1.064
10	14.7	19.8	0.696	16.2	0.225	48.4	0.525	19.8	0.350	38.4	0.566	30.4	0.543
11	100.6	94.4	0.942	92.7	0.780	63.8	1.149	118.7	0.710	119.2	0.763	107.5	1.037
12	50.0	48.6	0.981	54.3	0.846	71.6	1.414	61.3	0.722	53.4	0.908	51.7	1.077
Rents	237.1	211.2	1.537	225.5	0.853	185.3	1.985	138.9	0.760	200.9	1.071	244.2	1.770
Total without rents	762.9	788.8	0.968	774.6	0.789	814.7	1.049	861.1	0.811	799.1	0.842	755.8	1.001
Global parity	1000.0	1000.0	**1.075**	1000.0	**0.803**	1000.0	**1.198**	1000.0	**0.799**	1000.0	**0.887**	1000.0	**1.148**
Exchange rate			1		1		1		1		1		1

Table 4.1 (page 2 of 3)

Economic parities of the 12 main expenditure groups for each duty station
at 1st July 2017
(for staff)

Expenditure	BE	HR-Zagreb		IT-Rome		IT-Varese		CY-Nicosia		LV-Riga		LT-Vilnius	
Groups	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	128.2	161.0	6.553	123.4	1.028	136.7	1.086	151.6	0.939	131.4	0.844	132.5	0.732
2	20.3	29.6	6.647	20.0	1.040	20.9	0.879	27.8	0.922	27.6	0.938	27.8	0.950
3	54.3	60.9	6.243	48.9	0.961	47.3	0.981	57.3	0.873	46.1	0.919	46.5	0.957
4	297.6	192.3	5.328	242.0	1.039	219.8	0.772	239.4	0.535	292.6	0.775	286.7	0.739
5	74.7	84.0	5.054	96.0	0.958	92.6	0.959	79.1	0.769	71.6	0.645	72.2	0.706
6	19.2	13.6	4.126	20.2	1.052	23.9	1.099	12.8	0.868	14.2	0.528	14.3	0.582
7	127.2	131.4	6.754	145.5	0.964	153.4	0.965	123.7	0.847	131.7	0.761	132.8	0.775
8	21.5	24.0	5.202	16.6	0.908	16.2	0.880	22.6	0.696	17.1	0.574	17.3	1.147
9	91.7	111.1	5.739	115.5	1.020	115.5	1.020	104.6	0.938	109.1	0.822	110.1	0.864
10	14.7	13.7	1.974	21.9	0.498	19.8	0.884	12.9	0.509	15.7	0.168	15.8	0.249
11	100.6	112.9	4.456	89.3	0.822	93.4	0.789	106.3	0.757	90.1	0.725	90.8	0.592
12	50.0	65.7	5.345	60.7	0.967	60.5	0.936	62.0	0.786	52.8	0.813	53.2	0.809
Rents	237.1	139.2	5.876	181.8	1.100	155.0	0.752	189.4	0.507	247.4	0.835	241.2	0.823
Total without rents	762.9	860.8	5.497	818.2	0.944	845.0	0.952	810.6	0.824	752.5	0.724	758.8	0.720
Global parity	1000.0	1000.0	**5.554**	1000.0	**0.973**	1000.0	**0.909**	1000.0	**0.744**	1000.0	**0.749**	1000.0	**0.743**
Exchange rate			7.413		1		1		1		1		1

Expenditure	BE	HU-Budapest		MT-Valletta		NL-TheHague		AT-Vienna		PL-Warsaw		PT-Lisbon	
Groups	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	128.2	137.2	239.8	148.4	0.984	113.5	0.916	135.7	1.076	131.7	2.752	117.0	0.869
2	20.3	25.2	222.9	27.2	1.028	19.1	1.060	24.9	0.933	27.6	3.824	16.0	0.919
3	54.3	51.9	254.8	56.1	0.895	45.1	0.955	51.3	0.914	46.2	3.134	44.9	0.827
4	297.6	311.6	276.8	255.3	0.905	292.1	1.279	319.4	1.237	291.3	3.627	268.1	0.840
5	74.7	71.6	195.7	77.4	0.865	76.0	1.045	70.8	0.944	71.7	2.601	83.6	0.809
6	19.2	11.6	156.7	12.5	0.837	7.5	0.946	11.4	0.993	14.2	2.142	11.6	0.761
7	127.2	112.0	252.4	121.1	0.986	164.1	1.097	110.7	1.045	131.9	2.995	151.1	1.054
8	21.5	20.5	206.8	22.1	0.662	15.5	0.744	20.2	0.709	17.2	2.007	18.1	0.873
9	91.7	94.7	234.2	102.5	0.783	99.5	0.995	93.6	1.076	109.3	3.041	101.2	0.849
10	14.7	11.6	60.75	12.6	0.358	26.2	0.951	11.5	0.764	15.7	1.207	28.1	0.3480
11	100.6	96.2	172.6	104.1	0.716	88.2	1.049	95.1	0.920	90.2	2.553	105.2	0.671
12	50.0	56.0	203.7	60.6	0.788	53.2	1.055	55.4	1.057	52.9	2.991	55.1	0.719
Rents	237.1	266.4	314.8	206.3	0.916	238.7	1.367	274.6	1.281	246.1	3.918	233.1	0.840
Total without rents	762.9	733.7	208.8	793.7	0.852	761.3	1.008	725.4	0.997	753.9	2.760	766.9	0.819
Global parity	1000.0	1000.0	**231.1**	1000.0	**0.865**	1000.0	**1.083**	1000.0	**1.063**	1000.0	**3.000**	1000.0	**0.824**
Exchange rate			310.1		1		1		1		4.249		1

Table 4.1 (page 3 of 3)

Economic parities of the 12 main expenditure groups for each duty station at 1st July 2017 (for staff)

Expenditure	BE	RO-Bucharest		SI-Ljubljana		SK-Bratislava		FI-Helsinki		SE-Stockholm	
Groups	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	128.2	137.4	2.864	139.9	0.878	141.7	0.839	124.8	1.090	127.4	10.78
2	20.3	25.2	2.895	25.7	0.874	26.0	0.787	26.2	1.533	26.8	12.92
3	54.3	52.0	3.509	52.9	0.858	53.6	0.897	43.8	1.057	44.7	10.79
4	297.6	310.7	3.247	298.0	0.793	289.1	0.840	328.4	1.407	314.2	16.81
5	74.7	71.7	2.419	73.0	0.710	73.9	0.662	68.0	1.040	69.4	10.16
6	19.2	11.6	2.014	11.8	0.721	11.9	0.491	13.4	1.346	13.7	11.36
7	127.2	112.1	3.214	114.2	0.905	115.7	0.789	125.0	1.162	127.6	10.94
8	21.5	20.5	2.107	20.9	0.860	21.1	0.630	16.3	0.655	16.6	6.319
9	91.7	94.8	2.787	96.6	0.909	97.8	0.792	103.6	1.125	105.8	11.47
10	14.7	11.7	0.8682	11.9	0.504	12.0	0.416	14.9	0.653	15.2	6.373
11	100.6	96.3	2.175	98.1	0.689	99.4	0.643	85.5	1.179	87.3	12.22
12	50.0	56.1	4.364	57.1	0.890	57.8	0.793	50.1	1.285	51.2	11.41
Rents	237.1	265.4	3.527	251.8	0.796	242.3	0.884	285.5	1.480	270.5	18.06
Total without rents	762.9	734.6	2.755	748.2	0.821	757.8	0.742	714.5	1.114	729.6	10.99
Global parity	1000.0	1000.0	**2.923**	1000.0	**0.815**	1000.0	**0.773**	1000.0	**1.199**	1000.0	**12.44**
Exchange rate			4.574		1		1		1		9.722

Expenditure	BE	UK-London		UK-Culham	
Groups	Weight	Weight	Parity	Weight	Parity
1	128.2	110.0	0.7514	98.5	0.7060
2	20.3	26.2	1.243	19.5	1.213
3	54.3	55.0	0.6963	47.3	0.6690
4	297.6	314.6	2.161	287.7	1.055
5	74.7	69.3	0.8533	86.3	0.7651
6	19.2	12.2	0.9456	6.0	0.8685
7	127.2	124.7	1.053	153.1	0.9544
8	21.5	16.5	0.7737	19.0	0.7717
9	91.7	99.7	0.8775	130.4	0.8156
10	14.7	25.3	0.5666	22.0	0.7790
11	100.6	100.2	0.8605	60.0	0.7916
12	50.0	46.4	1.034	70.2	0.9355
Rents	237.1	270.2	2.745	235.5	1.167
Total without rents	762.9	729.8	0.8675	764.5	0.8131
Global parity	1000.0	1000.0	**1.175**	1000.0	0.8845
Exchange rate			0.8799		0.8799

Consumption groups:

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

Table 4.2 (page 1 of 4)

Changes in the average rents of accommodation in the twelve months to 1st July 2017

(Values expressed in Euro, except local currencies: BG*, CZ, DK, HR*, HU, PL, RO*, SE, UK) [1]

Country / Place of employment			3 bedroom flat			2 bedroom flat		1 bedroom flat	
			(140-160m²)	(110-130m²)	(80-100m²)	(80-100m²)	(60-80m²)	(60-80m²)	(40-60m²)
BE	Brussels	*2016*	1,677	1,303	1,048	1,009	818	819	669
		2017	1,580	1,255	1,031	1,021	837	773	637
BG	*Sofia*	*2016*	*1,641*	-	-	*1,085*	-	*788*	-
		2017	*1,565*	-	-	*1,087*	-	*737*	-
CZ	*Prague*	*2016*	-	*35,828*	-	*24,944*	-	*18,486*	-
		2017	-	*39,111*	-	*28,333*	-	*21,000*	-
DK	*Copenhagen*	*2016*	-	*18,214*	-	-	*12,369*	-	*8,845*
		2017	-	*17,536*	-	-	*13,229*	-	*10,079*
DE	Berlin	*2016*	-	1,581	-	1,173	-	925	-
		2017	-	1,583	-	1,215	-	964	-
	Bonn	*2016*	-	1,226	-	919	-	754	-
		2017	-	1,245	-	938	-	755	-
	Karlsruhe	*2016*	-	1,235	-	942	-	770	-
		2017	-	1,274	-	972	-	792	-
	Munich	*2016*	-	1,980	-	1,503	-	1,141	-
		2017	-	2,064	-	1,566	-	1,253	-
EE	Tallin	2016	-	-	1,043	-	760	-	543
		2017	-	-	1,122	-	798	-	564
IE	Dublin	*2016*	-	2,197	-	-	1,706	-	1,380
		2017	-	2,379	-	-	1,914	-	1,546
EL	Athens	*2016*	1,317	-	-	789	-	620	-
		2017	1,302	-	-	877	-	653	-
ES	Madrid	*2016*	-	1,362	-	-	1,018	-	797
		2017	-	1,590	-	-	1,125	-	890
FR	Paris	*2016*	-	2,427	-	1,866	-	-	1,099
		2017	-	2,578	-	1,913	-	-	1,148
HR	*Zagreb*	*2016*	-	*9,018*	-	*6,052*	-	*4,291*	-
		2017	-	*9,859*	-	*6,619*	-	*4,692*	-
IT	Rome	*2016*	-	1,621	-	1,199	-	952	-
		2017	-	1,525	-	1,192	-	927	-
	Varese	*2016*	-	955	-	689	-	550	-
		2017	-	986	-	734	-	589	-
CY	Nicosia	*2016*	-	682	-	529	-	450	-
		2017	-	764	-	560	-	475	-

1 Rent value for dwelling type for year in question is average of reported values.
* BG, HR, RO collected in Euros. Values converted to national currency

Table 4.2 (page 2 of 4)

Changes in the average rents of accommodation in the twelve months to 1st July 2017

(Values expressed in Euro, except local currencies: BG*, CZ, DK, HR*, HU, PL, RO*, SE, UK) [1]

Country / Place of employment			3 bedroom flat			2 bedroom flat		1 bedroom flat	
			(140-160m²)	(110-130m²)	(80-100m²)	(80-100m²)	(60-80m²)	(60-80m²)	(40-60m²)
BE	Brussels	*2016*	1,677	1,303	1,048	1,009	818	819	669
		2017	1,580	1,255	1,031	1,021	837	773	637
LV	Riga	2016	-	1,076	-	852	-	597	-
		2017	-	1,095	-	825	-	589	-
LT	Vilnius	2016	-	-	919	-	730	-	595
		2017	-	-	938	-	725	-	565
HU	*Budapest*	*2016*	-	*504,575*	-	-	*294,888*	-	*187,702*
		2017	-	*517,361*	-	-	*299,611*	-	*205,022*
MT	Valletta	*2016*	-	1,246	-	945	-	-	679
		2017	-	1,316	-	985	-	-	760
NL	The Hague	*2016*	-	1,871	-	1,471	-	1,024	-
		2017	-	1,841	-	1,395	-	1,028	-
AT	Vienna	*2016*	-	1,596	-	1,161	-	896	-
		2017	-	1,692	-	1,287	-	980	-
PL	*Warsaw*	*2016*	-	*6,155*	-	*4,219*	-	-	*2,470*
		2017	-	*6,049*	-	*4,324*	-	-	*2,499*
PT	Lisbon	*2016*	1,333	-	-	1,011	-	767	-
		2017	1,667	-	-	1,147	-	894	-
RO	*Bucharest*	*2016*	-	*4,367*	-	*3,263*	-	-	*2,082*
		2017	-	*4,776*	-	*3,563*	-	-	*2,315*
SI	Ljubljana	*2016*	-	1,164	-	896	-	-	531
		2017	-	1,200	-	845	-	-	550
SK	Bratislava	*2016*	-	1,114	-	839	-	620	-
		2017	-	1,070	-	839	-	607	-
FI	Helsinki	*2016*	-	*1,994*	-	-	1,421	-	1,068
		2017	-	*2,031*	-	-	1,458	-	1,131
SE	*Stockholm*	*2016*	-	*29,993*	-	*22,660*	-	*15,437*	-
		2017	-	*29,920*	-	*22,330*	-	*15,070*	-
UK	*London*	*2016*	-	-	*2,873*	-	*2,163*	-	*1,702*
		2017	-	-	*2,893*	-	*2,005*	-	*1,544*
	Culham	*2016*	-	-	*1,330*	-	*1,071*	-	*878*
		2017	-	-	*1,289*	-	*1,089*	-	*890*

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

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

Table 4.2 (page 3 of 4)

Changes in the average rents of accommodation in the twelve months to 1st July 2017

(Values expressed in Euro, except local currencies: BG*, CZ, DK, HR*, HU, PL, RO*, SE, UK) [1]

Country / Place of employment			Non-detached houses (140-160m²)	Non-detached houses (110-130m²)	Non-detached houses (80-100m²)	Detached houses (190-220m²)	Detached houses (150-180m²)	Detached houses (110-140m²)	Rent Parity [2]
BE	Brussels	*2016*	1,750	1,435	1,148	2,417	1,922	1,581	
		2017	1,695	1,343	1,104	2,352	1,850	1,536	
BG	*Sofia*	*2016*	-	-	-	*2,304*	-	-	*0.8001*
		2017	-	-	-	*2,543*	-	-	***0.8652***
CZ	*Prague*	*2016*	-	*35,444*	-	-	*53,056*	-	*24.48*
		2017	-	*41,111*	-	-	*61,389*	-	***25.88***
DK	*Copenhagen*	*2016*	-	*17,917*	-	-	*23,833*	-	*12.44*
		2017	-	*19,107*	-	-	*24,583*	-	***12.90***
DE	Berlin	*2016*	-	1,600	-	-	2,376	-	1.079
		2017	-	1,647	-	-	2,352	-	**1.126**
	Bonn	*2016*	-	1,355	-	-	1,854	-	0.905
		2017	-	1,262	-	-	1,793	-	**0.921**
	Karlsruhe	*2016*	-	1,385	-	-	1,898	-	0.907
		2017	-	1,387	-	-	1,962	-	**0.940**
	Munich	*2016*	-	2,081	-	-	3,132	-	1.464
		2017	-	2,358	-	-	3,633	-	**1.537**
EE	Tallin	2016	-	1,083	-	-	1,669	-	0.799
		2017	-	1,222	-	-	1,761	-	**0.853**
IE	Dublin	*2016*	-	-	2,172	-	-	2,765	1.845
		2017	-	-	2,326	-	-	2,927	**1.985**
EL	Athens	*2016*	1,270	-	-	1,874	-	-	0.750
		2017	1,399	-	-	2,110	-	-	**0.760**
ES	Madrid	*2016*	1,709	-	-	2,498	-	-	1.026
		2017	2,009	-	-	2,754	-	-	**1.071**
FR	Paris	*2016*	-	2,650	-	-	3,400	-	1.742
		2017	-	2,691	-	-	3,415	-	**1.770**
HR	*Zagreb*	*2016*	*10,041*	-	-	*15,725*	-	-	*5.880*
		2017	*9,718*	-	-	*16,419*	-	-	***5.876***
IT	Rome	*2016*	-	1,604	-	2,294	-	-	1.119
		2017	-	1,455	-	1,991	-	-	**1.100**
	Varese	*2016*	-	1,270	-	1,845	-	-	0.743
		2017	-	1,265	-	1,855	-	-	**0.752**
CY	Nicosia	*2016*	859	-	-	1,345	-	-	0.494
		2017	869	-	-	1,431	-	-	**0.507**

1 Rent value for dwelling type for year in question is average of reported values.
* BG, HR, RO collected in Euros. Values converted to national currency

2 Rent parity uses a six year model of the rent averages, updated by indices, applying taper weights.
Dwelling type weights and taper weights are identified by periodic housing surveys.

Table 4.2 (page 4 of 4)

Changes in the average rents of accommodation in the twelve months to 1st July 2017

(Values expressed in Euro, except local currencies: BG*, CZ, DK, HR*, HU, PL, RO*, SE, UK) [1]

Country / Place of employment			Non-detached houses			Detached houses			Rent Parity [2]
			(140-160m²)	(110-130m²)	(80-100m²)	(190-220m²)	(150-180m²)	(110-140m²)	
BE	Brussels	*2016*	1,750	1,435	1,148	2,417	1,922	1,581	
		2017	1,695	1,343	1,104	2,352	1,850	1,536	
LV	Riga	2016	1,175	-	-	1,721	-	-	0.813
		2017	1,394	-	-	2,006	-	-	**0.835**
LT	Vilnius	2016	-	1,173	-	-	1,730	-	0.782
		2017	-	1,193	-	-	1,766	-	**0.823**
HU	*Budapest*	*2016*	*569,676*	-	-	*938,828*	-	-	*298.6*
		2017	*596,438*	-	-	*934,167*	-	-	***314.8***
MT	Valletta	*2016*	-	1,503	-	2,556	-	-	0.844
		2017	-	1,705	-	2,704	-	-	**0.916**
NL	The Hague	*2016*	2,311	-	-	-	3,280	-	1.336
		2017	2,349	-	-	-	2,963	-	**1.367**
AT	Vienna	*2016*	-	1,740	-	-	3,260	-	1.318
		2017	-	1,836	-	-	3,403	-	**1.281**
PL	*Warsaw*	*2016*	-	*5,917*	-	*8,441*	-	-	*3.838*
		2017	-	*5,992*	-	*8,402*	-	-	***3.918***
PT	Lisbon	*2016*	1,419	-	-	-	1,819	-	0.756
		2017	1,783	-	-	-	2,317	-	**0.840**
RO	*Bucharest*	*2016*	-	-	-	-	*7,195*	-	*3.433*
		2017	-	-	-	-	*7,827*	-	***3.527***
SI	Ljubljana	*2016*	-	1,222	-	-	1,534	-	0.773
		2017	-	1,238	-	-	1,780	-	**0.796**
SK	Bratislava	*2016*	-	1,295	-	-	2,022	-	0.876
		2017	-	1,243	-	-	2,023	-	**0.884**
FI	Helsinki	*2016*	-	2,083	-	3,008	-	-	*1.467*
		2017	-	2,010	-	3,094	-	-	***1.480***
SE	*Stockholm*	*2016*	-	*24,940*	-	-	*31,510*	-	17.02
		2017	-	*26,500*	-	-	*35,000*	-	**18.06**
UK	*London*	*2016*	-	-	*3,416*	-	-	*4,374*	*2.777*
		2017	-	-	*3,510*	-	-	*4,286*	***2.745***
	Culham	*2016*	-	-	*1,312*	-	-	*1,722*	*1.158*
		2017	-	-	*1,309*	-	-	*1,642*	***1.167***

1 Rent value for dwelling type for year in question is average of reported values.
* BG, HR, RO collected in Euros. Values converted to national currency

2 Rent parity uses a six year model of the rent averages, updated by indices, applying taper weights.
Dwelling type weights and taper weights are identified by periodic housing surveys.

1.4 Purchasing power parities – analysis of results

1.4.1 Changes in the economic parities from July 2016 to July 2017

The calculation of correction coefficients used for salary adjustment in places other than Brussels and Luxembourg involves the revision of some elementary parities each year. Changes in the global parities from one year to the next come mainly from survey prices and rent revisions, but may also be affected by the trend in the price indices used to update the elementary parities at the date of the adjustment and by changes in the consumption structures. A decomposition of all the effects underlying the changes in the economic parities for the period July 2016-July 2017, is given in **Table 4.3**.

The simple average change in the global economic parity for all duty stations for the period under review was +1.7%. The maximum increase was +6.6% (Vilnius). The maximum decrease was -0.5% (Rome). The movements in the global economic parities for the period are summarised below:

Range		Duty stations
$X < 0\%$	2	IT^{Rom}, UK^{Cul}
$0\% \leq X < 1.7\%$	17	DK, DE^{Ber}, DE^{Bon}, IE, EL, ES, FR, HR, IT^{Var}, CY, MT, NL, AT, RO, SI, FI, UK^{Lon}
$1.7\% \leq X < 3.4\%$	6	DE^{Kar}, DE^{Mun}, LV, PL, PT, SK
$3.4\% \leq X$	6	BG, CZ, EE, LT, HU, SE
Total	**31**	excluding Brussels and Luxembourg[23]

1.4.2 Impact of changes in the expenditure weights

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

Updating surveys have recently been conducted amongst staff of EU institutions and EU agencies in the following locations:

- (2) Bulgaria and Croatia: spring 2016.
- (5) Greece, Spain, Italy, Austria and Portugal: autumn 2016.
- (14) Czech Republic, Denmark, Estonia, Cyprus, Lithuania, Latvia, Hungary, Malta, Poland, Romania, Slovenia, Slovakia, Finland, Sweden: spring 2017.

The replies in these duty stations are being processed, but in several cases the response levels are insufficient to allow robust individual weighting structures to be established. Results will instead be combined when producing updated regional or "European pool" weights after the next round of surveys in Brussels and the remaining Intra-EU duty stations, or in combination with data from partner international organisations (with whom these surveys are done using a harmonised questionnaire and insofar as possible on a common timetable).

[23] Op cit (21) Brussels is the reference city. Luxembourg = Brussels.

The next surveys amongst Intra-EU staff are planned as follows:

- (1) Brussels: autumn 2017.
- (5) Ireland, France, Germany, Netherlands, United Kingdom: 2018-2019.

There will also be surveys amongst Pensioners and amongst Extra-EU staff.

1.4.3 Impact of new parities derived from price surveys

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

- House and garden (survey 2016-1), conducted in spring 2016
- Transport; Hotels, restaurants and cafés (survey 2016-2), conducted in autumn 2016

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

The introduction of price data from the spring 2016 ECP survey on house and garden items affects 18 elementary parities out of the 80 basic heading classification, which together account for about 10.6% of the total consumption weight in Brussels and 11.5% on average in other EU duty stations. It has led to an increase in the overall parity for 22 locations, and a decrease in the parity for 9 locations - with the impact ranging between +3.4% (Vilnius) and -1.0% (Culham). The average impact was +0.3%.

The introduction of the price data from the autumn 2016 ECP survey on transport; hotels, restaurants and cafés affects 7 elementary parities out of the 80 basic heading classification, which together account for about 16.2% of the total consumption weight in Brussels and 16.7% on average in other EU duty stations. It has generated an increase in the overall parity for 21 locations, and a decrease for 10 locations - with the impact ranging between +2.0% (Sofia) and -0.9% (Lisbon). The average impact was +0.3%.

The 2014-2016 cycle of ECP surveys – notably on "Services", "Furniture", "House and garden" and "Transport" – did not collect prices to cover certain basic headings (eg. refuse and sewerage, insurances, financial services, combined passenger transport, package holidays, major durables for indoor and outdoor recreation, repair of furniture, repair of major durables) – some of which are particularly comparison-resistant. In accordance with the approved methodology, parities for these basic headings will be updated by hierarchical imputation for the next annual exercise.

1.4.4 Impact of indexation

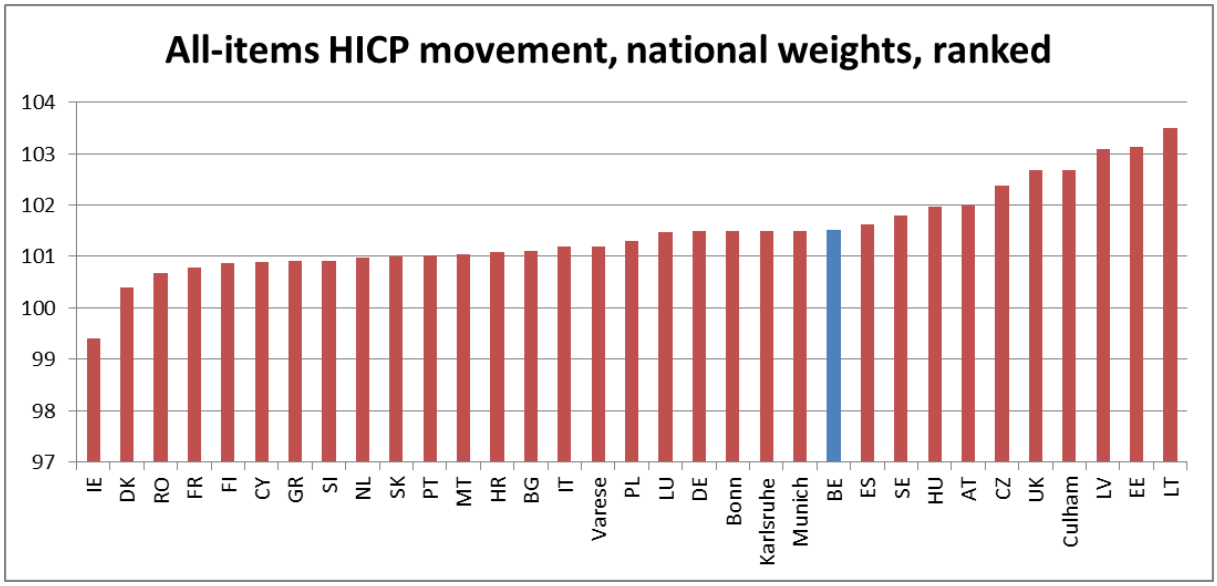
As regards price indexation, it has to be remembered that the impact for each duty station reflects the movement of the national Harmonised Index of Consumer Prices (HICP) relative to the evolution of prices in Brussels[24].

The impact on the overall parity of applying detailed sub- indices at basic heading level for the year to July 2017 generated a decrease (ie. inflation was lower than Brussels) in 23 places

[24] See appendix 1b for details of the movement in the Joint Belgium-Luxembourg Index (JBLI).

and an increase (ie. inflation was higher than Brussels) in the remaining 8 places - with the impact ranging between +2.6% (Tallinn) and -1.2% (Dublin). The average impact was +0.3%.

Here it should be recalled that there are important differences between HICP and PPP methodologies (e.g. use of different weights for aggregation purposes). For this reason, the "price updating effect" presented in the table cannot be directly compared with the relative movement of the all-items HICP published separately on the Eurostat website – although other things being equal that movement does give an indication of the general magnitude and direction of change. Therefore, purely for information purposes, the following graph summarises how national HICP have developed relative to Belgium during the year to July 2017. It is clear from the graph that the overall price index has risen more quickly in one-third of the duty station countries and less quickly in the other two-thirds.



There is a second potential impact due to any change in the numbers of active staff in Brussels and Luxembourg, as these are used as weights in the construction of the index used to measure the evolution of prices in Brussels. For the new base period July 2016 (December 2015) compared with the previous base period July 2015 (December 2014) the ratio remained broadly stable[25].

1.4.5 Impact of new rent parities

Surveys are carried out every year in all Member States to compile rent data. A six-year moving average model is used for calculating rent parities: the rent parities for 2017 are based on the relative trend in the real-estate markets in Brussels and other places of employment between 2012 and 2017.

[25] See appendix 1b

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

- introduction of rent data for each dwelling type for year 2017;
- deletion of the rent data for 2011;
- price indices used for updating the rents for 2012 - 2016 to price level of 2017;
- relative weighting of rents data for each of the years 2012 – 2017 (*)
- relative weighting of rents data for each dwelling type (*).

(*) relative weighting structure derived from the 2016 housing surveys conducted amongst active staff in all Intra-EU duty stations in collaboration with other international organisations. The previous survey was conducted in 2010 (except Karlsruhe: 2008 and Varese: 2007). The new dwelling type weights were already integrated for July 2016 rent parity calculation. The new taper weights in six year model are integrated for the July 2017 rent parity calculation. The following table shows the taper weights applied:

Year	**SHS 2016**	**SHS 2010**
t0 (current)	25	25
t-1	23	21
t-2	17	18
t-3	13	14
t-4	12	11
Earlier	10	11
	100	**100**

Details of the changes in the rent parities from July 2016 to July 2017, including a decomposition of all the effects, are given in **Table 5.4** and **Table 5.4a**.

The simple average change in the rent parity for all duty stations was +3.4%. There were increases in the rent parity for 27 duty stations and decreases for 4 locations (Zagreb, Rome, Vienna, London). Movements in the rent parity in absolute terms of 5% or more could be observed in 10 places: Lisbon (+11.1%), Valletta (+8.6%), Sofia (+8.1%), Dublin (+7.6%), Tallinn (+6.7%), Stockholm (+6.1%), Prague (+5.7%), Budapest (+5.4%), Vilnius (+5.3%) and Munich (+5.0%).

The rent parities, due to the high consumption weights associated with the basic heading (24% in Brussels and around 24% on average in other duty stations across the EU, but lower in Athens, Dublin, Zagreb, Rome, Varese and Nicosia; and higher in Copenhagen, Budapest, Vienna, Bucharest, Helsinki, Stockholm and London) can influence in a quite significant way the global economic parities. The introduction of the new rent parities has led to an increase in the overall parity for 26 locations, no change for 1 location, and a decrease for 4 locations - with the impact ranging between +2.4% (Lisbon) and -0.4% (London). The average impact on the overall parity was +0.7%.

In **Table 5.5** and **Table 5.6**, the analysis of correction coefficients and parities calculated with and without the rent element for the same place of employment makes it easier to isolate the effect of rent differences separately from the impact of differences arising from other causes.

In 2017, for 17 out of the 31 duty stations (i.e. excluding Brussels and Luxembourg), the rent correction coefficient (ratio between the rent parity and the exchange rate) is under 100. This means that the average rents are generally lower in these places than in Belgium. For the remaining 14 countries, the rent correction coefficient is greater than 100.

The correction coefficients for rents (compared to Brussels =100) are very high in London (312.0), Dublin (198.5), Stockholm (185.8), Paris (177.0) and Copenhagen (173.5) whereas they are quite low in Sofia (44.2), Nicosia (50.7), Varese (75.2), Athens (76.0), Bucharest (77.1), Ljubljana (79.6) and Zagreb (79.3).

In 2017, the rent correction coefficient is lower than the correction coefficient without rent in 7 of the duty stations. This means that, for those places, the rents lead to a reduction of the global correction coefficient.

When rents are integrated in the computation, the correction coefficient is increased by 10% or more in London (+35.4%), Paris (+14.7%), Dublin (+14.2%), Stockholm (+13.2%), Munich (+11.1%) and Budapest (+10.5%). By contrast, the impact is quite negative in Nicosia (-9.7%), Sofia (-5.0%) and Varese (-4.5%).

Table 4.3
Changes in the economic parities in the twelve months to 1st July 2017
Decomposition of the effects
(for staff)

Place of employment		Impact of change in PPP				
		Introduction of new surveys		Price updating effect (HICP)	New rents	Total
		E16-1 House and Garden	E16-2 Transport HORECA			
BG	Sofia	1.0	2.0	-0.3	1.7	4.5
CZ	Prague	0.7	0.7	1.3	1.1	3.8
DK	Copenhagen	0.2	-0.1	-0.4	0.8	0.6
DE	Berlin	0.0	0.0	0.6	0.8	1.4
	Bonn	0.0	0.5	0.6	0.2	1.4
	Karlsruhe	0.2	0.3	0.6	0.6	1.7
	Munich	0.2	0.1	0.6	1.0	1.9
EE	Tallinn	0.1	0.5	2.6	0.2	3.4
IE	Dublin	1.2	0.9	-1.2	0.4	1.2
EL	Athens	0.4	0.6	-0.9	0.7	0.8
ES	Madrid	0.2	-0.8	0.1	1.1	0.6
FR	Paris	0.5	0.1	-0.4	0.6	0.9
HR	Zagreb	0.1	-0.1	0.1	0.3	0.3
IT	Rome	-0.1	-0.4	0.1	-0.2	-0.5
	Varese	-0.2	0.3	0.2	0.4	0.6
CY	Nicosia	0.5	0.0	-1.0	0.7	0.1
LV	Riga	0.0	0.9	0.7	1.0	2.6
LT	Vilnius	3.4	-0.1	1.4	1.7	6.6
HU	Budapest	0.7	1.8	0.8	0.8	4.1
MT	Vallette	-0.1	-0.3	-0.5	1.9	0.9
NL	The Hague	-0.2	0.0	0.1	0.3	0.3
AT	Vienna	-0.1	0.0	1.8	-0.2	1.5
PL	Warsaw	0.4	0.3	0.9	0.1	1.7
PT	Lisbon	0.5	-0.9	0.1	2.4	2.2
RO	Bucharest	0.1	1.1	-0.6	0.6	1.2
SI	Ljubljana	0.3	0.4	0.4	-0.2	1.0
SK	Bratislava	-0.1	1.4	0.4	0.4	2.1
FI	Helsinki	0.8	0.2	0.1	0.0	1.1
SE	Stockholm	0.9	0.6	0.4	1.6	3.5
UK	London	-0.5	0.2	1.1	-0.4	0.3
	Culham	-1.0	-0.3	0.9	0.2	-0.1

Table 5.4
Changes in rent parities in the twelve months to 1st July 2017
Decomposition of the effects
(for staff)

Place of employment		Delete survey 2011	Introduce survey 2017	Rent index 2017	Taper weights	Currency conversion *	Total change rent PPP
BG	Sofia	6.9	1.1	0.2	-0.2	0.0	8.1
CZ	Prague	0.9	4.3	0.5	-0.1	0.0	5.7
DK	Copenhagen	2.8	1.9	-0.7	-0.3	0.0	3.7
DE	Berlin	3.1	1.4	0.0	-0.2	0.0	4.3
	Bonn	1.4	0.4	0.1	0.0	0.0	1.8
	Karlsruhe	2.1	1.5	0.0	0.0	0.0	3.6
	Munich	1.5	3.6	0.0	-0.1	0.0	5.0
EE	Tallinn	3.7	2.3	1.0	-0.3	0.0	6.7
IE	Dublin	0.8	2.7	4.0	0.0	0.0	7.6
EL	Athens	-1.0	2.7	-0.4	0.1	0.0	1.3
ES	Madrid	0.3	4.1	0.0	0.0	0.0	4.4
FR	Paris	0.9	1.5	-0.7	-0.1	0.0	1.6
HR	Zagreb	-0.3	2.3	-0.6	0.1	-1.5	-0.1
IT	Rome	-0.6	-0.9	-0.3	0.1	0.0	-1.7
	Varese	0.1	1.5	-0.3	-0.1	0.0	1.2
CY	Nicosia	1.1	2.1	-0.6	0.0	0.0	2.6
LV	Riga	0.0	1.6	1.1	-0.1	0.0	2.6
LT	Vilnius	3.5	0.5	1.5	-0.2	0.0	5.3
HU	Budapest	4.0	1.3	0.2	-0.2	0.0	5.4
MT	Valletta	5.8	3.1	-0.3	-0.3	0.0	8.6
NL	The Hague	2.7	0.0	-0.3	-0.2	0.0	2.3
AT	Vienna	-0.5	2.6	-4.8	0.1	0.0	-2.8
PL	Warsaw	1.3	1.0	0.0	-0.2	0.0	2.1
PT	Lisbon	4.5	7.1	-0.5	-0.2	0.0	11.1
RO	Bucharest	-0.3	2.6	-0.5	-0.2	1.1	2.7
SI	Ljubljana	2.2	1.4	-0.5	-0.2	0.0	3.0
SK	Bratislava	1.1	0.4	-0.4	-0.1	0.0	1.0
FI	Helsinki	0.3	1.1	-0.6	0.0	0.0	0.9
SE	Stockholm	4.2	2.0	0.1	-0.3	0.0	6.1
UK	London	-1.2	-0.3	0.2	0.1	0.0	-1.1
	Culham	1.0	0.2	-0.3	-0.2	0.0	0.8

* BG, HR, RO rent values are compiled in Euro and converted to local currency for PPP calculation.
Restatement of values expressed at 2016 exchange rates into 2017 exchange rates.

Table 5.4a
Changes in rent parities in the twelve months to 1st July 2017
Decomposition of the effects (impact on global parity)
(for staff)

Place of employment		Delete survey 2011	Introduce survey 2017	Rent index 2017	Taper weights	Currency conversion *	Total rent impact
BG	Sofia	1.4	0.2	0.0	0.0	0.0	1.7
CZ	Prague	0.2	0.9	0.1	0.0	0.0	1.1
DK	Copenhagen	0.6	0.4	-0.2	-0.1	0.0	0.8
DE	Berlin	0.6	0.3	0.0	0.0	0.0	0.8
	Bonn	0.2	0.1	0.0	0.0	0.0	0.2
	Karlsruhe	0.4	0.3	0.0	0.0	0.0	0.6
	Munich	0.3	0.7	0.0	0.0	0.0	1.0
EE	Tallinn	0.1	0.1	0.0	0.0	0.0	0.2
IE	Dublin	0.0	0.1	0.2	0.0	0.0	0.4
EL	Athens	-0.6	1.5	-0.2	0.0	0.0	0.7
ES	Madrid	0.1	1.0	0.0	0.0	0.0	1.1
FR	Paris	0.3	0.6	-0.3	0.0	0.0	0.6
HR	Zagreb	1.2	-8.8	2.4	-0.5	5.9	0.3
IT	Rome	-0.1	-0.1	0.0	0.0	0.0	-0.2
	Varese	0.0	0.5	-0.1	0.0	0.0	0.4
CY	Nicosia	0.3	0.5	-0.2	0.0	0.0	0.7
LV	Riga	0.0	0.6	0.4	0.0	0.0	1.0
LT	Vilnius	1.1	0.1	0.5	-0.1	0.0	1.7
HU	Budapest	0.6	0.2	0.0	0.0	0.0	0.8
MT	Valletta	1.3	0.7	-0.1	-0.1	0.0	1.9
NL	The Hague	0.4	0.0	0.0	0.0	0.0	0.3
AT	Vienna	0.0	0.2	-0.3	0.0	0.0	-0.2
PL	Warsaw	0.0	0.0	0.0	0.0	0.0	0.1
PT	Lisbon	1.0	1.5	-0.1	0.0	0.0	2.4
RO	Bucharest	-0.1	0.6	-0.1	-0.1	0.2	0.6
SI	Ljubljana	-0.1	-0.1	0.0	0.0	0.0	-0.2
SK	Bratislava	0.4	0.2	-0.2	0.0	0.0	0.4
FI	Helsinki	0.0	0.0	0.0	0.0	0.0	0.0
SE	Stockholm	1.1	0.5	0.0	-0.1	0.0	1.6
UK	London	-0.4	-0.1	0.1	0.0	0.0	-0.4
	Culham	0.3	0.1	-0.1	0.0	0.0	0.2

* BG, HR, RO rent values are compiled in Euro and converted to local currency for PPP calculation. Restatement of values expressed at 2016 exchange rates into 2017 exchange rates.

Table 5.5
Effect of rent on the correction coefficients at 1st July 2017
(for staff)

Place of employment		Weight		Correction coefficient			Rent effect (%)
		Without rent	Rent	Without rent	Rent	Overall	
		[1]	[2]	[3]	[4]	[5]	[6] = [5]/[3]
BG	Sofia	797.1	203.0	56.2	44.2	53.4	-5.0
CZ	Prague	734.6	265.4	72.7	98.4	78.3	7.7
DK	Copenhagen	701.4	298.7	122.0	173.5	133.9	9.8
DE	Berlin	788.8	211.2	93.5	112.6	97.5	4.3
	Bonn	788.8	211.2	94.4	92.1	93.9	-0.5
	Karlsruhe	788.8	211.2	94.8	94.0	94.6	-0.2
	Munich	788.8	211.2	96.8	153.7	107.5	11.1
EE	Tallinn	774.6	225.5	78.9	85.3	80.3	1.8
IE	Dublin	814.7	185.3	104.9	198.5	119.8	14.2
EL	Athens	861.1	138.9	81.1	76.0	79.9	-1.5
ES	Madrid	799.1	200.9	84.2	107.1	88.7	5.3
FR	Paris	755.8	244.2	100.1	177.0	114.8	14.7
HR	Zagreb	860.8	139.2	74.2	79.3	74.9	0.9
IT	Rome	818.2	181.8	94.4	110.0	97.3	3.1
	Varese	845.0	155.0	95.2	75.2	90.9	-4.5
CY	Nicosia	810.5	189.4	82.4	50.7	74.4	-9.7
LV	Riga	752.5	247.4	72.4	83.5	74.9	3.5
LT	Vilnius	758.8	241.2	72.0	82.3	74.3	3.2
HU	Budapest	733.7	266.4	67.4	101.5	74.5	10.5
MT	Vallette	793.7	206.3	85.2	91.6	86.5	1.5
NL	The Hague	761.3	238.7	100.8	136.7	108.3	7.4
AT	Vienna	725.4	274.6	99.7	128.1	106.3	6.6
PL	Warsaw	753.9	246.1	65.0	92.2	70.6	8.6
PT	Lisbon	766.9	233.1	81.9	84.0	82.4	0.6
RO	Bucharest	734.6	265.4	60.2	77.1	63.9	6.1
SI	Ljubljana	748.2	251.8	82.1	79.6	81.5	-0.7
SK	Bratislava	757.8	242.3	74.2	88.4	77.3	4.2
FI	Helsinki	714.5	285.5	111.4	148.0	119.9	7.6
SE	Stockholm	729.6	270.5	113.0	185.8	127.9	13.2
UK	London	729.8	270.2	98.6	312.0	133.5	35.4
	Culham	764.5	235.5	92.4	132.6	100.5	8.8

Table 5.6
Effect of rent on the economic parities at 1st July 2017
(for staff)

Place of employment		Weight		PPP			Rent effect (%)
		Without rent	Rent	Without rent	Rent	Overall	
		[1]	[2]	[3]	[4]	[5]	[6] = [5]/[3]
BG	Sofia	797.1	203.0	1.099	0.865	1.044	-5.0
CZ	Prague	734.6	265.4	19.12	25.88	20.60	7.7
DK	Copenhagen	701.4	298.7	9.072	12.90	9.956	9.8
DE	Berlin	788.8	211.2	0.935	1.126	0.975	4.3
	Bonn	788.8	211.2	0.944	0.921	0.939	-0.5
	Karlsruhe	788.8	211.2	0.948	0.940	0.946	-0.2
	Munich	788.8	211.2	0.968	1.537	1.075	11.1
EE	Tallinn	774.6	225.5	0.789	0.853	0.803	1.8
IE	Dublin	814.7	185.3	1.049	1.985	1.198	14.2
EL	Athens	861.1	138.9	0.811	0.760	0.799	-1.5
ES	Madrid	799.1	200.9	0.842	1.071	0.887	5.3
FR	Paris	755.8	244.2	1.001	1.770	1.148	14.7
HR	Zagreb	860.8	139.2	5.497	5.876	5.554	0.9
IT	Rome	818.2	181.8	0.944	1.100	0.973	3.1
	Varese	845.0	155.0	0.952	0.752	0.909	-4.5
CY	Nicosia	810.5	189.4	0.824	0.507	0.744	-9.7
LV	Riga	752.5	247.4	0.724	0.835	0.749	3.5
LT	Vilnius	758.8	241.2	0.720	0.823	0.743	3.2
HU	Budapest	733.7	266.4	208.8	314.8	231.1	10.5
MT	Vallette	793.7	206.3	0.852	0.916	0.865	1.5
NL	The Hague	761.3	238.7	1.008	1.367	1.083	7.4
AT	Vienna	725.4	274.6	0.997	1.281	1.063	6.6
PL	Warsaw	753.9	246.1	2.760	3.918	3.000	8.6
PT	Lisbon	766.9	233.1	0.819	0.840	0.824	0.6
RO	Bucharest	734.6	265.4	2.755	3.527	2.923	6.1
SI	Ljubljana	748.2	251.8	0.821	0.796	0.815	-0.7
SK	Bratislava	757.8	242.3	0.742	0.884	0.773	4.2
FI	Helsinki	714.5	285.5	1.114	1.480	1.199	7.6
SE	Stockholm	729.6	270.5	10.99	18.06	12.44	13.2
UK	London	729.8	270.2	0.8675	2.745	1.175	35.4
	Culham	764.5	235.5	0.8131	1.167	0.8845	8.8

2. EQUIVALENCE OF PURCHASING POWER OF EU PENSIONERS IN THE MEMBER STATES

2.1 Economic parities, exchange rates and correction coefficients

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

The correction coefficient operates as a percentage adjustment to pensions (only for the pension rights acquired before 1 May 2004; the correction coefficient being 100% for the pension rights acquired from that date) to take account of the cost of living differences between Belgium and the Member States, except Luxembourg where, according to the Staff Regulations, a correction coefficient of 100% is applied. The correction coefficient applies in full for transfers into, or out of, the pension scheme of European Officials.

As pensions are first expressed in Euros, then converted to local currency using exchange rates, before being multiplied by the correction coefficients, it is clear that the exchange rate effect cancels out and the relevant factor is any change in the economic parities[26].

2.1.1 Changes in the correction coefficients from July 2016 to July 2017

The simple average change for all Member States in the correction coefficient for the period under review was +2.6%. The maximum increase was +7.2% (Czech Republic). The maximum decrease was -3.1% (United Kingdom). The movement in pensioner correction coefficients for the period July 2016 - July 2017 are summarised below[27]:

Range		Duty stations
X < -2.4%	1	UK
-2.4% ≤ X < 0%	1	RO
0% ≤ X < 2.4%	14	DK, IE, EL, FR, HR, IT, CY, MT, NL, AT, SI, SK, FI, SE
2.4% ≤ X < 4.8%	6	BG, DE, EE, ES, LV, PT
4.8% ≤ X	4	CZ, LT, HU, PL
Total	**26**	excluding Belgium and Luxembourg[28]

2.1.2 Global economic parities

The global economic parities for pensioners with a reference date of 1 July 2017 have been calculated in accordance with the agreed methodology on the basis of the following information:

[26] For a numerical example to illustrate this, see Appendix 1c Section 1.1; for details of changes in exchange rates, see Appendix 1c Section 1.1.2

[27] For this analysis, there is no table included in the report.

[28] Belgium is the reference country for the bilateral comparisons (CC for pensioners). In accordance with Article 3(2) of Annex XI to the Staff Regulations, Luxembourg = Belgium.

a) Parities for all goods and services, except for rents, as used for the calculation of the correction coefficients for active staff. These parities are based on bilateral comparison of prices between different capital cities and Brussels[29].

b) For calculating country rent parities a two-stage procedure has been applied. Firstly a spatial adjustment factor is calculated in the form of national/capital ratio of market rents. Secondly, with the help of this adjustment factor the capital city rent parity from Article 64 estate agency rent surveys is transformed to the country rent parity.

   To establish the capital/national adjustment ratio, average rent values from Article 64 exercise for duty station and Brussels (ie. bilateral parity with Brussels) are compared with average rent values from European Comparison Programme exercise for duty station country and Belgium (ie. bilateral parity with Belgium). That approach is applied for all Member States except Belgium (CPI), Estonia (1:1 ratio), Malta (1:1 ratio), Austria (microcensus).

c) Basic heading parities are aggregated using specific consumption weights for the pensioners.

2.1.3 Expenditure weights

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

The current weights are established on the basis of a wide scale family budget survey carried out in 2013 and introduced for calculation of the 2016 parities. Naturally, as the pension scheme continues to mature, the number of pensioners can be expected to increase before the date of the next survey, and they may choose to reside in different locations. These factors may have an impact on the eventual results. Other things being equal, the next survey amongst pensioners will be scheduled in 2019-2020.

2.1.4 Detailed economic parities

The details of the calculated economic parities at the level of 12 main consumption groups are shown in **Table 6.1** for all countries apart from Belgium and Luxembourg. This table also includes information about the consumption weights by country and by expenditure groups.

[29] For more details, see Appendix 1c Section 1.2

Table 6.1 (page 1 of 2)

Economic parities of the 12 main expenditure groups for each country
1st July 2017
(for pensioners)

Expenditure	BE	BG		CZ		DK		DE		EE		IE		EL	
Groups*	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	131.0	155.0	1.368	140.7	20.34	119.0	10.100	123.4	0.975	118.6	0.816	131.1	1.075	137.0	0.937
2	24.4	32.0	1.279	29.0	21.60	31.4	9.804	27.4	0.791	24.8	0.980	27.1	1.760	28.3	1.180
3	42.4	46.0	1.368	41.7	24.36	33.3	8.588	40.6	0.850	27.3	0.792	38.9	1.101	40.6	0.916
4	337.0	186.0	0.6991	261.1	17.98	376.4	11.48	305.5	1.138	349.8	0.891	311.4	1.489	280.8	0.726
5	70.9	92.0	0.9730	83.5	17.55	60.2	8.328	74.4	0.950	67.8	0.731	77.8	0.909	81.3	0.653
6	21.7	29.5	0.6688	26.8	13.00	16.8	8.798	30.9	0.907	18.5	0.544	25.0	1.631	26.1	0.631
7	118.0	147.4	1.261	133.8	20.66	131.6	9.733	117.7	1.068	124.2	0.816	124.7	1.065	130.2	0.940
8	19.6	22.1	0.9016	20.0	19.84	15.5	5.763	14.1	0.729	19.0	0.495	18.7	1.035	19.5	0.903
9	95.2	119.3	1.204	108.2	20.39	95.3	9.536	114.8	1.012	102.7	0.893	100.9	1.060	105.4	0.857
10	2.7	5.7	0.3269	5.1	8.463	4.4	4.179	7.9	0.498	6.5	0.262	4.8	0.451	5.0	0.350
11	72.2	88.0	0.8798	79.9	14.47	66.7	10.46	77.6	0.860	76.6	0.815	74.5	1.164	77.8	0.733
12	65.0	77.2	1.255	70.0	21.87	49.4	10.51	65.8	0.902	64.2	0.811	65.3	1.464	68.2	0.685
Rents	255.4	83.1	0.6592	167.8	17.49	297.2	12.15	230.1	1.185	224.5	0.969	258.0	1.700	190.0	0.769
Total without rents	744.6	916.9	1.097	832.2	19.33	702.8	9.460	769.9	0.948	775.6	0.785	742.0	1.115	810.0	0.806
Global parity	1000.0	1000.0	**1.0105**	1000.0	**18.90**	1000.0	**10.13**	1000.0	**1.000**	1000.0	**0.824**	1000.0	**1.240**	1000.0	**0.796**
Exchange rate			1.956		26.30		7.437		1		1		1		1

Expenditure	BE	ES		FR		HR		IT		CY		LV		LT	
Groups*	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	131.0	147.7	0.843	131.6	1.034	144.8	6.515	144.9	1.031	137.7	0.930	129.7	0.838	162.6	0.727
2	24.4	25.2	0.815	23.6	0.962	29.9	7.036	21.1	1.051	28.4	0.962	26.8	0.965	33.6	0.975
3	42.4	38.4	0.891	39.8	0.984	42.9	6.104	36.4	0.942	40.8	0.853	38.4	0.915	48.2	0.954
4	337.0	259.2	0.934	313.6	1.230	239.4	3.753	351.7	1.034	276.9	0.707	319.0	0.599	146.0	0.491
5	70.9	94.3	0.863	75.0	1.007	85.9	4.744	86.3	0.922	81.7	0.681	76.9	0.590	96.5	0.687
6	21.7	35.4	0.833	21.0	0.817	27.6	4.126	41.7	1.052	26.2	0.868	24.7	0.528	31.0	0.582
7	118.0	153.2	0.903	137.1	1.066	137.7	6.487	91.6	0.974	130.9	0.825	123.3	0.761	154.6	0.766
8	19.6	17.5	0.905	19.7	0.763	20.6	5.227	18.5	0.911	19.6	0.684	18.5	0.577	23.1	1.114
9	95.2	90.2	0.966	97.4	1.054	111.4	5.574	79.3	0.975	105.9	0.961	99.8	0.800	125.1	0.829
10	2.7	9.0	0.566	7.0	0.543	5.3	1.974	1.5	0.498	5.0	0.509	4.7	0.168	5.9	0.2486
11	72.2	66.6	0.791	67.2	1.073	82.3	4.609	66.3	0.874	78.2	0.797	73.6	0.751	92.4	0.614
12	65.0	63.4	0.919	67.1	1.085	72.1	5.089	60.6	0.967	68.5	0.759	64.5	0.791	80.9	0.782
Rents	255.4	178.1	1.081	232.5	1.307	143.4	3.543	253.5	1.066	185.6	0.724	233.0	0.610	38.1	0.513
Total without rents	744.6	821.9	0.849	767.6	1.024	856.6	5.432	746.5	0.967	814.4	0.816	767.0	0.727	961.9	0.717
Global parity	1000.0	1000.0	**0.894**	1000.0	**1.086**	1000.0	**5.000**	1000.0	**0.991**	1000.0	**0.794**	1000.0	**0.698**	1000.0	**0.683**
Exchange rate			1		1		7.413		1		1		1		1

Table 6.1 (page 2 of 2)

Economic parities of the 12 main expenditure groups for each country
1st July 2017
(for pensioners)

Expenditure	BE	HU		MT		NL		AT		PL		PT		RO	
Groups*	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	131.0	142.0	239.4	130.0	0.973	111.0	0.917	111.0	1.082	150.5	2.751	147.7	0.873	150.3	2.847
2	24.4	29.3	227.1	26.8	1.051	28.6	1.052	28.6	0.966	31.1	3.964	25.2	0.913	31.0	2.935
3	42.4	42.1	249.4	38.6	0.886	39.8	0.951	39.8	0.914	44.6	3.101	38.4	0.808	44.5	3.376
4	337.0	254.1	157.4	317.1	1.001	321.6	1.265	321.6	1.271	209.4	2.048	259.2	0.822	211.0	2.091
5	70.9	84.3	185.8	77.2	0.752	91.9	1.073	91.9	0.960	89.3	2.514	94.3	0.799	89.1	2.066
6	21.7	27.1	156.7	24.8	0.837	22.3	0.946	22.3	0.993	28.7	2.142	35.4	0.761	28.6	2.014
7	118.0	135.1	245.9	123.7	0.933	122.0	1.115	122.0	1.039	143.2	3.070	153.2	0.989	142.9	3.132
8	19.6	20.2	206.7	18.5	0.652	15.8	0.750	15.8	0.713	21.4	2.030	17.5	0.875	21.4	2.092
9	95.2	109.3	228.6	100.0	0.773	100.0	0.986	100.0	1.079	115.8	2.879	90.2	0.857	115.6	2.683
10	2.7	5.2	60.75	4.7	0.358	3.2	0.951	3.2	0.764	5.5	1.207	9.0	0.348	5.5	0.8682
11	72.2	80.7	181.0	73.9	0.766	73.7	1.113	73.7	0.912	85.5	2.693	66.6	0.704	85.3	2.177
12	65.0	70.7	192.5	64.7	0.769	70.0	1.058	70.0	1.054	74.9	2.942	63.4	0.692	74.8	4.573
Rents	255.4	159.9	154.6	230.8	1.041	238.2	1.361	238.2	1.368	109.6	1.721	178.1	0.838	111.3	1.977
Total without rents	744.6	840.1	208.1	769.2	0.850	761.8	1.022	761.8	1.009	890.4	2.808	821.9	0.829	888.7	2.753
Global parity	1000.0	1000.0	**195.8**	1000.0	**0.891**	1000.0	**1.096**	1000.0	**1.087**	1000.0	**2.578**	1000.0	**0.829**	1000.0	**2.589**
Exchange rate			310.1		1		1		1		4.249		1		4.574

Expenditure	BE	SI		SK		FI		SE		UK	
Groups*	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	131.0	140.8	0.880	143.1	0.830	119.0	1.085	119.0	10.81	102.6	0.7450
2	24.4	29.1	0.914	29.5	0.826	31.4	1.581	31.4	12.98	22.4	1.216
3	42.4	41.7	0.852	42.4	0.884	33.3	1.070	33.3	10.84	25.5	0.7011
4	337.0	260.5	0.692	248.7	0.571	376.4	1.340	376.4	12.62	391.1	1.434
5	70.9	83.5	0.699	84.9	0.627	60.2	1.060	60.2	10.52	64.2	0.8435
6	21.7	26.8	0.721	27.3	0.491	16.8	1.346	16.8	11.36	13.8	0.9456
7	118.0	133.9	0.879	136.0	0.786	131.6	1.134	131.6	10.84	120.5	0.9807
8	19.6	20.0	0.848	20.4	0.631	15.5	0.665	15.5	6.422	15.6	0.7717
9	95.2	108.3	0.896	110.1	0.784	95.3	1.146	95.3	11.54	99.8	0.8649
10	2.7	5.1	0.504	5.2	0.416	4.4	0.653	4.4	6.373	5.9	0.5666
11	72.2	80.0	0.714	81.2	0.669	66.7	1.202	66.7	12.41	77.1	0.9320
12	65.0	70.1	0.877	71.2	0.771	49.4	1.312	49.4	11.50	61.7	1.070
Rents	255.4	167.1	0.657	153.8	0.520	297.2	1.413	297.2	12.63	309.1	1.696
Total without rents	744.6	832.9	0.825	846.2	0.741	702.8	1.137	702.8	11.19	691.0	0.8813
Global parity	1000.0	1000.0	**0.787**	1000.0	**0.690**	1000.0	**1.206**	1000.0	**11.57**	1000.0	**1.058**
Exchange rate			1		1		1		9.722		0.8799

* For explanation of codes see table 4.1

Table 6.2

Rent ratios applied for the estimation of the pensioners rent parities

Country	Ratio applied in		Diff.
	2016	2017	
BE [1]	0.89	0.88	-0.01
BG	0.66	0.67	0.01
CZ	0.58	0.59	0.01
DK	0.83	0.83	0.00
DE	0.89	0.93	0.04
EE [2]	1.00	1.00	0.00
IE	0.73	0.75	0.02
EL	0.83	0.89	0.06
ES	0.82	0.89	0.07
FR	0.63	0.65	0.02
HR	0.52	0.53	0.01
IT	0.81	0.85	0.04
CY	1.18	1.26	0.07
LV	0.62	0.64	0.02
LT	0.59	0.55	-0.04
HU	0.43	0.43	0.01
MT [2]	1.00	1.00	0.00
NL	0.85	0.88	0.03
AT [1]	0.93	0.94	0.01
PL	0.38	0.39	0.00
PT	0.83	0.88	0.04
RO	0.47	0.49	0.02
SI	0.72	0.73	0.01
SK	0.51	0.52	0.01
FI	0.82	0.84	0.02
SE	0.62	0.62	0.00
UK	0.50	0.54	0.05

Standard estimation using national (ECP) and capital (A64)
[1] specific national source: BE (CPI database), AT (microcensus)
[2] no adjustment considered due to small geographical size: EE, MT

2.2 Purchasing power parities for pensioners - analysis of results

2.2.1 Changes in the economic parities from July 2016 to July 2017

A decomposition of the changes in the economic parities for the period July 2016-July 2017 is shown in **Table 6.3**.

The simple average change across all countries in the global economic parity for pensioners for the period under review was +2.5%. The maximum increase was +5.8% (Lithuania). The minimum increase was +0.6% (Croatia). The movements in the global economic parities for the period are summarised below:

Range		Duty stations
0% ≤ X < 2.5%	15	DK, IE, EL, FR, HR, IT, CY, MT, NL, AT, PL, RO, SI, SK, FI
2.5% ≤ X < 4.6%	10	BG, CZ, DE, EE, ES, LV, HU, PT, SE, UK
4.6% ≤ X	1	LT
Total	**26**	excluding Belgium and Luxembourg[30]

One of the main differences in the calculation of parity values for pensioners by comparison to those established for active staff arises from the aggregation using specific expenditure weights for pensioners rather than staff consumption patterns. This can affect the magnitude of the impact of the individual components (introduction of new price surveys, price updating using indices, new rents).

Across all Member States the simple average impact on the global parity for pensioners of the individual component factors was as follows: E16-1 House and garden (+0.3%), E16-2 Transport; Hotels, restaurants and cafés (+0.2%), Price indexation (+0.3%), Rents (+0.8%), Rent ratios (+0.9%).

[30] Op cit (26) Belgium is the reference country. Luxembourg = Belgium.

Table 6.3

Changes in the economic parities in the twelve months to 1st July 2017
Decomposition of the effects
(for PENSIONERS)

Country	Impact of change in PPP					
	New surveys		Price updating effect (HICP)	New rents	Update rent ratios	Total
	E16-1 House and Garden	E16-2 Transport HORECA				
BG	0.9	1.2	0.9	1.1	0.3	4.5
CZ	0.6	0.2	1.3	1.1	0.7	3.9
DK	0.1	0.2	-0.6	1.0	0.2	0.8
DE	0.0	0.1	0.6	1.0	1.3	2.9
EE	0.0	0.4	1.5	1.5	0.3	3.7
IE	0.9	0.5	-1.9	1.9	1.0	2.3
EL	0.3	0.2	-0.1	0.3	1.6	2.3
ES	0.1	-0.2	-0.2	0.9	2.1	2.7
FR	0.5	0.1	-0.2	0.4	0.9	1.6
HR	0.0	0.2	-0.1	0.0	0.5	0.6
IT	-0.2	0.0	0.1	-0.4	1.5	0.9
CY	0.4	0.1	-0.5	0.6	1.5	2.1
LV	0.0	0.4	1.6	0.6	1.0	3.6
LT	3.7	0.0	2.1	0.6	-0.8	5.8
HU	0.6	0.6	1.0	1.0	0.5	3.8
MT	-0.3	0.1	-0.7	1.9	0.3	1.2
NL	-0.2	0.3	0.1	0.6	1.2	1.9
AT	-0.1	0.1	0.8	0.6	0.5	2.0
PL	0.2	0.5	0.8	0.3	0.3	2.2
PT	0.4	-0.4	-0.5	2.2	1.3	3.2
RO	0.0	0.3	-0.9	0.4	1.0	0.8
SI	0.3	0.2	-0.2	0.6	0.5	1.5
SK	-0.1	0.6	0.9	0.2	0.5	2.1
FI	0.7	0.2	-0.1	0.2	1.1	2.1
SE	0.6	0.3	0.7	1.6	0.2	3.4
UK	-0.6	0.2	1.1	-0.4	3.0	3.2

2.2.2 Impact of rents on the overall parity for pensioners

Details of the impact of rent on the overall correction coefficient are given in **Table 7.1** and on the overall parity in **Table 7.2**.

In 2017, for 14 out of the 26 member states (ie. excluding Belgium and Luxembourg), the rent correction coefficient (ratio between the rent parity and the exchange rate) is under 100. This means that the average rents are generally lower in these places than in Belgium. For the remaining 12 countries, the rent correction coefficient is greater than 100.

Moreover, the rent correction coefficient is lower than the correction coefficient without rent for 12 of the Member States - Greece plus those which joined the EU since 2004 (with the exception of Estonia and Malta). This means that, for these places, the rents lead to a reduction of the global correction coefficient.

Table 7.1
Effect of rent on the correction coefficients at 1st July 2017
(for pensioners)

Country	Weight		Correction coefficient			Rent effect (%)
	Without rent	Rent	Without rent	Rent	Overall	
	[1]	[2]	[3]	[4]	[5]	[6] = [5] / [3]
BG	916.9	83.1	56.1	33.7	51.7	-7.9
CZ	832.2	167.8	73.5	66.5	71.9	-2.2
DK	702.8	297.2	127.2	163.4	136.2	7.1
DE	769.9	230.1	94.8	118.5	100.0	5.5
EE	775.6	224.5	78.5	96.9	82.4	4.9
IE	742.0	258.0	111.5	170.0	124.0	11.2
EL	810.0	190.0	80.6	76.9	79.6	-1.2
ES	821.9	178.1	84.9	108.1	89.4	5.2
FR	767.6	232.5	102.4	130.7	108.6	6.0
HR	856.6	143.4	73.3	47.8	67.5	-7.9
IT	746.5	253.5	96.7	106.6	99.1	2.5
CY	814.4	185.6	81.6	72.4	79.4	-2.6
LV	767.0	233.0	72.7	61.0	69.8	-4.1
LT	961.9	38.1	71.7	51.3	68.3	-4.8
HU	840.1	159.9	67.1	49.9	63.1	-5.9
MT	769.2	230.8	85.0	104.1	89.1	4.8
NL	761.8	238.2	102.2	136.1	109.6	7.2
AT	761.8	238.2	100.9	136.8	108.7	7.7
PL	890.4	109.6	66.1	40.5	60.7	-8.2
PT	821.9	178.1	82.9	83.8	82.9	0.1
RO	888.7	111.3	60.2	43.2	56.6	-6.0
SI	832.9	167.1	82.5	65.7	78.7	-4.7
SK	846.2	153.8	74.1	52.0	69.0	-6.8
FI	702.8	297.2	113.7	141.3	120.6	6.1
SE	702.8	297.2	115.1	130.0	119.0	3.4
UK	691.0	309.1	100.2	192.8	120.3	20.1

Table 7.2
Effect of rent on the economic parities at 1st July 2017
(for pensioners)

Country	Weight		PPP			Rent effect (%)
	Without rent	Rent	Without rent	Rent	Overall	
	[1]	[2]	[3]	[4]	[5]	[6] = [5] / [3]
BG	916.9	83.1	1.097	0.6592	1.010	-7.9
CZ	832.2	167.8	19.33	17.49	18.90	-2.2
DK	702.8	297.2	9.460	12.15	10.13	7.1
DE	769.9	230.1	0.948	1.185	1.000	5.5
EE	775.6	224.5	0.785	0.969	0.824	4.9
IE	742.0	258.0	1.115	1.700	1.240	11.2
EL	810.0	190.0	0.806	0.769	0.796	-1.2
ES	821.9	178.1	0.849	1.081	0.894	5.2
FR	767.6	232.5	1.024	1.307	1.086	6.0
HR	856.6	143.4	5.432	3.543	5.000	-7.9
IT	746.5	253.5	0.967	1.066	0.991	2.5
CY	814.4	185.6	0.816	0.724	0.794	-2.6
LV	767.0	233.0	0.727	0.610	0.698	-4.1
LT	961.9	38.1	0.717	0.513	0.683	-4.8
HU	840.1	159.9	208.1	154.6	195.8	-5.9
MT	769.2	230.8	0.850	1.041	0.891	4.8
NL	761.8	238.2	1.022	1.361	1.096	7.2
AT	761.8	238.2	1.009	1.368	1.087	7.7
PL	890.4	109.6	2.808	1.721	2.578	-8.2
PT	821.9	178.1	0.829	0.838	0.829	0.1
RO	888.7	111.3	2.753	1.977	2.589	-6.0
SI	832.9	167.1	0.825	0.657	0.787	-4.7
SK	846.2	153.8	0.741	0.520	0.690	-6.8
FI	702.8	297.2	1.137	1.413	1.206	6.1
SE	702.8	297.2	11.19	12.63	11.57	3.4
UK	691.0	309.1	0.8813	1.696	1.058	20.1

2.3 Comparison of correction coefficients for active staff and pensioners

Table 7.3 compares the country correction coefficients for pensioners (from Table 5.5) with the capital city correction coefficients for active staff (from Table 7.1), at July 2017. Among all Member States, Denmark (Copenhagen) has the highest capital-based CC (133.9) and the highest country-based CC (136.2); Bulgaria (Sofia) has both the lowest capital-based CC (53.4) and the lowest country-based CC (51.7).

The biggest absolute differences between capital city CC values and country CC values can be observed in London/UK, Budapest/HU, Warsaw/PL ,Stockholm/SE and Bratislava/SK. By contrast, in Athens/EL, Madrid/ES, Lisbon/PT and Helsinki/FI the two CC values are nearly at the same level.

In 12 of the 26 Member States (ie. excluding Belgium and Luxembourg) - Denmark, Germany, Estonia, Ireland, Spain, Italy, Cyprus, Malta, Netherlands, Austria, Portugal and Finland - the country CCs are higher than the capital city CCs. In the remaining 14 Member States, the country CCs are lower than the capital city CCs

Without rents, the two sets of CCs are closer.

It should be mentioned that the Staff Regulations set out specific rules for the application of the pensioner CC[31].

[31] See Appendix 1c, Section 2.1

Table 7.3

Pensioners correction coefficients and Staff correction coefficients at 1st July 2017

Correction coefficients for pensioners				Correction coefficients for staff			
Country	without rents	rents	Total	Capitals	without rents	rents	Total
BE	100.0	100.0	100.0	Brussels	100.0	100.0	100.0
BG	56.1	33.7	51.7	Sofia	56.2	44.2	53.4
CZ	73.5	66.5	71.9	Prague	72.7	98.4	78.3
DK	127.2	163.4	136.2	Copenhagen	122.0	173.5	133.9
DE	94.8	118.5	100.0	Berlin	93.5	112.6	97.5
EE	78.5	96.9	82.4	Tallinn	78.9	85.3	80.3
IE	111.5	170.0	124.0	Dublin	104.9	198.5	119.8
EL	80.6	76.9	79.6	Athens	81.1	76.0	79.9
ES	84.9	108.1	89.4	Madrid	84.2	107.1	88.7
FR	102.4	130.7	108.6	Paris	100.1	177.0	114.8
HR	73.3	47.8	67.5	Zagreb	74.2	79.3	74.9
IT	96.7	106.6	99.1	Rome	94.4	110.0	97.3
CY	81.6	72.4	79.4	Nicosia	82.4	50.7	74.4
LV	72.7	61.0	69.8	Riga	72.4	83.5	74.9
LT	71.7	51.3	68.3	Vilnius	72.0	82.3	74.3
HU	67.1	49.9	63.1	Budapest	67.4	101.5	74.5
MT	85.0	104.1	89.1	Valletta	85.2	91.6	86.5
NL	102.2	136.1	109.6	The Hague	100.8	136.7	108.3
AT	100.9	136.8	108.7	Vienna	99.7	128.1	106.3
PL	66.1	40.5	60.7	Warsaw	65.0	92.2	70.6
PT	82.9	83.8	82.9	Lisbon	81.9	84.0	82.4
RO	60.2	43.2	56.6	Bucharest	60.2	77.1	63.9
SI	82.5	65.7	78.7	Ljubljana	82.1	79.6	81.5
SK	74.1	52.0	69.0	Bratislava	74.2	88.4	77.3
FI	113.7	141.3	120.6	Helsinki	111.4	148.0	119.9
SE	115.1	130.0	119.0	Stockholm	113.0	185.8	127.9
UK	100.2	192.8	120.3	London	98.6	312.0	133.5

3. EQUIVALENCE OF PURCHASING POWER OF EU OFFICIALS OUTSIDE THE EUROPEAN UNION

3.1 Economic parities, exchange rates and correction coefficients

As at July 2017, correction coefficients are compiled for a list of 144 Extra-EU duty stations. Tables 8 and 9 in the main report show the results for all duty stations. However, the application of Extra-EU correction coefficients is only likely to be requested in practice where the cost of living is higher than in Brussels. **Table 9.1** therefore shows the places where the correction coefficient is greater than 100 at July 2017 (or was greater than 100 at July 2016).

By comparison to July 2016, coefficients for the following 6 locations have decreased from above 100 to below 100 at July 2017: Benin, Brazil, Chad, Laos, Lebanon, Sudan. In addition, production of coefficient for 1 location has ceased: West Bank-Gaza Strip.

By comparison to July 2016, coefficients for the following 1 location have increased from below 100 to above 100 at July 2017: Russia.

A large part of the explanation for the movements in the correction coefficients is fluctuations in exchange rates to the Euro. In particular, Belarus redenominated it's currency (1 new = 10000 old) and 2016 economic parities and exchange rate values have been restated accordingly.

The simple average change across all duty stations in the global economic parity for officials serving outside the EU for the period under review was +4.7%. In 6 duty stations there was an increase greater than 30%: Belarus (+38.1%) Democratic Republic of Congo (+36.8%), Angola (+35.6%), Mozambique (+33.9%), Ukraine (+32.2%) and Sudan (+31.9%). In 4 duty stations there was a decrease greater than -10%: Ethiopia (-15.0%), Ecuador (-13.8%), Samoa (-12.5%), Chad (-10.8%).

The correction coefficient operates as a percentage adjustment to salaries. However, as salaries are first expressed in Euros, then converted to local currency using exchange rates, before being multiplied by correction coefficients, it is clear that the exchange rate effect cancels out and the relevant factor is any change in the economic parities. If a correction coefficient changes solely due to a change in the exchange rate (ie. there is no change in the economic parity), then local purchasing power will not be impacted[32].

3.1.1 Data sources

In those tables, no coefficients are presented for 12 locations (Afghanistan, Bosnia-Banja Luka, Indonesia-Banda Aceh, Iraq, Iran, Libya, Somalia, South Sudan, Syria, Venezuela, West Bank-Gaza Strip and Yemen) in the absence of reliable data needed to establish a robust correction coefficient.

By comparison with July 2016, production of coefficients has not re-started for any duty station.

With the exception of the nine duty stations in Extra-EU countries which participate in the European Comparison Programme (ECP) coordinated by Eurostat[33] or the seven in countries

[32] For a numerical example, see Appendix 1c Section 1.1.

[33] Iceland, Norway, Switzerland, Turkey, Albania, Bosnia-Herzegovina, FYROMacedonia, Montenegro, Serbia

which participate in the linked programme coordinated by the Organisation for Economic Cooperation and Development[34], or the four locations for which specific survey arrangements are currently made[35], the source of price data is the rolling cycle of surveys conducted by the United Nations International Civil Service Commission (UN.ICSC).

For the July 2017 exercise, new parities derived from these price surveys have been integrated for 22 locations (these duty stations are indicated in Tables 8 and 9 in the main report (see footnotes to the tables)). A further 2 surveys were processed but have not been integrated due to problems with data coverage.

For all locations, initial "place-to-place" survey-based parities are subsequently updated using the ratio between national consumer price index and the Joint Belgium-Luxembourg Index. For Iceland, Norway, Switzerland and Turkey, the national consumer price index is the harmonised index of consumer prices. For other duty station locations, the price index information is compiled from national sources. For New York it is the regional price index produced by the US Bureau of Labor Statistics.

Basic heading parities are aggregated to produce global economic parity using expenditure weights obtained from a direct survey amongst Extra-EU staff in 2010. Due to the low population sizes in many individual duty stations and the low response rate from survey participants in some locations, a global pool structure is applied. Other things being equal, the next survey amongst Extra-EU staff will be scheduled 2018-2020.

[34] Australia, Canada, Japan, Mexico, New Zealand, South Korea, United States of America (Washington)

[35] Israel (Tel Aviv: UN survey for Jerusalem); Kosovo; New Caledonia; Taiwan.

Table 9.1 (page 1 of 2)

Summary of the duty stations where the correction coefficient is higher than in Brussels as at 1st July 2017 (or 1st July 2016)
(for staff serving in Extra- EU delegations)

Place of employment			Economic Parities (1)	Exchange Rate (1)	Correction Coefficients (1)	Economic Parities (1)	Exchange Rate (1)	Correction Coefficients (1)	CHANGE (in %)		
									Economic Parities	Exchange Rate	Correction Coefficients
			[a]	[b]	[c] = 100 x [a] / [b]	[d]	[e]	[f] = 100 x [d] / [e]	[a] - [d] / [d]	[b] - [e] / [e]	[c] - [f] / [f]
	Country	**City**	Jul-17	Jul-17	Jul-17	Jul-16	Jul-16	Jul-16	Jul-16 to Jul-17	Jul-16 to Jul-17	Jul-16 to Jul-17
(3)(8)	Democratic Republic of Congo	Kinshasa	2.503	**1.14130**	**219.3**	1.830	**1.10900**	**165.0**	36.8	-2.9	32.9
	Angola	Luanda	343.5	185.393	**185.3**	253.3	185.361	**136.7**	35.6	0.0	35.6
(7)	Iceland	Reykjavík	183.8	118.200	**155.5**	185.6	138.200	**134.3**	-1.0	14.5	15.8
(3)	Liberia	Monrovia	1.669	**1.14130**	**146.2**	1.480	**1.10900**	**133.5**	12.8	-2.9	9.5
(7)	Switzerland	Bern	1.397	1.09350	**127.8**	1.403	1.08540	**129.3**	-0.4	-0.7	-1.2
(7)	Switzerland	Geneva	1.397	1.09350	**127.8**	1.403	1.08540	**129.3**	-0.4	-0.7	-1.2
(7)	Norway	Oslo	12.20	9.57000	**127.5**	12.00	9.30650	**128.9**	1.7	-2.8	-1.1
	Singapore	Singapore	1.954	1.57510	**124.1**	1.949	1.49510	**130.4**	0.3	-5.4	-4.8
	Barbados	Bridgetown	2.839	2.29483	**123.7**	2.647	2.22988	**118.7**	7.3	-2.9	4.2
	Hong Kong	Hong Kong	10.63	8.91070	**119.3**	10.63	8.60410	**123.5**	0.0	-3.6	-3.4
(8)	Eritrea	Asmara	19.94	17.0656	**116.8**	23.46	17.4768	**134.2**	-15.0	2.4	-13.0
(4)(8)	Central African Republic	Bangui	758.8	**655.957**	**115.7**	716.7	**655.957**	**109.3**	5.9	0.0	5.9
(8)	Israel	Tel-Aviv	4.592	3.98940	**115.1**	4.445	4.27930	**103.9**	3.3	6.8	10.8
	Solomon Islands	Honiara	10.12	8.92691	**113.4**	10.39	8.65053	**120.1**	-2.6	-3.2	-5.6
(4)	Gabon	Libreville	722.3	**655.957**	**110.1**	711.0	**655.957**	**108.4**	1.6	0.0	1.6
(4)	Congo	Brazzaville	718.9	**655.957**	**109.6**	748.1	**655.957**	**114.0**	-3.9	0.0	-3.9
	Vanuatu	Port Vila	136.3	124.930	**109.1**	136.3	121.643	**112.0**	0.0	-2.7	-2.6
	New Caledonia	NouMea	129.0	119.332	**108.1**	127.7	119.332	**107.0**	1.0	0.0	1.0
(6)	Australia	Canberra	1.569	1.48680	**105.5**	1.583	1.49110	**106.2**	-0.9	0.3	-0.7
(6)	New Zealand	Wellington	1.649	1.56510	**105.4**	1.625	1.55650	**104.4**	1.5	-0.6	1.0
(8)	Russia	Moscow	70.05	67.3005	**104.1**	59.94	71.0452	84.4	16.9	5.3	23.3
(6)	United States	New York	1.186	**1.14130**	**103.9**	1.179	**1.10900**	**106.3**	0.6	-2.9	-2.3
	Jordan	Amman	0.8352	0.809180	**103.2**	0.8031	0.786280	**102.1**	4.0	-2.9	1.1
(6)	Japan	Tokyo	130.8	128.590	**101.7**	130.9	113.850	**115.0**	-0.1	-12.9	-11.6

Table 9.1 (page 2 of 2)

Summary of the duty stations where the correction coefficient is higher than in Brussels as at 1st July 2017 (or 1st July 2016)
(for staff serving in Extra- EU delegations)

	Place of employment		Economic Parities (1)	Exchange Rate (1)	Correction Coefficients (1)	Economic Parities (1)	Exchange Rate (1)	Correction Coefficients (1)	CHANGE (in %)		
									Economic Parities	Exchange Rate	Correction Coefficients
			[a]	[b]	[c] = 100 x [a] / [b]	[d]	[e]	[f] = 100 x [d] / [e]	[a] - [d] / [d]	[b] - [e] / [e]	[c] - [f] / [f]
	Country	**City**	Jul-17	Jul-17	Jul-17	Jul-16	Jul-16	Jul-16	Jul-16 to Jul-17	Jul-16 to Jul-17	Jul-16 to Jul-17
(8)	Sierra Leone	Freetown	8466	8375.31	**101.1**	7866	6889.65	**114.2**	7.6	-21.6	-11.5
(4)	Senegal	Dakar	662.6	**655.957**	**101.0**	660.6	**655.957**	**100.7**	0.3	0.0	0.3
(4)	Benin	Cotonou	654.2	**655.957**	99.7	661.5	**655.957**	**100.8**	-1.1	0.0	-1.1
(8)	Brazil	Brasilia	3.465	3.74760	92.5	3.771	3.62160	**104.1**	-8.1	-3.5	-11.1
(4)	Chad	Ndjamena	623.0	**655.957**	95.0	698.6	**655.957**	**106.5**	-10.8	0.0	-10.8
	Laos	Vientiane	9206	9222.00	99.8	9189	8920.00	**103.0**	0.2	-3.4	-3.1
	Lebanon	Beirut	1698	1720.51	98.7	1710	1671.82	**102.3**	-0.7	-2.9	-3.5
	Sudan	Khartoum	15.48	18.6475	83.0	11.74	7.13093	**164.6**	31.9	-161.5	-49.6
(2)	West Bank - Gaza Strip	East Jerusalem				5.071	4.27930	**118.5**			

In table above:

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

(2) Not available (= 12 Duty Stations : Afghanistan, Bosnia & Herzegovina (Banja Luka), Indonesia (Banda Aceh), Iran, Iraq, Libya, Somalia, South Sudan, Syria, Venezuela, West Bank-Gaza Strip, Yemen)

(3) Currency = USD (= 8 Duty Stations : Cuba, Democratic Republic Congo, Ecuador, El Salvador, Liberia, Panama, Timor Leste, Zimbabwe)

(4) Currency = CFA (= 13 Duty Stations : Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Congo, Gabon, Guinea-Bissau, Ivory Coast, Mali, Niger, Senegal, Togo)

(5) Currency = Euro (= 2 Duty Stations : Kosovo, Montenegro)

(6) New ISRP PPP introduced (= 7 Duty Stations : Australia, Canada, Japan, South Korea, Mexico, New Zealand, United States (Washington))

(7) New ECP PPP introduced (= 5 Duty Stations : Iceland, Norway, Switzerland (Bern), Switzerland (Geneva), Turkey)

(8) New UN P2P introduced (= 22 Duty Stations : Bolivia, Brazil, Central African Republic, Democratic Republic Congo, Ecuador, Eritrea, Guatemala, Guyana, Honduras, India, Israel, Kenya, Madagascar, Mozambique, Nicaragua, Peru, Russia, Samoa, Sierra Leone, Tanzania, Trinidad & Tobago, Zambia)

Remaining source = previous UN P2P except ECP PPP (= 5 Balkan Duty Stations : Albania, Bosnia & Herzegovina, FYROMacedonia, Montenegro, Serbia) or specific P2P (= 1 Duty Station : Taiwan)

(9) Currency revaluation (= 1 Duty Station : Belarus)

4. ADJUSTMENT OF REMUNERATION OUTSIDE BRUSSELS AND LUXEMBOURG

4.1 Intra-EU duty stations (for staff)

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

Taking account of the figures reported in Table 1 and Table 4 of the main report, **Table 4 bis** below presents the adjustment of the nominal net remuneration of EU officials outside Brussels and Luxembourg which is necessary to maintain a parallel development of the purchasing power with the civil servants in the Member States.

Table 4 bis

Annual update outside Brussels and Luxembourg
for the twelve months to 1st July 2017
(for staff)

Country Place of employment		Global specific indicator	Implicit price index	Annual update
BE/LU	**Brussels/Luxembourg**	**0.4**	**1.1**	**1.5**
BG	Sofia	0.4	5.6	6.0
CZ	Prague	0.4	5.0	5.4
DK	Copenhagen	0.4	1.7	2.1
DE	Berlin	0.4	2.5	2.9
	Bonn	0.4	2.5	2.9
	Karlsruhe	0.4	2.8	3.2
	Munich	0.4	3.0	3.4
EE	Tallinn	0.4	4.5	4.9
IE	Dublin	0.4	2.3	2.7
EL	Athens	0.4	1.9	2.3
ES	Madrid	0.4	1.7	2.1
FR	Paris	0.4	2.0	2.4
HR	Zagreb	0.4	1.4	1.8
IT	Rome	0.4	0.6	1.0
	Varese	0.4	1.7	2.1
CY	Nicosia	0.4	1.2	1.6
LV	Riga	0.4	3.6	4.0
LT	Vilnius	0.4	7.8	8.2
HU	Budapest	0.4	5.2	5.6
MT	Valletta	0.4	2.0	2.4
NL	The Hague	0.4	1.4	1.8
AT	Vienna	0.4	2.7	3.1
PL	Warsaw	0.4	2.8	3.2
PT	Lisbon	0.4	3.3	3.7
RO	Bucharest	0.4	2.4	2.8
SI	Ljubljana	0.4	2.1	2.5
SK	Bratislava	0.4	3.3	3.7
FI	Helsinki	0.4	2.2	2.6
SE	Stockholm	0.4	4.6	5.0
UK	London	0.4	1.4	1.8
	Culham	0.4	0.9	1.3

4.2 Intra-EU country of residence (for pensioners)

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

Taking account of the figures reported in Table 1 and Table 6 of the main report, **Table 6 bis** below presents the adjustment of the nominal net remuneration of EU pensioners outside Belgium and Luxembourg which is necessary to maintain a parallel development of the purchasing power with the civil servants in the Member States.

Table 6 bis

Annual update outside Belgium and Luxembourg
for the twelve months to 1st July 2017
(for PENSIONERS)

Country	Global specific indicator	Implicit price index	Annual update
BE/LU	**0.4**	**1.1**	**1.5**
BG	0.4	5.6	6.0
CZ	0.4	5.1	5.5
DK	0.4	2.0	2.4
DE	0.4	4.1	4.5
EE	0.4	4.8	5.2
IE	0.4	3.4	3.8
EL	0.4	3.4	3.8
ES	0.4	3.9	4.3
FR	0.4	2.7	3.1
HR	0.4	1.7	2.1
IT	0.4	2.0	2.4
CY	0.4	3.2	3.6
LV	0.4	4.7	5.1
LT	0.4	6.9	7.3
HU	0.4	4.9	5.3
MT	0.4	2.4	2.8
NL	0.4	3.1	3.5
AT	0.4	3.1	3.5
PL	0.4	3.3	3.7
PT	0.4	4.3	4.7
RO	0.4	1.9	2.3
SI	0.4	2.6	3.0
SK	0.4	3.2	3.6
FI	0.4	3.2	3.6
SE	0.4	4.6	5.0
UK	0.4	4.3	4.7

4.3 Extra-EU duty stations (for staff)

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

Taking account of the figures reported in Table 1 and Table 8 of the main report, **Table 8 bis** below presents the adjustment of the nominal net remuneration of EU officials outside Brussels and Luxembourg working in third countries which is necessary to maintain a parallel development of the purchasing power with the civil servants in the Member States.

Table 8 bis (page 1 of 3)

Annual update outside Brussels and Luxembourg for the twelve months to 1st July 2017
(for staff serving in Extra- EU delegations)

Place of employment		Global specific indicator	Implicit price index	Annual update
Country	**City**	[a]	[b]	= 100 x [a] * [b] / 100 -100
Belgium/Luxembourg	**Brussels/Luxembourg**	**0.4**	**1.1**	**1.5**
Afghanistan	Kabul			
Albania	Tirana	0.4	1.3	1.7
Algeria	Algiers	0.4	6.3	6.7
Angola	Luanda	0.4	37.1	37.7
Argentina	Buenos Aires	0.4	22.8	23.2
Armenia	Yerevan	0.4	2.2	2.6
Australia	Canberra	0.4	0.2	0.6
Azerbaijan	Baku	0.4	15.5	16.0
Bangladesh	Dhaka	0.4	5.5	5.9
Barbados	Bridgetown	0.4	8.4	8.9
Belarus	Minsk	0.4	39.6	40.2
Belize	Belize (Belmopan)	0.4	2.4	2.8
Benin	Cotonou	0.4	0.0	0.4
Bolivia	La Paz	0.4	-5.6	-5.2
Bosnia and Herzegovina	Banja Luka	0.4	0.0	0.4
Bosnia and Herzegovina	Sarajevo	0.4	2.5	2.9
Botswana	Gaberone	0.4	24.1	24.6
Brazil	Brasilia	0.4	-7.1	-6.7
Burkina Faso	Ouagadougou	0.4	-1.0	-0.6
Burundi	Bujumbura	0.4	10.7	11.2
Cambodia	Phnom Penh	0.4	2.3	2.7
Cameroon	Yaounde	0.4	0.8	1.2
Canada	Ottawa	0.4	-0.6	-0.2
Cape Verde	Praia	0.4	2.0	2.4
Central African Republic	Bangui	0.4	7.0	7.5
Chad	Ndjamena	0.4	-9.8	-9.5
Chile	Santiago	0.4	30.4	30.9
China	Beijing	0.4	1.4	1.8
Colombia	Bogota	0.4	3.7	4.2
Comoros	Moroni	0.4	20.3	20.7
Congo	Brazzaville	0.4	-2.8	-2.5
Costa Rica	San Jose	0.4	1.0	1.4
Cuba	Havana	0.4	-5.4	-5.0
Democratic Republic of Congo	Kinshasa	0.4	38.3	38.8
Djibouti	Djibouti	0.4	0.6	1.0
Dominican Republic	Santo Domingo	0.4	3.6	4.0
Ecuador	Quito	0.4	-12.8	-12.5
Egypt	Cairo	0.4	27.0	27.5
El Salvador	San Salvador	0.4	0.7	1.1
Eritrea	Asmara	0.4	-14.1	-13.7
Ethiopia	Addis Ababa	0.4	7.1	7.5
Fiji	Suva	0.4	1.8	2.2
Former Yugoslav Republic of Macedonia	Skopje	0.4	0.3	0.7
Gabon	Libreville	0.4	2.7	3.1
Gambia	Banjul	0.4	6.5	7.0
Georgia	Tbilisi	0.4	6.8	7.2
Ghana	Accra	0.4	15.2	15.6
Guatemala	Guatemala City	0.4	-6.3	-5.9
Guinea	Conakry	0.4	4.3	4.7

Table 8 bis (page 2 of 3)

Place of employment		Global specific indicator	Implicit price index	Annual update
Country	**City**	[a]	[b]	= 100 x [a] * [b] / 100 -100
Guinea-Bissau	Bissau	0.4	2.8	3.3
Guyana	Georgetown	0.4	6.6	7.0
Haiti	Port-au-Prince	0.4	12.8	13.2
Honduras	Tegucigalpa	0.4	-7.6	-7.3
Hong Kong	Hong Kong	0.4	0.0	0.4
Iceland	Reykjavík	0.4	-1.0	-0.6
India	New Delhi	0.4	2.1	2.5
Indonesia	Banda Aceh			
Indonesia	Jakarta	0.4	3.3	3.7
Iran	Teheran			
Iraq	Baghdad			
Israel	Tel-Aviv	0.4	3.3	3.7
Ivory Coast	Abidjan	0.4	-0.7	-0.3
Jamaica	Kingston	0.4	3.1	3.5
Japan	Tokyo	0.4	-0.1	0.3
Jordan	Amman	0.4	4.0	4.4
Kazakhstan	Astana	0.4	6.1	6.5
Kenya	Nairobi	0.4	0.5	0.9
Kosovo	Pristina	0.4	2.7	3.2
Kyrgyzstan	Bichkek	0.4	2.3	2.7
Laos	Vientiane	0.4	0.2	0.6
Lebanon	Beirut	0.4	-0.7	-0.3
Lesotho	Maseru	0.4	26.5	27.0
Liberia	Monrovia	0.4	12.8	13.2
Libya	Tripoli			
Madagascar	Antananarivo	0.4	1.1	1.5
Malawi	Lilongwe	0.4	9.8	10.3
Malaysia	Kuala Lumpur	0.4	5.3	5.7
Mali	Bamako	0.4	2.2	2.6
Mauritania	Nouakchott	0.4	9.2	9.7
Mauritius	Port Louis	0.4	1.8	2.2
Mexico	Mexico City	0.4	2.3	2.7
Moldova	Chisinau	0.4	6.4	6.9
Montenegro	Podgorica	0.4	2.3	2.7
Morocco	Rabat	0.4	0.2	0.6
Mozambique	Maputo	0.4	33.9	34.5
Myanmar	Yangon	0.4	6.3	6.8
Namibia	Windhoek	0.4	5.0	5.4
Nepal	Kathmandu	0.4	1.1	1.6
New Caledonia	NouMea	0.4	1.0	1.4
New Zealand	Wellington	0.4	1.5	1.9
Nicaragua	Managua	0.4	13.5	14.0
Niger	Niamey	0.4	2.4	2.8
Nigeria	Abuja	0.4	12.6	13.1
Norway	Oslo	0.4	1.7	2.1
Pakistan	Islamabad	0.4	3.1	3.5
Panama	Panama City	0.4	-0.2	0.2
Papua New Guinea	Port Moresby	0.4	0.1	0.5
Paraguay	Asuncion	0.4	1.8	2.2
Peru	Lima	0.4	-2.5	-2.1
Philippines	Manilla	0.4	3.1	3.6
Russia	Moscow	0.4	16.9	17.3
Rwanda	Kigali	0.4	6.1	6.5
Samoa	Apia	0.4	-12.5	-12.2

Table 8 bis (page 3 of 3)

Place of employment		Global specific indicator	Implicit price index	Annual update
Country	**City**	[a]	[b]	= 100 x [a] * [b] / 100 -100
Saudi Arabia	Riyadh	0.4	-2.7	-2.3
Senegal	Dakar	0.4	0.3	0.7
Serbia	Belgrade	0.4	2.5	2.9
Sierra Leone	Freetown	0.4	7.6	8.1
Singapore	Singapore	0.4	0.3	0.7
Solomon Islands	Honiara	0.4	-2.6	-2.2
Somalia	Mogadishu			
South Africa	Pretoria	0.4	3.7	4.1
South Korea	Seoul	0.4	-2.1	-1.7
South-Sudan	Juba			
Sri Lanka	Colombo	0.4	7.1	7.6
Sudan	Khartoum	0.4	31.9	32.4
Suriname	Paramaribo	0.4	22.4	22.9
Swaziland	Mbabane	0.4	4.7	5.1
Switzerland	Bern	0.4	-0.4	0.0
Switzerland	Geneva	0.4	-0.4	0.0
Syria	Damascus			
Taiwan	Taipei	0.4	-1.6	-1.2
Tajikistan	Duschanbe	0.4	7.9	8.3
Tanzania	Dar es Salaam	0.4	14.5	14.9
Thailand	Bangkok	0.4	-0.8	-0.5
Timor Leste	Dili	0.4	-0.2	0.2
Togo	Lome	0.4	-1.4	-1.0
Trinidad and Tobago	Port-of-Spain	0.4	-8.0	-7.7
Tunisia	Tunis	0.4	13.0	13.4
Turkey	Ankara	0.4	6.9	7.3
Turkmenistan	Ashkhabad	0.4	4.7	5.1
Uganda	Kampala	0.4	2.1	2.5
Ukraine	Kiev	0.4	32.2	32.7
United Arab Emirates	Abu Dhabi	0.4	-0.7	-0.3
United States	New York	0.4	0.6	1.0
United States	Washington	0.4	-0.5	-0.1
Uruguay	Montevideo	0.4	4.3	4.8
Uzbekistan	Tachkent	0.4	8.3	8.7
Vanuatu	Port Vila	0.4	0.0	0.4
Venezuela	Caracas			
Vietnam	Hanoi	0.4	3.7	4.1
West Bank - Gaza Strip	East Jerusalem			
Yemen	Sana a			
Zambia	Lusaka	0.4	-6.2	-5.8
Zimbabwe	Harare	0.4	7.5	8.0

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