



Education at a Glance 2015

OECD INDICATORS



Table D3.2a. **Teachers' actual salaries relative to wages of similarly educated workers (2013)**

Ratio of salary, by age group and gender, using annual average salaries (including bonuses and allowances) of teachers in public institutions relative to the wages of workers with similar educational attainment

	Year of reference	Typical educational attainment (ISCED 2011-A)				25-64 year-olds				
		Pre-primary	Primary	Lower secondary, general programmes	Upper secondary, general programmes	Pre-primary	Primary	Lower secondary, general programmes	Upper secondary, general programmes	
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Actual salaries of all teachers, relative to earnings for full-time, full-year similarly-educated workers based on teachers' attainment level (ISCED 2011-A)										
OECD	Australia	2013	660	660	660	660	0.80	0.82	0.83	0.83
	Belgium (Fl.) ¹	2013	660	660	660	760	0.92	0.93	0.92	1.20
	Belgium (Fr.) ¹	2013	660	660	660	760	0.87	0.87	0.86	1.10
	Canada	m	m	660	660	660	m	m	m	m
	Chile	2013	660	660	660	660	0.55	0.59	0.60	0.63
	Czech Republic	2013	354	760	760	760	m	0.52	0.52	0.56
	Denmark ²	2013	660	660	660	760	0.82	0.99	1.01	0.83
	England ³	2013	760	760	760	760	0.75	0.75	0.82	0.82
	Finland ⁴	2012	660	760	760	760	0.73	0.74	0.81	0.91
	France ⁵	2013	660	660	660	660	0.84	0.84	0.99	1.08
	Germany	m	650	740	740	740	m	m	m	m
	Greece	2013	660	660	660	660	0.86	0.86	0.87	0.87
	Hungary	2013	660	660	660	760	0.57	0.62	0.62	0.48
	Iceland	m	760	760	760	760	m	m	m	m
	Ireland	m	m	665	667	667	m	m	m	m
	Israel	2013	660	660	660	660	0.91	0.96	0.95	0.91
	Japan	m	540/660	660	660	660	m	m	m	m
	Korea	m	660	660	660	660	m	m	m	m
	Mexico	m	665	665	665	665	m	m	m	m
	New Zealand	m	m	m	m	m	m	m	m	m
	Norway	2013	660	660	660	760	0.69	0.78	0.78	0.65
	Scotland ^{3, 6}	2013	660	660	660	660	0.82	0.82	0.82	0.82
	Slovak Republic ⁷	2013	354/660	760	760	760	0.75	0.57	0.57	0.57
	OECD average	~	~	~	~	~	0.78	0.78	0.80	0.82
Actual salaries of all teachers, relative to earnings for full-time, full-year workers with tertiary education (ISCED 5 to 8)										
OECD	Austria ^{8, 9}	2013	~	~	~	~	0.77	0.77	0.89	0.97
	Estonia	2013	~	~	~	~	0.59	0.84	0.84	0.84
	Italy	2013	~	~	~	~	0.63	0.63	0.67	0.73
	Luxembourg	2013	~	~	~	~	1.09	1.09	1.24	1.24
	Netherlands	2013	~	~	~	~	0.69	0.69	0.85	0.85
	Poland	2013	~	~	~	~	0.74	0.85	0.86	0.84
	Portugal	m	~	~	~	~	m	m	m	m
	Slovenia ¹⁰	2013	~	~	~	~	0.65	0.86	0.88	0.94
	Spain	m	~	~	~	~	m	m	m	m
	Sweden	2013	~	~	~	~	0.76	0.82	0.84	0.88
	Switzerland	2013	~	~	~	~	m	m	m	1.08
	Turkey	m	~	~	~	~	m	m	m	m
	United States	2013	~	~	~	~	0.65	0.67	0.68	0.71
	OECD average	~	~	~	~	~	0.73	0.80	0.86	0.91
Partners	Argentina	m	~	~	~	~	m	m	m	m
	Brazil	m	~	~	~	~	m	m	m	m
	China	m	~	~	~	~	m	m	m	m
	Colombia	m	~	~	~	~	m	m	m	m
	India	m	~	~	~	~	m	m	m	m
	Indonesia	m	~	~	~	~	m	m	m	m
	Latvia	m	~	~	~	~	m	m	m	m
	Russian Federation	m	~	~	~	~	m	m	m	m
	Saudi Arabia	m	~	~	~	~	m	m	m	m
	South Africa	m	~	~	~	~	m	m	m	m
	G20 average	~	~	~	~	~	m	m	m	m

Notes: Columns showing actual salaries of all teachers relative to wages of similarly educated workers, broken down by age groups and gender (i.e. columns 10-33) are available for consultation on line (see *StatLink* below). Columns on teachers' typical educational attainment (i.e. columns 2-5) refer to teachers' typical diploma, according to the ISCED 2011 attainment level (descriptions available in the Definitions section).

1. Data on earnings for full-time, full-year workers with tertiary education refer to Belgium.
2. Also includes data on actual salaries of teachers in early childhood educational development programmes for pre-primary education.
3. Data on earnings for full-time, full-year workers with tertiary education refer to the United Kingdom.
4. Includes data on the majority, i.e. kindergarten teachers only for pre-primary education.
5. Ratios are overestimated as a proportion of teachers teaching at the secondary level have a higher attainment (i.e. ISCED 7).
6. Includes all teachers, irrespective of their age.
7. Data refers to the ratio of teachers with the typical ISCED 354 qualification for pre-primary education.
8. Figures for the pre-primary level refer to primary teachers (in primary schools only) teaching pre-primary classes.
9. Also includes data on actual salaries of headmasters, deputies and assistants.
10. Also includes data on actual salaries of pre-school teaching assistants for pre-primary education.

Source: OECD. See Annex 3 for notes (www.oecd.org/education/education-at-a-glance-19991487.htm).

Please refer to the Reader's Guide for information concerning symbols for missing data and abbreviations.

StatLink  <http://dx.doi.org/10.1787/888933286198>