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Luxembourg, 29 October 2022

Supplement to the

**Eurostat Report
on the 2022 annual update of remuneration and pensions of EU officials**

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

**adjusting with effect from 1 July 2022 the remuneration of active staff and the pensions of
retired staff,**

**and updating with effect from 1 July 2022 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,**

presenting

**detailed remuneration tables and control indicators for Member States, and summary
information for EU27 to complement the main report.**

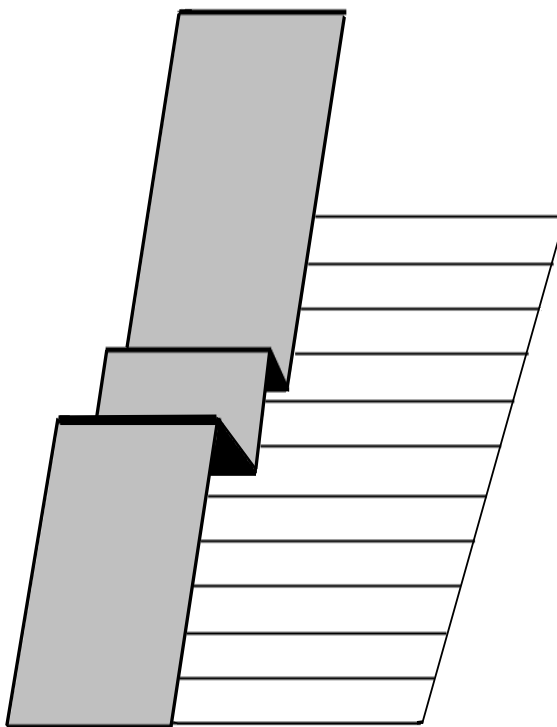
Annex 2

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

Detailed remuneration tables
and control indicators

Summary information for EU27
to complement main report

Reference period:
Year to 1 July 2022



Executive summary & Disclaimer

This document is an appendix to the Eurostat report on the annual adjustment of remuneration and pensions⁽¹⁾. While the principal results concerning specific indicators and control indicators are presented in the main report and appendix 1a to that report, the purpose of this supplementary report is to present selected detailed information for each of the Member States, together with summary and aggregate information for EU27.

This appendix is produced and made available on the Eurostat Dedicated Section web page as soon as possible after completion of the Eurostat Annual Remuneration 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 equi-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.

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 developed to facilitate the harmonised approach taken for A65 purposes. Since 2007, all countries use a standard remuneration questionnaire to report data to Eurostat. Since 2018, for 7 countries (Belgium, Spain, France, Germany, Italy, the Netherlands and Luxembourg) there is joint collection of information in collaboration with the International Service for Remunerations and Pensions of the Coordinated Organisations. 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.

Completed 2022 questionnaires were received from all Member States, allowing the calculation of a specific indicator in combination with data previously provided for 2021. For the current annual exercise, it was therefore not necessary to use the official forecast figure supplied in March 2022 for any Member State, when calculating the global specific indicator (EU average).

Important note: the United Kingdom left the European Union with effect from 1 February 2020. The transition period introduced by the Withdrawal Agreement expired with effect from 31 December 2020 following signature of the Trade and Cooperation Agreement. For specific indicator purposes, the United Kingdom is no longer included in the core sample of Member States. The remaining sample countries continue to represent at least 75% of the EU27 gross domestic product. Data is no longer officially compiled for the United Kingdom⁽²⁾.

⁽¹⁾ Ares(2021)7485371.

⁽²⁾ A supplementary report is prepared by Eurostat for partner organisations, which includes available data for the United Kingdom.

In the tables, specific indicators and control indicators are shown rounded to 1 decimal place; percentage movements are rounded to 1 decimal place.

Exceptionally, during the course of the reference period for the annual report, there was a general intermediate update with effect for 1 January 2022, on the basis of the Intermediate Report issued by Eurostat in May 2022⁽³⁾. More information about methodology can be found in the detailed procedural manual⁽⁴⁾.

For the current annual exercise, completed questionnaires were received from all Member States, allowing the calculation of a specific indicator in combination with data provided for the previous annual exercise. Consequently, the official forecast figure they supplied in March 2021, or a more recent estimate, was not used for any Member State, like in 2021

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⁽³⁾ Ares(2022)4043307.

⁽⁴⁾ Doc.A6465/14/26rev5 (version March 2022) "Methodology for the calculation of specific indicators and control indicators in accordance with Article 65 of the EU Staff Regulations" (main text, together with appendices 1-6).

EU27 summary tables

This document should be read together with:

- Eurostat Report on the Annual Adjustment of Remuneration and Pensions, main text and Annex 1a;
- Annex 2a: Country tables BE-LV;
- Annex 2b: Country tables LT-SE.

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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 - 2022

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, child allowance
DE	Grundgehaltssätze, Ministerialzulage, Familienzuschlag/Kinderzuschlag
EE	Basic salary, variable salary, additional remunerations
IE	Government pay scales plus universal benefits paid by Government departments to all citizens
EL	Basic salary, family allowance
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
HR	Basis for salary calculation, work complexity coefficients, length of service allowance, transport allowance, Christmas bonus, Holiday gift (annual award), gift for a child in occasion of St. Nicolas day (annual award), child support payed by the Croatian Pension Insurance Institute (part of general social policy), minimum wage
IT	Stipendio base, 13a mensilità, indennità di amministrazione, indennità di risultato
CY	Basic salary, child benefit, cost of living allowance (=COLA)
LV	Statutory minimal monthly wage, general bonuses, annual payment, child allowance
LT	Basic salary, bonuses, supplements for the service to the State of Lithuania
LU	Traitement de base, 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
NL	Basic salary, end of year allowance, percentage end of year allowance, percentage holiday allowance, child allowance
AT	Gehalt, Funktionszulage, Kinderzuschuss bei Beamten mit Kind, other child allowances
PL	Base salary and multiplier
PT	Basic salary, regular allowance for managers-salary scale, meal allowance, annual holiday pay, Christmas bonus
RO	Basic salary, child allowance (paid as part of general social policy in the country)
SI	Basic salary, child allowance, annual holiday pay, meal allowance, allowance linked to individual employees
SK	Fixed (tariff) salary, personal allowance, bonuses, overtime
FI	Basic salary, personal salary component, annual holiday pay, child benefit
SE	Basic salary, fixed allowances (due to working conditions), additional allowances (e.g. holiday pay), child benefit, large-family supplement

Table B**Deductions from gross remuneration - 2022**

Country	
BE	Occupational pension contribution, social security, income tax, other obligatory deductions
BG	Income tax, pension insurance or pension fund, health insurance, sickness and maternity and unemployment insurance
CZ	Income tax, social insurance, health insurance
DK	Income tax, contribution to general pension scheme, contribution to pension schemes according to the specific agreements
DE	Lohnsteuer; Pflegeversicherung; Krankenversicherung; Solidaritätszuschlag
EE	Income tax, unemployment insurance tax, funded pension payment, child allowances
IE	Occupational pension contributions, Pension Related Deduction (PRD), Additional superannuation contribution (ASC), employee pay related social insurance (PRSI), universal social charge (USC), income tax
EL	Main employee insurance, contribution pension schemes (MTPY, TEADY, TPDY), 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 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	Pension insurance, income tax, municipal tax - surtax
IT	Income tax, contribution rate and additional rate, other compulsory deductions, regional surcharge tax
CY	Income taxes, earnings reduction, health care contribution, social insurance fund, pension plan contribution, widows contribution
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, non-taxable income rate, additional non-taxable income rate for persons with children
LU	Impôt; Caisse de maladie; Pension; Assurance dépendance.
HU	Taxes on income, health insurance contribution, pension contribution
MT	Social Security Contributions, Tax On Income
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, child allowances
PT	Income tax, compulsory employee's contribution to social security, compulsory employee's contribution to occupational pension scheme
RO	Social security insurance, health insurance, income tax
SI	Taxes on income, social security contributions
SK	Taxes on income, health insurance, sickness insurance, old-age insurance, disability insurance, unemployment insurance, state benefits (family allowances), state benefits (child tax bonus), dependent spouse allowance
FI	Income taxes, unemployment insurance premium, employee's pension fee
SE	Personal income tax, municipal tax

2. Data status

With effect from the 2018 exercise, data for 7 Member States is compiled by Eurostat in collaboration with the International Service for Remunerations and Pensions of the Coordinated Organisations, following an initial request which is issued in April.

Data for the remaining 20 Member States is compiled by Eurostat, following an initial request which is issued during June.

The agreed deadline for transmission of a final completed Standard Remuneration Questionnaire (“SRQ”) is 31 July for all Member States.

By 20 September 2022 a complete SRQ for the current exercise had been received from all 27 Member States⁽⁵⁾.

Following the usual review process, a **Country Specific Indicator** for the twelve-month period July 2021-July 2022 was calculated by Eurostat for all EU27 Member States. These appear in the Summary Tables in the main report for the core sample and in appendix 1a to the report for the remaining countries. They are reproduced as combined tables for the whole EU in the current report⁽⁶⁾.

The detailed underlying data and computations are presented in the **Country Tables** (Annex 2A and Annex 2B).

Other information from the SRQ which was analysed and included in the remaining Summary Tables in the main report and in appendix 1a, is reproduced as combined tables for the whole EU in the current report. This mainly concerns context information about working time.

Control Indicators are calculated by Eurostat for all Member States, where possible. These appear in the Summary Tables in the main report and in appendix 1a. They are presented in combined tables for the whole EU in the current report..

⁽⁵⁾ Note: information compiled for Romania should be considered as provisional

⁽⁶⁾ Boxes in Chapter 8 and Chapter 9 of appendix 1a 'Explanation of changes in the specific indicators' are not reproduced (combined) in this report. Tables 3.3 and 3.4 from main report and Tables 11.5 and 11.6 from Appendix 1a 'Comparison of the gross and net specific indicator in nominal and real terms with the corresponding Laspeyres-type indicators' are not reproduced (combined) in this report.

3. Combination tables (specific indicators and control indicators)

The following tables replicate for EU27 some of the information tables which were included separately in the main text and Chapters 1-11 of appendix 1 of the Annual Report for the core sample of 10 Member States and the remaining group of 17 Member States:

Table 3.1	Change in the net remuneration of central government civil servants (= combination of Table 2.1 from Main report and Table 6 from Annex 1a)
Table 3.2	Nominal and real changes in the remuneration of national civil servants – Results by functional groups AD, AST, SC (= combination of tables 3.1 and 3.1a from Annex 1a)
Table 3.3	Central government personnel (total population) – Numbers by functional groups AD, AST, SC (= combination of tables 4.1 and 4.1a from Annex 1a)
Table 3.4	Staff numbers in central governments (= combination of tables 4.2 and 4.2a from Annex 1a)
Table 3.5	Changes in the nominal gross and nominal net specific indicators (= combination of tables 5.1 and 5.1a from Annex 1a)
Table 3.6	Average monthly gross and net remuneration in central governments (= combination of tables 5.2 and 5.2a from Annex 1a)
Table 3.7	Comparison of the net specific indicator and the initial forecast per intermediate report, in nominal and real terms (= combination of tables 10 and 10a from Annex 1a)
Table 3.8	Comparison of the gross specific indicator in real terms and the control indicator (per capita compensation of employees in central government) (= combination of Table 3.1 from Main Report and Table 11.2 from Annex 1a)
Table 3.9	Comparison of the gross specific indicator in nominal terms and the control indicator (labour cost index for total public administration) (= combination of Table 3.2 from Main Report and Table 11.4 from Annex 1a)

Table 3.1

(combination of Table 2.1 from main report and Table 6 from Annex 1a)

Change in the net remuneration of central government civil servants

July 2021 - July 2022

Country	Weight ¹ EU27=100	Nominal net specific indicator	Consumer price indices	Real net specific indicator	Effect on the total
	(%)	(%)	(%)	(%)	
BE	3.1	6.8	10.5	-3.3	-0.1
BG	0.8	3.8	14.8	-9.6	-0.1
CZ	2.2	3.4	16.6	-11.3	-0.2
DK	1.7	1.9	9.1	-6.6	-0.1
DE	22.3	2.2	8.2	-5.5	-1.2
EE	0.3	-0.4	22.0	-18.4	-0.1
IE	2.5	8.6	9.6	-0.9	0.0
EL	1.5	0.0	11.6	-10.4	-0.2
ES	8.9	1.1	10.0	-8.1	-0.7
FR	15.9	6.7	6.5	0.2	0.0
HR	0.6	3.0	12.1	-8.1	0.0
IT	12.5	9.6	8.5	1.0	0.1
CY	0.2	2.6	9.0	-5.9	0.0
LV	0.3	7.5	19.2	-9.8	0.0
LT	0.6	7.6	20.5	-10.7	-0.1
LU	0.4	4.5	10.3	-5.3	0.0
HU	1.6	1.9	12.6	-9.5	-0.2
MT	0.1	2.6	6.1	-3.3	0.0
NL	5.1	5.2	9.9	-4.3	-0.2
AT	2.4	2.3	8.7	-5.9	-0.1
PL	6.6	1.7	14.2	-10.9	-0.7
PT	1.7	2.3	9.0	-6.1	-0.1
RO	3.1	3.9	13.0	-8.1	-0.3
SI	0.4	2.6	10.8	-7.4	0.0
SK	0.8	5.3	12.6	-6.5	-0.1
FI	1.4	2.2	8.1	-5.5	-0.1
SE	2.9	4.2	8.9	-4.3	-0.1
Total	100.0	4.4	9.5	-4.6	-4.6

¹ Basis: GDP expressed in PPS, 2021

Total = EU27 average weighted by GDP in PPS

Table 3.2

(combination of Tables 3.1 and 3.1a from Annex 1a)

Nominal and real changes in the remuneration of national civil servants

in the twelve-month period to 1st July 2022 (1.7.2021 = 100)

Country		Nominal change				Real change			
		AD	AST	SC	Total	AD	AST	SC	Total
BE	Gross	108.2	108.1		108.1	97.9	97.8		97.8
	Net	106.9	106.8		106.8	96.7	96.7		96.7
BG	Gross	103.0	109.2		103.9	89.7	95.1		90.5
	Net	103.0	109.2		103.8	89.7	95.1		90.4
CZ	Gross	102.6	95.8	103.4	102.4	88.0	82.2	88.7	87.8
	Net	103.6	98.2	104.6	103.4	88.9	84.2	89.7	88.7
DK	Gross	102.7	102.0		102.6	94.1	93.5		94.0
	Net	101.9	101.9		101.9	93.4	93.4		93.4
DE	Gross	101.7	101.6	101.7	101.7	94.0	93.9	94.0	94.0
	Net	102.1	102.4	102.8	102.2	94.4	94.6	95.0	94.5
EE	Gross	97.8	97.8		97.8	80.2	80.2		80.2
	Net	99.6	99.6		99.6	81.6	81.6		81.6
IE	Gross	101.3	102.2	102.6	102.0	92.4	93.2	93.6	93.1
	Net	109.2	111.4	104.0	108.6	99.6	101.6	94.9	99.1
EL	Gross	100.0	100.0		100.0	89.6	89.6		89.6
	Net	100.0	100.0		100.0	89.6	89.6		89.6
ES	Gross	101.2	101.5	101.5	101.3	92.0	92.3	92.3	92.1
	Net	101.0	101.2	101.3	101.1	91.8	92.0	92.1	91.9
FR	Gross	106.1	107.3		107.0	99.6	100.8		100.5
	Net	105.7	107.0		106.7	99.2	100.5		100.2
HR	Gross	103.5	103.6	103.5	103.5	92.4	92.4	92.4	92.3
	Net	103.0	103.2	103.1	103.0	91.9	92.0	91.9	91.9
IT	Gross	111.4	112.1	113.0	111.9	102.7	103.3	104.2	103.1
	Net	108.3	110.1	111.7	109.6	99.9	101.5	103.0	101.0
CY	Gross	101.2	101.3	101.2	101.2	92.8	92.9	92.8	92.8
	Net	102.9	102.5	101.7	102.6	94.4	94.0	93.3	94.1
LV	Gross	107.1	108.5	106.3	107.2	89.8	91.0	89.2	89.9
	Net	107.4	108.7	107.1	107.5	90.1	91.2	89.8	90.2
LT	Gross	107.2	111.9		107.2	89.0	92.9		89.0
	Net	107.6	112.3		107.6	89.3	93.2		89.3
LU	Gross	105.0	105.0		105.0	95.2	95.2		95.2
	Net	104.1	104.9		104.5	94.4	95.1		94.7
HU	Gross	101.9	101.7	106.1	102.0	90.5	90.3	94.2	90.6
	Net	101.8	102.2	106.7	101.9	90.4	90.8	94.8	90.5
MT	Gross	102.8	102.9	102.6	102.8	96.9	97.0	96.7	96.9
	Net	102.8	102.2	101.9	102.6	96.9	96.3	96.0	96.7

Table 3.2, continued

Country		Nominal change				Real change			
		AD	AST	SC	Total	AD	AST	SC	Total
NL	Gross	106.3	107.8	112.5	106.9	96.7	98.1	102.4	97.3
	Net	105.0	105.4	107.3	105.2	95.5	95.9	97.6	95.7
AT	Gross	102.5	102.1		102.2	94.3	93.9		94.0
	Net	102.7	102.1		102.3	94.5	93.9		94.1
PL	Gross	102.3		102.8	102.4	89.6		90.0	89.7
	Net	101.7		102.3	101.7	89.1		89.6	89.1
PT	Gross	101.8	100.9	102.7	101.9	93.4	92.6	94.2	93.5
	Net	102.0	101.0	103.3	102.3	93.6	92.7	94.8	93.9
RO	Gross	102.9	104.5		102.9	91.1	92.5		91.1
	Net	103.9	106.3		103.9	91.9	94.1		91.9
SI	Gross	100.7	101.5	101.3	100.8	90.9	91.6	91.4	91.0
	Net	102.4	103.3	103.2	102.6	92.4	93.2	93.1	92.6
SK	Gross	104.6	105.0	105.7	104.7	92.9	93.3	93.9	93.0
	Net	105.2	105.8	106.5	105.3	93.4	94.0	94.6	93.5
FI	Gross	101.6	101.8		101.7	94.0	94.2		94.1
	Net	102.1	102.3		102.2	94.4	94.6		94.5
SE	Gross	103.4	103.1	103.2	103.4	94.9	94.7	94.8	94.9
	Net	104.2	104.2	104.3	104.2	95.7	95.7	95.8	95.7
Total Gross		104.3	104.7	105.0	104.5	95.3	96.0	95.7	95.5
Total Net		104.0	104.8	104.9	104.4	95.0	96.1	95.5	95.4

Total = EU27 average, weighted by GDP in PPS

Table 3.3
(combination of Tables 4.1 and 4.1a from Annex 1a)

Central government personnel ratios

(total population) - July 2022

Country	Percentage			
	AD	AST	SC	Total
BE	40.4	59.6		100.0
BG	77.5	22.5		100.0
CZ	93.9	4.2	1.9	100.0
DK	87.5	12.5		100.0
DE	47.8	42.1	10.1	100.0
EE	75.0	25.0		100.0
IE	17.9	43.9	38.2	100.0
EL	56.7	43.3		100.0
ES	45.2	35.1	19.7	100.0
FR	19.0	81.0		100.0
HR	66.3	4.3	29.4	100.0
IT	34.1	60.8	5.1	100.0
CY	41.0	32.8	26.2	100.0
LV	81.5	9.2	9.3	100.0
LT	99.5	0.5		100.0
LU	0.4	0.6		1.0
HU	80.0	17.0	2.9	100.0
MT	57.2	31.5	11.3	100.0
NL	53.8	41.9	4.3	100.0
AT	20.9	79.1		100.0
PL	91.7		8.3	100.0
PT	44.3	10.7	45.0	100.0
RO	97.7	2.3		100.0
SI	75.2	6.3	18.5	100.0
SK	73.3	20.4	6.3	100.0
FI	75.8	24.2		100.0
SE	83.6	12.1	4.3	100.0

Table 3.4

(combination of Tables 4.2 and 4.2a from Annex 1a)

Staff numbers in central governments - July 2022

Country	Sample	Central Government Population	Ratio Sample/ Population
	Numbers	Numbers	%
BE	19,784	19,784	100.0
BG	35,362	35,362	100.0
CZ	20,425	21,925	93.2
DK	12,349	12,349	100.0
DE	21,458	24,427	87.8
EE	6,193	6,193	100.0
IE	31,692	31,692	100.0
EL	70,811	70,811	100.0
ES	33,588	38,088	88.2
FR	254,757	254,757	100.0
HR	10,813	12,259	88.2
IT	121,730	121,730	100.0
CY	10,082	10,426	96.7
LV	13,918	14,334	97.1
LT	13,665	13,665	100.0
LU	4,923	4,923	100.0
HU	14,157	14,297	99.0
MT	27,095	27,095	100.0
NL	139,351	139,351	100.0
AT	14,142	14,142	100.0
PL	24,531	24,531	100.0
PT	101,698	107,632	94.5
RO	441	441	100.0
SI	20,412	20,412	100.0
SK	8,313	32,231	25.8
FI	3,169	34,884	9.1
SE	69,610	69,610	100.0

ESA 2010*	NACE 'O'***	
Numbers	Numbers	
	441,700	2020
316,288	215,410	2020
389,267	316,090	2021
	164,000	2021
	2,802,000	2021
55,048	45,510	2021
	145,430	2020
	398,350	2020
458,586	1,611,300	2020
	2,481,000	2021
233,298	124,870	2021
	1,185,600	2021
62,498	33,970	2021
35,572	54,200	2020
138,909	88,940	2020
	29,270	2021
648,622	370,040	2020
	18,720	2021
	525,000	2021
15,359	271,930	2021
	1,106,200	2021
560,025	300,100	2021
	413,200	2021
104,397	51,230	2021
239,397	169,220	2020
144,100	179,000	2021
87,607	232,000	2021

* = figure provided by country

** = figure per Eurostat website (value 29.09.2022)

Table 3.5
(combination of Tables 5.1 and 5.1a from Annex 1a)

Changes in the nominal gross and nominal net specific indicators

for the twelve-month period to 1st July 2022

Country	Gross remuneration	Net remuneration	Difference
BE	108.1	106.8	1.3
BG	103.9	103.8	0.1
CZ	102.4	103.4	-1.0
DK	102.6	101.9	0.7
DE	101.7	102.2	-0.5
EE	97.8	99.6	-1.8
IE	102.0	108.6	-6.6
EL	100.0	100.0	0.0
ES	101.3	101.1	0.2
FR	107.0	106.7	0.3
HR	103.5	103.0	0.5
IT	111.9	109.6	2.3
CY	101.2	102.6	-1.4
LV	107.2	107.5	-0.3
LT	107.2	107.6	-0.4
LU	105.0	104.5	0.5
HU	102.0	101.9	0.1
MT	102.8	102.6	0.2
NL	106.9	105.2	1.7
AT	102.2	102.3	-0.1
PL	102.4	101.7	0.7
PT	101.9	102.3	-0.4
RO	102.9	103.9	-1.0
SI	100.8	102.6	-1.8
SK	104.7	105.3	-0.6
FI	101.7	102.2	-0.5
SE	103.4	104.2	-0.8
Total	104.5	104.4	0.1

Total = EU27 average, weighted by GDP in PPS

Relatively big differences are apparent for some countries. This partly reflects differences in the way Member States integrate information about entitlements to general social allowances (either as a component of gross remuneration, or as a component in the calculation of net remuneration).

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

Range	Member States	
$x < 0\%$	0	
$0\% \leq x < 2\%$	2	DE, ES
$2\% \leq x < 4\%$	3	AT, PL, SE
$4\% \leq x$	15	BE, FR, IT, LU, NL
Total	10	

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

Range	Member States	
$x < 0\%$	1	EE
$0\% \leq x < 2\%$	5	EL, CY, PT, SI, FI
$2\% \leq x < 4\%$	8	BG, CZ, DK, IE, HR, HU, MT, RO
$4\% \leq x$	3	LV, LT, SK
Total	17	

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

Range	Member States	
$x < 0\%$	0	
$0\% \leq x < 2\%$	2	ES, PL
$2\% \leq x < 4\%$	2	DE, AT
$4\% \leq x$	6	BE, FR, IT, LU, NL, SE
Total	10	

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

Range	Member States	
$x < 0\%$	1	EE
$0\% \leq x < 2\%$	3	DK, EL, HU
$2\% \leq x < 4\%$	29	BG, CZ, HR, CY, MT, PT, RO, SI, FI
$4\% \leq x$	4	IE, LV, LT, SK
Total	17	

The movements in nominal gross remuneration and nominal net remuneration provided in Table 5a are summarised in the analysis below for the **remaining countries**:

Table 3.6

(combination of Tables 4.2 and 4.2a from Annex 1a)

Average monthly gross and net remuneration in central governments - July 2022

Country	Currency	Period	Nominal pay		Exch	PPP
			(avg.)		1 € =	1 € =
			Gross	Net	01/07/2022	01/07/2022
BE	EUR	Annual	56,036	37,577	1	1
BG	EUR	Month	1,112	980	1.956	1.271
CZ	CZK	Month	64,587	53,411	24.74	23.62
DK	DKK	Annual	583,229	348,098	7.439	10.018
DE	EUR	Month	6,302	4,391	1	1.006
EE	EUR	Month	3,417	2,788	1	0.941
IE	EUR	Annual	47,433	38,298	1	1.363
EL	EUR	Month	1,464	1,035	1	0.894
ES	EUR	Annual	47,009	35,479	1	0.974
FR	EUR	Month	3,372	2,638	1	1.168
HR	HRK	Month	11,467	8,668	7.529	6.024
IT	EUR	Month	2,629	1,953	1	0.947
CY	EUR	Month	3,098	2,417	1	0.826
LV	EUR	Month	1,816	1,369	1	0.859
LT	EUR	Month	2,249	1,475	1	0.874
LU	EUR	Month	8,703	6,057	1	1
HU	HUF	Month	579,267	419,010	394.3	274.4
MT	EUR	Annual	23,450	19,250	1	0.921
NL	EUR	Annual	56,506	37,038	1	1.098
AT	EUR	Month	4,489	3,275	1	1.088
PL	PLN	Month	6,275	5,001	4.687	3.359
PT	EUR	Month	2,249	1,642	1	0.955
RO	RON	Month	8,219	4,947	4.942	3.465
SI	EUR	Month	2,510	1,798	1	0.871
SK	EUR	Month	2,531	1,948	1	0.813
FI	EUR	Month	5,736	3,760	1	1.173
SE	SEK	Month	41,524	32,621	10.68	13.35

1. Gross and net remuneration as supplied by Member States for calculation of specific indicators (monthly values include equivalent of irregular components)

2. Exchange rates and purchasing power parities as used for calculation of correction coefficients

Table 3.7

(combination of Tables 10 and 10a from Annex 1a)

Comparison of the net specific indicator and the forecast in nominal and real terms, for the twelve-month period to 1st July 2022

Country	Net specific indicator in nominal terms			Net specific indicator in real terms		
	Actual	Forecast *	Difference %	Actual	Forecast *	Difference %
BE	106.8	102.6	-3.9	96.7	96.4	-0.3
BG	103.8	110.0	6.0	90.4	103.4	14.4
CZ	103.4	102.5	-0.9	88.7	91.5	3.2
DK	101.9	101.7	-0.2	93.4	96.4	3.2
DE	102.2	101.7	-0.5	94.5	99.3	5.1
EE	99.6	101.8	2.2	81.6	93.0	14.0
IE	108.6	102.4	-5.7	99.1	98.9	-0.2
EL	100.0	102.3	2.3	89.6	99.1	10.6
ES	101.1	101.0	-0.1	91.9	96.2	4.7
FR	106.7	101.2	-5.1	100.2	99.0	-1.2
HR	103.0	100.2	-2.8	91.9	97.6	6.2
IT	109.6	103.9	-5.2	101.0	97.8	-3.2
CY	102.6	102.3	-0.3	94.1	97.3	3.4
LV	107.5	104.0	-3.3	90.2	95.0	5.3
LT	107.6	106.5	-1.0	89.3	95.3	6.7
LU	104.5	105.1	0.5	94.7	99.1	4.6
HU	101.9	100.2	-1.7	90.5	92.9	2.7
MT	102.6	102.1	-0.5	96.7	97.7	1.0
NL	105.2	101.8	-3.3	95.7	94.6	-1.1
AT	102.3	103.0	0.7	94.1	100.3	6.6
PL	101.7	100.0	-1.7	89.1	92.5	3.8
PT	102.3	101.1	-1.2	93.9	96.8	3.1
RO	103.9	102.1	-1.7	91.9	91.5	-0.4
SI	102.6	100.7	-1.9	92.6	97.8	5.6
SK	105.3	101.0	-4.1	93.5	94.6	1.2
FI	102.2	102.4	0.2	94.5	99.3	5.1
SE	104.2	101.8	-2.3	95.7	98.9	3.3
Total	104.4	101.9	-2.4	95.4	97.3	2.0

* Per Intermediate Report.

Total = EU27 average, weighted by GDP in PPS

Relatively big differences are apparent for some countries. This reflects factors arising between the date of the forecasts and the date of the definitive data collection.

Table 3.8

(combination of Table 3.1 from main report and Table 11.2 from Annex 1a)

Control indicator: per capita compensation of employees in central government

2021-2022 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	3.2	10.5	-6.6	3.1
BG	12.3	14.8	-2.2	0.8
CZ	3.9	16.6	-10.9	2.2
DK	4.8	9.1	-3.9	1.7
DE	6.0	8.2	-2.0	22.3
EE	5.9	22.0	-13.2	0.3
EI	7.2	9.6	-2.2	2.5
EL	0.4	11.6	-10.0	1.5
ES	2.8	10.0	-6.5	8.9
FR	1.0	6.5	-5.2	15.9
HR	4.5	12.1	-6.8	0.6
IT	1.9	8.5	-6.1	12.5
CY	-0.1	9.0	-8.3	0.2
LV	10.6	19.2	-7.2	0.3
LT	3.1	20.5	-14.4	0.6
LU	4.3	10.3	-5.4	0.4
HU	6.6	12.6	-5.3	1.6
MT	11.7	6.1	5.3	0.1
NL	2.4	9.9	-6.8	5.1
AT	8.6	8.7	-0.1	2.4
PL	7.8	14.2	-5.6	6.6
PT	2.3	9.0	-6.1	1.7
RO	1.6	13.0	-10.1	3.1
SI	6.1	10.8	-4.2	0.4
SK	6.3	12.6	-5.6	0.8
FI	4.5	8.1	-3.3	1.4
SE	4.7	8.9	-3.9	2.9
Global (27)	4.0	9.5	-5.0	99.9

¹ Numerator: ESA 2010 expenditure on compensation of employees in Central Government (NAC million) per Eurostat website 03.10.2022, extrapolated to 2022 using growth rate 2020-2021

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 03.10.2022
(not supplied: BE-DK-DE-IE-EL-FR-IT-LU-MT-NL-PL-RO)

³ HICP June 2021 - June 2022 per Eurostat website 10.10.2022

⁴ GDP 2021 in PPS per Eurostat website 10.10.2022

Relatively big differences are apparent for some countries. This reflects conceptual and statistical differences between the specific indicator and the control indicator.

Table 3.9

(combination of Table 3.2 from main report and Table 11.4 from Annex 1a)

Control indicator: labour cost index for total public administration

2021-2022 Eurostat estimates based on data supplied by Member States

Country	Labour cost index ¹	2022	Nominal change	HICP ²	Change in real terms	GDP in PPS ³
	2021		(%)	(%)	(%)	(%)
BE	108.0	112.0	3.7	10.5	-6.2	3.1
BG	169.3	186.5	10.2	14.8	-4.0	0.8
CZ	141.6	146.2	3.2	16.6	-11.5	2.2
DK	109.1	113.2	3.8	9.1	-4.9	1.7
DE	113.3	114.6	1.1	8.2	-6.6	22.3
EE	138.5	154.6	11.6	22.0	-8.5	0.3
IE	111.4	113.4	1.8	9.6	-7.1	2.5
EL	106.5	102.3	-3.9	11.6	-13.9	1.5
ES	110.3	114.8	4.1	10.0	-5.4	8.9
FR	:	:	:	:	:	:
HR	126.2	131.6	4.3	12.1	-7.0	0.6
IT	109.8	119.6	8.9	8.5	0.4	12.5
CY	112.5	119.2	6.0	9.0	-2.8	0.2
LV	138.8	149.7	7.9	19.2	-9.5	0.3
LT	190.2	212.1	11.5	20.5	-7.5	0.6
LU	111.4	117.4	5.4	10.3	-4.4	0.4
HU	158.4	171.2	8.1	12.6	-4.0	1.6
MT	133.3	144.8	8.6	6.1	2.4	0.1
NL	109.2	114.2	4.6	9.9	-4.8	5.1
AT	110.3	114.6	3.9	8.7	-4.4	2.4
PL	133.5	155.2	16.3	14.2	1.8	6.6
PT	114.4	118.0	3.1	9.0	-5.4	1.7
RO	213.4	226.7	6.2	13.0	-6.0	3.1
SI	131.2	128.5	-2.1	10.8	-11.6	0.4
SK	151.7	155.4	2.4	12.6	-9.1	0.8
FI	106.8	109.7	2.7	8.1	-5.0	1.4
SE	112.1	115.3	2.9	8.9	-5.5	2.9
Global ⁴	-	-	4.9	10.1	-4.7	84.0

1 Labour cost index (nominal value, quarterly data, wages and salaries component) NACE R2 group O per Eurostat website 30.09.2022

2 HICP June 2021 - June 2022 per Eurostat website 10.10.2022

3 GDP 2021 in PPS per Eurostat website 10.10.2022

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

Relatively big differences are apparent for some countries. This reflects conceptual and statistical differences between the specific indicator and the control indicator.

4. Combination tables (working time)

The following tables replicate for EU27 the information tables which were included in Chapter 12 of Appendix 1a of the Annual Report separately for the core sample of 10 Member States and the remaining group of 17 Member States:

Table 4.1	Statutory or contractual weekly working hours in central governments (= combination of Tables 12.1 and 12.1a from Annex 1a)
Table 4.2	Number of days of annual leave in central governments (= combination of Tables 12.2 and 12.2a from Annex 1a)
Table 4.3	Number of days of public holidays per year (statutory, contractual, etc.) (= combination of Tables 12.3 and 12.3a from Annex 1a)
Table 4.4	Age of retirement and early retirement in central governments (= combination of Tables 12.4 and 12.4a from Annex 1a)

Table 4.1

(combination of tables 12.1 and 12.1a from Annex 1a)

Statutory or contractual weekly working hours in central governments

Country	Weekly working hours		Remarks
	July 2021	July 2022	
BE	38	38	
BG	40	40	
CZ	40	40	
DK	34.5	34.5	
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	40	40	
IT	36	36	
CY	37.30	37.30	
LV	40	40	
LT	40	40	
LU	40	40	
HU	40	40	
MT	40	40	
NL	36	36	
AT	40	40	
PL	40	40	
PT	35	35	
RO	40	40	
SI	37.30	37.30	
SK	38	38	
FI	36.15	36.15	
SE	39.45	39.45	

Table 4.2

(combination of tables 12.2 and 12.2a from Annex 1a)

Number of days annual leave in central governments

Country	Number of days		Remarks - 2022
	July 2021	July 2022	
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	29	31	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	22-37	22-37	Depends on years of service *calendar days
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	27	28	
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	21-25	21-25	Depends on years of service
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

Table 4.3

(combination of tables 12.3 and 12.3a from Annex 1a)

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

Country	Number of days		Remarks - 2022
	July 2021	July 2022	
BE	13	13	
BG	11	11	Time off when the public holiday falls on Saturday or Sunday
CZ	11	9	
DK	9 - 10	9 - 10	
DE	10	8	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	
IT	11	11	
CY	15*	15**	* 4 Saturdays and Sundays and 11 working days ** 5 Saturdays and Sundays and 10 working days
LV	15	15	
LT	16	16	
LU	12	12	
HU	8	6	
MT	14	14	
NL	8	8	
AT	12	12	
PL	9	9	Compensation when public holiday falls on Saturday or Sunday
PT	9	12	
RO	12	15	
SI	6	8	Public holidays on Saturday/Sunday not included in this number
SK	10	10	No compensation
FI	8	8	
SE	13	13	Time off when the public holiday falls on Saturday or Sunday

Table 4.4
(combination of tables 12.4 and 12.4a from Annex 1a)

Age of retirement and early retirement in central governments

Country	Age		Remarks - 2022
	Retirement	Early retirement	
BE	65*	63	* 65 (66 from 2025 and 67 from 2030)
BG	Men: 64 y and 5 m, Women: 61 y and 10 m	yes*	* depends on job
CZ	Men 63 y and 10 m, Women 63 y and 10 m*	yes**	* age lowers when having brought up child ** first 5 years before pensionable age
DK	67-74*	60-65	* both depending on age, no longer on grade
DE	67*	63	* variations of retirement depending on age
EE	65	60-62	as from 2021, flexible old-age pension will replace older system - transition period 2021-2025
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	Men 65 Women 63 y	58 y-60	
IT	67	Women: 41 y and 10 m, Men: 42 y and 10 m*	* years of contributions; depends on age and sex
CY	65	45*	* 45 y with 3 y in Government Post. Lump sum received immediately while monthly pension at 55 y
LV	64 y and 3 m	62 y and 3 m	* both depending on age
LT	Men 64 y and 8 m Women 63 y and 4 m	5 years till the set age of retirement*	*depending on sex and age
LU	60	57	
HU	65	60-65*	* depends on age
MT	63-65*	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 7 m*	60**	* depends on age and grade ** depends on age/grade, with min. 40 y of service
RO	:	:	according to public pensions systems
SI	60	60	depending on age 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	

5. Comparison of EU27 and EU10 indicators

The following table compares the headline values calculated for global specific indicators and for control indicators, for the whole EU27 and for the core sample of 10 countries specified in the Staff Regulations, for the twelve-month period July 2021-July 2022.

Indicator	EU27	EU10
Global specific indicator (change in the net remuneration of central government civil servants) in nominal terms	+4.4 % (104.4)	+4.5 % (104.5)
Global specific indicator (change in the net remuneration of central government civil servants) in real terms	-4.6 % (95.4)	-3.9 % (96.1)
Global specific indicator (change in the gross remuneration of central government civil servants) in nominal terms	+4.5 % (104.5)	+5.0 % (105.0)
Global specific indicator (change in the gross remuneration of central government civil servants) in real terms	-4.5 % (95.5)	-3.5 % (96.5)
Initial forecast of global specific indicator (change in the net remuneration of central government civil servants) in nominal terms	+1.9 % (101.9)	+1.8 % (101.8)
Initial forecast of global specific indicator (change in the net remuneration of central government civil servants) in real terms	-2.7 % (97.3)	-2.3 % (97.7)
Control indicator: per capita compensation of employees in central government in real terms	-5.0 % (95.0)	-4.6 % (95.4)
Control indicator: labour cost index of public administrations in nominal terms	+4.9 % (104.9)	+5.2 % (105.2)
Average inflation rate (harmonised index of consumer prices)	+9.5 %	+8.9 %
Initial forecast of average inflation rate (harmonised index of consumer prices)	+4.8 %	+4.3 %