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D(2011)

## BACKGROUND STATISTICS USED IN THE FRAMEWORK OF THE 2012 REVIEW OF THE STAFF REGULATIONS

### 1. GENERAL INFORMATION ABOUT THE ACTIVE POPULATION

- Population as at 31/12/2010 (all EU institutions, agencies and bodies).
- The population assessed and projected does not necessarily match the establishment posts in the EU budget.
- There is no interinstitutional database containing all the population data.

#### 1.1. Active Population used in the assessment and the simulations

Age	Number of staff	%
< 30	2947	5%
30-35	8534	16%
35-40	9577	18%
40-45	9305	17%
45-50	8572	16%
50-55	7449	14%
55-60	5189	10%
> 60	2653	5%
<b>Total</b>	<b>54226</b>	<b>100%</b>

#### 1.2. Sex ratio of the active population

Age	% Male	% Female
< 30	30%	70%
30-35	33%	67%
35-40	39%	61%
40-45	45%	55%
45-50	47%	53%
50-55	52%	48%
55-60	56%	44%
> 60	61%	39%

### 1.3. Breakdown of the active population by function group

Function group	%
AD	42%
AST	39%
FGI	2%
FGII	6%
FGIII	3%
FGIV	5%
Parliamentary assistant	3%

## 2. GENERAL INFORMATION ABOUT THE POPULATION OF PENSIONERS

- The population of "pensioners" is made up of retired staff, invalids, survivors, staff having deferred their pension and staff benefiting from an allowance pursuant to article 41 and 50 of the Staff Regulations.

### 2.1. Population of pensioners used in the assessment and the simulations

Age	Number of pensioners	%
< 50	997	5%
50-55	622	3%
55-60	1301	7%
60-65	3184	17%
65-70	3917	21%
70-75	3189	17%
75-80	2385	13%
> 80	2846	15%
<b>Total</b>	<b>18441</b>	<b>100%</b>

## 2.2. Pension rights of pensioners

Age	Average pension rights (in years of service)
< 50	6
50-55	17
55-60	23
60-65	27
65-70	27
70-75	27
75-80	25
> 80	19

## 3. OTHER STATISTICS USED IN THE PROJECTION

### 3.1. Probability to retire used in the projections

- The table below was developed in cooperation with Eurostat and is based on past observations. It concerns staff hired before 01/05/2004. Other assumptions were made for staff hired after 01/05/2004.

Pensionable age (Staff Regulations)	Probability to retire between 55 and 66											
	55	56	57	58	59	60	61	62	63	64	65	66
60y	2,92%	3,11%	3,84%	4,84%	11,06%	15,31%	14,15%	16,36%	16,45%	85,80%	89,96%	100,00%
60y 2m	2,43%	3,08%	3,72%	4,67%	9,98%	14,53%	14,37%	15,94%	16,43%	72,41%	87,53%	100,00%
60y 4m	1,95%	3,05%	3,59%	4,50%	8,92%	13,78%	14,58%	15,55%	16,42%	59,84%	86,72%	100,00%
60y 6m	1,46%	3,01%	3,47%	4,33%	7,87%	13,06%	14,78%	15,17%	16,40%	48,02%	86,32%	100,00%
60y 8m	0,97%	2,98%	3,35%	4,16%	6,85%	12,37%	14,96%	14,81%	16,39%	36,88%	86,08%	100,00%
60y 10m	0,49%	2,95%	3,23%	4,00%	5,83%	11,70%	15,14%	14,47%	16,37%	26,38%	85,91%	100,00%
61y 0m	0,00%	2,92%	3,11%	3,84%	4,84%	11,06%	15,31%	14,15%	16,36%	16,45%	85,80%	100,00%
61y 2m	0,00%	2,43%	3,08%	3,72%	4,67%	9,98%	14,53%	14,37%	15,94%	16,43%	72,41%	100,00%
61y 4m	0,00%	1,95%	3,05%	3,59%	4,50%	8,92%	13,78%	14,58%	15,55%	16,42%	59,84%	100,00%
61y 6m	0,00%	1,46%	3,01%	3,47%	4,33%	7,87%	13,06%	14,78%	15,17%	16,40%	48,02%	100,00%
61y 8m	0,00%	0,97%	2,98%	3,35%	4,16%	6,85%	12,37%	14,96%	14,81%	16,39%	36,88%	100,00%
61y 10m	0,00%	0,49%	2,95%	3,23%	4,00%	5,83%	11,70%	15,14%	14,47%	16,37%	26,38%	100,00%
61y 11m	0,00%	0,24%	2,94%	3,17%	3,92%	5,34%	11,38%	15,23%	14,31%	16,37%	21,35%	100,00%
62y 0m	0,00%	0,00%	2,92%	3,11%	3,84%	4,84%	11,06%	15,31%	14,15%	16,36%	16,45%	100,00%
62y 1m	0,00%	0,00%	2,68%	3,09%	3,78%	4,75%	10,52%	14,92%	14,26%	16,15%	16,44%	100,00%
62y 2m	0,00%	0,00%	2,43%	3,08%	3,72%	4,67%	9,98%	14,53%	14,37%	15,94%	16,43%	100,00%
62y 4m	0,00%	0,00%	1,95%	3,05%	3,59%	4,50%	8,92%	13,78%	14,58%	15,55%	16,42%	100,00%
62y 5m	0,00%	0,00%	1,70%	3,03%	3,53%	4,41%	8,39%	13,42%	14,68%	15,36%	16,41%	100,00%
62y 6m	0,00%	0,00%	1,46%	3,01%	3,47%	4,33%	7,87%	13,06%	14,78%	15,17%	16,40%	100,00%
62y 7m	0,00%	0,00%	1,22%	3,00%	3,41%	4,25%	7,36%	12,71%	14,87%	14,99%	16,39%	100,00%
62y 8m	0,00%	0,00%	0,97%	2,98%	3,35%	4,16%	6,85%	12,37%	14,96%	14,81%	16,39%	100,00%
63y 0m	0,00%	0,00%	0,00%	2,92%	3,11%	3,84%	4,84%	11,06%	15,31%	14,15%	16,36%	100,00%

### 3.2. Probability of becoming invalid used in the projections

- This table is the same as that used by Eurostat when making the actuarial assessment provided for in the Staff Regulations

Age	Probability of becoming invalid at a given age
20	0,0000
21	0,0000
22	0,0000
23	0,0000
24	0,0000
25	0,0000
26	0,0001
27	0,0001
28	0,0001
29	0,0001
30	0,0001
31	0,0002
32	0,0002
33	0,0002
34	0,0003
35	0,0004
36	0,0005
37	0,0007
38	0,0008
39	0,0011
40	0,0012
41	0,0012
42	0,0013
43	0,0015
44	0,0017
45	0,0021
46	0,0023
47	0,0028
48	0,0029
49	0,0030
50	0,0033
51	0,0040
52	0,0045
53	0,0050
54	0,0055
55	0,0059
56	0,0057
57	0,0056
58	0,0052
59	0,0048
60	0,0042
61	0,0038
62	0,0028
63	0,0027
64	0,0023
65	0,0004
66	0,0000

### 3.3. Life table used in the projections

- This table is the same as that used by Eurostat when making the actuarial assessment provided for in the Staff Regulations

Age	Probability of dying a given age	Age	Probability of dying a given age	Age	Probability of dying a given age
0	0,003410	51	0,001819	102	0,404072
1	0,000277	52	0,002002	103	0,439304
2	0,000188	53	0,002200	104	0,476225
3	0,000144	54	0,002409	105	0,514622
4	0,000114	55	0,002637	106	0,554219
5	0,000102	56	0,002882	107	0,594666
6	0,000092	57	0,003189	108	0,635548
7	0,000088	58	0,003524	109	0,676382
8	0,000087	59	0,003905	110	0,716633
9	0,000085	60	0,004321	111	0,755728
10	0,000088	61	0,004783	112	0,793077
11	0,000093	62	0,005312	113	0,828107
12	0,000102	63	0,005927	114	0,860291
13	0,000116	64	0,006595	115	0,889187
14	0,000137	65	0,007362	116	0,914471
15	0,000163	66	0,008256	117	0,935969
16	0,000191	67	0,009296	118	0,953670
17	0,000219	68	0,010463	119	0,967730
18	0,000243	69	0,011773	120	0,978460
19	0,000256	70	0,013270	121	0,986291
20	0,000272	71	0,014771	122	0,991727
21	0,000265	72	0,016542	123	0,995295
22	0,000250	73	0,018559	124	0,997497
23	0,000243	74	0,020794	125	1,000000
24	0,000240	75	0,023299		
25	0,000241	76	0,026115		
26	0,000243	77	0,029133		
27	0,000248	78	0,032482		
28	0,000253	79	0,036359		
29	0,000260	80	0,040451		
30	0,000271	81	0,044930		
31	0,000283	82	0,050243		
32	0,000299	83	0,055575		
33	0,000318	84	0,061900		
34	0,000341	85	0,069282		
35	0,000369	86	0,077268		
36	0,000400	87	0,086825		
37	0,000437	88	0,096059		
38	0,000481	89	0,107057		
39	0,000530	90	0,118320		
40	0,000587	91	0,130616		
41	0,000650	92	0,146123		
42	0,000721	93	0,160142		
43	0,000800	94	0,176983		
44	0,000889	95	0,196181		
45	0,000987	96	0,215439		
46	0,001095	97	0,249842		
47	0,001216	98	0,282259		
48	0,001348	99	0,309743		
49	0,001493	100	0,339220		
50	0,001650	101	0,370679		

**4. ESTIMATED SAVINGS GENERATED BY THE 2012 REVIEW OF THE STAFF REGULATIONS**

- The table below presents the expected savings until 2020 according to each category of measure proposed. One must bear in mind that each category of measure can have an impact either on the remuneration and pension sides. What is presented in the following table is the total impact of each category of measure on the wage bill and pension expenditure.

<b>Measure</b>	<b>Cumulative savings over 2013-2020</b>
5% staff reduction	75% - 85%
Career	15% - 25%
Pensions and other measures	Less than 10%
<b>Total</b>	<b>Around 1 billion</b>