



EUROPEAN COMMISSION

PRESS RELEASE

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Teachers' salaries reduced or frozen in growing number of European countries

Sixteen European countries have reduced or frozen teachers' salaries in response to the economic downturn. Teachers in Ireland, Greece, Spain, Portugal and Slovenia are the worst affected by budget restrictions and austerity measures, according to a report published by the European Commission to coincide with [World Teachers' Day](#). Teachers' salaries in Bulgaria, Cyprus, Estonia, France, Hungary, Italy, Latvia, Lithuania, United Kingdom, Croatia and Liechtenstein have fallen slightly or stayed the same. However, the *Teachers' and School Heads' Salaries and Allowances in Europe 2011/12* report also shows that in four countries, the Czech Republic, Poland, Slovakia and Iceland, teachers' salaries have increased since mid-2010, while pay in Romania is now almost back to pre-crisis levels.

"Teachers play a vital role in the lives of children and, as everyone knows, can make all the difference to their future," said Androulla Vassiliou, Commissioner for Education, Culture, Multilingualism and Youth. *"Teachers' remuneration and working conditions should be a top priority in order to attract and retain the best in the profession. But attracting the best teachers is not just about pay: it is imperative that classrooms are well-equipped and that teachers have a proper say on modernising curricula and education reforms."*

The report shows that, from mid-2010, the economic crisis had taken its toll on teachers' pay, with increasing numbers of countries cutting both salaries and allowances such as holiday pay and bonuses. Greece reduced teachers' basic salaries by 30% and stopped paying Christmas and Easter bonuses. Ireland cut salaries for new teachers by 13% in 2011 and those appointed after 31 January this year faced a further 20% drop in pay due to the abolition of qualification allowances. In Spain, salaries of teachers and other public sector employees were cut in 2010 by around 5% and not adjusted to inflation since; similar measures have been applied in Portugal.

In Europe, the maximum salary for senior teachers is generally twice as high as the minimum salary for newcomers. But considering it takes 15-25 years on average to earn the maximum salary, teaching organisations fear that young people may be discouraged from entering the profession.

While entry-level salaries for teachers tend to be unattractive, when allowances for additional responsibilities or overtime are taken into account, most are close to the maximum statutory pay level for teachers in many European countries. For example, in Latvia, actual take-home pay is nearly twice as high as the maximum basic salary. In Denmark, Lithuania, Poland, Slovakia, Finland, England and Wales, take-home pay is also higher than the maximum basic salary when allowances are added. This can to some extent be explained by the fact that a relatively high share of teachers are in older age groups. Several countries are facing teacher shortages and have concerns over an ageing workforce ('Key Data on Education in Europe 2012', [IP/12/121](#)).

The *Teachers' and School Heads' Salaries and Allowances in Europe 2011/12* report also reveals that while all countries claim that improving pupil and student performance levels is a top priority, only half of the countries covered in the report grant allowances to teachers based on positive teaching performance or student results (Bulgaria, Czech Republic, Denmark, Estonia, Greece, Latvia, Hungary, Austria, Poland, Romania, Slovenia, Finland, Sweden, United Kingdom - England and Wales; Northern Ireland, and Turkey).

Background

Teachers' and school heads' salaries and allowances in Europe 2011/12

This annual report contains a comparative overview of salaries in 32 European countries (EU Member States, Norway, Iceland, Liechtenstein, Croatia and Turkey). It covers full-time, fully qualified teachers and school heads at pre-primary, primary, lower secondary and upper secondary education levels.

The report includes information on:

- Decision-making bodies responsible for fixing teachers' salaries;
- Salaries in the private sector;
- Minimum and maximum statutory salaries relative to GDP per capita and in relation to actual salaries (statutory salaries plus allowances);
- Salary progression in relation to experience;
- Latest increase/decrease in teachers purchasing power and the effect of the economic crisis;
- Different types of allowances and the decision –making bodies responsible for their allocation.

Eurydice

The report is compiled for the European Commission by the Eurydice network, which provides analyses and information on European education systems and policies. The network consists of [38 national units](#) based in the 34 countries which participate in the EU's Lifelong Learning Programme (EU Member States, Croatia, Serbia, Iceland, Liechtenstein, Norway, Switzerland and Turkey). Serbia and Switzerland did not take part in the *Teachers' and School Heads' Salaries and Allowances in Europe 2011/12* report. Eurydice is co-ordinated and managed by the EU [Education, Audiovisual and Culture Executive Agency](#).

For more information

The full report *Teachers' and School Heads' Salaries and Allowances in Europe 2011/12*, in English, is available here:

http://eacea.ec.europa.eu/education/eurydice/documents/facts_and_figures/salaries.pdf

European Commission: [Education and training](#)

[Androulla Vassiliou's website](#)

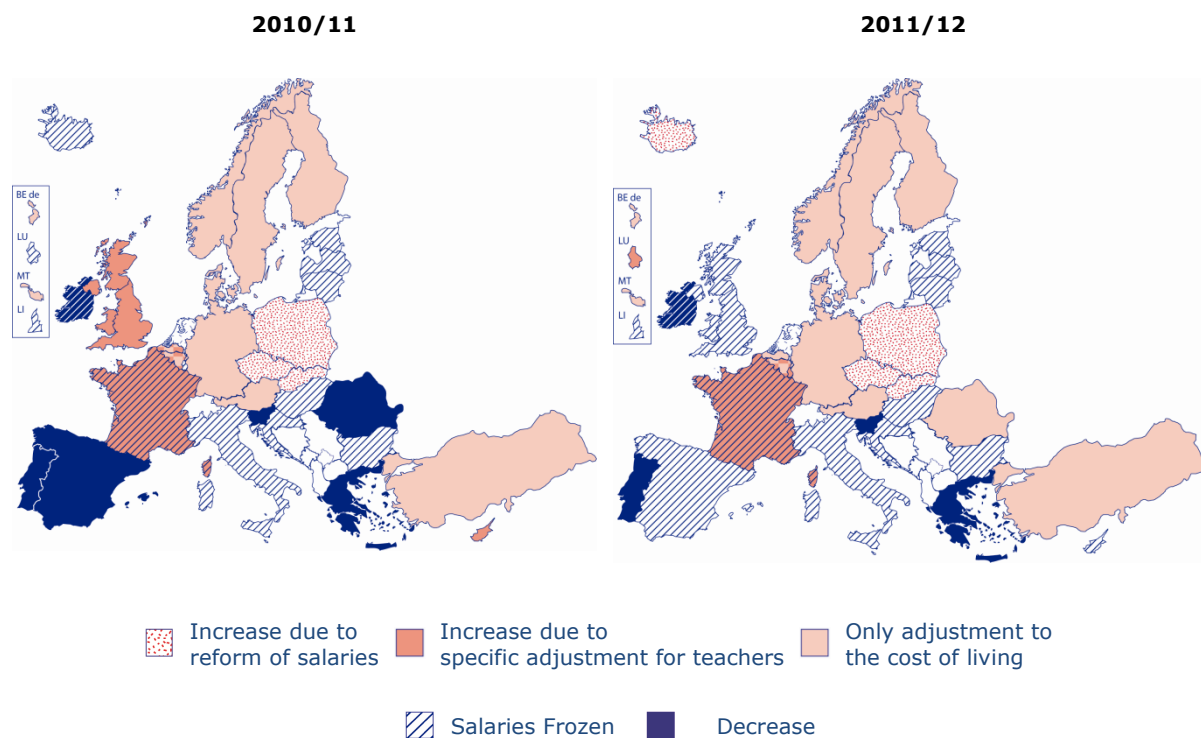
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Figure 1: Evolution of teachers' and school heads' statutory salaries in absolute terms in the public sector in 2010/11 and 2011/12, compared with previous year



Country specific notes

Ireland: The salaries of the serving teachers in 2011/12 remained the same as in 2010/11. For new entrant teachers, appointed after 1st of January 2010, salaries were reduced by 10%. An additional reduction of 3.2% was applied to entrants after the 1st of December 2011.

France: The general indexation of the salaries was 0,5% in 2010 and there was no indexation in 2011 and in 2012. The freeze of salaries in 2011 and 2012 concerns the index point. In 2011 a first adjustment of salaries occurred for entry teachers at the bottom of the index scales. A second adjustment occurred in 2012. They both consisted in upgrading teachers at a higher index.

The Netherlands: Data not available

Figure 2: Minimum and maximum annual statutory gross salaries of full-time fully qualified teachers in public schools and average actual annual gross salaries of this category of teachers, in Euro Purchasing power standard (EURO PPS) (2011/12)

	Primary Education			Lower Secondary education			Upper Secondary Education		
	Minimum Statutory salary	Maximum Statutory salary	Average Actual salary	Minimum Statutory salary	Maximum Statutory salary	Average Actual salary	Minimum Statutory salary	Maximum Statutory salary	Average Actual salary
Belgium (French Community)	25 815	44 483	:	25 815	44 483	:	32 120	56 286	:
Belgium (German speaking Community)	23 282	40 009	:	23 282	40 009	:	29 337	51 012	:
Belgium (Flemish Community)	26 262	45 507	37 805	26 262	45 507	37 457	32 812	57 625	49 229
Bulgaria	6 010	n.a.	10 405	6 010	n.a.	10 405	6 010	n.a.	10 405
Czech Republic	13 412	16 201	16 820	13 412	16 201	16 853	13 412	16 201	17 958
Denmark	29 640	35 741	46 152	29 640	35 741	46 152	30 307	39 114	56 336
Germany	38 395	51 168	:	42 873	56 864	:	46 374	63 944	:
Estonia	10 308	15 066	13 446	10 308	15 066	13 446	10 308	15 066	13 446
Ireland	25 430	54 272	:	25 430	54 272	:	25 430	54 272	:
Greece	15 327	27 990	22 213	15 327	27 990	22 213	15 327	27 990	22 213
Spain	30 061	42 625	:	33 662	47 190	:	33 662	47 190	:
France	20 649	39 385	25 227	23 029	41 898	25 227	23 219	42 107	25 227
Italy	22 394	32 924	26 359	24 141	36 157	28 257	24 141	37 799	29 568
Cyprus	29 614	64 839	:	29 614	64 839	:	29 614	64 839	:
Latvia	6 257	6 512	12 948	6 257	6 512	12 948	6 257	6 512	14 608
Lithuania	6 155	11 341	:	6 155	11 341	14 711	6 155	11 341	14 711
Luxembourg	54 600	96 343	75 471	63 358	110 132	86 745	63 358	110 132	86 745
Hungary	8 598	14 722	14 419	9 126	18 485	14 419	9 126	18 485	16 581
Malta	23 326	30 904	:	23 326	30 904	:	23 326	30 904	:
Netherlands	:	:	:	:	:	:	:	:	:
Austria (AHS)	26 426	50 738	:	29 074	61 181	52 308	29 074	61 181	52 308
Poland	9 021	14 992	22 170	10 159	17 092	22 506	11 484	19 562	21 998
Portugal	25 758	52 441	34 727	25 758	52 441	36 386	25 758	52 441	36 386
Romania	5 024	14 205	9 614	5 345	14 205	9 775	5 345	14 205	9 775
Slovenia	22 094	34 241	:	22 094	34 241	:	22 094	34 241	:
Slovakia	8 860	11 996	13 968	8 860	11 996	13 968	8 860	11 996	13 925
Finland	25 617	33 317	34 553	27 666	35 983	38 333	29 338	38 843	42 524
Sweden	22 439	31 188	26 762	22 439	31 188	26 762	24 394	33 452	28 923
United Kingdom (Eng, Wales)	24 430	41 594	41 304	24 430	41 594	44 134	24 430	41 594	44 134
United Kingdom (Northern Ireland)	24 430	41 594	38 040	24 430	41 594	41 635	24 430	41 594	41 635
United Kingdom (Scotland)	29 101	38 702	36 375	29 101	38 702	36 375	29 101	38 702	36 375
Liechtenstein (Gymnasium)	44 454	72 142	:	52 502	85 210	:	52 502	85 210	:
Norway	31 236	n.a.	37 537	31 236	n.a.	37 537	32 663	n.a.	40 213
Croatia	13 394	15 950	17 103	13 394	18 139	17 103	13 394	18 139	18 249
Iceland	21 983	27 465	:	21 983	27 465	:	27 089	36 044	29 110
Turkey	20 039	23 547	:	20 039	23 547	:	18 977	22 485	:

: Data not available

n.a. Not applicable

Source: Eurydice

Country specific notes

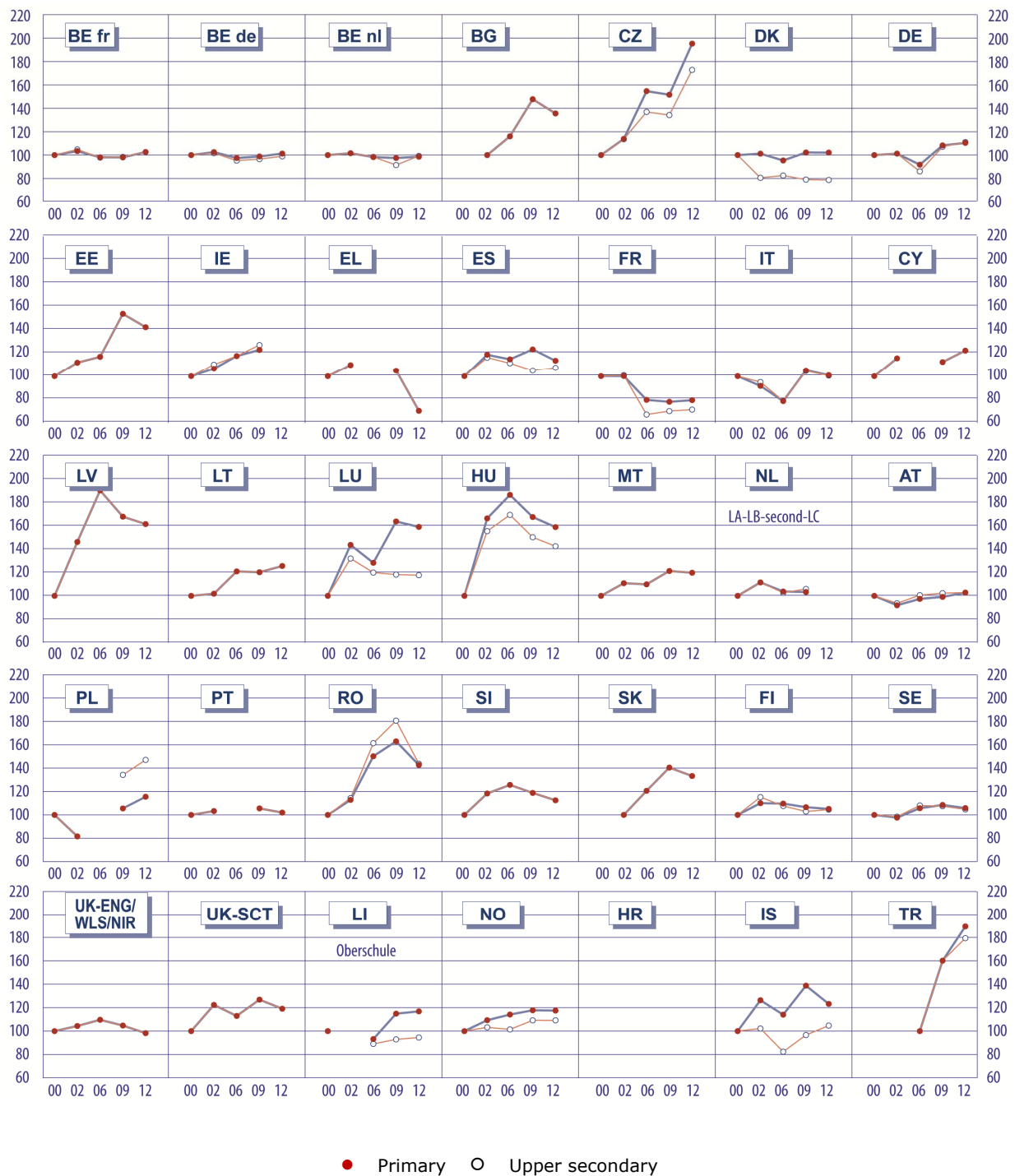
Bulgaria: The teachers' statutes determine only the minimum basic statutory salary but not the maximum one. The indicated values are for junior teachers without teacher experience.

Germany: Data from 2010/11 school year.

Poland: Minimum and maximum teacher's salaries for Primary and Lower secondary education are calculated for teachers with minimum full qualifications. However, approximately 90% of teachers have higher level of qualification and receive higher remuneration.

Norway: Teachers with 4/5 years of initial training;

Figure 3: Trends in the minimum basic gross annual statutory salary in PPS EURO (in 2000 prices) for teachers in primary and upper secondary education (ISCED 1 and ISCED 3), 2000-2012



NB: X axis = Reference years; 2000 to 2012
 Y axis = Relative percentage increase, Year 2000=100
 Source: Eurydice.

[Explanatory and Country specific notes](#)

See the full report.