

## Metadata: Explanatory text



# Teachers' and school heads' salaries in Europe

Concept Name	Description
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<b>A</b>	Data description (metadata)
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Data description

This domain covers statistics and indicators on key aspects of the education systems across Europe. The data show the salary of full-time, fully qualified teachers and school heads in public and government-dependent private schools. The analysis covers pre-primary, primary and general lower and upper secondary education (i.e. the International Standard Classification of Education (ISCED), levels 02, 1, 24 and 34). Salary data refer to annual gross salaries, which can be statutory (that is, defined in regulations or other steering documents) or actual (that is, a weighted average of teachers' actual earnings).

The standards on international information/statistics on teachers' and school heads' salaries are set by the two international organisations jointly administering the annual update of this data collection:

- Unit A.6 – 'Platforms, Studies and Analysis' of the European Education and Culture Executive Agency of the Executive Agency for Education and Culture (EACEA),
- The Organisation for Economic Co-operation and Development (OECD).

Data are collected jointly via two networks managed by these organisations:

- The Eurydice network for EACEA,
- The OECD/NESLI correspondents for the OECD.

The following topics are covered:

1. Statutory salaries
  - Minimum annual gross statutory salaries of fully qualified full-time teachers
  - Annual gross statutory salaries of school heads
2. Actual salaries
  - Average annual gross actual salaries of teachers
  - Average annual gross actual salaries of school heads

Data on the **minimum annual gross statutory salaries of teachers** are available for fully qualified teachers with the minimum qualification and, when more than 50% of this population has a higher qualification, for fully qualified teachers with this higher qualification. The type of qualification considered and the proportion of the teacher population concerned are specified. Further definitions are available in Section 2 of the [Joint data collection manual](#). Countries provide the data in the national currency. This information is disseminated as absolute numbers in the national currency, in EUR, or in purchasing power standard (PPS). Breakdowns are available for the following dimensions:

- ISCED levels (02; 1; 24; 34)
- Stages in the career (starting salaries of fully qualified teachers; salaries after 10 years of experience; salaries after 15 years of experience; Salaries at the top of the pay range). The minimum number of years to reach the top of the pay range is specified.

Data on **annual gross statutory salaries of school heads** include the base salary and the school head allowance. Salary progression in the range of pay for school heads may depend on:

- Certain characteristics of the school where the school head is based such as the number of students, their age or education level, the number of students with SEN and the number of groups or programmes. One or more of these characteristics may define a type of school.
- Certain characteristics of the school head such as the tasks and responsibilities that they must carry out, their managerial qualification level and experience.

In some countries, there is only ONE RANGE of statutory salaries for school heads. The position of the school head in this salary range usually depends on individual characteristics of the head, but it may also depend on the type of school. In other countries, there are MORE THAN ONE salary range depending on

the type of school. The position of the school head in each of these salary ranges only depends on individual characteristics of the school head. For this reason, data is presented in three different tables:

- Single or lowest salary range (when more than one)
- Highest salary range (when more than one)
- Most prevalent range (when none of the above).

Data are disseminated by country in absolute numbers, which can be provided in EUR, in the national currency or in purchasing power standard (PPS). Further definitions are available in Section 2 of the [Joint data collection manual](#). The type of school concerned (all or specific criteria), the minimum qualification level and the proportion of the school head population paid on a given pay range are specified. Breakdowns are available for the following dimensions:

- ISCED levels (02; 1; 24; 34)
- Teachers' age range (25-64; 25-34; 35-44; 45-54; 55-64).

Data on **average annual gross actual salaries of teachers** and data on **average annual gross actual salaries of school heads** are disseminated by country in absolute numbers, which can be provided in EUR, in the national currency or in purchasing power standard (PPS). Further definitions are in Section 2 of the [Joint data collection manual](#). Breakdowns are available for the following dimensions:

- ISCED levels (02; 1; 24; 34)
- Age ranges (25-64; 25-34; 35-44; 45-54; 55-64).

Statistical population	Fully qualified full-time teachers and school heads in public or government-dependent schools at ISCED levels 02, 1, 24 and 34.
Reference period	Data refer to the school year. Any deviation is indicated in the country-specific notes.
Frequency of dissemination	Yearly.
Geographical reference area	The information is available for the 37 countries participating in the EU's Erasmus+ programme (27 EU Member States, Albania, Bosnia and Herzegovina, Switzerland, Iceland, Liechtenstein, Montenegro, North Macedonia, Norway, Serbia and Türkiye). For Belgium, information is provided by education system (French, German-speaking and Flemish Communities).
Unit of measure	All salaries are disseminated as absolute numbers in the national currency, in EUR and in purchasing power standard (PPS).  For countries not in the euro zone, the conversion into EUR uses Eurostat's Euro/ECU exchange rates - annual data [ert_bil_eur_a] (STATINFO: Average; UNIT: National Currency).  The conversion into PPS uses Eurostat's Price level indices and real expenditures for ESA 2010 aggregates [prc_ppp_ind] (NA_ITEM: Purchasing power parities (EU27_2020=1); PPP_CAT: Actual individual consumption).  For both conversions, the Year value usually corresponds to the reference year of the data collection; for instance, 2021 for the 2020/2021 school year. However, when data have been provided based on a previous reference year (see country-specific notes in the report), the corresponding Year value is used for the conversion.
Basic statistical concepts and definitions	Countries participating in this data collection are compiling their data according to the concepts and definitions of the <a href="#">Joint data collection manual</a> on teachers' and school heads' salaries and allowance.  There are country-specific notes to all countries.
Classifications used	<a href="#">ISCED 2011 International Standard Classification of Education (ISCED)</a> .
Statistical Confidentiality	<a href="#">Regulation (EC) No 223/2009 on European statistics</a> (recital 24 and Article 20(4)) of 11 March 2009 (OJ L 87, p. 164), stipulates the need to establish common principles and guidelines ensuring the confidentiality of data used for the production of European statistics and the access to those confidential data with due account for technical developments and the requirements of users in a democratic society.

## B Data quality

Relevance	The <a href="#">2020 Council conclusions of 26 May 2020 on European teachers and trainers for the future</a> stress that 'sufficient, effective and sustainable investment in teachers and trainers is investment in the quality of education and training. This encompasses various aspects, such as investment in opportunities for education and training of teachers and trainers, adequate infrastructure and learning spaces, tools and
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resources, as well as salaries'. Most recently, the [2020 communication on achieving the European education area by 2025](#) and the [2021 Council resolution on a strategic framework for European cooperation in education and training towards the European education area and beyond](#) both called for increasing the attractiveness of the teaching profession and revalorising it in social and financial terms. Statistics on education teachers's and school heads's salaries provides useful data at EU level for evidence-based policy.

The data sent by participating countries are overall complete and match the requirements set out in the [Joint data collection manual on teachers' and school heads' salaries and allowance](#). Nevertheless, some national datasets are not always fully matching the expected format because some content is missing or is not applicable:

- Data missing is displayed as 'not available' ('-' or 'm'). It means that the country could not collect the variable for some reason.
- Data not applicable is displayed as 'not applicable' ('-' or 'a'). It means that the concept does not exist in the country.

Timeliness	1 year + 2 months after end of the reference period.
Accuracy and reliability	<p>Data are collected on the basis of a <a href="#">common manual</a> and a <a href="#">common questionnaire</a> at European level. Data collected by national providers come from various sources: administrative data or national surveys, regulations. The source of national data is specified for each country and each data set. Any deviation to the common definitions specified in the Joint data collection manual on teachers' and school heads' salaries and allowances is indicated in a country-specific note.</p> <p>To ensure a high quality of data, all data provided by the Eurydice and the OECD/NESLI networks undergo a joint cleaning phase by EACEA.A6 and the OECD. Following this process, the pre-final cleaned data are checked by the two respective networks to ensure that all corrections have been integrated in an appropriate manner.</p>
Accessibility and clarity	<p><b>Publications:</b></p> <p>This data set is analysed each year in a report available in PDF format. For the first time in 2022, this PDF publication was supplemented by an Excel version of the country sheets and an Excel file providing in open format all data used in the comparative report.</p> <ul style="list-style-type: none"> <li>• Teachers' and school heads' salaries and allowances in Europe – 2020/2021 (PDF report) is available on the <a href="#">FACEA/Eurydice website</a> and on the website of the <a href="#">Publications office of the European Union</a>.</li> <li>• The country sheets in Excel format are available on the <a href="#">FACEA/Eurydice website</a>, as well as data in open format (Excel) published in the comparative report.</li> </ul> <p>A web-based interactive presentation of data with more varied possibilities of visualisation and download is planned for the next update of this data collection (2021/2022 school year).</p> <p><b>Quality documentation:</b></p> <p>The Joint data collection manual on teachers' and school heads' salaries and allowances and the questionnaire used for the data collection are available on the <a href="#">FACEA/Eurydice web-site</a>.</p>
Coherence and comparability	<p>The <b>annual statutory salary</b> is the sum of the gross wages paid to full-time, fully qualified teachers or school heads according to statutorily defined salary ranges. It includes any additional payments that all teachers or school heads receive and that constitute a regular part of the annual base salary such as the 13th month and holiday pay (where applicable) or, in the case of school heads, the allowance received by all school heads for managing the school. This gross amount excludes the employer's social security and pension contributions but includes those paid by employees.</p> <p>The <b>annual actual salary</b> refers to the weighted average gross annual salary actually received by all teachers or school heads within the age range 24-65 at a specific education level, including the statutory salary and other additional payments. This amount excludes the employer's social security and pension contributions but includes those paid by the employees. The additional payments refer to bonuses and allowances which teachers may be awarded in addition to their basic salary set according to their educational qualifications and experience. Actual salary data can be drawn from national administrative registers, statistical databases, representative sample surveys or other representative sources.</p> <p>For <b>statutory and actual salaries</b>: some countries where pre-primary education (ISCED level 02) is managed locally or regionally, have no data available at central level.</p> <p>For <b>statutory salaries</b>: for a few countries, proxies are used. This is the case: 1. where regulations only define a minimum salary, applicable to the whole profession, independently of individuals' experience. This minimum is reported as the starting salary at the beginning of the career; 2. in countries where there are no statutory salaries and salaries are set individually, based on collective agreements. The reported salaries are calculated based on actual salaries. In addition, all regulations do not specify the minimum</p>

salary progression by year of experience. For this reason, a proxy is sometimes used (e.g. the minimum salary for a specific grade in the teacher career). All these specificities are explained in a country-specific note in the report.

For **actual salaries**: some countries, only have aggregated data for two different education levels, as defined in the data collection manual (e.g.: aggregated data for ISCED levels 24 and 34) or data including as well vocational education for some levels. This type of deviation to the definitions is specified in a country-specific note.

**Over time**: There is currently no comparable time series. However, [Figure 6 of the PDF report](#) provides information on the percentage change in teachers' statutory starting salaries between 2014/2015 and 2020/2021 (at constant prices). Data to this figure is available in open format.

**Geographical**: The organisation of the education systems differs between countries. The [ISCED 2011 classification](#) is therefore used.

## C Contact and update

Contact organisation	European Education and Culture Executive Agency (EACEA)
Contact name	EACEA.A.6 - Platforms, Studies and Analysis
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