

## TEACHERS' SALARIES

Ensuring that there is a sufficient number of skilled teachers is a key concern in all OECD countries. Teachers' salaries are a policy factor that affects both the demand for and supply of teachers. In addition, salaries and working conditions can be important influences in developing and retaining skilled and effective teachers. Comparing salary levels at different career points allows for an analysis of the structure of the career progression and promotion possibilities available within the teaching profession.

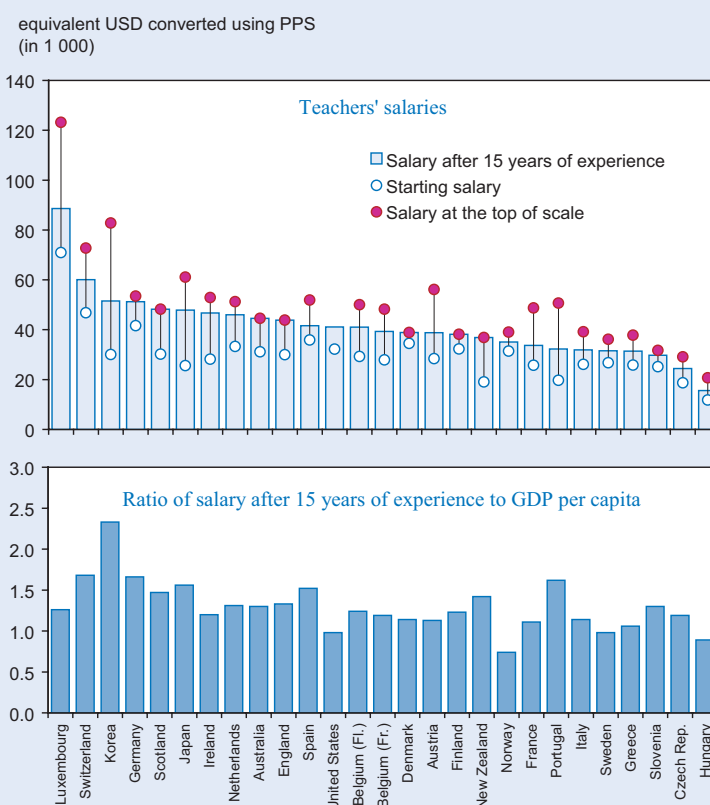
International comparisons of salaries provide illustrations of the compensation received by teachers for their work. These figures create only a snapshot of the complete system of compensations and the resultant welfare inferences that can be made. Large differences between the taxation and social benefit systems in OECD countries as well as the use of financial incentives make it important to exercise caution when comparing teachers' salaries.

In the Figure, teachers' salaries in lower secondary education are examined in absolute terms at three career points: starting, mid-career, and top-of-the-scale. The annual statutory salaries with 15 years of experience range from less than USD 16,000 in Hungary to over USD 51,000 in Germany, Korea and Switzerland and exceed USD 88,000 in Luxembourg. Salaries at the top of the scale are on average around 70 percent higher than starting salaries, although this differential usually varies between countries largely in accordance with the number of years it takes for a teacher to progress through the scale.

Among other considerations, countries invest in teaching resources relative to their ability to fund educational expenditure. Comparing statutory salaries to GDP per capita is a way of assessing the rel-

Figure

### ANNUAL STATUTORY TEACHERS' SALARIES IN PUBLIC INSTITUTIONS IN LOWER SECONDARY EDUCATION, 2005



Source: OECD (2007).

ative value of teachers' salaries among countries. Comparisons with GDP per capita provide a basis for standardised comparisons. Salaries for teachers with at least 15 years experience in lower secondary education relative to GDP per capita are relatively low in Hungary (0.89) and Norway (0.74) and highest in Korea (2.33). In most countries salaries of teachers are up to 100 percent higher than average per capita income (Figure).

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### Reference

OECD (2007), *Education at a Glance*, chapter D3.