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Teachers' salaries start to increase in Europe

In 2013/2014, teachers saw their salaries increase in 16 European countries (BE, DK, DE, EE, FR, HR, LU, HU, MT, AT, SK, FI, UK, NO, MK, TR) compared with the previous school year, according to a [Eurydice report](#) carried out for the European Commission. The rises were chiefly due to salary reforms and adjustments to the cost of living. The survey covers teachers and school heads at pre-primary, primary, lower secondary and upper secondary level. In about half of the 33 European countries featured in the report, teachers' purchasing power¹ in 2014 is still below the 2009 level.

In a few countries - BE(nl), DK (primary and lower secondary education), LT, LU, AT, FI (primary and lower secondary education) and IT (upper secondary education) – the decrease in purchasing power is relatively small at below 3%, while CY, IT (primary and lower secondary education), NL, PT, RO (primary education) and the UK saw a decrease of 5 to 10%. In IE, ES, RO (secondary education), SI and IS teachers saw a fall in purchasing power of 13% to 17%. The biggest decrease was in Greece with a fall of around 40%.



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"Raising the attractiveness of the teaching profession is crucial in order to develop a strong pool of teachers equipped with the skills needed in the 21st century," said Androulla Vassiliou, European Commissioner for Education, Culture, Multilingualism and Youth. "The quality of education and skills which they impart to our young generation will have a long-lasting impact on future jobs and growth. As the European Union recovers from the economic crisis, Member States should carefully reflect on the role of remuneration and

working conditions in attracting and retaining the best candidates into the teaching profession."

The report, *Teachers' and School Heads' Salaries and Allowances in Europe (2013/2014)*, shows that the basic salaries for teachers entering the profession in primary and lower secondary education are lower than GDP per capita² in around three quarters of the countries surveyed (except in DE, ES, CY, MT, PT, the UK-Scotland, ME, and TR). For the majority of countries, this also applies to teachers' salaries in upper secondary education.

The report also shows that in a large majority of the countries, teachers' salaries increase in line with length of service. However, the level of salary increases and the speed at which they progress differs. In some cases, increases are relatively low but the top pay scale is reached fairly quickly (DK, EE, LV, MT, FI, UK-Scotland) while in other countries high increases are only achieved at the end of a long service period (EL, HU, AT, PT, RO).

Teachers' basic salaries can also increase due to allowances to reflect extra qualifications, performance evaluation, or for teaching children with special needs.

Such incentives can contribute to making the profession more attractive, by shifting from career progression based on length of service to a more development- and performance-oriented approach. Linking the acquisition of new skills and better teaching practices to career progression is likely to serve as an incentive for the entire teaching population, and particularly new teachers, including those attracted into the profession after a career elsewhere.

Background

This annual Eurydice report is published to coincide with World Teachers' Day (5 October); it contains a comparative overview of salaries for full time, fully qualified teachers and school heads at pre-primary, primary, lower secondary and upper secondary education levels. It covers 33 European countries (EU Member States apart from Bulgaria, as well as Iceland, Liechtenstein, Montenegro, the Former Yugoslav Republic of Macedonia, Norway and Turkey).

Separate country-specific details cover issues as:

- Decision-making bodies responsible for setting teachers'/school heads' salaries;
- Salaries arrangements in the private sector;
- Minimum and maximum annual gross statutory salaries of full-time fully qualified teachers/school heads in public schools;
- Salary progression in relation to experience;
- Information on salary increase/decrease in the last year;
- Different types of allowances and the decision-making bodies responsible for their allocation.

Eurydice

The European Commission's [Eurydice Network](#) provides information on and analyses of European education systems and policies. It consists of 40 national units based in 36 countries participating in the EU's Erasmus+ programme (EU Member States, Bosnia and Herzegovina, Iceland, Liechtenstein, Montenegro, the Former Yugoslav Republic of Macedonia, Norway, Serbia and Turkey). It is co-ordinated and managed by the EU Education, Audiovisual and Culture Executive Agency in Brussels, which drafts its studies and provides a range of online resources.

For more information

The full report on [Teachers' and School Heads' Salaries and Allowances in Europe 2013/14](#) (EN)

European Commission: [Education and training](#)

[Androulla Vassiliou's website](#)

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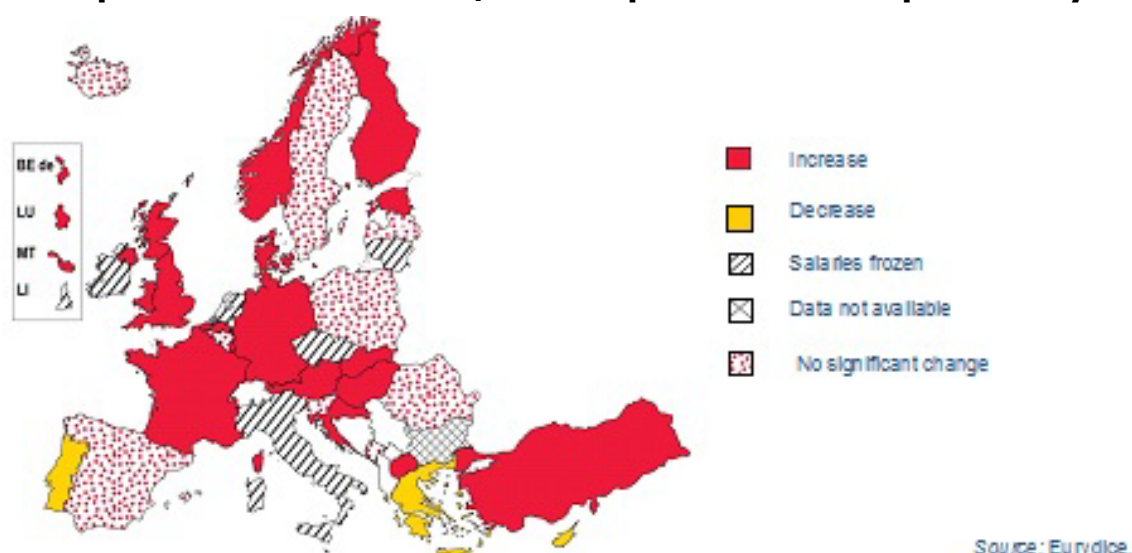
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- 1 Comparing salaries in 2009 and 2014 in real terms and national currency shows that teachers' minimum statutory salaries have been directly affected by the economic downturn in most countries. Changes in statutory salaries are largely due to salary reforms in the education sector, adjustments to teachers' salaries to keep pace with the cost of living, and general salary changes across the public sector. The absolute change in salaries does not always result in a real change, as the cost of living also changes. About half of European countries applied salary cuts or freezes for public employees in 2009-2014 for one or more years and as a consequence teachers saw their purchasing power decrease.
 - 2 The GDP (Growth Domestic Product) per capita indicates the standard of living in a country.

Annex

Figure 1: Changes in teachers' statutory salaries in absolute terms in the public sector in 2013/14 compared with the previous year



Explanatory note

The figure presents the absolute changes in the gross annual statutory salary for teachers in 2013/14 compared with the previous year without taking inflation into account. Only changes of 1 % or higher on a year to year basis are considered for increase or decrease.

The basic gross annual statutory salary is defined as the amount paid by the employer in a year. It includes the basic statutory salary together with any general increases to salary scales, the 13th month and holiday-pay (where applicable) excluding employers' social security and pension contributions. This salary does not include other salary allowances or financial benefits (related, for example, to further qualifications, merit, overtime, additional responsibilities, geographical location, teaching classes in challenging circumstances, or accommodation, health or travel costs).

Figure 2: The minimum and maximum annual basic gross statutory salary in general education of full-time fully qualified TEACHERS in public schools compared with per capita GDP at current price, 2013/14

		Minimum and maximum annual basic gross statutory for TEACHERS as % of GDP at current price																					
		BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES (a)	ES (b)	FR (a)	FR (b)	HR	IT (a)	IT (b)	CY	LV	LT	LU	HU
ISCED 1	Min	87.9	88.7	89.3	:	62.6	94.0	128.8	67.1	78.1	75.3	124.5	-	79.0	-	85.2	90.0	-	125.7	39.7	32.3	84.5	63.2
	Max	151.5	147.4	154.8	:	77.4	116.1	166.6	77.3	166.7	142.3	176.4	-	143.2	-	122.0	132.4	-	305.8	41.2	59.4	149.2	120.0
ISCED 2	Min	87.9	88.7	89.3	:	62.6	94.0	140.2	67.1	78.1	75.3	139.4	148.8	87.6	-	85.2	97.1	-	125.7	39.7	32.3	95.7	63.2
	Max	151.5	147.4	154.8	:	77.4	116.1	184.7	77.3	166.7	142.3	196.8	206.2	152.3	-	139.3	145.4	-	305.8	41.2	59.4	166.4	131.5
ISCED 3	Min	109.4	111.1	111.6	:	62.6	115.4	151.5	67.1	78.1	75.3	139.4	148.8	88.8	89.0	85.2	97.1	90.0	125.7	39.7	32.3	95.7	69.2
	Max	191.7	186.9	196.0	:	77.4	149.9	209.1	77.3	166.7	142.3	196.8	206.2	153.6	153.8	139.3	152.0	136.2	305.8	41.2	59.4	166.4	131.5

		MT	NL	AT (a)	AT (b)	PL	PT	RO	SI	SK	FI	SE	UK (1)	UK- NIR	UK- SCT	IS	LI (a)	LI (b)	ME	MK	NO (a)	NO (b)	TR
ISCED 1	Min	88.9	89.8	80.5	-	54.0	135.8	44.2	98.3	50.6	89.0	67.0	84.3	84.3	100.4	79.6	59.7	-	178.7	:	63.7	0.0	156.5
	Max	115.2	142.0	154.1	-	90.0	260.5	125.1	158.1	68.5	115.8	93.4	143.5	143.5	133.6	99.4	96.8	-	283.7	:	-	-	180.8
ISCED 2	Min	107.4	95.3	80.5	88.6	60.8	135.8	47.1	98.3	50.6	96.2	67.0	84.3	84.3	100.4	79.6	70.4	65.1	178.7	:	63.7	66.6	144.8
	Max	141.2	196.3	154.1	185.8	102.6	260.5	125.1	158.1	68.5	125.1	93.4	143.5	143.5	133.6	99.4	114.3	105.6	283.7	:	-	-	169.1
ISCED 3	Min	107.4	95.3		88.6	68.7	135.8	47.1	98.3	50.6	102.0	74.3	84.3	84.3	100.4	85.8	65.1	-	178.7	:	66.6	72.1	144.8
	Max	141.2	196.3		185.8	117.5	260.5	125.1	158.1	68.5	135.0	100.1	143.5	143.5	133.6	130.5	105.6	-	283.7	:	-	-	169.1

Source: Eurydice.

UK (1) = UK-ENG/WLS

Minimum and maximum annual basic gross statutory for TEACHERS (in EUR)

		BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES (a)	ES (b)	FR (a)	FR (b)	HR
ISCED 1	Min	30 335	30 598	30 820	:	8 896	41 734	42 891	9 260	27 814	13 104	27 754		24 724		8 692
	Max	52 271	50 850	53 409	:	10 995	51 553	55 465	10 668	59 359	24 756	39 340		44 811		12 449
ISCED 2	Min	30 335	30 598	30 820	:	8 896	41 734	46 697	9 260	27 814	13 104	31 079	33 174	27 425		8 692
	Max	52 271	50 850	53 409	:	10 995	51 553	61 497	10 668	59 359	24 756	43 883	45 978	47 663		14 212
ISCED 3	Min	37 743	38 316	38 509	:	8 896	51 227	50 449	9 260	27 814	13 104	31 079	33 174	27 796	27 851	8 692
	Max	66 140	64 491	67 631	:	10 995	66 577	69 646	10 668	59 359	24 756	43 883	45 978	48 071	48 131	14 212
		IT (a)	IT (b)	CY	LV	LT	LU	HU	MT	NL	AT (a)	AT (b)	PL	PT	RO	SI
ISCED 1	Min	23 048		23 885	4 610	3 774	70 450	6 253	18 254	32 225	29 802		5 449	21 458	2 876	16 810
	Max	33 885		58 107	4 781	6 954	124 462	11 881	23 997	50 993	57 032		9 092	41 164	8 132	27 029
ISCED 2	Min	24 846		23 885	4 610	3 774	79 844	6 253	18 254	34 230	29 802	32 767	6 137	21 458	3 060	16 810
	Max	37 212		58 107	4 781	6 954	138 787	13 018	23 997	70 458	57 032	68 730	10 367	41 164	8 132	27 029
ISCED 3	Min	24 846	23 048	23 885	4 610	3 774	79 844	6 851	18 254	34 230		32 767	6 939	21 458	3 060	16 810
	Max	38 902	34 867	58 107	4 781	6 954	138 787	13 018	23 997	70 458		68 730	11 867	41 164	8 132	27 029
		SK	FI	SE		UK-ENG/ WLS	UK- NIR	UK- SCT	IS	LI		ME	MK	NO		TR
ISCED 1	Min	6 732	31 699	29 359		25 123	25 123	29 928	27 061	68 419		6 433	5 215	48 360		11 737
	Max	9 114	41 227	40 917		42 775	42 775	39 800	33 810	111 034		10 213	7 473			13 562
ISCED 2	Min	6 732	34 235	29 359		25 123	25 123	29 928	27 061	80 806	74 615	6 433	5 215	48 360	50 554	10 857
	Max	9 114	44 526	40 917		42 775	42 775	39 800	33 810	131 146	121 086	10 213	7 473	(-)	(-)	12 682
ISCED 3	Min	6 732	36 303	32 548		25 123	25 123	29 928	29 174	80 806		6 433	5 444	50 554	54 760	10 857
	Max	9 114	48 064	43 840		42 775	42 775	39 800	44 371	131 146		10 213	7 818	(-)	(-)	12 682

Source: Eurydice.

Explanatory note (Figure 2)

The **gross annual statutory salary** is the amount paid by the employer in a year including general increases to salary scales, the 13th month and holiday pay (where applicable) but excluding the employers' social security and pension contributions. This salary does not include other salary allowances or financial benefits (related, for example, to further qualifications, merit, overtime, additional responsibilities, geographical location, the obligation to teach classes in challenging circumstances, or accommodation, health or travel costs).. The **minimum salary** is the gross salary received by teachers at the start of their career. The **maximum salary** is the gross salary received by teachers and school heads on retirement or after a certain number of years' service. The maximum salary includes only increases related to length of service and/or age. For information regarding decision-making levels, see Figure 1.

The values in the table show the relationship (in percentages) between the minimum and maximum gross annual statutory salary, according to level of education, in EUR and GDP per capita (at current prices in EUR) in the country concerned. The reference calendar year for GDP per capita is 2013. Source: Eurostat (data extracted May 2014). The reference period for salaries is the 2013/14 school year or the calendar year 2014. Exchange rates, source: Eurostat (data extracted May 2014).