

23. Post-employment benefits and employee benefits

At 31 December 2013, the Group's liability due to all its employees determined using the criteria set out in IAS 19 is € 18.1 million.

The balance mainly consists of the Italian post-employment benefits (TFR) related to Impregilo S.p.A. and its Italian subsidiaries. At 31 December 2013 and 2012, the liability for post-employment benefits is the outstanding payable at the reform effective date, net of benefits paid up to the reporting dates. The liability is considered part of a defined benefit plan under IAS 19 and has, therefore, been subjected to actuarial valuation. The valuation, performed with the assistance of an independent expert, was based on the following rates:

- turnover rate: 7.25%;
- discount rate: 3.10%;
- advance payment rate: 2%;
- inflation rate: 2%.

The benchmark used for the discount rate is the Iboxx AA Corporate index for the Eurozone with an average financial duration in line with the fund being valued.

Changes in this item are as follows:

(Values in €/000)	31 December 2012	Accrual	Payments	Other changes	Contributions transferred to INPS treasury and other funds	31 December 2013
Post-employment benefits and employee benefits	20,234	16,190	(15,206)	(469)	(2,604)	18,145

Changes in the previous year are as follows:

(Values in €/000)	31 December 2011	Accrual	Payments	Other changes	Contributions transferred to INPS treasury and other funds	31 December 2012
Post-employment benefits and employee benefits	19,084	17,655	(13,870)	41	(2,676)	20,234

Other changes includes, in addition to exchange rate gains and losses, the effect of actuarial gains and losses recognised in a specific equity reserve, as required by the revised IAS 19.

For the liabilities as at 31 December 2013, a +0.5% change in the discount rate used for the calculation would have generated a positive effect of € 0.2 million.

Likewise a -0.5% change in the discount rate would have generated a negative effect of 0.2 million. The same change in the discount rate as at 31 December 2012 (+0.5%) would have generated a positive effect of € 0.3 million or (-0.5%) negative effect of € 0.1 million.