

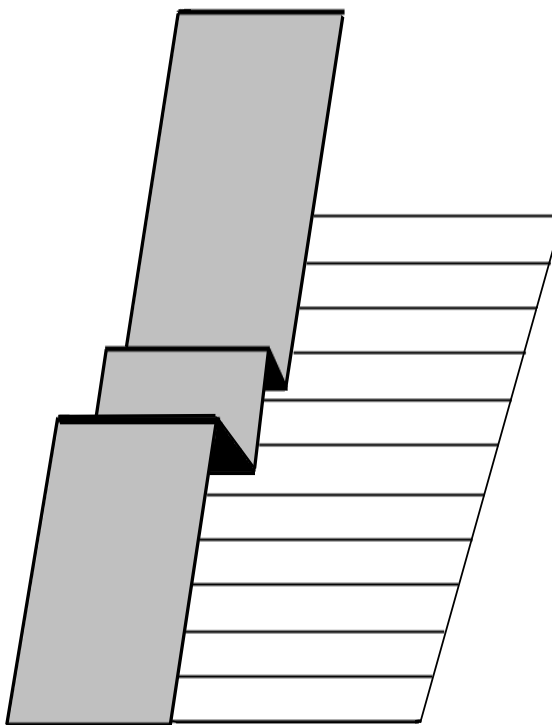
# Annex 20

## 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 2017





# 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 developed<sup>1</sup> 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 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.

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<sup>1</sup> 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).



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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 - 2017**

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



**Table B**  
**Deductions from gross remuneration - 2017**

Country	
<b>BE</b>	Occupational pension contribution, social security, income tax, other obligatory deductions
<b>BG</b>	Income tax, pension insurance, health insurance, sickness and unemployment insurance
<b>CZ</b>	Income tax, social insurance, health insurance
<b>DK</b>	Income tax, contribution to social security, contribution to occupational pension scheme
<b>DE</b>	Lohnsteuer; Pflegeversicherung; Krankenversicherung; Solidaritätszuschlag
<b>EE</b>	Income tax, unemployment insurance tax, compulsory pension
<b>IE</b>	Pension contributions, employee pay related social insurance (PRSI), universal social charge, income tax
<b>EL</b>	Main employee insurance, contribution pension schemes (MTNY, TEADY, TPDI), healthcare, unemployment
<b>ES</b>	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
<b>FR</b>	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).
<b>HR</b>	Personal income tax, contribution to health, accident and public unemployment insurances, municipal tax, pension insurance
<b>IT</b>	Income tax, contribution rate and additional rate, other compulsory deductions, regional surcharge tax
<b>CY</b>	Earnings reduction, health care contrib., social insurance fund
<b>LV</b>	Income tax, income tax allowances, income tax reliefs (for dependent children), compulsory employee's contributions to social security
<b>LT</b>	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
<b>LU</b>	Impôt; Caisse de maladie; Pension; Assurance dépendence.
<b>HU</b>	Taxes on income, health insurance contribution, pension contribution, labour market contribution
<b>MT</b>	Social security contributions (only on basic), income tax
<b>NL</b>	Income tax (IB); Old-age pension (OP/NP); invalidity pension, health insurance (ZVW); health cost compensation
<b>AT</b>	Steuern (progressive tax system), gesetzliche DNB zur Sozialversicherung (ohne Pensionsbeiträge), gesetzliche DNB zur Pensionsversicherung (next step of pension reform)
<b>PL</b>	Health insurance, personal income tax, social security
<b>PT</b>	Income tax, compulsory employee's contributions to the social protection scheme applicable-health care system, compulsory employee's contribution to occupational pension scheme
<b>RO</b>	Tax on income, state social insurance, health insurance, unemployment funds contribution
<b>SI</b>	Taxes on income, social security contributions
<b>SK</b>	Taxes on income, health insurance, sickness insurance, old-age insurance, disability insurance, unemployment insurance
<b>FI</b>	Taxes on income, employee's unemployment insurance premium, employee's pensions premium
<b>SE</b>	Tax
<b>UK</b>	Taxes on income, compulsory employees contribution to social security, compulsory employees contribution to occupational pension scheme, other compulsory deductions



## 2. Data status

For the 2017 exercise, the agreed deadline for transmission of a completed Standard Remuneration Questionnaire was 31 July, for all Member States.

By the beginning of October a Standard Remuneration Questionnaire has been received from all 28 Member States with the exception of EL and RO.

Of the remaining 26 Member States, the information received has been reviewed and, where possible, used to compute a country specific indicator in the usual way.

A specific indicator could not be calculated for HR (no consistent data was available for 2016, country agreed to use the forecast figure).

Thus for three countries (EL, HR, RO) forecast evolution was used.

Otherwise, explicit validation has been received from 25 countries (BE, BG, CZ, DK, DE, EE, IE, ES, FR, IT, CY, LV, LT, LU, HU, MT, NL, AT, PL, PT, SI, SK, FI, SE, UK).

The following table summarises the information received:

- **Summary table I** – Number of grades per function group / Data provided for different salary scales

**Summary table I - 2017**  
**Grades per function group; data provided by household type and grade**

Country	Grades per function group			Data provided for different salary scales					
				Single			Married		
	AD	AST	SC	Min	Mid	Max	Min	Mid	Max
BE	6	10		Yes	Yes	Yes	Yes	Yes	Yes
BG	27	5		Yes	Yes	Yes	x	x	x
CZ	9	3	1	Yes	Yes	Yes	Yes	Yes	Yes
DK	6	6		x	Yes	x	x	Yes	x
DE	6	4	4	Yes	Yes	Yes	Yes	Yes	Yes
EE	n.a.	n.a.		Yes	Yes	Yes	Yes	Yes	Yes
IE	5	3	3	Yes	Yes	Yes	Yes	Yes	Yes
EL	2	2		Yes	Yes	Yes	Yes	Yes	Yes
ES	5	4	2	Yes	Yes	Yes	Yes	Yes	Yes
FR	7	7		Yes	Yes	Yes	Yes	Yes	Yes
HR	3	3	3	Yes	Yes	Yes	Yes	Yes	Yes
IT	9	6	3	Yes	x	Yes	Yes	x	Yes
CY	6	7	4	Yes	Yes	Yes	Yes	Yes	Yes
LV	3	1	1	Yes	Yes	Yes	Yes	Yes	Yes
LT	15	6		Yes	Yes	Yes	Yes	Yes	Yes
LU	7	19		Yes	x	Yes	Yes	x	Yes
HU	17	17	1	Yes	Yes	Yes	Yes	Yes	Yes
MT	5	4	2	Yes	Yes	Yes	Yes	Yes	Yes
NL	9	5	4	Yes	Yes	Yes	Yes	Yes	Yes
AT	5	10		Yes	Yes	Yes	Yes	Yes	Yes
PL	5		1	Yes	Yes	Yes	Yes	Yes	Yes
PT	4	2	1	Yes	Yes	Yes	Yes	Yes	Yes
RO	16	4		Yes	Yes	Yes	Yes	Yes	Yes
SI	32	13	16	Yes	Yes	Yes	Yes	Yes	Yes
SK	5	1	2	Yes	Yes	Yes	Yes	Yes	Yes
FI	12	12		Yes	Yes	Yes	Yes	Yes	Yes
SE	2	1	1	x	Yes	x	x	x	x
UK	3	3	3	Yes	Yes	Yes	x	x	x

2016

2013

### 3. Overview

The following tables give an overview of the reported numbers/values and of the calculated evolution of remuneration for the 2017 exercise:

- **Summary table II** : Currency / Period / Nominal pay (average)
- **Summary table III** : **staff numbers** (sample for which data reported and central government total meeting A65 definition)
- **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 II - 2017**  
**Nominal pay**

Country	Currency	Period	Nominal pay (avg.)	
			Gross	Net
<b>BE</b>	EUR	Annual	51,999	33,689
<b>BG</b>	EUR	Month	687	605
<b>CZ</b>	CZK	Month	52,168	40,653
<b>DK</b>	DKK	Annual	523,000	313,180
<b>DE</b>	EUR	Month	5,691	3,934
<b>EE</b>	EUR	Month	2,553	2,055
<b>IE</b>	EUR	Annual	41,783	34,065
<b>EL</b>	EUR	Month	1,436	1,021
<b>ES</b>	EUR	Annual	43,135	33,009
<b>FR</b>	EUR	Month	3,727	2,893
<b>HR</b>	HRK	Month	9,497	6,682
<b>IT</b>	EUR	Month	2,202	1,630
<b>CY</b>	EUR	Month	2,904	2,167
<b>LV</b>	EUR	Month	1,717	1,243
<b>LT</b>	EUR	Month	1,118	888
<b>LU</b>	EUR	Month	8,500	5,886
<b>HU</b>	HUF	Month	375,240	277,834
<b>MT</b>	EUR	Annual	19,914	16,465
<b>NL</b>	EUR	Annual	47,874	31,101
<b>AT</b>	EUR	Month	3,759	2,651
<b>PL</b>	PLN	Month	5,138	3,930
<b>PT</b>	EUR	Month	2,149	1,540
<b>RO</b>	RON	Month	2,483	1,755
<b>SI</b>	EUR	Month	2,155	1,518
<b>SK</b>	EUR	Month	1,397	1,115
<b>FI</b>	EUR	Month	4,893	3,246
<b>SE</b>	SEK	Month	36,254	28,025
<b>UK</b>	GBP	Annual	28,211	24,114

2016

2015

**Summary table III - 2017**  
**Staff numbers**

Country	Sample	Central Government Population	Ratio Sample/ Population		ESA 2010*	NACE 'O'***
	Numbers	Numbers	%		Numbers	Numbers
BE	23,958	23,958	100.0			427,100 2
BG	35,642	35,642	100.0		308,323	212,440 2
CZ	17,503	19,003	92.1		372,759	301,110 1
DK	11,155	11,155	100.0			151,000 1
DE	16,790	16,790	100.0			2,538,000 2
EE	6,634	6,634	100.0			44,700 2
IE	26,250	26,250	100.0			111,580 2
EL	70,560	70,560	100.0	2016		365,500 2
ES	32,714	36,864	88.7			1,447,920 2
FR	27,306	27,306	100.0			2,466,000 2
HR	7,632	12,407	61.5			104,010 1
IT	144,817	144,817	100.0			1,262,200 2
CY	8,264	8,615	95.9		55,942	34,040 2
LV	4,067	4,216	96.5		5,221	53,120 2
LT	15,133	15,133	100.0		143,773	82,350 2
LU	970	970	100.0			23,390 2
HU	14,105	14,236	99.1		616,611	424,580 2
MT	25,273	25,273	100.0			16,020 1
NL	109,251	109,251	100.0			483,000 1
AT	18,987	18,987	100.0		19,956	254,260 2
PL	22,119	22,119	100.0			1,078,500 2
PT	91,127	96,760	94.2		508,977	287,630 2
RO	13,191	13,191	100.0	2013		385,300 3
SI	19,369	19,369	100.0		98,887	49,530 1
SK	11,261	36,411	30.9		230,107	160,850 2
FI	3,048	28,704	10.6			163,100 1
SE	63,396	63,396	100.0			265,000 1
UK	220,350	417,925	52.7		418,343	1,355,210 1

\* = figure provided by country

\*\* figure per Eurostat website (value 21.09.2017)

(1) = most updated figure = 2016

(2) = most updated figure = 2015

(3) = most updated figure = 2014

## Summary table IV

### Change in the GROSS remuneration of national civil servants July 2016 - July 2017

Country	Nominal gross specific indicator	Consumer price indices	Real gross specific indicator
	%	%	%
BE	2.0	1.5	0.5
BG	3.6	1.1	2.5
CZ	10.0	2.4	7.4
DK	1.2	0.4	0.8
DE	4.3	1.5	2.8
EE	1.7	3.1	-1.4
IE	2.8	-0.6	3.4
EL	0.0	0.9	-0.9
ES	1.0	1.6	-0.6
FR	2.9	0.8	2.1
HR	3.5	1.1	2.4
IT	0.0	1.2	-1.2
CY	0.0	0.9	-0.9
LV	-2.0	3.1	-4.9
LT	1.0	3.5	-2.4
LU	1.8	1.5	0.3
HU	11.5	2.0	9.3
MT	2.6	1.0	1.6
NL	-1.0	1.0	-2.0
AT	1.3	2.0	-0.7
PL	1.5	1.3	0.2
PT	2.1	1.0	1.1
RO	11.8	0.7	11.0
SI	1.4	0.9	0.5
SK	8.1	1.0	7.0
FI	-1.8	0.9	-2.7
SE	0.4	1.8	-1.4
UK	1.5	2.6	-1.1



## Summary table V

### Change in the NET remuneration of national civil servants July 2016 - July 2017

Country	Nominal net specific indicator	Consumer price indices	Real net specific indicator
	%	%	%
BE	2.0	1.5	0.5
BG	3.6	1.1	2.5
CZ	9.5	2.4	6.9
DK	1.4	0.4	1.0
DE	3.7	1.5	2.2
EE	1.8	3.1	-1.3
IE	3.1	-0.6	3.7
EL	0.0	0.9	-0.9
ES	0.9	1.6	-0.7
FR	2.3	0.8	1.5
HR	3.5	1.1	2.4
IT	0.7	1.2	-0.5
CY	1.2	0.9	0.3
LV	-2.1	3.1	-5.0
LT	2.8	3.5	-0.7
LU	3.8	1.5	2.3
HU	11.3	2.0	9.1
MT	2.1	1.0	1.1
NL	-1.5	1.0	-2.5
AT	1.1	2.0	-0.9
PL	3.0	1.3	1.7
PT	2.0	1.0	1.0
RO	11.8	0.7	11.0
SI	1.4	0.9	0.5
SK	10.3	1.0	9.2
FI	0.0	0.9	-0.9
SE	0.4	1.8	-1.4
UK	1.4	2.6	-1.2



## 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:

<b>Table 1</b>	Change in the net remuneration of central government civil servants (= combination of Table 1 and Table 1.4)
<b>Table 1.1</b>	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)
<b>Table 1.2</b>	Central government personnel (total population) - by equivalent category AD, AST, SC (= combination of Table 1.2 and Table 1.2a)
<b>Table 1.3</b>	Changes in the nominal gross and nominal net specific indicators (= combination of Table 1.3 and Table 1.3a)
<b>Table 1.5</b>	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)
<b>Table 1.6</b>	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)
<b>Table 1.7</b>	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 2016 - July 2017**

Country	Weight <sup>1</sup> EU28=100	Nominal net specific indicator	Consumer price indices	Real net specific indicator	Effect on the total
	(%)	(%)	(%)	(%)	
BE	2.6	2.0	1.5	<b>0.5</b>	0.0
BG	0.7	3.6	1.1	<b>2.5</b>	0.0
CZ	1.8	9.5	2.4	<b>6.9</b>	0.1
DK	1.4	1.4	0.4	<b>1.0</b>	0.0
DE	19.9	3.7	1.5	<b>2.2</b>	0.4
EE	0.2	1.8	3.1	<b>-1.3</b>	0.0
IE	1.7	3.1	-0.6	<b>3.7</b>	0.1
EL	1.4	0.0	0.9	<b>-0.9</b>	0.0
ES	8.3	0.9	1.6	<b>-0.7</b>	-0.1
FR	13.7	2.3	0.8	<b>1.5</b>	0.2
HR	0.5	3.5	1.1	<b>2.4</b>	0.0
IT	11.4	0.7	1.2	<b>-0.5</b>	-0.1
CY	0.1	1.2	0.9	<b>0.3</b>	0.0
LV	0.3	-2.1	3.1	<b>-5.0</b>	0.0
LT	0.4	2.8	3.5	<b>-0.7</b>	0.0
LU	0.3	3.8	1.5	<b>2.3</b>	0.0
HU	1.3	11.3	2.0	<b>9.1</b>	0.1
MT	0.1	2.1	1.0	<b>1.1</b>	0.0
NL	4.3	-1.5	1.0	<b>-2.5</b>	-0.1
AT	2.2	1.1	2.0	<b>-0.9</b>	0.0
PL	5.2	3.0	1.3	<b>1.7</b>	0.1
PT	1.6	2.0	1.0	<b>1.0</b>	0.0
RO	2.3	11.8	0.7	<b>11.0</b>	0.3
SI	0.3	1.4	0.9	<b>0.5</b>	0.0
SK	0.8	10.3	1.0	<b>9.2</b>	0.1
FI	1.2	0.0	0.9	<b>-0.9</b>	0.0
SE	2.4	0.4	1.8	<b>-1.4</b>	0.0
UK	13.8	1.4	2.6	<b>-1.2</b>	-0.2
<b>Total</b>	<b>100.0</b>	<b>2.4</b>	<b>1.5</b>	<b>1.0</b>	<b>1.0</b>

<sup>1</sup> Basis: GDP expressed in PPP, 2016

**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 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
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
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
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
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
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
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
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
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
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

Table 1.1, continued

Country		Nominal change				Real change			
		AD	AST	SC	Total	AD	AST	SC	Total
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
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
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
<b>Total</b>	<b>Gross</b>	<b>102.7</b>	<b>102.2</b>	<b>102.2</b>	<b>102.5</b>	<b>101.2</b>	<b>100.7</b>	<b>100.6</b>	<b>101.0</b>
	<b>Net</b>	<b>102.7</b>	<b>102.1</b>	<b>102.4</b>	<b>102.4</b>	<b>101.2</b>	<b>100.7</b>	<b>100.8</b>	<b>101.0</b>

**Table 1.2 and 1.2a (combined)**

**Central government personnel ratios (total population) – July 2017**

Country	Percentage			
	AD	AST	SC	Total
<b>BE</b>	<b>44.9</b>	<b>55.1</b>		<b>100.0</b>
BG	76.9	23.1		<b>100.0</b>
CZ	94.2	4.0	1.8	<b>100.0</b>
DK	82.5	17.5		<b>100.0</b>
<b>DE</b>	<b>47.7</b>	<b>42.1</b>	<b>10.2</b>	<b>100.0</b>
EE	75.0	25.0		<b>100.0</b>
IE	14.0	41.3	44.7	<b>100.0</b>
EL	51.3	48.7		<b>100.0</b>
<b>ES</b>	<b>43.6</b>	<b>34.1</b>	<b>22.3</b>	<b>100.0</b>
<b>FR</b>	<b>36.4</b>	<b>63.6</b>		<b>100.0</b>
HR	27.7	26.5	45.8	<b>100.0</b>
<b>IT</b>	<b>31.0</b>	<b>62.4</b>	<b>6.6</b>	<b>100.0</b>
CY	40.7	35.7	23.5	<b>100.0</b>
LV	89.5	4.2	6.3	<b>100.0</b>
LT	96.0	4.0		<b>100.0</b>
<b>LU</b>	<b>44.2</b>	<b>55.8</b>		<b>100.0</b>
HU	87.2	9.9	2.9	<b>100.0</b>
MT	47.1	40.5	12.4	<b>100.0</b>
<b>NL</b>	<b>51.7</b>	<b>45.6</b>	<b>2.6</b>	<b>100.0</b>
<b>AT</b>	<b>18.6</b>	<b>81.4</b>		<b>100.0</b>
<b>PL</b>	<b>88.7</b>		<b>11.3</b>	<b>100.0</b>
PT	39.9	11.8	48.4	<b>100.0</b>
RO	5.6	94.4		<b>100.0</b>
SI	69.9	7.9	22.3	<b>100.0</b>
SK	71.7	17.0	11.3	<b>100.0</b>
FI	65.0	35.0		<b>100.0</b>
<b>SE</b>	<b>81.6</b>	<b>12.7</b>	<b>5.7</b>	<b>100.0</b>
<b>UK</b>	<b>10.9</b>	<b>24.1</b>	<b>65.0</b>	<b>100.0</b>

2016 data

2013 data

average 54.8 34.2 20.2  
average (11) 45.4 47.7 17.7

**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 2017**

Country	Gross remuneration	Net remuneration	Difference
BE	102.0	102.0	0.0
BG	103.6	103.6	0.0
CZ	110.0	109.5	0.5
DK	101.2	101.4	-0.2
DE	104.3	103.7	0.6
EE	101.7	101.8	-0.1
IE	102.8	103.1	-0.3
EL	100.0	100.0	0.0
ES	101.0	100.9	0.1
FR	102.9	102.3	0.6
HR	103.5	103.5	0.0
IT	100.0	100.7	-0.7
CY	100.0	101.2	-1.2
LV	98.0	97.9	0.1
LT	101.0	102.8	-1.8
LU	101.8	103.8	-2.0
HU	111.5	111.3	0.2
MT	102.6	102.1	0.5
NL	99.0	98.5	0.5
AT	101.3	101.1	0.2
PL	101.5	103.0	-1.5
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
SE	100.4	100.4	0.0
UK	101.5	101.4	0.1
<b>Total</b>	<b>102.5</b>	<b>102.4</b>	<b>0.1</b>



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

Range	Member States	
$x < 0\%$	1	NL
$0\% \leq x < 2\%$	7	ES, IT, LU, AT, PL, SE, UK
$2\% \leq x < 4\%$	2	BE, FR
$4\% \leq x$	1	DE
<b>Total</b>	<b>11</b>	

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

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

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

Range	Member States	
$x < 0\%$	2	LV, FI
$0\% \leq x < 2\%$	6	DK, EE, EL, CY, LT, SI
$2\% \leq x < 4\%$	5	BG, IE, HR, MT, PT
$4\% \leq x$	4	CZ, HU, RO, SK
<b>Total</b>	<b>17</b>	

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

Range	Member States	
$x < 0\%$	1	LV
$0\% \leq x < 2\%$	6	DK, EE, EL, CY, SI, FI
$2\% \leq x < 4\%$	6	BG, IE, HR, LT, MT, PT
$4\% \leq x$	4	CZ, HU, RO, SK
<b>Total</b>	<b>17</b>	

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

Range	Member States	
$x < -1.0\%$	0	
$-1.0\% \leq x < 0\%$	1	IE
$0\% \leq x < 0.5\%$	1	DK
$0.5\% \leq x < 1.0\%$	6	EL, FR, CY, RO, SI, FI
$1.0\% \leq x$	20	BE, BG, CZ, DE, EE, ES, HR, IT, LV, LT, LU, HU, MT, NL, AT, PL, PT, SK, SE, UK
<b>Total</b>	<b>28</b>	

**Table 1.5 and 1.5a (combined)**

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

**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
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
DE	103.7	103.7	0.0	102.2	102.4	0.2
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
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
HR	103.5	103.5	0.0	102.4	102.1	-0.3
IT	100.7	100.0	-0.7	99.5	98.4	-1.1
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
LU	103.8	102.5	-1.3	102.3	100.1	-2.2
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
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
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
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
<b>Total</b>	<b>102.4</b>	<b>101.7</b>	<b>-0.7</b>	<b>101.0</b>	<b>100.1</b>	<b>-0.9</b>

\* Per Intermediate Report.

**Table 1.6 and 1.6a (combined)**

**Control indicator: compensation of employees in central government**

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

Country	Nominal change 1,2	HICP <sup>3</sup>	Change in real terms	GDP in PPS <sup>4</sup>
	(%)	(%)	(%)	(%)
BE	1.8	1.5	0.3	2.6
BG	4.8	1.1	3.7	0.7
CZ	3.8	2.4	1.3	1.8
DK	-0.2	0.4	-0.6	1.4
DE	2.0	1.5	0.5	19.9
EE	3.8	3.1	0.7	0.2
EL	2.4	-0.6	3.0	1.7
ES	-0.6	1.6	-2.2	8.3
FR	0.9	0.8	0.1	13.7
HR	4.6	1.1	3.5	0.5
IT	3.3	1.2	2.1	11.4
CY	-5.3	0.9	-6.1	0.1
LV	6.3	3.1	3.1	0.3
LT	6.6	3.5	3.0	0.4
LU	2.3	1.5	0.8	0.3
HU	4.8	2.0	2.8	1.3
MT	6.3	1.0	5.2	0.1
NL	2.3	1.0	1.3	4.3
AT	4.7	2.0	2.7	2.2
PL	4.7	1.3	3.4	5.2
PT	1.8	1.0	0.8	1.6
RO	8.9	0.7	8.1	2.3
SI	4.3	0.9	3.4	0.3
SK	0.3	1.0	-0.7	0.8
FI	-2.5	0.9	-3.4	1.2
SE	4.0	1.8	2.2	2.4
UK	4.8	2.6	2.2	13.8
<b>Global (28)</b>	<b>2.6</b>	<b>1.5</b>	<b>1.1</b>	<b>100.2</b>
<b>Global (11)</b>	<b>2.5</b>	<b>1.5</b>	<b>1.0</b>	<b>84.1</b>

<sup>1</sup> Numerator: ESA 2010 expenditure on compensation of employees in Central Government (NAC million) per Eurostat website 21.09.2017.

<sup>2</sup> 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-DK-DE-EE-IE-EL-ES-FR-HR-IT-LU-MT-NL-PL-RO-FI-SE)

<sup>3</sup> HICP June 2016 - June 2017 per Eurostat website 28.09.2017

<sup>4</sup> GDP 2016 in PPS per Eurostat website 28.09.2017

**Table 1.7 and 1.7a (combined)**

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

Country	Labour cost index <sup>1</sup>		Nominal change	HICP <sup>2</sup>	Change in real terms	GDP in PPS <sup>3</sup>
	2016	2017	(%)	(%)	(%)	(%)
BE	103.8	104.2	0.4	1.5	-1.1	2.6
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
DE	111.8	114.0	2.0	1.5	0.5	19.9
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
ES	111.2	113.4	2.0	1.6	0.4	8.3
FR	:	:	:	0.8	:	13.7
HR	104.4	109.1	4.5	1.1	3.4	0.5
IT	102.3	104.4	2.1	1.2	0.9	11.4
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
LU	108.5	108.4	-0.1	1.5	3.4	0.3
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
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
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
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

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

## 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 2016	July 2017	
<b>BE</b>	38	38	
<b>BG</b>	40	40	
<b>CZ</b>	40	40	
<b>DK</b>	35	35	
<b>DE</b>	41	41	40 for special family reasons
<b>EE</b>	40	40	
<b>IE</b>	37	37	
<b>EL</b>	40	:	2017: no figure provided
<b>ES</b>	37.30-40	37.30-40	
<b>FR</b>	35	35	
<b>HR</b>	:	37.30	
<b>IT</b>	36	36	
<b>CY</b>	37.30	37.30	
<b>LV</b>	40	40	
<b>LT</b>	40	40	
<b>LU</b>	40	40	
<b>HU</b>	40	40	
<b>MT</b>	40	40	
<b>NL</b>	36	36	
<b>AT</b>	40	40	
<b>PL</b>	40	40	
<b>PT</b>	35	35	
<b>RO</b>	:	:	Figure provided in 2013: 40h
<b>SI</b>	37.30	37.30	
<b>SK</b>	38	38	
<b>FI</b>	36.15	<b>36.45</b>	
<b>SE</b>	39.45	39.45	
<b>UK (London)</b>	36	36	
<b>UK (Country)</b>	37	37	

**Table 10.2**  
**Number of days annual leave**

Country	Number of days		Remarks - 2017
	July 2016	July 2017	
<b>BE</b>	26 - 33	26 - 33	Depends on age
<b>BG</b>	20	20	
<b>CZ</b>	25	25	Based on years of service
<b>DK</b>	30	30	
<b>DE</b>	30	30	
<b>EE</b>	35	35	
<b>IE</b>	22-32	22-32	Depends on grade (new+promoted employees: 22-30 days)
<b>EL</b>	20 - 25	:	2017: no figure provided
<b>ES</b>	29	<b>30</b>	Depends on age (seniority)
<b>FR</b>	25	25	2 days bonus maximum
<b>HR</b>	:	20-30	Depends on age, years of service and grade 2016: no figures provided
<b>IT</b>	32	32	Under 3 years of service: 30 days
<b>CY</b>	20-29	20-29	Depends on years of service
<b>LV</b>	28	28	
<b>LT</b>	28-42	28-42	Depends on years of service
<b>LU</b>	32-36	32-36	Depends on age (34 from 50, 36 from 55)
<b>HU</b>	25	25	Additional days by length of service (3-10 days)
<b>MT</b>	192 hours	192 hours	
<b>NL</b>	23-27	23-27	Depends on age (age 45:24, 50:25, 55:26, 60:27)
<b>AT</b>	25-30	25-30	Depends on age
<b>PL</b>	26-38	26-38	Depends on age
<b>PT</b>	22	22	
<b>RO</b>	:	:	Depends on years of service Figures provided in 2013: 21-25 days
<b>SI</b>	20-35	20-35	Depends on age and grade (+ another 15 days under special conditions)
<b>SK</b>	25-30	25-30	Depends on age (younger than 30: 25, older: 30)
<b>FI</b>	30-38	30-38	Depends on years of service
<b>SE</b>	28-35	28-35	Depends on age
<b>UK</b>	22-31.50	<b>25-30</b>	Some variation in senior grades

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

Country	Number of days		Remarks - 2017
	July 2016	July 2017	
<b>BE</b>	13	13	Time off when the public holiday falls on Saturday or Sunday
<b>BG</b>	11	11	Time off when the public holiday falls on Saturday or Sunday
<b>CZ</b>	10	<b>9</b>	
<b>DK</b>	9 - 10	9 - 10	
<b>DE</b>	7	<b>9</b>	Berlin
<b>EE</b>	12	12	
<b>IE</b>	10	10	Time off when the public holiday falls on Saturday or Sunday
<b>EL</b>	12	:	2017: no figures provided
<b>ES</b>	14	14	Time off when the public holiday falls on Sunday
<b>FR</b>	10	10	
<b>HR</b>	:	<b>14</b>	Only if civil servant works on the day of public holiday
<b>IT</b>	11	11	
<b>CY</b>	15	15	6 Saturdays/Sundays, 9 working days
<b>LV</b>	15	15	
<b>LT</b>	14	<b>15</b>	
<b>LU</b>	11	11	
<b>HU</b>	6	<b>9</b>	
<b>MT</b>	14	14	
<b>NL</b>	6	<b>7</b>	
<b>AT</b>	:	:	No figures provided
<b>PL</b>	9	9	Compensation when public holiday falls on Saturday or Sunday (2x this year)
<b>PT</b>	9	9	
<b>RO</b>	:	:	Figure provided in 2013: 12
<b>SI</b>	9	<b>11</b>	Public holidays on Saturday/Sunday not included in this number
<b>SK</b>	11	<b>13</b>	
<b>FI</b>	8	<b>9</b>	
<b>SE</b>	13	13	Time off when the public holiday falls on Saturday or Sunday
<b>UK</b>	8-11	<b>8</b>	Time off when the public holiday falls on Saturday or Sunday



**Table 10.4**  
**Age of retirement and early retirement**

Country	Age		Remarks
	Retirement	Early retirement	
<b>BE</b>	65*	62,5	* 65 (66 from 2025 and 67 from 2030)
<b>BG</b>	Men: 63 y and 10 m, Women: 60 y and 10 m	yes*	* depends on job
<b>CZ</b>	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
<b>DK</b>	60 - 70*	60*	* both depending on grade
<b>DE</b>	67*	63	* variations of retirement depending on age
<b>EE</b>	65	57 y 6 m - 60*	* men 60, women 57-60, depends on age
<b>IE</b>	60-66*	50-65*	* depends on years of service
<b>EL</b>	:	:	2017: no figure provided 2016: normal retirement: 67 y, early retirement: 62 y
<b>ES</b>	65	60-64*	* at least 30 years of service
<b>FR</b>	60*	51 - 55*	* depends on age
<b>HR</b>	65*	60*	* both under conditions
<b>IT</b>	66 y 7 months	Women: 41 y and 10 m, Men: 42 y and 10 m*	* depends on age, sex, contributions
<b>CY</b>	65	45*	* 45 y with 3 years in Government Post. Lump sum received immediately while the monthly pension at 55 y
<b>LV</b>	62*	60*	* both depending on age
<b>LT</b>	Men 63 y 6 m, Women 62 y*	5 years till the set age of retirement*	* both depending on sex and age
<b>LU</b>	60	57	
<b>HU</b>	65	60-65*	* depends on age
<b>MT</b>	62-65*	Any age on medical grounds/ early retirement schemes	* depends on age
<b>NL</b>	65 y 6 m	From 60 y on	
<b>AT</b>	65	62	
<b>PL</b>	60 women/65 men*	55 women/ 60 men**	* depends on sex ** depends on sex and years of work
<b>PT</b>	66 y and 3 m*	55**	* depends on age and grade ** depends on age and grade, with min. 30 y of service
<b>RO</b>	:	:	2013: "according to public pensions systems"
<b>SI</b>	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
<b>SK</b>	57-62*	55-60**	* depends on age and sex ** early retirement max. 2 y before normal age
<b>FI</b>	63-68*	61*	* depends on age
<b>SE</b>	65	yes	
<b>UK</b>	67	yes*	* dependent on individual choice and entitlements