

## Metadata: Explanatory text



# Teachers' and school heads' salaries in Europe

## Concept Name Description

A

Data description (metadata)

Data description

This domain covers statistics and indicators on key aspects of the education systems across Europe. The data show the salaries 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
  - 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 **annual gross STATUTORY salaries of teachers** include the base salary and are presented per ISCED level (02, 1, 24, 34) and career stage for:

- the salary range related to full-time, fully qualified teachers with the minimum qualification.
- the salary range related to full-time, fully qualified teachers with a qualification higher than the minimum; it is presented if the majority of teachers are paid according to it.
- the salary range related to full-time, fully qualified teachers with another qualification level; it is presented if different from the salaries associated with the minimum and the higher qualification.

Data reported include information on the:

- qualification (minimum, higher (most common), other (if different from minimum and higher)).
- proportion of teachers with the respective qualification.
- stage in the career and salary progression (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 career).

- number of years to reach the top of the salary range.

Data on **annual gross STATUTORY salaries of school heads** include the base salary and the management allowance and is presented by ISCED level (02, 1, 24, 34). Salary placement in the range of pay is determined by the **characteristics of the school** where the school head is based, such as the number of students, or the number of students with special educational needs. One or more of these characteristics may define a type of school. Data are presented per ISCED level (02, 1, 24, 34) for:

- the salary range related to placement in the smallest schools
- the salary range related to placement in the biggest schools.
- the salary range related to the school size where the majority of school heads are in place.

Data reported include information on the:

- minimum and maximum salaries per salary range
- qualification requirements and additional requirements to become school head
- proportion of school heads per salary range

Data on **average annual gross ACTUAL salaries of teachers and school heads** are presented by:

- ISCED level (02; 1; 24; 34)
- 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. The allowances are grouped in four categories:

- additional tasks /responsibilities
- qualification, training and performance
- teaching (for teachers)/working (for school heads) conditions
- other allowances (e.g. residence allowance, family status).

For the purpose of comparability data are converted in:

- constant price (harmonised index for consumer prices (HICP)) – for presentation of trends in the evolution of statutory salaries for teachers and school heads.
- purchasing power standard (PPS) – for presentation of statutory and actual salaries reported in the comparative sections for teachers and school heads.

Data in the national section are presented in national currency and euro for all sub-topics.

Further definitions are available in Section 2 of the **Joint data collection manual**.

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| 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 apply 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 standard (PPS) and, for statutory salaries only, in constant price (HICP) for trends.<br><br>For countries not in the euro zone, the conversion into euro uses Eurostat's Euro/ECU exchange rates - annual data [ert_bil_eur_a] (STATINFO: Average; UNIT: National Currency).<br><br>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 |

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|  | consumption).   |
|  | 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).  |
|  | For all conversions, the year value usually corresponds to the reference year of the data collection; for example, 2021 for the 2020/2021 school year.  |
| 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 on teachers' and school heads' salaries and allowances</a> .   |
|  | Country-specific notes are provided in the comparative part, where applicable.  |
| 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>B Data quality</b>                      |   |
| Relevance                                  | <p>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 resources, as well as salaries'. Most recently, the <a href="#">2020 communication on achieving the European education area by 2025</a> and the <a href="#">2021 Council resolution on a strategic framework for European cooperation in education and training towards the European education area and beyond</a> both called for increasing the attractiveness of the teaching profession and revalorising it in social and financial terms. Statistics on education teachers' and school heads' salaries provides useful data at EU level for evidence-based policy.</p> <p>The data sent by participating countries is overall complete and match the requirements set out in the <a href="#">Joint data collection manual on teachers' and school heads' salaries and allowance</a>. 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"> <li>• Data missing is indicated as 'not available' ('.' or 'm') in the datasets and is not displayed in charts. It means that the country could not submit the relevant data for some reason.</li> <li>• Data not applicable is indicated as 'not applicable' ('-' or 'a') and is not displayed in charts. It means that the concept does not exist in the country.</li> </ul> |
| Timeliness                                 | 1 year + 2 months after end of the reference period.  |
| Accuracy and reliability                   | <p>Data are collected on the basis of a common manual and a common questionnaire at European level. 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 national units of the Eurydice network to ensure that all corrections have been integrated in an appropriate manner in Eurydice published information.</p>  |
| Accessibility and clarity                  | <p><b>Publication:</b></p> <p>Data is available as of the 2021/2022 school year (2020/2021 for trends).</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 Quality framework explanatory note provided as a support reference document to the web tool.</p>  |
| Coherence and comparability                | 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.

The **annual actual salary** refers to the weighted average gross annual salary 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.

- **Teaching/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

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| Contact organisation  | European Education and Culture Executive Agency (EACEA) |
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