

TEACHERS' SALARIES

Teachers' salaries represent the largest single cost in formal education and have a direct impact on the attractiveness of the teaching profession. They influence decisions to enrol in teacher education, become a teacher after graduation, return to the teaching profession after a career interruption, and/or remain a teacher (as, in general, the higher the salaries, the fewer the people who choose to leave the profession).

Definition

Salary structures usually define the salaries paid to teachers at different points in their careers. Deferred compensation, which rewards employees for staying in organisations or professions and for meeting established performance criteria, is also used in teachers' salary structures. OECD data on teachers' salaries are limited to information on statutory salaries at four points of the salary scale: starting salaries, salaries after 10 years of service, salaries after 15 years of experience, and salaries at the top of the scale. Salaries are for those teachers who

have the typical qualification (i.e. that have the qualification held by the largest proportion of teachers across the teaching force). Qualifications beyond the minimum required to enter the teaching profession can lead to wage increases in some countries.

Comparability

Teachers' statutory salaries are one component of teachers' total compensation. Other benefits, such as regional allowances for teaching in remote areas, family allowances, reduced rates on public transport and tax allowances on the purchase of cultural materials, may also form part of teachers' total remuneration. There are also large differences in taxation and social-benefits systems in OECD countries. All this should be borne in mind when comparing salaries across countries.

In most OECD countries, teachers' salaries increase with the level of education they teach.

Overview

Teachers' salaries vary widely across countries. The salaries of lower secondary school teachers with 15 years of experience and typical qualification range from less than USD 15 000 in Estonia, Hungary, to more than USD 60 000 in Canada, Germany, the Netherlands and the United States and exceed USD 100 000 in Luxembourg.

Between 2000 and 2013, teachers' salaries rose, in real terms, in all countries with available data, except Denmark (upper secondary), France and Italy. However, in most countries, salaries increased less since 2005 than between 2000 and 2005.

Salaries at the top of the scale for teachers with typical qualifications are, on average, 64%, 66%, 65% and 66% higher, respectively, than starting salaries in pre-primary, primary, lower secondary and upper secondary education. The difference tends to be greatest when it takes many years to progress through the scale. In countries where it takes 30 years or more to reach the top of the salary scale, salaries at that level can be more than 90% higher, on average, than starting salaries..

On average across OECD countries with available data, teachers' salaries decreased, for the first time since 2000, by around 5% at all levels of education between 2009 and 2013. The economic downturn may also have an influence on the supply of teachers. In general, when the general economy is weak, and there is high unemployment among graduates and low graduate earnings, teaching might seem to be a more attractive job choice than other occupations.

Sources

- OECD (2015), *Education at a Glance*, OECD Publishing.

Further information

Analytical publications

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- OECD (2012), *Preparing teachers and developing school leaders for the 21st century: Lessons from Around the World*, OECD Publishing.
- Schleicher, A. (2011), *Building a High-Quality Teaching Profession: Lessons from around the World*, OECD Publishing.

Online databases

- OECD Education Statistics.

Websites

- OECD Education at a Glance (supplementary material), www.oecd.org/education/education-at-a-glance-19991487.htm.
- TALIS (OECD Teaching and Learning International Survey), www.oecd.org/talis.



Teachers' statutory salaries at different points in their careers

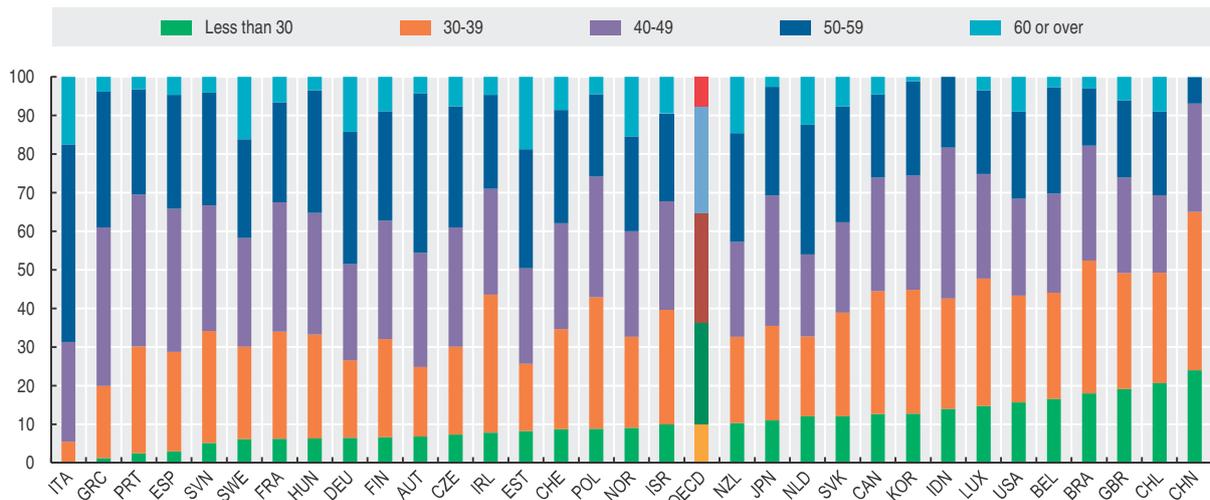
Primary education

	2005 = 100		Equivalent USD using PPPs			
	Change in salary after 15 years experience		Starting salary	Salary after 10 years experience	Salary after 15 years experience	Salary at top of scale
	2000	2013	2013	2013	2013	2013
Australia	..	111.1	39 177	56 335	56 335	56 521
Austria	91.0	101.2	32 610	38 376	43 015	64 014
Belgium	..	..	..	..	..	..
Canada	..	..	39 608	63 557	66 702	66 702
Chile	..	..	17 733	23 736	26 610	37 110
Czech Republic	..	..	17 033	17 529	18 273	20 795
Denmark	93.8	101.9	45 860	50 958	52 672	52 672
Estonia	85.3	131.4	13 004	13 233	13 233	17 015
Finland	87.4	107.2	32 356	37 453	39 701	42 083
France	104.8	93.8	27 254	31 229	33 500	49 398
Germany	..	107.9	51 389	60 449	63 221	67 413
Greece	..	74.1	17 760	22 460	25 826	34 901
Hungary	63.1	67.7	10 647	12 177	13 061	17 362
Iceland	..	88.5	26 046	29 165	31 145	31 145
Ireland	83.2	109.1	34 899	50 248	56 057	63 165
Israel	99.5	126.4	19 806	25 732	29 869	51 855
Italy	94.5	93.9	27 509	30 262	33 230	40 437
Japan	..	93.9	27 627	41 036	48 546	60 878
Korea	..	96.9	29 357	44 193	51 594	82 002
Luxembourg	..	139.9	68 873	91 203	102 956	123 406
Mexico	87.3	109.0	15 944	20 779	26 533	34 048
Netherlands	..	..	36 456	45 228	54 001	54 001
New Zealand	..	..	29 124	43 292	43 292	43 292
Norway	..	114.9	41 177	44 538	44 538	48 662
Poland	..	121.8	15 220	20 402	24 921	25 980
Portugal	..	84.8	30 806	33 740	36 663	57 201
Slovak Republic	..	..	11 116	13 351	15 650	16 869
Slovenia	86.2	100.0	25 134	31 077	38 261	45 764
Spain	..	95.2	36 422	39 468	42 187	51 265
Sweden	..	109.2	32 991	36 817	38 175	43 595
Switzerland	..	..	..	..	..	..
Turkey	99.4	114.2	25 295	26 107	27 139	29 342
United Kingdom	..	..	..	..	..	..
United States	82.0	98.4	41 606	53 799	59 339	66 938
EU 28	..	..	..	..	..	..
OECD	89.4	102.8	29 807	37 795	41 245	48 706
Brazil	..	..	..	..	..	..
China	..	..	..	..	..	..
India	..	..	..	..	..	..
Indonesia	..	..	..	..	..	..
Russian Federation	..	..	..	..	..	..
South Africa	..	..	..	..	..	..

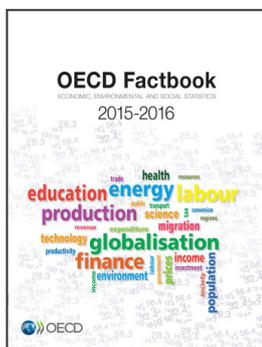
1 2 <http://dx.doi.org/10.1787/888933336663>

Age distribution of teachers in secondary education

2013



1 2 <http://dx.doi.org/10.1787/888933335596>



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