

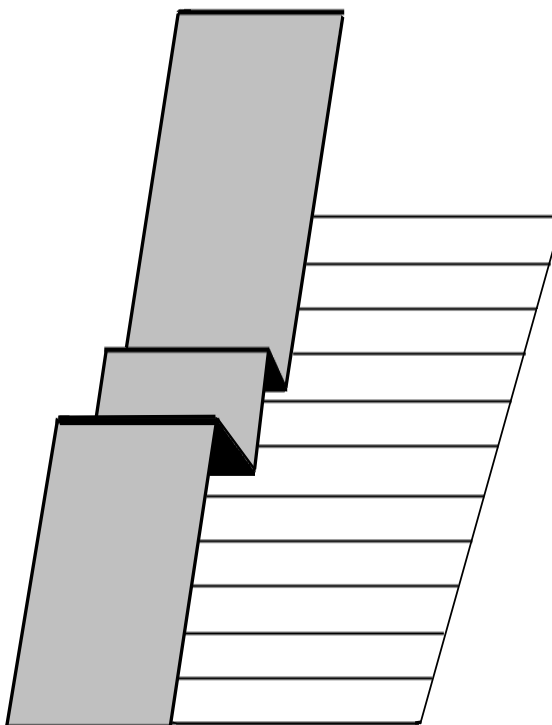
Annex 20

Annex 2 to the Eurostat Report on the Annual Adjustment of Remuneration and Pensions

Detailed remuneration tables
and control indicators

Summary information for EU28,
to complement main report

Reference period:
Year to 1 July 2018



Executive summary & Disclaimer

Public sector pay is an area where international comparisons are particularly difficult to make. Differences in historical purpose, culture, recruitment and progression policy, national pay determination systems, industrial relations, tax and social security systems can be very significant.

A detailed methodological manual has been developed¹ to facilitate the harmonised approach taken for A65 purposes. Since 2007, all countries in the sample use a standard remuneration questionnaire. Explicit *ex post* validation of calculations are requested from member states.

In several countries, public sector pay settlements are established in the form of a legal text, or well-publicised collective bargaining agreement, at a regular time in the calendar year. Where information is not supplied directly in the standard questionnaire, this can be a useful additional source of information.

Questionnaires are typically submitted by a national budgetary authority or ministry with responsibility for public sector. The involvement of statistical offices in certain countries operates as an additional guarantee of independent, objective data transmission

This document includes selected information for each of the Member States, to complement the summary information included in the Eurostat Annual Report.

Disclaimers:

1. The pay information in this annex is compiled in the context of an indicator which is designed to measure the pay evolution of national civil servants, and is not specifically designed to allow comparison of national pay levels. A detailed benchmarking exercise of that sort would, inter alia, require a more detailed consideration of job content comparability, job occupancy profile and equity-representativity, that is not required for the purposes of the consistent measurement of national pay over time.

2. The information in this annex is compiled according to the specific harmonised methodology adopted for Article 65 purposes. The resulting measures of pay evolution may therefore differ from figures established using alternative calculation methodologies at national level.

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¹ The latest version (2016) of the relevant manual "Methodology for the calculation of specific indicators and control indicators in accordance with Article 65 of the EU Staff Regulations" is available as document A6465/14/26 REV2 (main text, together with appendices 1-6).

EU28 summary tables

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1. Data type

In principle all elements of remuneration that affect the purchasing power of civil servants during the period should be taken into account. For each Member State, the following two tables summarise the specific elements of gross pay which are included for the current annual exercise, and the compulsory deductions which are taken into account.

Table A. Components of gross remuneration

Table B. Deductions from gross remuneration

Table A
Components of gross remuneration - 2018

Country		
BE	Basic salary, household allowance, holiday payment, year-end allowance	
BG	Basic salary, Additional remuneration (night work, overtime work, work on public holidays, on-call time, achieved results)	
CZ	Basic salary, allowances and bonuses	
DK	Basic salary, holiday allowance, location allowance, child allowance	
DE	Grundgehaltssätze, allgemeine Stellenzulage, Ministerialzulage, jährliche Sonderzuwendung, Kindergeld	
EE	Basic salary, variable salary, additional remunerations	
IE	Government pay scales plus universal benefits paid by Government departments to all citizens	
EL	Basic salary, child benefit	
ES	Sueldo base, extraordinarias, complemento de destino, trienios, complemento específico, complemento de productividad	
FR	Traitement de base, supplément familial de traitement, primes et indemnités, allocations familiales, indemnité compensatoire	
HR	Basic salary, years of service rate	
IT	Stipendio base, 13a mensilità, indennità di amministrazione, indennità di risultato	
CY	Basic salary, Child benefit, cost of living allowance	
LV	Statutory minimal monthly wage, general bonuses, annual payment, child allowance	
LT	Basic salary, bonuses, additional payments, lump sum payments in accordance with the procedure established by the Government	
LU	Traitement de base, allocation de famille, allocation de repas, allocations familiales pour enfants à charge, allocation de fin d'année	
HU	Basic salary, supplementary payments for working in the central government	
MT	Basic salary, government bonuses, children's allowance	2017
NL	Basic salary, end of year allowance, holiday allowance	
AT	Gehalt, Funktionszulage, Kinderzulage bei Beamten mit Kind	
PL	Basic salary, child allowance	
PT	Basic salary, regular allowance for managers-salary scale, meal allowance, holiday pay, Christmas bonus	
RO	Basic salary, leadership bonus for leadership positions, various bonuses	2013
SI	Basic salary, child benefit, annual holiday pay, meal allowance, allowance linked to individual employees	
SK	Fixed (tariff) salary, personal allowance, bonuses, overtime	
FI	Basic salary, personal salary component, child benefit	
SE	Basic salary, fixed allowances (due to working conditions), additional allowances (e.g. holiday pay)	
UK	Base pay, state benefits (child allowance)	

Table B
Deductions from gross remuneration - 2018

Country		
BE	Occupational pension contribution, social security, income tax, other obligatory deductions	
BG	Income tax, pension insurance or pension fund, health insurance, sickness and unemployment insurance	
CZ	Income tax, social insurance, health insurance	
DK	Income tax, contribution to social security, contribution to occupational pension scheme	
DE	Lohnsteuer; Pflegeversicherung; Krankenversicherung; Solidaritätszuschlag	
EE	Income tax, unemployment insurance tax, compulsory pension	
IE	Pension contributions, employee pay related social insurance (PRSI), universal social charge, income tax	
EL	Main employee insurance, contribution pension schemes (MTNY, TEADY, TPDI), healthcare, unemployment	
ES	Impuesto sobre la Renta de Personas Físicas (IRPF); Mutuality of Civil Servants of the Central Administration of the State (MUFACE); Régimen de Clases Pasivas (RCP), other taxes	
FR	Impôt sur le Revenu des Personnes Physiques (IRPP); Contribution de Solidarité (CS); Contribution au Remboursement de la Dette Sociale (CRDS); Contribution Sociale Généralisée (CSG); Retenu pour Pension Civile (PC); Régime de retraite Additionnel de la Fonction Publique (RAFP).	
HR	Personal income tax, contribution to health, accident and public unemployment insurances, municipal tax, pension insurance	
IT	Income tax, contribution rate and additional rate, other compulsory deductions, regional surcharge tax	
CY	Earnings reduction, health care contrib., social insurance fund	
LV	Income tax, income tax allowances, income tax reliefs (for dependent children), compulsory employee's contributions to social security	
LT	Individual income taxes, employee's compulsory social insurance contributions, compulsory health insurance contributions, non-taxable income rate, additional non-taxable income rate for persons with children	
LU	Impôt; Caisse de maladie; Pension; Assurance dépendence.	
HU	Taxes on income, health insurance contribution, pension contribution, labour market contribution	
MT	Social security contributions (only on basic), income tax	2017
NL	Income tax (IB); Old-age pension (OP/NP); invalidity pension (IPBW), health insurance (ZVW); health cost compensation	
AT	Steuern (progressive tax system), gesetzliche DNB zur Sozialversicherung (ohne Pensionsbeiträge), gesetzliche DNB zur Pensionsversicherung (rate of contribution depends on the year of birth)	
PL	Health insurance, personal income tax, social security	
PT	Income tax, compulsory employee's contributions to the social protection scheme applicable-health care system, compulsory employee's contribution to occupational pension scheme	
RO	Tax on income, state social insurance, health insurance, unemployment funds contribution	2013
SI	Taxes on income, social security contributions	
SK	Taxes on income, health insurance, sickness insurance, old-age insurance, disability insurance, unemployment insurance	
FI	Taxes on income, employee's unemployment insurance premium, employee's pensions premium	
SE	Tax	
UK	Taxes on income, compulsory employees contribution to social security, compulsory employees contribution to occupational pension scheme, other compulsory deductions	

2. Data status

For the 2018 exercise, as in previous years, the agreed deadline for transmission of a completed Standard Remuneration Questionnaire was 31 July for all Member States.

By 24 October a complete Standard Remuneration Questionnaire had been received from all 28 Member States with the exception of MT and RO, allowing to compute a country specific indicator in the usual way. Explicit validation of the Eurostat calculation was received from these 26 Member States.

MT data was supplied on 26 October (delay mainly because of change in institution responsible for data transmission) which was too late for results to be integrated in this report. The 2018 figures included in the report were instead established by Eurostat using official sources, and received tacit approval.

RO supplied gross salary data for 2018 in accordance with agreed revised procedure. In the absence of data statutory deductions these were established by Eurostat using official sources and the calculation received tacit approval. In the absence of data on 2018 staff numbers and corresponding net salary information for 2017, no specific indicator could be computed, so the forecast evolution was used instead.

3. Overview

The following tables give an overview of the reported numbers/values and of the calculated evolution of remuneration for the 2018 exercise:

- **Summary table I : staff numbers** (sample for which data reported and central government total meeting A65 definition)
- **Summary table II** – Number of grades per function group
- **Summary table III** : Currency / Period / Nominal pay (average)
- **Summary table IV : evolution of gross remuneration** of national civil servants (in nominal terms and in real terms)
- **Summary table V : evolution of net remuneration** of national civil servants (in nominal terms and in real terms)

Summary table I – 2018

Staff numbers

Country	Sample	Central Government Population	Ratio Sample/ Population
	Numbers	Numbers	%
BE	10,719	10,719	100.0
BG	36,218	36,218	100.0
CZ	19,495	20,995	92.9
DK	10,577	10,577	100.0
DE	17,042	17,042	100.0
EE	6,508	6,508	100.0
IE	28,091	28,091	100.0
EL	75,905	75,905	100.0
ES	32,533	36,707	88.6
FR	263,200	263,200	100.0
HR	5,090	14,164	35.9
IT	141,977	141,977	100.0
CY	8,112	8,551	94.9
LV	16,086	16,480	97.6
LT	13,968	13,968	100.0
LU	938	938	100.0
HU	14,724	14,867	99.0
MT	25,273	25,273	100.0
NL	118,251	118,251	100.0
AT	18,443	18,443	100.0
PL	22,473	22,473	100.0
PT	92,071	99,896	92.2
RO	13,191	13,191	100.0
SI	19,854	19,854	100.0
SK	7,932	37,306	21.3
FI	3,024	29,064	10.4
SE	66,535	66,535	100.0
UK	225,296	419,399	53.7

2017

2013

ESA 2010*	NACE 'O'**	
Numbers	Numbers	
	429,600	2
306 020	209,360	2
381,980	306,830	1
	153,000	1
	2,561,000	2
53,766	42,300	2
	113,150	2
	371,340	2
473,711	1,454,000	2
	2,448,000	2
	107,940	1
	1,243,300	2
57,276	33,990	2
39,624	53,210	2
141,723	83,900	2
	23,790	2
622,899	439,840	2
	16,660	1
	472,000	1
19,332	263,590	2
	1,085,400	2
512,761	288,560	2
	437,800	1
100,338	49,530	2
231,067	162,690	2
	164,200	1
	265,000	2
419,399	1,353,550	1

* = figure provided by country

** figure per Eurostat website (value 22.08.2018)

(1) = most updated figure = 2017

(2) = most updated figure = 2016

Summary table II - 2018

Grades per function group

Country	Grades per function group		
	AD	AST	SC
BE	7	10	
BG	27	5	
CZ	9	3	1
DK	6	6	
DE	6	4	4
EE	n.a.	n.a.	
IE	5	2	3
EL	2	2	
ES	5	4	2
FR	7	7	
HR	4	5	6
IT	9	6	3
CY	6	7	4
LV	3	1	1
LT	15	5	
LU	7	19	
HU	17	17	1
MT	5	4	2
NL	9	5	4
AT	5	10	
PL	5		1
PT	4	2	1
RO	16	4	
SI	32	11	15
SK	5	1	2
FI	12	12	
SE	2	1	1
UK	3	3	3

Summary table III - 2018

Nominal pay

Country	Currency	Period	Nominal pay (avg.)		Exch 1 € =
			Gross	Net	Jul-18
BE	EUR	Annual	50,992	33,862	1
BG	EUR	Month	830	731	1
CZ	CZK	Month	58,359	45,240	26.00
DK	DKK	Annual	539,084	324,323	7.451
DE	EUR	Month	5,858	4,046	1
EE	EUR	Month	2,635	2,145	1
IE	EUR	Annual	42,511	35,320	1
EL	EUR	Month	1,435	1,006	1
ES	EUR	Annual	42,685	32,704	1
FR	EUR	Month	2,999	2,356	1
HR	HRK	Month	9,999	7,066	7.382
IT	EUR	Month	2,285	1,693	1
CY	EUR	Month	2,999	2,252	1
LV	EUR	Month	1,529	1,133	1
LT	EUR	Month	1,150	918	1
LU	EUR	Month	8,651	5,980	1
HU	HUF	Month	386,902	288,091	328.1
MT	EUR	Annual	20,006	16,959	1
NL	EUR	Annual	49,873	31,975	1
AT	EUR	Month	3,864	2,711	1
PL	PLN	Month	5,211	3,981	4.363
PT	EUR	Month	2,144	1,552	1
RO	RON	Month	2,483	1,755	4.658
SI	EUR	Month	2,205	1,552	1
SK	EUR	Month	1,613	1,268	1
FI	EUR	Month	5,026	3,323	1
SE	SEK	Month	37,461	28,945	10.42
UK	GBP	Annual	29,333	24,602	0.8852

2015

Summary table IV

Change in the GROSS remuneration of national civil servants July 2017 - July 2018

Country	Nominal gross specific indicator	Consumer price indices	Real gross specific indicator
	%	%	%
BE	0.0	2.6	-2.5
BG	20.7	3.0	17.2
CZ	14.2	2.4	11.5
DK	2.6	1.1	1.5
DE	2.8	2.1	0.7
EE	3.2	3.9	-0.7
IE	1.7	0.7	1.0
EL	0.0	1.0	-1.0
ES	-1.1	2.3	-3.3
FR	0.8	2.3	-1.5
HR	11.6	2.2	9.2
IT	3.7	1.4	2.3
CY	0.3	1.7	-1.4
LV	4.9	2.7	2.1
LT	2.2	2.6	-0.4
LU	1.0	2.4	-1.4
HU	3.1	3.2	-0.1
MT	5.3	2.0	3.2
NL	4.6	1.7	2.9
AT	2.3	2.3	0.0
PL	0.6	1.4	-0.8
PT	0.2	2.0	-1.8
RO	14.3	4.7	9.2
SI	0.7	2.3	-1.6
SK	19.1	2.9	15.7
FI	1.2	1.2	0.0
SE	2.6	2.1	0.5
UK	1.2	2.4	-1.2

Summary table V

Change in the NET remuneration of national civil servants July 2017 - July 2018

Country	Nominal net specific indicator	Consumer price indices	Real net specific indicator
	%	%	%
BE	1.8	2.6	-0.8
BG	20.8	3.0	17.3
CZ	13.4	2.4	10.7
DK	3.1	1.1	2.0
DE	2.8	2.1	0.7
EE	4.4	3.9	0.5
IE	3.4	0.7	2.7
EL	-0.1	1.0	-1.1
ES	-1.0	2.3	-3.2
FR	-0.2	2.3	-2.4
HR	11.1	2.2	8.7
IT	3.8	1.4	2.4
CY	1.7	1.7	0.0
LV	6.5	2.7	3.7
LT	2.8	2.6	0.2
LU	1.0	2.4	-1.4
HU	3.7	3.2	0.5
MT	4.2	2.0	2.2
NL	3.0	1.7	1.3
AT	1.9	2.3	-0.4
PL	0.6	1.4	-0.8
PT	1.2	2.0	-0.8
RO	14.3	4.7	9.2
SI	0.9	2.3	-1.4
SK	16.8	2.9	13.5
FI	1.1	1.2	-0.1
SE	2.7	2.1	0.6
UK	1.1	2.4	-1.3

4. Combination tables

The following tables replicate for EU28 some of the information tables which were included in the main text and appendix 1 of the Annual Report separately for the core sample of 11 Member States and the remaining group of 17 Member States:

Table 1	Change in the net remuneration of central government civil servants (= combination of Table 1 and Table 1.4)
Table 1.1	Nominal and real changes in the remuneration of national civil servants - by equivalent category AD, AST, SC (= combination of Table 1.1 and Table 1.1a)
Table 1.2	Central government personnel (total population) - by equivalent category AD, AST, SC (= combination of Table 1.2 and Table 1.2a)
Table 1.3	Changes in the nominal gross and nominal net specific indicators (= combination of Table 1.3 and Table 1.3a)
Table 1.5	Comparison of the net specific indicator and the initial forecast per intermediate report, in nominal and real terms (= combination of Table 1.5 and Table 1.5a)
Table 1.6	Comparison of the gross specific indicator in real terms and the control indicator (compensation of employees in central government) (= combination of Table 1.6 and Table 1.6a)
Table 1.7	Comparison of the gross specific indicator in nominal terms and the control indicator (labour cost index for total public administration) (= combination of Table 1.7 and Table 1.7a)

Table 1

**Change in the net remuneration of central government civil servants
July 2017 - July 2018**

Country	Weight ¹ EU28=100	Nominal net specific indicator	Consumer price indices	Real net specific indicator	Effect on the total
	(%)	(%)	(%)	(%)	
BE	2.6	1.8	2.6	-0.8	0.0
BG	0.7	20.8	3.0	17.3	0.1
CZ	1.8	13.4	2.4	10.7	0.2
DK	1.4	3.1	1.1	2.0	0.0
DE	19.9	2.8	2.1	0.7	0.1
EE	0.2	4.4	3.9	0.5	0.0
IE	1.7	3.4	0.7	2.7	0.0
EL	1.4	-0.1	1.0	-1.1	0.0
ES	8.4	-1.0	2.3	-3.2	-0.3
FR	13.6	-0.2	2.3	-2.4	-0.3
HR	0.5	11.1	2.2	8.7	0.0
IT	11.3	3.8	1.4	2.4	0.3
CY	0.1	1.7	1.7	0.0	0.0
LV	0.3	6.5	2.7	3.7	0.0
LT	0.4	2.8	2.6	0.2	0.0
LU	0.3	1.0	2.4	-1.4	0.0
HU	1.3	3.7	3.2	0.5	0.0
MT	0.1	4.2	2.0	2.2	0.0
NL	4.3	3.0	1.7	1.3	0.1
AT	2.2	1.9	2.3	-0.4	0.0
PL	5.2	0.6	1.4	-0.8	0.0
PT	1.5	1.2	2.0	-0.8	0.0
RO	2.4	14.3	4.7	9.2	0.2
SI	0.3	0.9	2.3	-1.4	0.0
SK	0.8	16.8	2.9	13.5	0.1
FI	1.2	1.1	1.2	-0.1	0.0
SE	2.4	2.7	2.1	0.6	0.0
UK	13.6	1.1	2.4	-1.3	-0.2
Total	100.0	2.5	2.1	0.4	0.4

¹ Basis: GDP expressed in PPP, 2017

Table 1.1 and 1.1a (combined)

**Nominal and real changes in the remuneration of national civil servants
in the twelve-month period to 1st July 2018 (1.7.2017 = 100)**

Country		Nominal change				Real change			
		AD	AST	SC	Total	AD	AST	SC	Total
BE	Gross	100.0	100.0		100.0	97.5	97.5		97.5
	Net	101.6	101.9		101.8	99.0	99.3		99.2
BG	Gross	122.2	112.7		120.7	118.6	109.4		117.2
	Net	122.2	112.1		120.8	118.6	108.8		117.3
CZ	Gross	114.7	104.6	103.5	114.2	112.0	102.1	101.1	111.5
	Net	113.8	104.7	102.5	113.4	111.1	102.2	100.1	110.7
DK	Gross	102.6	102.5		102.6	101.5	101.4		101.5
	Net	103.1	103.2		103.1	102.0	102.1		102.0
DE	Gross	102.8	102.8	103.0	102.8	100.7	100.7	100.9	100.7
	Net	102.7	102.8	103.1	102.8	100.6	100.7	101.0	100.7
EE	Gross	103.2	103.2		103.2	99.3	99.3		99.3
	Net	104.4	104.4		104.4	100.5	100.5		100.5
IE	Gross	103.5	101.0	101.0	101.7	102.8	100.3	100.3	101.0
	Net	102.9	101.2	106.4	103.4	102.2	100.5	105.7	102.7
EL	Gross	100.0	100.0		100.0	99.0	99.0		99.0
	Net	99.9	99.9		99.9	98.9	98.9		98.9
ES	Gross	99.0	98.9	98.5	98.9	96.8	96.7	96.3	96.7
	Net	99.2	99.0	98.7	99.0	97.0	96.8	96.5	96.8
FR	Gross	100.4	100.9		100.8	98.1	98.6		98.5
	Net	99.6	99.8		99.8	97.4	97.6		97.6
HR	Gross	120.4	125.3	87.6	111.6	117.8	122.6	85.7	109.2
	Net	119.8	124.0	90.0	111.1	117.2	121.3	88.1	108.7
IT	Gross	103.4	103.8	104.0	103.7	102.0	102.4	102.6	102.3
	Net	104.0	103.6	104.0	103.8	102.6	102.2	102.6	102.4
CY	Gross	100.3	100.3	100.3	100.3	98.6	98.6	98.6	98.6
	Net	101.4	101.7	102.4	101.7	99.7	100.0	100.7	100.0
LV	Gross	105.1	107.5	99.8	104.9	102.3	104.7	97.2	102.1
	Net	106.6	109.2	102.8	106.5	103.8	106.3	100.1	103.7
LT	Gross	102.3	101.3		102.2	99.7	98.7		99.6
	Net	102.8	103.0		102.8	100.2	100.4		100.2
LU	Gross	101.0	101.1		101.0	98.6	98.7		98.6
	Net	100.9	101.1		101.0	98.5	98.7		98.6
HU	Gross	102.9	105.6	102.3	103.1	99.7	102.3	99.1	99.9
	Net	103.5	106.1	103.4	103.7	100.3	102.8	100.2	100.5
MT	Gross	105.5	105.3	104.8	105.3	103.4	103.2	102.7	103.2
	Net	104.4	104.0	103.5	104.2	102.4	102.0	101.5	102.2

Table 1.1, continued

Country		Nominal change				Real change			
		AD	AST	SC	Total	AD	AST	SC	Total
NL	Gross	104.4	104.7	105.2	104.6	102.7	102.9	103.4	102.9
	Net	103.1	102.9	102.8	103.0	101.4	101.2	101.1	101.3
AT	Gross	102.3	102.3		102.3	100.0	100.0		100.0
	Net	101.9	101.9		101.9	99.6	99.6		99.6
PL	Gross	100.6		100.9	100.6	99.2		99.5	99.2
	Net	100.6		100.8	100.6	99.2		99.4	99.2
PT	Gross	100.2	100.2	100.4	100.2	98.2	98.2	98.4	98.2
	Net	101.4	101.2	100.9	101.2	99.4	99.2	98.9	99.2
RO	Gross	114.3	114.3		114.3	109.2	109.2		109.2
	Net	114.3	114.3		114.3	109.2	109.2		109.2
SI	Gross	100.8	100.2	100.4	100.7	98.5	97.9	98.1	98.4
	Net	100.9	100.4	100.9	100.9	98.6	98.1	98.6	98.6
SK	Gross	117.8	135.6	109.6	119.1	114.5	131.8	106.5	115.7
	Net	115.9	129.5	108.0	116.8	112.6	125.9	105.0	113.5
FI	Gross	101.2	101.1		101.2	100.0	99.9		100.0
	Net	101.2	101.0		101.1	100.0	99.8		99.9
SE	Gross	102.5	102.8	103.7	102.6	100.4	100.7	101.6	100.5
	Net	102.6	103.1	103.9	102.7	100.5	101.0	101.8	100.6
UK	Gross	100.2	101.0	101.8	101.2	97.9	98.6	99.4	98.8
	Net	100.6	101.0	101.4	101.1	98.2	98.6	99.0	98.7
Total	Gross	102.5	102.7	102.3	102.6	100.4	100.6	100.3	100.5
	Net	102.5	102.5	102.2	102.5	100.3	100.4	100.3	100.4

Table 1.2 and 1.2a (combined)

Central government personnel ratios (total population) – July 2018

Country	Percentage			
	AD	AST	SC	Total
BE	42.5	57.5		100.0
BG	76.8	23.2		100.0
CZ	92.7	4.9	2.3	100.0
DK	84.4	15.6		100.0
DE	47.9	42.1	10.0	100.0
EE	75.0	25.0		100.0
IE	14.8	40.3	44.9	100.0
EL	49.9	50.1		100.0
ES	44.1	34.1	21.8	100.0
FR	17.2	82.8		100.0
HR	27.5	26.4	46.1	100.0
IT	31.0	62.5	6.5	100.0
CY	40.9	36.2	22.9	100.0
LV	77.3	9.1	13.7	100.0
LT	96.2	3.8		100.0
LU	44.9	55.1		100.0
HU	86.2	10.1	3.7	100.0
MT	47.1	40.5	12.4	100.0
NL	51.3	45.3	3.4	100.0
AT	19.0	81.0		100.0
PL	89.3		10.7	100.0
PT	39.5	11.3	49.2	100.0
RO	5.6	94.4		100.0
SI	71.0	7.3	21.7	100.0
SK	72.1	16.3	11.7	100.0
FI	68.0	32.0		100.0
SE	83.3	11.9	4.7	100.0
UK	11.5	24.4	64.1	100.0

2017

2013 data

average	53.8	34.9	20.6
average (11)	43.8	49.7	17.3

Table 1.3 and 1.3a (combined)

Changes in the nominal gross and nominal net specific indicators for the twelve-month period to 1st July 2018

Country	Gross remuneration	Net remuneration	Difference
BE	100.0	101.8	-1.8
BG	120.7	120.8	-0.1
CZ	114.2	113.4	0.8
DK	102.6	103.1	-0.5
DE	102.8	102.8	0.0
EE	103.2	104.4	-1.2
IE	101.7	103.4	-1.7
EL	100.0	99.9	0.1
ES	98.9	99.0	-0.1
FR	100.8	99.8	1.0
HR	111.6	111.1	0.5
IT	103.7	103.8	-0.1
CY	100.3	101.7	-1.4
LV	104.9	106.5	-1.6
LT	102.2	102.8	-0.6
LU	101.0	101.0	0.0
HU	103.1	103.7	-0.6
MT	105.3	104.2	1.1
NL	104.6	103.0	1.6
AT	102.3	101.9	0.4
PL	100.6	100.6	0.0
PT	100.2	101.2	-1.0
RO	114.3	114.3	0.0
SI	100.7	100.9	-0.2
SK	119.1	116.8	2.3
FI	101.2	101.1	0.1
SE	102.6	102.7	-0.1
UK	101.2	101.1	0.1
Total	102.6	102.5	0.1

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

Range	Member States	
$x < 0\%$	1	ES
$0\% \leq x < 2\%$	5	BE, FR, LU, PL, UK
$2\% \leq x < 4\%$	4	DE, IT, AT, SE
$4\% \leq x$	1	NL
Total	11	

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

Range	Member States	
$x < 0\%$	0	
$0\% \leq x < 2\%$	6	IE, EL, CY, PT, SI, FI
$2\% \leq x < 4\%$	4	DK, EE, LT, HU
$4\% \leq x$	7	BG, CZ, HR, LV, MT, RO, SK
Total	17	

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

Range	Member States	
$x < 0\%$	2	ES, FR
$0\% \leq x < 2\%$	5	BE, LU, AT, PL, UK
$2\% \leq x < 4\%$	4	DE, IT, NL, SE
$4\% \leq x$	0	
Total	11	

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

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

The following table summarises the movement in HICP for the same period for the **countries in the sample**:

Range	Member States	
$x < 1.0\%$	0	
$1.0\% \leq x < 1.5\%$	2	IT, PL
$1.5\% \leq x < 2.0\%$	1	NL
$2.0\% \leq x < 2.5\%$	7	DE, ES, FR, LU, AT, SE, UK
$2.5\% \leq x < 3.0\%$	1	BE
$3.0\% \leq x$	0	
Total	11	

The following table summarises the movement in HICP for the same period for the remaining countries:

Range	Member States	
$x < 1.0\%$	1	IE
$1.0\% \leq x < 1.5\%$	2	DK, FI
$1.5\% \leq x < 2.0\%$	2	EL, CY
$2.0\% \leq x < 2.5\%$	5	CZ, HR, MT, PT, SI
$2.5\% \leq x < 3.0\%$	3	LV, LT, SK
$3.0\% \leq x$	4	BG, EE, HU, RO
Total	17	

Table 1.5 and 1.5a (combined)

Comparison of the calculated net specific indicator and the initial forecast in nominal and real terms

Country	Net specific indicator in nominal terms			Net specific indicator in real terms		
	Actual	Forecast *	Difference %	Actual	Forecast *	Difference %
BE	101.8	100.9	-0.9	99.2	99.0	-0.2
BG	120.8	104.5	-13.5	117.3	102.5	-12.7
CZ	113.4	112.5	-0.8	110.7	110.4	-0.3
DK	103.1	101.5	-1.6	102.0	100.1	-1.9
DE	102.8	100.2	-2.5	100.7	98.4	-2.3
EE	104.4	110.2	5.6	100.5	106.4	5.9
IE	103.4	103.4	0.0	102.7	102.7	0.0
EL	99.9	100.9	1.0	98.9	100.5	1.6
ES	99.0	99.9	0.9	96.8	98.0	1.3
FR	99.8	99.8	-0.1	97.6	98.5	0.9
HR	111.1	104.6	-5.9	108.7	103.1	-5.1
IT	103.8	103.8	0.0	102.4	103.3	0.9
CY	101.7	100.2	-1.4	100.0	100.5	0.5
LV	106.5	104.5	-1.9	103.7	101.6	-2.1
LT	102.8	103.2	0.4	100.2	101.0	0.8
LU	101.0	101.5	0.5	98.6	99.7	1.1
HU	103.7	100.9	-2.7	100.5	98.4	-2.1
MT	104.2	102.0	-2.1	102.2	100.6	-1.6
NL	103.0	101.0	-2.0	101.3	99.4	-1.9
AT	101.9	102.3	0.4	99.6	100.4	0.8
PL	100.6	100.0	-0.6	99.2	99.3	0.1
PT	101.2	101.2	0.0	99.2	100.1	0.9
RO	114.3	114.3	0.0	109.2	109.4	0.2
SI	100.9	101.0	0.1	98.6	99.4	0.8
SK	116.8	105.8	-9.4	113.5	103.8	-8.5
FI	101.1	100.8	-0.3	99.9	100.2	0.3
SE	102.7	102.2	-0.5	100.6	100.5	-0.1
UK	101.1	101.4	0.3	98.7	99.2	0.5
Total	102.5	101.6	-0.9	100.4	100.0	-0.4

* Per Intermediate Report.

Table 1.6 and 1.6a (combined)

Control indicator: compensation of employees in central government

2017-2018 Eurostat estimates based on data supplied by Member States

Country	Nominal change 1,2	HICP ³	Change in real terms	GDP in PPS ⁴
	(%)	(%)	(%)	(%)
BE	0.4	2.6	-2.1	2.6
BG	6.3	3.0	3.3	0.7
CZ	7.4	2.4	4.9	1.8
DK	0.3	1.1	-0.8	1.4
DE	4.8	2.1	2.7	19.9
EE	4.9	3.9	0.9	0.2
EI	6.2	0.7	5.4	1.7
EL	0.2	1.0	-0.8	1.4
ES	-1.4	2.3	-3.6	8.4
FR	2.2	2.3	-0.1	13.6
HR	4.5	2.2	2.3	0.5
IT	1.0	1.4	-0.4	11.3
CY	1.9	1.7	0.2	0.1
LV	8.3	2.7	5.4	0.3
LT	7.1	2.6	4.3	0.4
LU	8.6	2.4	6.1	0.3
HU	7.5	3.2	4.2	1.3
MT	7.8	2.0	5.7	0.1
NL	2.6	1.7	0.9	4.3
AT	6.5	2.3	4.2	2.2
PL	4.5	1.4	3.1	5.2
PT	1.0	2.0	-1.0	1.5
RO	17.6	4.7	12.3	2.4
SI	2.7	2.3	0.4	0.3
SK	4.1	2.9	1.2	0.8
FI	-2.2	1.2	-3.4	1.2
SE	4.5	2.1	2.4	2.4
UK	4.6	2.4	2.1	13.6
Global (28)	3.5	2.1	1.3	99.9
Global (11)	3.0	2.1	0.9	83.8

¹ Numerator: ESA 2010 expenditure on compensation of employees in Central Government (NAC million) per Eurostat website 22.08.2018.

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 22.08.2018.
(not supplied: **BE-DK-DE-IE-EL-FR-HR-IT-LU-MT-NL-PL-RO-FI-SE**)

³ HICP June 2017 - June 2018 per Eurostat website 29.08.2018

⁴ GDP 2017 in PPS per Eurostat website 29.08.2018

Table 1.7 and 1.7a (combined)

Control indicator: labour cost index for total public administration

2017-2018 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
	2017	2018	(%)	(%)	(%)	(%)
BE	104.8	105.8	1.0	2.6	-1.6	2.6
BG	133.3	146.4	9.8	3.0	6.6	0.7
CZ	127.6	139.6	9.4	2.4	6.9	1.8
DK	105.3	107.0	1.6	1.1	0.5	1.4
DE	114.8	118.1	2.9	2.1	0.8	19.9
EE	142.9	155.5	8.8	3.9	4.7	0.2
IE	97.5	99.1	1.7	0.7	1.0	1.7
EL	107.2	108.6	1.3	1.0	0.3	1.4
ES	110.8	110.3	-0.4	2.3	-2.7	8.4
FR	:	:	:	:	:	:
HR	109.8	115.5	5.2	2.2	2.9	0.5
IT	103.2	104.6	1.4	1.4	0.0	11.3
CY	88.6	88.7	0.1	1.7	-1.6	0.1
LV	138.4	150.6	8.8	2.7	5.9	0.3
LT	130.1	141.6	8.9	2.6	6.1	0.4
LU	112.3	116.1	3.4	2.4	1.0	0.3
HU	133.7	152.7	14.2	3.2	10.6	1.3
MT	119.3	128.8	8.0	2.0	5.8	0.1
NL	108.9	112.7	3.5	1.7	1.8	4.3
AT	109.7	109.5	-0.2	2.3	-2.4	2.2
PL	119.9	126.4	5.5	1.4	4.0	5.2
PT	114.8	116.9	1.9	2.0	-0.1	1.5
RO	193.2	249.2	29.0	4.7	23.2	2.4
SI	107.0	111.4	4.1	2.3	1.7	0.3
SK	124.7	132.2	6.0	2.9	3.0	0.8
FI	103.0	101.1	-1.8	1.2	-3.0	1.2
SE	111.6	113.8	2.0	2.1	-0.1	2.4
UK	104.4	104.5	0.1	2.4	-2.3	13.6

1 Labour cost index (nominal value, annual data, wages and salaries component) NACE R2 group O per Eurostat website 22.08.2018, 2017 extrapolated to 2018 using growth rate 2016-2017

2 HICP June 2017 - June 2018 per Eurostat website 29.08.2018

3 GDP 2017 in PPS per Eurostat website 29.08.2018

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

5. Working time

The following tables replicate the EU28 information tables which were included in Appendix 1b of the Annual Report:

Table 10.1 Statutory or contractual weekly working hours in central government

Table 10.2 Number of days annual leave

Table 10.3 Number of days public holidays per year (statutory, contractual, etc)

Table 10.4 Age of retirement and early retirement

Table 10.1

Statutory or contractual weekly working hours in central governments

Country	Weekly working hours		Remarks
	July 2017	July 2018	
BE	38	38	
BG	40	40	
CZ	40	40	
DK	35	35	
DE	41	41	40 for special family reasons
EE	40	40	
IE	37	37	
EL	40	40	
ES	37.30-40	37.30-40	
FR	35	35	
HR	37.30	37.30	
IT	36	36	
CY	37.30	37.30	
LV	40	40	
LT	40	40	
LU	40	40	
HU	40	40	
MT	40	:	
NL	36	36	
AT	40	40	
PL	40	40	
PT	35	35	
RO	:	:	Most recent figure provided in 2013: 40h
SI	37.30	37.30	
SK	38	38	
FI	36.45	36.45	
SE	39.45	39.45	
UK (London)	36	36	
UK (Country)	37	37	

Table 10.2

Number of days annual leave

Country	Number of days		Remarks - 2018
	July 2017	July 2018	
BE	26 - 33	26 - 33	Depends on age
BG	20	20	
CZ	25	25	
DK	30	30	
DE	30	30	
EE	35	35	
IE	22-32*	22-32*	*Depends on grade (new+promoted employees: 22-30 days)
EL	20-25	20-25	
ES	30	30	Depends on age (seniority)
FR	25	25	2 days bonus maximum
HR	20-30	20-30	Depends on age, years of service and grade
IT	32	32	Under 3 years of service: 30 days
CY	20-29	20-29	Depends on years of service
LV	28	28	
LT	28-42	28-42	Depends on years of service
LU	32-36	32-36	Depends on age (34 from 50, 36 from 55)
HU	25	25	Additional days by length of service (3-10 days)
MT	192 hours	:	
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
PT	22	22	
RO	:	:	Depends on years of service Figures 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 33: 25, older: 30)
FI	30-38	30-38	Depends on years of service
SE	28-35	28-35	Depends on age
UK	25-30	25-30	Some variation in senior grades

Table 10.3

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

Country	Number of days		Remarks - 2018
	July 2017	July 2018	
BE	13	13	Time off when the public holiday falls on Saturday or Sunday
BG	11	11	Time off when the public holiday falls on Saturday or Sunday
CZ	9	10	
DK	9 - 10	9 - 10	
DE	9	9	Berlin
EE	12	12	
IE	10*	10*	*Time off when the public holiday falls on Saturday or Sunday
EL	12	12	
ES	14	14	Time off when the public holiday falls on Sunday
FR	10	10	
HR	14	14	Only if civil servant works on the day of public holiday
IT	11	11	
CY	15	15	4 Saturdays/Sundays, 11 working days
LV	15	16	
LT	15	15	
LU	11	11	
HU	9	11	
MT	14	:	
NL	7	7	
AT	:	:	No figures provided
PL	9	9	Compensation when public holiday falls on Saturday or Sunday (1x this year)
PT	9	10	
RO	:	:	Figure provided in 2013: 12
SI	11	13	Public holidays on Saturday/Sunday not included in this number
SK	13	11	
FI	9	9	
SE	13	13	Time off when the public holiday falls on Saturday or Sunday
UK	8	8	Time off when the public holiday falls on Saturday or Sunday

Table 10.4

Age of retirement and early retirement

Country	Age		Remarks - 2018
	Retirement	Early retirement	
BE	65*	62,5	* 65 (66 from 2025 and 67 from 2030)
BG	Men: 63 y and 10 m, Women: 60 y and 10 m	yes*	* depends on job
CZ	Men 63 y and 4 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
DE	67*	63	* variations of retirement depending on age
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	67*	62	* depends on age
ES	65	60-64*	* at least 30 years of service
FR	60*	51 - 55*	* depends on age
HR	65*	60*	* both under conditions
IT	66 y 7 months	Women: 41 y and 10 m, Men: 42 y and 10 m*	* depends on age, sex, contributions
CY	65	45*	* 45 y with 3 years in Government Post. Lump sum received immediately while the monthly pension at 55 y
LV	63 y and 4 m	61 y and 4 m	* both depending on age
LT	Men 63 y 8 m, Women 62 y 4 m*	5 years till the set age of retirement*	* both depending on sex and age
LU	60	57	
HU	65	60-65*	* depends on age
MT	62-65*	Any age on medical grounds/ early retirement schemes	* depends on age
NL	66	From 60 y on	
AT	65	62	
PL	60 women/65 men*	55 women/ 60 men**	* depends on sex ** depends on sex and years of work
PT	66 y and 4 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 60 y, Women 59 y 4 m*	Men 60 y, Women 59 y 8 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
SE	65	yes	
UK	67	yes*	* dependent on individual choice and entitlements