

Metadata: Explanatory text



Teachers' and school heads' salaries in Europe

Concept Name	Description
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A	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 schools. Data cover 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 (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
3. Allowances
 - allowances for teachers
 - allowances for school heads.

Data on the **minimum annual gross STATUTORY salaries of teachers** are available for:

- the lowest salary range: related to full-time, fully qualified teachers with the minimum qualification.
- the most relevant salary range. It differs from the lowest salary range only if a) the majority of this population is paid according to this salary range AND b) this salary range is related to a higher qualification requirement than the lowest salary range. The type of qualification required and the proportion of the teacher population concerned are specified.
- the highest salary range: for countries with a single salary range for teachers, data are the same for all three salary ranges. For countries with several salary ranges, the highest salary range may be the same as the most relevant salary range or a higher salary range.

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) or at constant price (HICP). Breakdowns are available for the following dimensions:

- by ISCED level (02; 1; 24; 34)
- by salary range (lowest, most prevalent, highest)

- by stage in the career (starting salaries of full-time, fully qualified teachers; salaries after 10 years of experience; salaries after 15 years of experience; Salaries at the top of the salary range). The minimum number of years to reach the top of the salary range is specified.

Data are disseminated by country in absolute numbers, which can be provided in EUR, in the national currency, in purchasing power standard (PPS) or in constant price (HICP) for trends. Further definitions are available in Section 2 of the [Joint data collection manual](#). The minimum qualification level and the proportion of the teacher population paid on a given salary range are specified.

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

- some **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.
- some **characteristics of the school head** such as the tasks and responsibilities that they must carry out, their managerial qualification level and experience.

This data collection captures the **minimum** salary ranges for school heads, **depending on school size**. In some countries, there is only ONE RANGE of statutory salaries, notwithstanding school characteristics. In others, SEVERAL salary ranges exist depending on the characteristics of the school. The placement and position of the school head in each of these salary ranges depends on individual characteristics of the school head. Breakdowns are available for the following dimensions:

- by ISCED level (02; 1; 24; 34)
- by school size (smallest, most prevalent, biggest). In countries, where the characteristics of the school are not taken into account, data are the same for all three types of schools.
- for minimum and maximum salary within a salary range.

Data are disseminated by country in absolute numbers, which can be provided in EUR, in the national currency, in purchasing power standard (PPS) or in constant price (HICP) for trends. 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.

Data on **average annual gross ACTUAL salaries of teachers and 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:

- by ISCED level (02; 1; 24; 34)
- by age range (25-64; 25-34; 35-44; 45-54; 55-64).

Data on **allowances** for teachers and school heads refer to the various forms of regular or exceptional payments that may be provided in addition to the statutory salary. Allowances that all teachers or school heads receive are considered as part of the statutory salary and not as allowances in the context of this data collection. This report takes into consideration four categories:

- additional responsibilities
- qualification, training and performance
- working conditions
- other type of allowances (residence allowance, family status).

Statistical population	Fully qualified full-time teachers and school heads in public schools at ISCED levels 02, 1, 24 and 34. For some countries, data on statutory salaries also applies to government-dependent schools. If so, it is specified.
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, in purchasing power

	<p>standard (PPS) and, for statutory salaries only, in constant price (HICP) for trends.</p> <p>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).</p> <p>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_2015=100); PPP_CAT: Actual individual consumption).</p> <p>For trends, the conversion into constant prices uses Eurostat's harmonised index of consumer prices (HICP) - annual data (average index and rate of change) [PRC_HICP_AIND] (TIME FREQUENCY: annual; UNIT OF MEASURE: annual average index; Classification of individual consumption by purpose (COICOP): All-items HICP).</p> <p>For all conversions, the Year value usually corresponds to the reference year of the data collection; for instance, 2021 for the 2020/2021 school year.</p>
Basic statistical concepts and definitions	<p>Countries participating in this data collection are compiling their data according to the concepts and definitions of the Joint data collection manual on teachers' and school heads' salaries and allowance.</p>
Classifications used	<p>There are country-specific notes to countries, when applicable.</p> <p>ISCED 2011 International Standard Classification of Education (ISCED).</p>
Statistical Confidentiality	<p>Regulation (EC) No 223/2009 on European statistics (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.</p>
B	Data quality
Relevance	<p>The 2020 Council conclusions of 26 May 2020 on European teachers and trainers for the future 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 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.</p> <p>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:</p> <ul style="list-style-type: none"> • Data missing is displayed as 'not available' ('-' or 'm') or not displayed in charts. It means that the country could not collect the variable for some reason. • Data not applicable is displayed as 'not applicable' ('-' or 'a') or not displayed in charts. It means that the concept does not exist in the country.
Timeliness	<p>1 year + 2 months after end of the reference period.</p>
Accuracy and reliability	<p>Data are collected on the basis of a common manual and a common questionnaire at European level.</p> <p>Data collected by national providers come from various sources: administrative data or national surveys, regulations. 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 secretariat. Following this process, the pre-final cleaned data are checked by the Eurydice network to ensure that all corrections have been integrated in an appropriate manner in Eurydice published information.</p>
Accessibility and clarity	<p>Publication:</p> <p>All data are available in a new web-based visualisation tool, with varied possibilities of visualisation and download. Data are available as of the 2021/2022 school year (2020/2021 for trends).</p> <p>In addition, a comparative report provides analyses on some key indicators for the 2021/2022 reference year. It is available on the EACEA/Eurydice website and on the website of the Publications office of the European Union. It is also supplemented by an Excel version of the country sheets and an Excel file</p>

providing in open format all data used in the comparative report available on the same page of the EACEA/Eurydice website.

Quality documentation:

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 [EACEA/Eurydice web-site](#).

Coherence and comparability

The **annual statutory salary** 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.

The **annual actual salary** 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. 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. This amount excludes the employer's social security and pension contributions but includes those paid by the employees. Actual salary data can be drawn from national administrative registers, statistical databases, representative sample surveys or other representative sources.

Allowances refer to the various forms of regular or exceptional payments that may be provided in addition to the statutory salary. Allowances that all teachers or school heads receive are considered as part of the statutory salary and not as allowances in the context of this data collection. This report takes into consideration three main categories, as listed below.

- **Additional responsibilities**

Activities that might be carried out by teachers / school heads as distinct from those specified in their contract.

- **Qualifications, training and performance**

- Further formal qualifications
Further formal qualifications may include any postgraduate qualifications obtained beyond the minimum qualification requirement to work as a teacher or a school head at the specific level of education (e.g. master's degree, PhD degree).
- Further continuing professional development qualifications
These include formal and non-formal continuing professional development activities. In certain cases, these activities may lead to additional qualifications.
- Outstanding performance
Teachers and school heads may be appraised on the quality of their work (teaching or managing) through internal or external evaluation procedures or on the basis of the results obtained by their students in different types of examinations.

- **working conditions**

- Geographical location
Location allowances are often used as incentives to encourage teachers or school heads to accept posts in remote or rural areas and in socially disadvantaged ones. Also included in this category are the allowances given for working in regions such as capital cities, where the cost of living is above the average.
- Special educational needs or challenging circumstances
Allowances are provided for teachers who teach students with special educational needs integrated within mainstream classes and pupils with learning difficulties, language problems, and those from an immigrant background, etc. In the case of school heads, these activities also include tasks designed to coordinate and support specific groups of students.

- **Other type of allowances**

- Residence allowance
- Family status.

For **statutory and actual salaries**: some countries where pre-primary education (ISCED level 02) is managed locally or regionally, have no data available at central level.

For **statutory salaries**: a few countries use proxies. 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 may be calculated based on actual salaries. In addition, all regulations do not specify the minimum 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 teaching career). All these specificities are explained in a country-specific note.

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 1 and 24 for countries with a single structure for these two levels of education) 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: The web-tool provides trends on statutory salaries.

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

Contact and update

Contact organisation	European Education and Culture Executive Agency (EACEA)
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Metadata update	6/11/2023