



# **Teachers' salaries in comparison with other occupational groups**

**Ulf Fredriksson**

EUR 22891 EN - 2008

The mission of the JRC is to provide customer-driven scientific and technical support for the conception, development, implementation and monitoring of EU policies. As a service of the European Commission, the JRC functions as a reference centre of science and technology for the Union. Close to the policy-making process, it serves the common interest of the Member States, while being independent of special interests, whether private or national.

European Commission  
Joint Research Centre

**Contact information**

Address: JRC, TP 361, Via Fermi, 21020, Ispra (VA), Italy  
E-mail: [friedrich.scheuermann@jrc.it](mailto:friedrich.scheuermann@jrc.it)  
Tel.: +39-0332-786111  
Fax: +39-0332785226

<http://www.jrc.ec.europa.eu>

**Legal Notice**

Neither the European Commission nor any person acting on behalf of the Commission is responsible for the use which might be made of this publication.

A great deal of additional information on the European Union is available on the Internet. It can be accessed through the Europa server  
<http://europa.eu/>

JRC 37303  
EUR 22891 EN

Luxembourg: Office for Official Publications of the European Communities

© European Communities, 2008

Reproduction is authorised provided the source is acknowledged

*Printed in Ispra, Italy*

# Teachers' salaries in comparison with other occupational groups\*

## 1. Introduction

### 1.1. Background

Many countries have in recent years experienced a shortage of teachers. According to a report from the European Commission/Eurydice (2002), 13 countries out of the 31 EU, EEA and Candidate Countries were experiencing a shortage of teachers in general lower secondary education. According to the same report, another eight countries were experiencing a situation with both shortages and surpluses of teachers in general lower secondary education. The OECD survey on upper secondary schools (OECD, 2004) observed that 49 % of students in participating countries were in schools which had major difficulties in hiring qualified teachers in computer science/information technology. The same survey also noted that 33 % of students were in schools with difficulties hiring teachers in mathematics, 33 % in schools with difficulties hiring teachers in technology, 32 % in schools with difficulties hiring teachers in foreign languages and 30 % in schools with difficulties hiring teachers in science.

One reason for these shortages seems to be the age structure of the teaching profession. In *Key Data on Education in Europe* of 1995 (European Commission/Eurydice) the following observation was made:

*"The ageing of the teaching profession is probably explained in part by the fall in pupil numbers during the 1980s. This was experienced in a majority of Member States (with the exception of Greece and Finland, where the population in the primary schools remained fairly stable), the 1960s having seen a very high birth rate and a vast recruitment of teachers by and large everywhere in the European Union. Consequently, the career advancement of staff in post since then has not been balanced by a significant recruitment of younger teachers. In the light of the present position, it is to be expected that a considerable proportion of teachers who were recruited in the 1960s will be departing on retirement in the next few years. In this general situation, it will be important to ensure that the planning of teacher supply and demand managed so as to meet the professional requirements throughout the*

---

\* The idea of using UBS data to compare teachers' salaries with salaries in other occupations occurred several years ago when I worked as research coordinator for Education International. I then started to pursue this idea with the help of Ms. Catherine Tinnin. Catherine managed to acquire all the booklets from UBS, with the exception of the very first one from 1971. Due to other tasks I had to put this study to one side for a time. When in Spring 2006 I found the opportunity to work on the material it was only possible due to the effort that Catherine already had invested in collecting and sorting information. Thank you, Catherine, for the work you did to make this study possible.

I would also like to thank Ms. Simone Hofer at UBS for her willingness to provide further information and to answer my questions about the UBS surveys and Beatrice d'Hombres at CRELL who has helped me with the calculations in annex xxxviii.

*European Union and avoid the risk of shortages or surpluses."* (European Commission/Eurydice, 1995, p.107).

Statistics from Eurydice/Eurostat have shown that teacher shortages are likely to increase in many countries. *"In years to come, one important issue facing educational policies will be that of tackling the replacement of a very large proportion of teachers"* (European Commission/Eurydice/Eurostat, 2000, p. xviii). In an analyse based on national data from 2000/01 Eurydice (2002) calculated that out of 32 European education systems 14 had a teacher shortage and 8 both teacher shortage and surplus. The OECD makes similar observations in the report *Teachers Matter: Attracting, Developing and Retaining Effective Teachers* (OECD, 2005a).

*"There are two broad concerns about the supply of teachers. One relates to teacher numbers: many countries are either currently experiencing, or will shortly face, a quantitative shortage of teachers. There are particular concerns about teacher shortages in areas such as mathematics, science, ICT and languages. Teacher shortage problems seem to be most acute in schools serving disadvantaged or isolated communities. The other concern is more qualitative, and reflects trends in the composition of the teacher workforce in terms of academic background, gender, knowledge and skills. The ageing of the teaching workforce is compounding recruitment concerns. On average, 26% of primary teachers and 31% of secondary teachers in OECD countries are aged over 50 years, and many will retire in the next few years"* (p. 39, OECD, 2005a).

The European Commission reports on *Progress towards the Lisbon Objectives in Education and Training* (European Commission, 2004, 2005, 2006) have also noted that a large number of teachers will go into retirement in the coming years and that there will thus be a need to recruit a large number of new teachers.

It has been known for a long time that teaching is an ageing profession. As early as 1990 it was noted in the OECD report *The Teacher Today*: *"The worries expressed in some quarters about lack of 'new blood' and possible sudden future teacher shortage address issues that are, as yet, medium- to long-term, admitting still of sustained long-term solutions where analysis suggests that problems are likely to arise. But if this should be mistaken as grounds for complacency, it needs to be added that as long-term phenomena they are correspondingly less amenable to immediate solutions when the time comes. Lack of 'fresh blood,' by its very nature, cannot be rectified overnight."* (OECD, 1990, p. 28).

Taking into consideration the quotation above, the shortage of teachers experienced in the first years of the years 00's is not unexpected. When the supply side is studied there are at least three possible inter-related factors giving rise to shortages in some countries:

- 1) There have been difficulties in attracting students to teacher education. As a result, there have been vacant places on teacher education programmes, and moreover the entry requirements for such programmes may have been lowered;

- 2) The necessary steps have not been taken to meet the problem of the shortage by increasing the number of places available on teacher education programmes;
- 3) A sufficient number of students may have completed teacher education but never started working as teachers; others have left teaching after only a few years in the profession.

Probably all the three reasons mentioned above have interplayed. The reasons behind teacher shortages have been widely discussed (*c.f.* OECD 1990, 2005). Developments related to early retirement, increased participation in secondary education, increased demand for teachers due to changes in the curriculum are among those factors mentioned. Among the many underlying explanatory factors may also be the level of teachers' salaries. It is sometimes assumed that developments in teachers' salaries have been less favourable than in other comparable professions. If this is indeed the case, there could be at least two obvious consequences: first, practicing teachers might leave the profession for a more lucrative occupation; second, since the attractiveness of a profession to potential students is often somewhat dependent on the prospective salary, young people may be less motivated to choose a career in teaching.

The attractiveness of the teaching profession is related to the reasons for young people to decide to become teachers. There is a large number of different factors that influence a young person who decides to become teachers. In research on the reasons for becoming a teacher it has been shown that many teachers report that they have chosen the teaching profession because they wished to deal with children or they wished to teach (OECD, 2005). Salaries may not be the major reason for young people to become teachers, but it has an influence on their choice of professional career. It seems that teacher salaries relative to those in other occupations have a greater influence on teachers' decisions to return to teaching after a career interruption and to remain in the profession than one the decision to become teacher (OECD, 2005a).

Difficulties in attracting new teachers may have an impact not only on the teaching profession itself, but also on the quality of education. The importance of qualified teachers has been recognised in several reports. The OECD (2005a) has noted that among those variables which are potentially open to policy influence, teachers and teaching are those which have the most important influence on student achievement. The OECD concludes that the "*teaching profession needs to be competitive with other occupations in attracting talented and motivated people*" (OECD 2005a, p.39).

When problems related to teacher shortages are discussed it has to be mentioned that recently some reports have indicated that the teacher shortage may not be as drastic as earlier believed. In Sweden a report from the Swedish National Agency for Higher Education noted that a future shortage will be limited to teachers in early childhood education, while in other areas there may even be a surplus of teachers (Högskoleverket, 2006). An international study on teacher mobility (GHK, in press) came to similar conclusions and noted that only some countries will be faced with a teacher shortage in the coming years. In relation to this it may also be relevant to note that OECD (2005a) observed in the study *Attracting, Developing and Retaining Effective Teachers* that

there are only limited international data available on teacher shortages: “*At international level there is no clear, universally accepted measure of what actually constitutes a teacher shortage*” (OECD, 2005a, p. 41).

## **1.2. EU indicators**

One of the areas related to education within the Lisbon process which have been identified as requiring indicators is centred on teachers. The European Commission’s reports *Progress towards the Lisbon objectives in education and training* (European Commission, 2004, 2005, 2006) contains a chapter on teachers (“*Improving the quality of teachers and trainers*”).

The indicators on teachers actually used in the progress reports are:

- Age of teachers
- Numbers of young people
- Ratio of pupils to teaching staff

It is obvious that these indicators have been designed to relate the supply of teachers to the demand. However, although the age composition of the teaching force certainly affects the supply of teachers, it is not the only factor at play. The attractiveness of the teaching profession probably has a significant influence on the willingness of active teachers to stay in the profession and of young people to enter the profession in the first place.

One element of the attractiveness of a profession is the idea of ‘status,’ in the sense of how a profession is perceived in a society. It is assumed that professions with a high status are more attractive than those with low, and salary levels are most probably essential to any measure of this concept. Furthermore, the important point may not be the actual salary of a profession, but rather how this salary compares with the salaries of other professions. Such information, in relation to teachers, could complement well the picture of teacher supply and demand given in the European Commission’s progress reports.

## **1.3. Purpose of this study**

The purpose of this study is to make an overview of existing international data on teacher salaries in order to see to which extent such data contains comparisons between teacher salaries and the salaries of other occupations. Data available from the Union Bank of Switzerland (UBS) will be looked at specifically in order to analyse whether UBS provides internationally comparable information on how teachers' salaries stand in relation to the salaries of other occupational groups. Such a comparison may help to shed more light on the question of how to attract young people to the teaching profession and how to keep teachers in the profession. The results could also be used to decide whether that it would be of general interest to collect this type of information on a regular basis.

## 2. Existing data

Several international agencies have published data on teachers' salaries, but there is not much information available on an international basis for the comparison of teachers' salaries with the salaries of other professional groups.

### 2.1. UNESCO

UNESCO has not published much data on teachers' salaries. The monitoring reports *Education for All* (EFA Global Monitoring Report Team, 2002, 2003, 2004) contain information on total numbers of teachers, percentage of trained teachers and pupil-teacher ratio for a large number of countries, but nothing on teachers' salaries. The database of the UNESCO Institute for Statistics (UIS, 2006) contains no information on teachers' salaries, with the exception of data which have been collected as part of the WEI programme (World Education Indicators).<sup>1</sup> This programme will be further described in the section on the OECD.

In 2002 UNESCO and the ILO published the report *A statistical profile of the teaching profession* written by Maria Teresa Siniscalco. The report is mainly a summary of information available on teachers in other international publications such as UNESCO, ILO and OECD reports.

### 2.2. OECD

Since 1992 the OECD has published the report *Education at a Glance*, containing basic statistics on education in OECD and some additional countries. The report has been published in twelve editions (1992, 1993, 1995, 1996, 1997, 1998, 2000, 2001, 2003, 2004, 2005 and 2006). *Education at a Glance* covers the OECD countries.<sup>2</sup>

Since 1995 teachers' salaries have been included in the report. *Education at a Glance* from 2005 (OECD, 2005b) presents salaries in equivalent US dollars, converted into PPP ("purchasing power parity") and as a ratio of GDP per capita. The starting salary, the salary after 15 years in the profession and the salary at the top of the scale are shown, as well as statutory salaries per hour of net teaching time. It is also shown how statutory salaries have developed for teachers between 1996 and 2003. *Education at a Glance* from 2005 focus on teachers in lower secondary education, but information is also available on primary teachers in public institutions, teachers in upper secondary public institutions and teachers in upper secondary vocational programmes in public institutions.

---

<sup>1</sup> The countries who participated in the WEI programme are Argentina, Brazil, Chile, China, Egypt, Indonesia, Jordan, Malaysia, Paraguay, Peru, Philippines, Russian Federation, Thailand, Tunisia, Uruguay and Zimbabwe.

<sup>2</sup> Australia, Austria, Belgium, Canada, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Japan, Korea, Luxembourg, Mexico, Netherlands, New Zealand, Norway, Portugal, Spain, Sweden, Switzerland, Turkey, United Kingdom and United States.

In 2001 the report contained a comparison of average primary teachers' salaries with the salaries of other selected public employees (OECD, 2001). The selection of public employees contained the following occupations: draughtsman, pre-primary teacher, computer operator, nurse, social worker, executive officer, mathematics teacher in secondary education, sanitary engineer, civil engineer, head teacher and public health physician. The 2003 report contained a comparison of average secondary teachers' salaries with the salaries of other selected public employees (OECD, 2003). The selection of public employees contained the following occupations: draughtsman, pre-primary teacher, computer operator, librarian, social worker, executive officer, university lecturer, town planner, civil engineer, head teacher agricultural scientist and primary teacher.

In 2001 the OECD also published, in co-operation with the UNESCO Institute for Statistics, the report *Teachers for tomorrow's schools. Analysis of the world education indicators*. This publication largely contains the same figures as *Education at a Glance* (2001), but deals in greater detail with the situation of teachers. In the report not only OECD countries are included, but also countries participating in the WEI programme.

### **2.3. European Union**

Since 1994, Eurydice/Eurostat has published *Key Data on Education in the European Union*. Editions were published in 1994, 1995, 1997, 2000, 2002 and 2005. In 1995 teachers were dealt with in a thematic dossier "*Teachers in the European Union*."

The 2005 edition of *Key Data on Education in the European Union* devoted a section to teachers. Information was given about teacher education, continuing professional development, employment status, workload, salaries relative to per capita income number of teachers, percentage of teachers working part-time, distribution of teachers by age, age of retirement and percentage of female teachers. The data relate to 2002/03. EU countries, as well as EEA countries and pre-accession countries are covered in the book.

### **2.4. Other studies**

Before the OECD and the EU started to cover teachers' salaries on a regular basis in their publications several attempts had been made by other organisations to compile data.

WCOTP (the World Confederation of Organizations in the Teaching Profession) organised, in 1978, 1980 and 1986, studies comparing salaries, training, working hours, etc., in various European countries. These studies were based on information submitted by member organisations in response to a questionnaire originally developed by WCOTP in co-operation with the ILO. The reports contained salaries presented in national currencies and converted into Swiss Francs. No attempt to compare purchasing power was made. On 6-8 April, 1991, WCOTP organised a conference in Sofia, Bulgaria, on salaries, pensions, working time and negotiations. In preparation for the conference WCOTP member organisations were asked to contribute basic information about these issues in their countries. The information collected was presented in the report *Teachers, salaries,*



*pensions, working time and negotiations* (WCOTP, 1991). Salaries were presented in national currencies and converted into Swiss Francs based on the exchange rate at the end of January 1991. No attempt to compare purchasing power was made.

In 1976 the German Institute for International Education Research (DIPF – Deutsches Institut für Internationale Pädagogische Forschung) published a book entitled: *Teachers' salaries in international comparison* (Döbrich, Kodron and Kolbe, 1976). The book contained a detailed discussion of the methodology for comparing teachers' salaries and the problems related to the comparisons. Information had been collected from Belgium, the Federal Republic of Germany, Denmark, the German Democratic Republic, England & Wales, France, Ireland, Italy, Luxembourg, Netherlands, the People's Republic of Poland, Sweden and the USA. The starting and the final salaries for primary teachers, lower secondary teachers and upper secondary teachers were compared for 1975. The comparisons were made in German Marks (DM) with adjustment for purchasing power. Differences in salary structures were also discussed. In 1980 IFFTU (the International Federation of Free Teacher Unions) asked Peter Döbrich to write a report on the employment and working conditions of teachers in preparation for an ILO conference. The report, *Employment and Conditions of Work of Teachers*, was published by IFFTU in 1981 with the support of GEW (Gewerkschaft Erziehung und Wissenschaft). It contained mainly a general discussion of the problems facing the teaching profession and, to a lesser extent, statistical information about working conditions in various countries. Information on teachers' working conditions had been collected by sending a questionnaire to IFFTU member organisations.

In 1993 AFT (the American Federation of Teachers) published the report *How U.S Teachers Measure Up Internationally. A Comparative Study of Teacher Pay, Training and Conditions of Service*. The report had been written by the research department of AFT with the purpose of comparing the salaries and working conditions of American teachers with those of teachers in other industrialised countries. The report contained information on working hours, salaries, retirement, social security, etc. The information had been collected through contacts with teachers' unions and Ministries of Education in other countries, the embassies of other countries in the U.S. and U.S Embassies abroad. Information collected earlier by WCOTP and IFFTU (see above) was also used.

Läraryförbundet (Sweden) organised a comparative study of salaries in Sweden and some EU countries in 1993. The results were published in the report *Lärares löner i Sverige och några EG-länder* ("Teachers' salaries in Sweden and some EU countries") (Fredriksson & Edlund, 1993). The information used in the study was based on figures collected from teacher unions in Sweden, France, Portugal, United Kingdom and Germany. Information was collected on teachers' monthly salaries, average taxation, compulsory deductions and the average cost of renting of an apartment or house. Based on these figures the net salary, the disposable income and the disposable income adjusted for purchasing power were calculated.

## 2.5. Limitations with existing data

The data on teacher salaries used in most publications are based on the annual statutory salary, *i.e.* the official pay scales. This is not the same as the actual salary, which may vary within a country depending on teachers' additional educational experience, part-time employment, regional discrepancies depending on special allowances for remote areas, family bonuses and benefits, such as reduced rates on public transport. In almost every case the gross salaries are compared, which means that the great differences in tax systems between countries are not considered (OECD, 2003). There are also differences between countries in the typical family situation. In some countries it is more common that only one income is supporting the family, while in others there are generally two.

In order to make salaries comparable they are converted in many reports into U.S. dollars using purchasing power parities (PPP) as a way of equalising the purchasing powers of different currencies.<sup>3</sup> Another way, used by the OECD and EU, of making teachers' salaries comparable is to describe them as a ratio of GDP per capita. This type of comparison has several limitations. As has been pointed out in OECD reports, "*there is a significant association between teachers' salaries and GDP per capita*" (OECD, 2002, p.333). High teacher salaries expressed as a ratio of GDP per capita often occur in countries with a low GDP per capita.

The OECD has been critical about measuring teachers' salaries as a ratio of GDP per capita: "*The main indicator that is currently used, teachers' statutory salary expressed as a ratio of GDP per capita has a number of limitations [...]*" (OECD, 2002, p.79). One of these limitations is that the indicator "*does not reflect salary levels in comparable occupations*" (ibid.). The OECD suggests, "*A more appropriate indicator would compare teachers' actual salaries and other benefits with those of workers in professions requiring similar qualifications and at similar age levels. Such data are not yet available at international level*" (ibid.). A similar recommendation is made in the ILO/UNESCO Recommendation concerning the Status of Teachers (ILO/UNESCO, 1966). In article 15:2 of the Recommendation it is suggested that a relevant way to compare teachers' salaries would be to compare them "*with salaries paid in other occupations requiring similar or equivalent qualifications*" (ILO/UNESCO, 1966). Unfortunately there is not much information available which allows such comparisons.

## 3. Prices and Earnings – data collected by UBS

One attempt to compare salaries and prices across countries has been made by the Union Bank of Switzerland (UBS). Their booklet *Prices and Earnings Around the Globe* has been published by the economists at UBS every three years since 1971. Thirteen surveys have been published to date, the latest in 2006.

---

<sup>3</sup> PPPs are the rates of currency conversion, which eliminates the differences in price levels among the countries (OECD, 2003, p.442).

### **3.1. The UBS study: Prices and Earnings**

*Prices and Earnings Around the Globe* compares the prices of goods and services, wages, wage deductions and working hours, along with the resulting purchasing power, in a number of cities across all continents. According to UBS, there are “*a number of reasons why it makes sense to compare prices and earnings in an increasingly globalized world*” (UBS, 2003, p.4). The primary reason given by UBS is to help to give companies with foreign subsidiaries, tourists and business travellers to have an idea of the prices they have to pay in different cities. It is noted that if prices are seen in isolation they “*tell us little about what locals can actually afford*” (ibid.).

For the study in 2006 standardised price and earnings studies were carried out in 71 cities between February and April 2006. The data were collected by local UBS offices, partner banks, chambers of commerce, universities, the student organization AIESEC and selected individuals (UBS, 2006).

All figures are converted into one currency. In the English version of the study the currency used is USD. To smooth the effects of daily fluctuation in exchange rates the average exchange rate for the data collection period was used (UBS, 2006).

### **3.2. Teachers in the “Prices and Earnings”**

The study from 2006 contains information about salaries in 14 selected occupations. These occupations were chosen with the purpose to be “*a representative cross-section of workers in the industrial and service sectors*” (UBS, 2006, p.26). The occupations have also been selected for their amenability to international comparison: “*The occupations surveyed are ones that as far as possible can be similarly defined all around the world*” (UBS, 2003, p 21), “*...the professions were selected with an eye to being able to collect and delimit comparable data the world over*” (UBBS, 2006 p. 26.). One of the occupations covered in *Prices and Earnings Around the Globe* is primary teacher.

The data presented in *Prices and Earnings Around the Globe* will be used in this paper for a comparison of teachers’ salaries with the salaries of other occupational groups in a number of major European cities. It may also be possible to see how teachers’ salaries have developed over a number of years in relation to the salaries of other occupational groups. The results of the analysis may help to determine whether this type of data has an added value in comparison with other available data on teachers’ salaries and whether it would be of interest to collect such data on a regular basis.

## **4. A comparison of teachers' salaries with those of other occupations in European cities**

In this section the UBS data will be used to examine how teachers' salaries stand in relation to the salaries of other occupational groups their relative development over a number of years. In order to understand the context of the UBS survey, the cities involved will first be listed and discussed in subsection 4.1. Subsection 4.2 will explain how the salaries of teachers have been calculated. The third subsection will list the other occupations covered in the UBS surveys and explain how the salaries in the various occupations have been calculated. In the fourth subsection a comparison will be made between primary teachers' salaries and the salaries of other professions in a number of cities for the period 1979 to 2006. In the final subsection a comparison will be made between primary teachers' salaries and the salaries of a number of other occupations in 2003 and 2006.

### **4.1. Cities**

The UBS data is not collected on the basis of countries, but rather of cities. The idea has been to give a broad base of data representing important cities in all continents. The set of cities has not been constant over all surveys; some have been covered by all surveys, others have been added and some have been removed. Annex i gives an overview of which cities have been covered in different surveys.

The focus in this report is on cities in EU, EEA and Candidate Countries. In total 34 cities from this group of countries are covered by the UBS surveys. Twelve of these cities are covered by all the surveys undertaken from 1974 to 2006 and 13 cities covered by all surveys undertaken between 1979 and 2006. In the 2003 survey data are available for 30 cities in the EU, EEA and Candidate Countries and in the 2006 survey data from 33 cities.

The data from the twelve cities covered during the years 1977 to 2006 will be used for a comparison between primary teachers' salaries and the salaries of other occupations over time (see section 4.4). The 2003 and the 2006 data will be used to make a comparison between salaries in a number of occupations for these years (see section 4.5).

### **4.2. Teachers' salaries**

Primary teachers are one of the occupational groups included in the UBS surveys. The income of a primary teacher has been based on the yearly salary of a primary teacher who has been teaching in the public education system for about 10 years. Data are collected on teacher 35 years old, married and with two children (UBS, 2006, p. 44).

Annex ii shows the gross income per year in USD for primary teachers in the 34 cities in the EU, EEA and Candidate Countries included in the UBS surveys. As can be seen in annex ii there are great differences in the salaries of primary teachers in different cities. As mentioned earlier these figures are difficult to interpret; they

begin to make sense only when compared with the general costs of living in the city and/or the income in other professions.

### 4.3. Occupations

In addition to information about the salaries of primary teachers the UBS survey also contains information about a number of other occupations. In annex iii the occupations covered in the UBS surveys are listed and it is indicated in which years different occupations have been surveyed.

The study in 1974 covered six occupational groups (primary school teachers, bus drivers, car mechanics, department managers, bank teller/credit clerks and secretaries). In the study in 1976 three more groups were added (building labourers, skilled industrial workers and female industrial workers), and in 1979 a further three (cooks, department managers, electric or mechanical engineers and saleswomen). These have been the twelve occupations covered in the surveys from 1979 to 2000. In the survey in 2003 two new groups were added (personal assistants and product managers) and one was removed from the survey (secretaries). As can be seen in table 4 is the description of a secretary and of a personal assistant fairly similar. The 2006 survey contained the same occupations as in 2003 with the addition of call centre agents.

The uniform criteria used for all occupations were: job experience, age and marital status (UBS, 2003, p. 7). The specific criteria for individual occupations are listed in annex iv. The criteria have not been identical in all years. For those occupations where there have been some variations two sets of criteria are shown in annex iv.

As can be seen in annex iv the criteria used are not the same for all occupations. Primary teachers are supposed to have taught for about 10 years and to be approximately 35 years old and married with two children. For other occupations the criteria specified younger persons, such as saleswomen, who are assumed to be single and aged 20 to 25. In other cases older persons have been specified, such as department managers, who are assumed to be 40 years old and married with two children. In this report teachers will be compared both with all the occupations listed in annex iv and with a smaller number of occupations for which the criteria used correspond more closely with the criteria used for teachers. This smaller group of occupations will include primary teachers, bus drivers, skilled industrial workers, engineers, bank tellers and product managers.

In the UBS surveys a selection of representative companies in each city are asked to supply appropriate data. Basically 30-35 different employers contribute data for each occupation in each city. Several studies are conducted and compared to each other. To ensure data quality the collected data is also compared with other sources for a cross-check, such as ILO data. Still UBS notes in 2003: *“Since our pay figures for each occupation and city were compiled from a limited number of companies and thus do not constitute statistical averages, using a different selection could give different results in some places”* (UBS, 2003, p.21) and in 2006: *“Because our figures do not represent statistical averages, and their collection was limited to just a few companies for each profession, a choice of different firms might produce different results”* (UBS, 2006, p.26).

The gross income for every occupation is the “*annual gross income including fringe benefits such as profit-sharing, bonuses, holiday pay, additional month’s salary payment, family allowances*” (ibid..).

#### **4.4. Teachers’ salaries compared with other occupations over time**

As shown in subsection 4.1, twelve cities in the EU, EEA and Candidate Countries are covered by all the surveys undertaken from 1974 to 2006. In the table below the data from 1974 and 1976 have been excluded, because in these years data were only collected from 6 and 9 occupations respectively (see subsection 4.3). For the years 1979 to 2006 data is available from 13 cities in the EU, EEA and Candidate Countries. It should also be borne in mind that the survey in 2003 covered 13 occupations, including two which were not covered in earlier years. The survey in 2006 covered 14 occupations, including one which was not covered in 2003.

The table below shows the rank of teachers’ salaries. Rank 1 means that teachers had the highest salary among the twelve occupational groups in that city in the year of reference, while rank 12 means that teachers had the lowest salary among the twelve occupational groups in that city that year (for more details see annexes v – xxxvii).

*Table 1. Earnings Around the Globe – Primary Teacher in Major European Cities. Rank order among 12 occupations*

<i>CITY</i>	<i>1979</i>	<i>1982</i>	<i>1985</i>	<i>1988</i>	<i>1991</i>	<i>1994</i>	<i>1997</i>	<i>2000</i>	<i>2003*</i>	<i>2006**</i>
Amsterdam	4	3	4	3	5	3	4	4	6	5
Brussels	5	3	7	7	7	6	7	7	8	12
Copenhagen	8	7	7	7	7	7	5	6	9	7
Dublin	4	2	3	3	3	3	3	3	4	5
Helsinki	3	4	4	3	3	4	4	4	7	4
London	3	3	5	7	2	3	3	4	6	6
Luxembourg	3	3	4	3	3	3	4	4	3	4
Madrid	5	5	4	2	6	5	5	3	4	6
Milan	7	7	6	8	8	8	7	6	11	6
Oslo	8	8	8	10	10	6	5	5	7	8
Paris	4	4	8	7	3	7	8	6	7	7
Stockholm	5	3	3	5	2	4	4	5	5	4
Vienna	8	9	9	9	8	7	7	7	7	7

*\* The data from 2003 included 13 occupations*

*\*\* The data from 2006 included 14 occupations*

*Sources: UBS, 1979, 1982, 1985, 1988, 1991, 1994, 1997, 2000, 2003 and 2006*

In most cities covered in the table it is not possible to talk about any trend. The only two cities where a trend is possible to identify are Brussels and Vienna. In the case of Brussels the trend is negative and in the case of Vienna positive (see annex xxxviii). What is notable is that in 2003 teachers have the lowest rank position in the whole time series in four cities (Amsterdam, Copenhagen, Helsinki and Milan). With two exceptions (Luxembourg and Stockholm), the rank position of teachers has fallen between 2000 and 2003. In 2006 teachers have the lowest rank position in the whole time series in two cities (Brussels and Dublin). Out of 13 cities the rank position has been improved between 2003 and 2006 in five cities, is the same in 2003 as in 2006 in three cities and has fallen in five cities. In interpreting these figures it should be remembered that the survey in 2003 contained one occupation more than the earlier surveys (product managers), and that secretaries had been replaced by personal assistants. In the survey 2006 call centre agents had been added. If the rank positions are compared only for the years 1979 – 2000, when the data covers 12 occupations, a trend can be identified in Copenhagen and Vienna. In both cases a positive trend (see annex xxxviii).

Table 2 includes only the smaller group of five occupations for year 1979-2000 and six occupations for the years 2003 and 2006.

Table 2. *Earnings Around the Globe – Primary Teacher in Major European Cities. Rank order among 5 occupations*

CITY	1979	1982	1985	1988	1991	1994	1997	2000	2003*	2006*
Amsterdam	2	2	3	2	3	2	3	3	5	4
Brussels	3	2	4	4	4	4	4	4	5	6
Copenhagen	4	4	4	3	4	4	3	4	5	5
Dublin	2	1	2	2	2	2	2	2	3	4
Helsinki	2	2	2	2	2	3	3	3	4	3
London	2	3	3	4	1	2	2	3	4	5
Luxembourg	2	2	2	2	2	2	3	3	2	3
Madrid	3	3	3	1	3	3	3	2	4	4
Milan	4	4	4	5	5	5	5	4	5	4
Oslo	4	4	5	5	4	4	4	4	5	5
Paris	2	3	5	4	2	4	5	3	4	4
Stockholm	2	2	2	3	1	2	3	4	4	3
Vienna	5	5	5	5	5	5	5	5	5	5

\* the data from 2003 and 2006 included 6 occupations

Sources: UBS, 1979, 1982, 1985, 1988, 1991, 1994, 1997, 2000, 2003 and 2006

From Table 2 it is again difficult to identify any clear trends. Trends can be identified in Amsterdam, Brussels, Dublin, Helsinki, Luxembourg and Stockholm. In all these cases the trend is negative (see annex xxxviii). In most cases the rank position falls between 2000 and 2003, but, as indicated above, in most cases this is probably related to the addition of one more occupation in 2003. Between 2003 and 2006 the ranking position has fallen in five cities, remains the same in five cities and was improved in three cities. If only the years 1979 to 2000 are taken into consideration a trend can be identified in Helsinki and Luxembourg. In both cases a negative trend (see annex xxxviii).

The table below shows the average rank for teachers' salaries in the various cities during the years 1979 to 2000. The surveys from 2003 and 2006 have not been included, because the numbers of occupations included in these surveys are higher than the numbers included in the survey 1979 to 2000.

Table 3. *Earnings Around the Globe – Primary Teacher in Major European Cities. Average rank among 12 occupations 1979 - 2000*

CITY	Average rank 1979 - 2000
Dublin	3.00
Luxembourg	3.38
Amsterdam	3.75
London	3.75
Stockholm	3.88
Madrid	4.38
Helsinki	4.50
Paris	5.88
Brussels	6.13
Copenhagen	6.75
Milan	7.13
Oslo	7.50
Vienna	8.00

Sources: UBS, 1979, 1982, 1985, 1988, 1991, 1994, 1997, and 2000



As can be seen, Dublin seems to be the city with the highest average rank for teachers' salaries during the period 1979 to 2000, while Vienna seems to be the city with lowest average rank.

#### 4.5. Teachers' salaries compared with other occupations in 2006

If only the data available for year 2006 are used, more cities can be included in the analysis. Table 4 shows the actual salary per year in USD and the rank order of the teachers' salaries in all cities in the EU, EEA and Candidate Countries available in the UBS data for 2006. The rank order of the teachers' salaries are shown both in a comparison of 14 occupations and of 6.

*Table 4. Earnings Around the Globe – Primary Teacher in Major European Cities*

<i>Cities</i>	<i>2006</i>		
	<i>Salary per year in USD</i>	<i>Rank order among 13 occupations</i>	<i>Rank order among 6 occupations</i>
Ljubljana	23,100	3	2
Luxembourg	62,200	4	3
Helsinki	43,100	4	3
Nicosia	33,600	4	3
Lisbon	28,700	4	3
Stockholm	37,600	5	3
Frankfurt	51,400	5	4
Dublin	50,400	5	4
Berlin	48,100	5	4
Amsterdam	41,900	5	4
Lyon	33,400	5	4
Athens	24,800	5	4
Madrid	33,300	6	4
Barcelona	33,100	6	4
Milan	24,700	6	4
London	42,400	6	5
Prague	11,300	6	5
Paris	29,800	7	4
Copenhagen	52,000	7	5
Munich	41,000	7	5
Vienna	36,800	7	5
Oslo	47,300	8	5
Rome	19,300	8	5
Budapest	9,000	8	5
Riga	4,800	9	6
Vilnius	5,700	10	5
Bucharest	4,400	10	5
Istanbul	11,200	10	6
Bratislava	6,000	10	6
Tallinn	7,900	11	6
Warsaw	7,000	11	6
Brussels	29,100	12	6
Sofia	2,100	14	6

*Sources: UBS, 2006*

Data are available for 33 cities in EU, EEA and Candidate Countries. Among the cities for which data is available, Ljubljana and Luxembourg seem to be the two cities where teachers' salaries are most attractive in

comparison with the other professions for which salary information is available. It can be noted that while teaching is one of the best paid occupations in some cities, it is one of the worst paid in others.

Table 5 shows the number of cities out of the 29 for which data were available in 2003 in which the salaries in different occupations are higher than teachers' salaries and the same information for 29 cities in which data were available in 2006. Only those cities from which information was available on 13 occupations in 2003 and on 14 occupations in 2006 have been included in the table.

*Table 5. Number of cities in which the salaries in certain occupations are higher than the salary of a primary teacher*

<i>Occupation</i>	<i>Number of cities in which the salaries of the occupation in the first column is higher than the salary of a primary teacher</i>	
	<i>2003</i>	<i>2006</i>
Engineer	28	28
Product manager	28	28
Department head	26	28
Bank credit clerk	23	23
Cook	20	17
Skilled industrial worker	18	14
Personal assistant	11	10
Car mechanic	12	8
Bus driver	9	6
Call center agent	-	5
Female sales assistant	6	4
Building labourer	4	3
Female factory worker	2	1

*Sources: UBS, 2003, 2006*

Engineers and product managers had higher salaries than teachers in all 28 cities in 2003 and in 2006. While this may not come as a surprise, it may be of some interest that cooks and skilled industrial workers seem to earn more than primary teachers in more than half of the cities for which data are available. It can also be noteworthy that female factory workers earned more than primary teachers in two cities in 2003 (Bucharest and Sofia) and in one in 2006 (Sofia).

#### **4.6. Added value**

It may be asked whether the type of data presented in sections 4.3 and 4.4 provide additional information to that already available in EU and OECD publications. Table 10 shows data from the OECD on salaries calculated in PPP dollars and as a rate of GDP, listed together with the UBS data on salaries and the rank order of occupations. The OECD data covers primary teachers' salaries after 15 years of experience. Only cities and countries which are covered in both sets of data are included in the table. In order to get figures as comparable as possible data has been used which was published in 2003.

Table 6 The UBS data compared with OECD data

Data from UBS survey 2003		Data from OECD "Education at a Glance" 2003		Data from OECD "Education at a Glance" 2003		Data from UBS survey 2003	
City	Salary per year in USD	Country	PPP	Country	Salary as ratio of GDP per capita	City	Rank order among 13 occupations
Berlin	45,000	Germany	46,459	Turkey	2.12	Berlin	4
Copenhagen	42,500	England	36,864	Germany	1.75	Dublin	4
Frankfurt	41,900	Ireland	36,837	Portugal	1.,56	Lisbon	4
Dublin	41,700	Denmark	35,297	Spain	1.50	Barcelona	5
Oslo	35,700	Belgium (Fl.)	33,047	England	1.46	Frankfurt	5
Amsterdam	34,300	Netherlands	32,750	Greece	1.,46	Stockholm	5
London	33,700	Norway	32,621	Belgium (Fl.)	1.,23	Amsterdam	6
Stockholm	32,300	Belgium (Fr.)	31,984	Ireland	1.23	Athens	6
Brussels	30,600	Spain	31,357	Belgium (Fr.)	1.19	London	6
Helsinki	30,500	Austria	31,124	Denmark	1.17	Helsinki	7
Vienna	28,900	France	29,193	France	1.14	Oslo	7
Barcelona	25,500	Portugal	28,974	Netherlands	1.14	Paris	7
Paris	24,900	Italy	28,483	Austria	1.09	Vienna	7
Milan	20,600	Sweden	25,722	Italy	1.07	Brussels	8
Athens	19,500	Greece	24,716	Finland	1.03	Istanbul	8
Rome	17,300	Finland	21,175	Sweden	1.01	Rome	8
Lisbon	16,000	Czech Republic	13,941	Czech Republic	0.97	Bratislava	9
Istanbul	10,400	Turkey	12,031	Norway	0.88	Copenhagen	9
Budapest	6,200	Hungary	8,957	Hungary	0.69	Prague	10
Prague	5,700	Slovak Republic	6,604	Slovak Republic	0.55	Budapest	11
Bratislava	4,100					Milan	11

Source: UBS, 2003; OECD, 2003

According to the UBS data, teachers in Berlin are the best paid teachers in the cities covered in the table. This is the case both when actual salaries and when rank orders are compared. According to the OECD data, German teachers are the best paid teachers in terms of PPP, and Turkish teachers when the salary is compared to GDP per capita. German teachers are in second position in the list based on salary as a rate of GDP per capita. All the data, both from OECD and UBS, indicate that German teachers seem to be relatively well paid.

The case for Turkish teachers is less clear-cut. The UBS figures show that the actual income of Turkish teachers is not very high and that this income does not compare favourably with a number of other occupational groups. Salaries converted into PPP show the same, but the figures expressed as a ratio of GDP per capita tend to show something else. Based on these latter figures, it could be argued that Turkish teachers earn much more than Turks in general. However, based on the rank order of Turkish teachers from the UBS figures, it seems that a number of occupational groups in Istanbul actually earn more than an average primary teacher, including cooks, product managers, department heads, engineers, bank credit clerks, skilled industrial workers and personal assistants. Probably all these groups have an income well above GDP per capita. Thus it seems that the rankings based on the UBS figures may help to give a better picture of the attractiveness of the teaching profession in certain situations. Even if Turkish teachers earn more than Turks in general, the profession may not be attractive, since prospective teachers in major urban areas will more likely compare their possible future income with that of other occupational groups, such as engineers than peasants in the countryside.

#### **4.6. Limitations of the UBS surveys**

There are a number of limitations related to the data available in the UBS publications. The UBS data has not been collected for the purpose of doing comparisons between different occupations. For a comparison between teachers' salaries and other occupations it may be of greater interest to compare teaching with occupations which require a similar length of education. The selection of occupations made in the UBS studies is premised on the idea of giving a general overview of the earnings of different occupational groups in society.

A serious limitation is that the data collected by UBS has not been based on an appropriate, random selection of workplaces. This may be of minor importance for the calculation of teachers' salaries, because in most countries teachers' salaries are strictly regulated, with agreed steps on a given salary scale (European Commission/Eurydice/Eurostat, 2005). For other occupations, however, this may mean that the actual salaries may have been inflated or understated. From the information available it is not possible to ascertain whether this has actually happened and in which direction possible errors may have been made. UBS has compared collected data with other sources, such as ILO data, for a cross-check. This may have helped to minimize possible problems with the quality of the data.

It is important to keep in mind that the UBS data have been collected in mayor cities. The teacher salary scales are in many countries more compressed and rigid than in other professions. This means that teachers in big cities often earn almost the same as teachers in rural areas. Salaries for other professions tend to be higher in major city areas than in rural areas. For example, a teacher that is at the lower end of the salary scale in Istanbul may have a salary that is lower than other professions in Istanbul, but still higher than the salaries of other professions in for example in Eastern Anatolia. A teacher in London may have a salary which is lower than the salaries of several other occupations in London, but the same salary may compare much more favourable with the same occupations in a smaller town in a rural area.

The UBS data only takes salaries into consideration. In many countries teachers may have other advantaged that are not related to the salary. Even if the salary does not look attractive in comparison with other occupations the whole package of working conditions may still be favourable when compared with other occupations. To get a full picture of the attractiveness of teachers working conditions it would be necessary to include working hours, job security, possibilities for promotion and a number of other issues.

The UBS data only covers the salaries of primary teachers. Primary teachers may be the largest group of teachers in many countries, but there are also many other groups of teachers. Generally it can be assumed that primary teachers earn more than pre-school teachers, but less than secondary teachers. This may be true in almost all countries, but what probably is widely different is the size of the differences between different categories of teachers. To get a full picture of the attractiveness of the teaching profession it would be necessary to also have information about other groups of teachers.

In the UBS data information has been collected in most cases for those who have 10 years of working experience, are married and have two children. Depending on the salary scales in different countries this may have various implications. In some countries the teachers may still expect a substantial growth of their salaries, while in others the growth may start be slower already after 10 years. Due to the fact that teachers often have salaries fixed according to the scale the development of the salaries are more predictable than for other professions. To get a full picture of how attractive teachers' salaries may be it would be necessary to also look into how the salary develops over time for an individual and compare this with what could be a predicted development for other occupations. To get this type of data for a large number of cities or countries may be rather difficult.

## **5. Conclusions and discussion**

The purpose of this study was to explore whether existing data provide internationally comparable information on how teachers' salaries compare with salaries in other occupations. It can be concluded that this type of information is not available from the major providers of data on teachers and education. UBS provides this type of data to a certain extent, but with several weaknesses. First, the UBS data has not been collected for these purposes. Second, it may be of greater interest to compare teaching with occupations which require a similar length of education, rather than with the occupations covered by the UBS studies. The selection of occupations made in the UBS studies is premised on the idea of giving a general overview of the earnings of different occupational groups in society. Third, the data collected by UBS has not been based on an appropriate, random selection of workplaces. This may be of minor importance for the calculation of teachers' salaries, because in most countries teachers' salaries are strictly regulated, with agreed steps on a given salary scale (European Commission/Eurydice/Eurostat, 2005). For other occupations, however, this may mean that the actual salaries may have been inflated or understated. From the information available it is not possible to ascertain whether this has actually happened and in which direction possible errors may have been made. UBS has compared collected data with other sources, such as ILO data, for a cross-check. This may have helped to minimize possible problems with the quality of the data.

The time series of the rank position of teachers' salary levels did not show any specific general trend in relation to other occupations. The rankings have changed in relation to other occupations in several cities, but in most cases without any clear trajectory. When the analysis is restricted to a comparison of the five occupations based on more or less the same criteria concerning working experience, age and family, the picture changes slightly. Generally, teachers' salaries seem to be fairly stable in rank order in relation to the other occupations, but there is a downwards trend in some cities. In 2003 and 2006 engineers and product managers had higher salaries than teachers in 28 cities out of 29 under examination and teachers earned more than building workers and female factory workers in most cities.

The case of Turkish teachers' salaries showed that this type of comparison may add another perspective to the debate on how to attract young people to the teaching profession. In this regard the type of data collected by UBS could be of interest for further analysis of how to make the teaching profession attractive.

If this data can open up new approaches to the analysis of the attractiveness of teaching profession, it could be of interest to collect and analyse such information on a regular basis. There are basically two possibilities to obtain data: either to use the existing UBS data with their advantages and disadvantages, or to use more formal channels to acquire this information. In the latter case it would then be possible to decide which occupations would be relevant to for the purpose of comparison. In the long run information on the relation between teachers' salaries and the salaries of other professions could be used to construct an indicator on the attractiveness of the teaching profession.

## Annexes

- i. Cities covered in “Earnings Around the Globe” (1974 – 2006)
- ii. Primary teacher’ salaries in major cities in EU, EEA and candidate countries (1974 – 2006)
- iii. Occupations covered in “Earnings Around the Globe” (1974 – 2006)
- iv. Criteria for the occupations covered in “Earnings Around the Globe” (1974 – 2006)

34 cities from the EU, EEA and Candidate Countries have been covered by the UBS surveys between 1974 and 2006. The annexes i. – xxxiii contains tables for 33 of these cities. Düsseldorf, where data was only collected 1974 – 1994, is not included.

- v. Amsterdam
- vi. Athens
- vii. Barcelona
- viii. Berlin
- ix. Bratislava
- x. Brussels
- xi. Bucharest
- xii. Budapest
- xiii. Copenhagen
- xiv. Dublin
- xv. Frankfurt
- xvi. Helsinki
- xvii. Istanbul
- xviii. Lisbon
- xix. Ljubljana
- xx. London
- xxi. Luxembourg
- xxii. Lyon
- xxiii. Madrid
- xxiv. Milan
- xxv. Munich
- xxvi. Nicosia
- xxvii. Oslo
- xxviii. Paris
- xxix. Prague
- xxx. Riga
- xxxi. Rome
- xxxii. Sofia
- xxxiii. Stockholm
- xxxiv. Tallinn
- xxxv. Vienna
- xxxvi. Vilnius
- xxxvii. Warsaw

xxxviii Teacher salaries - trends

Annex i. Cities covered in “Earnings Around the Globe” (1974 – 2006)

*Earnings Around the Globe – Primary Teacher in Major World Cities (1974 – 2003)*

CITY	1974	1976	1979	1982	1985	1988	1991	1994	1997	2000	2003	2006
Abu Dhabi	---	---	x	---	---	x	---	x	x	x	---	---
Amsterdam	x	x	x	x	x	x	x	x	x	x	x	x
Athens	x	x	x	x	x	---	x	x	x	x	x	x
Auckland	---	---	---	---	---	---	---	---	---	x	x	x
Bangkok	---	---	x	x	x	---	---	x	x	x	x	x
Barcelona	---	---	---	---	---	---	---	---	---	x	x	x
Basel	---	---	---	---	---	---	---	---	---	---	x	---
Beijing	---	---	---	---	---	---	---	---	---	---	---	x
Berlin	---	---	---	---	---	---	---	---	---	x	x	x
Bogotá	x	x	x	x	x	x	x	x	x	x	x	x
Bombay/Mumbai	x	---	---	x	x	x	x	x	x	x	x	x
Bratislava	---	---	---	---	---	---	---	---	---	---	x	x
Brussels	x	x	x	x	x	x	x	x	x	x	x	x
Bucharest	---	---	---	---	---	---	---	---	---	---	x	x
Budapest	---	---	---	---	---	---	---	x	x	x	x	x
Buenos Aires	x	x	x	x	x	x	x	x	x	x	x	x
Cairo	---	---	---	x	x	x	---	---	---	x	---	---
Caracas	x	x	x	x	x	x	x	x	x	x	x	x
Chicago	x	x	x	x	x	x	x	x	x	x	x	x
Copenhagen	x	x	x	x	x	x	x	x	x	x	x	x
Dehli	---	---	---	---	---	---	---	---	---	---	---	x
Dubai	---	---	---	---	---	---	---	---	---	---	x	x
Dublin	---	x	x	x	x	x	x	x	x	x	x	x
Düsseldorf	x	x	x	x	x	x	x	x	---	---	---	---
Frankfurt	---	---	---	---	---	x	x	x	x	x	x	x
Geneva	x	x	x	x	x	x	x	x	x	x	x	x
Helsinki	x	x	x	x	x	x	x	x	x	x	x	x
Hong Kong	x	x	x	x	x	x	x	x	x	x	x	x
Houston	---	---	---	---	x	x	x	x	x	x	---	---
Istanbul	x	x	x	x	x	x	---	---	x	x	x	x
Jakarta	---	---	---	---	---	x	x	x	x	x	x	x
Jeddah	---	---	x	x	x	x	---	---	---	---	---	---
Johannesburg	x	x	x	x	x	x	x	x	x	x	x	x
Karachi	---	---	---	---	---	---	---	---	---	---	x	---
Kiev	---	---	---	---	---	---	---	---	---	---	x	x
Kuala Lumpur	---	---	---	---	x	x	x	---	x	x	x	x
Lagos	---	---	---	---	x	x	x	x	---	---	x	---
Lima	---	---	---	---	---	---	---	---	---	---	x	x
Lisbon	x	x	---	---	x	x	x	x	x	x	x	x
Ljubljana	---	---	---	---	---	---	---	---	---	---	x	x
London	x	x	x	x	x	x	x	x	x	x	x	x
Los Angeles	---	x	x	x	x	x	x	x	x	x	x	x
Luxembourg	x	x	x	x	x	x	x	x	x	x	x	x
Lyon	---	---	---	---	---	---	---	---	---	---	---	x
Madrid	x	x	x	x	x	x	x	x	x	x	x	x
Manama	---	x	x	x	x	x	---	x	x	x	x	x



Manila	---	x	x	x	x	x	x	x	x	x	x	x
Mexico City	x	x	x	x	x	x	x	x	x	x	x	x
Miami	---	---	---	---	---	---	---	---	---	---	x	x
Milan	x	x	x	x	x	x	x	x	x	x	x	x
Montreal	x	x	x	x	x	x	x	x	x	x	x	x
Moscow	---	---	---	---	---	---	---	---	---	x	x	x
Munich	---	---	---	---	---	---	---	---	---	---	---	x
Nairobi	---	---	---	---	---	x	x	x	x	x	x	x
New York	x	x	x	x	x	x	x	x	x	x	x	x
Nicosia	---	---	---	---	---	x	x	x	x	x	---	x
Oslo	x	x	x	x	x	x	x	x	x	x	x	x
Panama City	---	x	x	x	x	x	x	x	x	x	---	---
Paris	x	x	x	x	x	x	x	x	x	x	x	x
Prague	---	---	---	---	---	---	---	---	---	---	x	x
Riga	---	---	---	---	---	---	---	---	---	---	x	x
Rio de Janeiro	x	x	x	x	x	x	x	x	x	x	x	x
Rome	x	---	---	---	---	---	---	---	---	---	x	x
Santiago de Chile	---	---	---	---	---	---	---	---	---	x	x	x
São Paulo	x	x	x	x	x	x	x	x	x	x	x	x
Seoul	---	---	---	x	x	x	x	x	x	x	x	x
Shanghai	---	---	---	---	---	---	---	---	---	x	x	x
Singapore	x	x	x	x	x	x	x	x	x	x	x	x
Sofia	---	---	---	---	---	---	---	---	---	---	x	x
Stockholm	x	x	x	x	x	x	x	x	x	x	x	x
Sydney	x	x	x	x	x	x	x	x	x	x	x	x
Taipei	---	---	---	---	---	---	x	x	x	x	x	x
Tallinn	---	---	---	---	---	---	---	---	---	---	x	x
Tel Aviv	x	x	x	x	x	x	x	x	x	x	x	x
Tokyo	x	x	x	x	x	x	x	x	x	x	x	x
Toronto	---	x	x	x	x	x	x	x	x	x	x	x
Vienna	x	x	x	x	x	x	x	x	x	x	x	x
Vilnius	---	---	---	---	---	---	---	---	---	---	x	x
Warsaw	---	---	---	---	---	---	---	---	---	x	x	x
Zurich	x	x	x	x	x	x	x	x	x	x	x	x

*Sources: UBS, 1974, 1976, 1979, 1982, 1985, 1988, 1991, 1994, 1997, 2000, 2003 and 2006*

Annex ii. Primary teacher' salaries in major cities in EU, EEA and candidate countries (1974 – 2006)

*Earnings Around the Globe – Primary Teacher in Major Cities in EU, EEA and candidate countries*

<i>CITY</i>	<i>1974</i>	<i>1976</i>	<i>1979</i>	<i>1982</i>	<i>1985</i>	<i>1988</i>	<i>1991</i>	<i>1994</i>	<i>1997</i>	<i>2000</i>	<i>2003</i>	<i>2006</i>
Amsterdam	8,030	13,140	20,300	17,400	12,190	25,700	21,770	31,500	29,200	26,300	34,300	41,900
Athens	3,180	3,880	6,700	7,500	6,960	---	9,380	11,900	14,600	13,840	19,500	24,800
Barcelona	---	---	---	---	---	---	---	---	---	19,080	25,500	33,100
Berlin	---	---	---	---	---	---	---	---	36,100	31,840	45,000	48,100
Bratislava	---	---	---	---	---	---	---	---	---	---	4,100	6,000
Brussels	6,610	10,490	16,800	13,800	10,730	21,300	22,710	24,600	26,600	23,950	30,600	29,100
Bucharest	---	---	---	---	---	---	---	---	---	---	1,800	4,400
Budapest	---	---	---	---	---	---	---	2,900	2,600	2,350	6,200	9,000
Copenhagen	9,530	16,820	19,600	16,200	15,150	28,300	29,070	33,800	38,700	33,640	42,500	52,000
Dublin	---	7,560	11,100	12,900	12,150	22,900	23,310	26,100	31,800	28,410	41,700	50,400
Düsseldorf	10,740	12,800	20,100	18,600	14,540	27,200	32,690	39,900	---	---	---	---
Frankfurt	---	---	---	---	---	34,000	35,770	41,300	41,800	36,590	41,900	51,400
Helsinki	6,920	10,900	11,900	12,900	11,810	26,000	31,620	25,600	25,200	24,310	30,500	43,100
Istanbul	2,210	2,120	2,800	2,300	1,580	2,700	---	---	5,400	5,480	10,400	11,200
Lisbon	3,690	3,840	---	---	4,000	7,900	10,110	15,400	18,000	16,250	16,000	28,700
Ljubljana	---	---	---	---	---	---	---	---	---	---	17,800	23,100
London	5,770	8,080	12,200	13,800	11,150	20,900	26,930	29,500	32,100	35,750	33,700	42,400
Luxembourg	10,480	13,400	25,100	20,700	17,690	35,900	44,950	61,500	53,400	44,780	58,000	62,200
Lyon	---	---	---	---	---	---	---	---	---	---	---	33,400
Madrid	5,760	5,980	8,800	9,700	9,500	17,000	23,580	21,700	23,500	18,420	27,600	33,300
Milan	4,420	4,190	7,500	8,100	8,810	17,300	19,690	18,800	21,800	18,540	20,600	24,700
Munich	---	---	---	---	---	---	---	---	---	---	---	41,000
Nicosia	---	---	---	---	---	15,700	15,000	21,000	24,900	26,720	---	33,600
Oslo	8,020	11,150	15,000	16,600	14,650	22,500	20,970	26,300	24,900	29,370	35,700	47,300
Paris	6,480	8,050	14,500	12,600	9,040	17,300	20,970	20,300	21,400	20,040	24,900	29,800
Prague	---	---	---	---	---	---	---	---	---	---	5,700	11,300
Riga	---	---	---	---	---	---	---	---	---	---	5,300	4,800
Rome	4,080	---	---	---	---	---	---	---	---	---	17,300	19,300
Sofia	---	---	---	---	---	---	---	---	---	---	2,100	2,100
Stockholm	11,060	12,780	17,300	16,800	12,770	22,800	28,130	24,700	27,100	26,750	32,300	37,600
Tallinn	---	---	---	---	---	---	---	---	---	---	5,100	7,900
Vienna	4,800	6,570	11,600	11,000	9,500	18,800	20,770	25,300	27,000	24,500	28,900	36,800
Vilnius	---	---	---	---	---	---	---	---	---	---	3,700	5,700
Warsaw	---	---	---	---	---	---	---	---	---	3,730	5,300	7,000

*Sources: UBS, 1974, 1976, 1979, 1982, 1985, 1988, 1991, 1994, 1997, 2000, 2003 and 2006*

Annex iii. Occupations covered in “Earnings Around the Globe” (1974 – 2006)

*Earnings Around the Globe – occupations in the studies*

<i>Occupations</i>	<i>1974</i>	<i>1976</i>	<i>1979</i>	<i>1982</i>	<i>1985</i>	<i>1988</i>	<i>1991</i>	<i>1994</i>	<i>1997</i>	<i>2000</i>	<i>2003</i>	<i>2006</i>
Primary school teacher	x	x	x	x	x	x	x	x	x	x	x	x
Bus driver	x	x	x	x	x	x	x	x	x	x	x	x
Car mechanic	x	x	x	x	x	x	x	x	x	x	x	x
Building labourer	---	x	x	x	x	x	x	x	x	x	x	x
Skilled industrial worker	---	x	x	x	x	x	x	x	x	x	x	x
Cook	---	---	x	x	x	x	x	x	x	x	x	x
Department manager / department head	x	x	x	x	x	x	x	x	x	x	x	x
Electrical engineer /engineer	---	---	x	x	x	x	x	x	x	x	x	x
Bank teller/ credit clerk / bank credit officer	x	x	x	x	x	x	x	x	x	x	x	x
Secretary	x	x	x	x	x	x	x	x	x	x	---	---
Saleswoman / female sales assistant	---	---	x	x	x	x	x	x	x	x	x	x
Female industrial worker / female factory worker	---	x	x	x	x	x	x	x	x	x	x	x
Personal assistant	---	---	---	---	---	---	---	---	---	---	x	x
Product manager	---	---	---	---	---	---	---	---	---	---	x	x
Call center agent	---	---	---	---	---	---	---	---	---	---	---	x
Total number of occupations	6	9	12	12	12	12	12	12	12	12	13	14

*Sources: UBS, 1974, 1976, 1979, 1982, 1985, 1988, 1991, 1994, 1997, 2000, 2003 and 2006*

Annex iv. Criteria for the occupations covered in “Earnings Around the Globe” (1974 – 2006)

The criteria have not been identical in all years. For those occupations where there have been some variations two sets of criteria are shown.

*Earnings Around the Globe – criteria for the occupations in the studies*

<i>Occupations</i>	<i>Criteria</i>
Primary school teacher	A teacher who has taught in the public school system for about 10 years; approx. 35 years old; married; two children.
Bus driver	Employed by municipal transport operator; around 10 years experience; about 35 years old; married; two children.
Car mechanic	With completed apprenticeship and around 5 years experience; about 25 years old; single.
Building labourer	Unskilled or semi-skilled labourer; about 25 years old; single.
Skilled industrial worker	Skilled worker with vocational training and about 10 years experience with a large company in the metal working industry; approx. 35 years old; married; two children.
Cook	Commis chef or chef de partie in a good restaurant; supervising 2 or 3 people; completed vocational training as cook; around 10 years experience; about 30 years old; single; salary data include value of free board and lodging where provided. Works in a kitchen of a good restaurant or hotel with fairly large staff; position is that of the deputy to the cook or chef de partie; supervising 2-3 cooks; completed vocational training as cook; about 10 years of experience; approx. 30 years old; single; salary data include value of free meals and lodging, if such are provided.
Department manager/ department head	Operation manager/operational head of a production department with a staff of over 1000 in a sizeable company in the metal working industry; completed vocational training; many years experience in the field; about 40 years old; married; two children.
Engineer/electrical engineer	Employed by an industrial firm in the machinery or electrical equipment industry, power station or similar; completed university studies (university, technical university or higher technical college); at least 5 years practical experience; about 35 years old; married; two children. Employed by an industrial firm in the electrical engineering sector; university or technical college graduate; at least 5 years work experience; about 35 years old; married; two children.
Bank teller/credit clerk	Completed bank training; about 10 years experience in a bank; approx. 35 years old; married; two children.
Saleswoman	Employed in the women’s clothing section of a large department store; sales training plus some years sales experience; 20-25 years old; single.
Female industrial worker / female factory worker	Unskilled or semi-skilled machine operator in a medium-sized company, mainly in the textile industry; about 25 years old; single.
Secretary	Secretary to a department manager in an industrial or commercial company; about 5 years experience (computer skills, 1 foreign language); approx. 25 years old; single.
Personal assistant	Personal assistant to a department head in an industrial or service

Product manager	company; around 5 years experience (PC skills, 1 foreign language); about 25 years old; single. Employed in the pharmaceuticals, chemicals or food industry; middle-management position; university or technical college graduate; at least 5 years' experience in the field; about 35 years old; married; no children.
Call center agent	Trained agent at an inbound call/service centre, e.g. in the telecommunication or technology sector, about 25 years, single

---

*Sources: UBS, 1974, 1976, 1979, 1982, 1985, 1988, 1991, 1994, 1997, 2000, 2003 and 2006*

### Earnings Around the Globe – Survey by Rank AMSTERDAM 1974 - 1997

Rank	1974	1976	1979	1982	1985	1988	1991	1994	1997
1	Personnel manager 12,780	Departm't manager 20,330	Departm't manager 35,400	Departm't manager 24,100	Departm't manager 28,190	Departm't manager 44,000	Departm't manager 46,620	Departm't manager 57,800	Departm't manager 65,200
2	<b>Primary school teacher 8,030</b>	<b>Primary school teacher 13,100</b>	Electrical engineer 28,600	Electrical engineer 28,600	Electrical engineer 18,610	Electrical engineer 42,400	Electrical engineer 44,280	Engineer 55,900	Engineer 45,800
3	Bus driver 7,670	Bus driver 12,040	Cook 22,300	<b>Primary school teacher 17,400</b>	Bank teller 13,920	<b>Primary school teacher 25,700</b>	Bus driver 23,780	<b>Primary school teacher 31,500</b>	Skilled industrial worker 28,300
4	Bank teller 9,420	Bank teller 10,880	<b>Primary school teacher 20,300</b>	Bank teller 15,700	<b>Primary school teacher 12,190</b>	Bus driver 24,600	Cook 22,510	Bus driver 31,200	<b>Primary school teacher 29,200</b>
5	Car mechanic 6,570	Building labourer 9,470	Bank teller 19,300	Bus driver 15,400	Bus driver 11,920	Cook 23,400	<b>Primary school teacher 21,770</b>	Skilled industrial worker 29,900	Cook 27,000
6	Secretary 5,840	Skilled industrial worker 9,400	Bus driver 17,800	Skilled industrial worker 14,700	Skilled industrial worker 11,770	Skilled industrial worker 23,100	Skilled industrial worker 21,100	Bank credit clerk 29,700	Bus driver 26,100
7		Secretary 9,280	Skilled industrial worker 17,100	Cook 14,300	Car mechanic 11,610	Bank teller 22,500	Secretary 20,900	Secretary 25,900	Bank credit clerk 25,900
8		Car mechanic 8,750	Secretary 16,000	Secretary 13,900	Cook 10,610	Secretary 20,200	Bank teller 20,770	Cook 25,800	Building labourer 22,700
9		Female industrial worker 6,810	Car mechanic 15,900	Car mechanic 13,600	Building labourer 9,730	Car mechanic 19,300	Building labourer 19,630	Car mechanic 21,700	Secretary 22,300
10			Building labourer 14,300	Building labourer 13,000	Secretary 9,310	Building labourer 17,500	Car mechanic 18,020	Building labourer 20,900	Car mechanic 19,000
11			Female industrial worker 11,900	Female industrial worker 10,700	Sales-woman 8,540	Sales-woman 16,900	Sales-woman 16,680	Female industrial worker 19,700	Female industrial worker 17,300
12			Sales-woman 11,600	Sales-woman 10,500	Female industrial worker 8,380	Female industrial worker 15,600	Female industrial worker 15,540	Sales-woman 17,700	Sales-woman 15,900

**Earnings Around the Globe – Survey by Rank  
AMSTERDAM 200 - 2006**

<b>Rank</b>	<b>2000</b>	<b>2003</b>	<b>2006</b>
1	Department head 65,180	Department head 69,500	Department head 82,600
2	Engineer 41,050	Product manager 57,500	Product manager 62,700
3	Skilled industrial worker 26,780	Bank credit clerk 40,800	Engineer 54,600
4	<b>Primary school teacher 26,300</b>	Skilled industrial worker 40,600	Bank credit clerk 45,700
5	Bank credit clerk 25,100	Engineer 36,300	<b>Primary school teacher 41,900</b>
6	Cook 24,740	<b>Primary school teacher 34,300</b>	Skilled industrial worker 39,500
7	Bus driver 23,830	Personal assistant 31,000	Bus driver 35,400
8	Building labourer 21,370	Cook 29,400	Call center agent 32,600
9	Secretary 20,940	Bus driver 28,800	Personal assistant 31,700
10	Car mechanic 18,180	Female factory worker 25,700	Cook 31,300
11	Female factory worker 17,150	Car mechanic 25,500	Car mechanic 30,700
12	Saleswoman 15,170	Building labourer 23,800	Building labourer 25,600
13		Female sales assistant 20,900	Female factory worker 25,300
14			Female sales assistant 19,500

### Earnings Around the Globe – Survey by Rank ATHENS 1974 - 1997

Rank	1974	1976	1979	1982	1985	1991	1994	1997
1	Personnel manager 9,320	Department manager 11,370	Department manager 19,100	Department manager 11,400	Department manager 12,380	Department manager 18,350	Department manager 16,000	Department manager 27,800
2	Bank teller 3,660	Skilled industrial worker 6,380	Cook 11,600	Electrical engineer 11,400	Bank teller 9,610	Electrical engineer 19,430	Electrical engineer 18,800	Electrical engineer 26,900
3	<b>Primary school teacher 3,180</b>	Bank teller 6,100	Electrical engineer 11,300	Bank teller 9,700	Electrical engineer 9,380	Skilled industrial worker 18,620	Bus driver 13,800	Bus driver 20,000
4	Secretary 3,030	Building labourer 5,200	Bank teller 9,700	Skilled industrial worker 8,600	Cook 8,920	Cook 18,090	Bank credit clerk 13,800	Bank credit clerk 17,800
5	Bus driver 2,990	Bus driver 3,990	Building labourer 8,200	<b>Cook 7,500</b>	Bus driver 7,690	Bus driver 13,060	Cook 13,400	Cook 17,500
6	Car mechanic 2,060	<b>Primary school teacher 3,880</b>	Skilled industrial worker 8,000	<b>Primary school teacher 7,500</b>	Skilled industrial worker 7,230	Building labourer 12,730	Building labourer 12,600	Skilled industrial worker 16,500
7		Secretary <b>3,880</b>	Car mechanic 7,400	Bus driver 7,300	<b>Primary school teacher 6,960</b>	Bank teller 11,660	Skilled industrial worker 12,100	<b>Primary school teacher 14,600</b>
8		Car mechanic 3,490	<b>Primary school teacher 6,700</b>	Car mechanic 5,600	Secretary 6,230	Car mechanic 10,720	<b>Primary school teacher 11,900</b>	Secretary 13,000
9		Female industrial worker 2,440	Bus driver 6,300	Sales-woman 4,900	Building labourer 4,880	<b>Primary school teacher 9,380</b>	Secretary 10,200	Building labourer 13,000
10			Secretary 5,900	Building labourer 4,600	Female industrial worker 4,310	Secretary 8,170	Car mechanic 7,800	Car mechanic 12,300
11			Sales-woman 4,500	Secretary 4,400	Sales-woman 3,770	Female industrial worker 6,770	Female industrial worker 7,500	Female industrial worker 10,200
12			Female industrial worker 3,900	Female industrial worker 3,600	Car mechanic 3,690	Sales-woman 5,890	Sales-woman 7,000	Sales-woman 8,300



**Earnings Around the Globe – Survey by Rank  
ATHENS 2000 - 2006**

<b>Rank</b>	<b>2000</b>	<b>2003</b>	<b>2006</b>
1	Department manager 34,790	Department head 43,800	Department head 49,200
2	Engineer 21,790	Product manager 38,400	Product manager 28,400
3	Bus driver 16,550	Cook 32,500	Engineer 26,100
4	Bank credit clerk 14,930	Engineer 26,800	Bank credit clerk 25,600
5	Cook 14,560	Skilled industrial worker 20,700	<b>Primary school teacher 24,800</b>
6	<b>Primary school teacher 13,840</b>	<b>Primary school teacher 19,500</b>	Bus driver 21,300
7	Skilled industrial worker 13,060	Bank credit clerk 19,100	Skilled industrial worker 21,100
8	Secretary 11,130	Bus driver 17,400	Cook 20,500
9	Building labourer 10,590	Female sales assistant 13,700	Car mechanic 15,700
10	Car mechanic 9,990	Personal assistant 12,400	Personal assistant 15,500
11	Female industrial worker 8,730	Car mechanic 11,600	Call center agent 14,400
12	Saleswoman 7,460	Female factory worker 10,200	Female factory worker 14,400
13		Building labourer 9,400	Building Labourer 13,800
14			Female sales assistant 13,300

### Earnings Around the Globe – Survey by Rank BARCELONA 2000 - 2006

<b>Rank</b>	<b>2000</b>	<b>2003</b>	<b>2006</b>
1	Engineer 28,890	Product manager 37,500	Product manager 53,900
2	Department head 25,040	Engineer 32,400	Engineer 42,800
3	Cook 19,260	Bank credit clerk 31,800	Department head 41,100
4	Bank credit clerk 19,200	Cook 28,600	Bank credit clerk 38,900
5	<b>Primary school teacher 19,080</b>	<b>Primary school teacher 25,500</b>	Cook 36,500
6	Personal assistant 14,560	Department head <b>25,500</b>	<b>Primary school teacher 33,100</b>
7	Bus driver 14,620	Car mechanic 20,100	Personal assistant 29,800
8	Car mechanic 13,060	Personal assistant 17,900	Skilled industrial worker 28,600
9	Skilled industrial worker 13,000	Skilled industrial worker 17,700	Car mechanic 24,600
10	Building labourer 10,950	Bus driver 14,000	Bus driver 23,100
11	Female sales assistant 9,990	Building labourer 12,500	Female sales assistant 18,200
12	Female factory worker 8,910	Female factory worker 11,900	Building labourer 18,200
13		Female sales assistant 11,900	Call center agent 16,200
14			Female factory worker 15,700

### Earnings Around the Globe – Survey by Rank BERLIN 1997 - 2006

Rank	1997	2000	2003	2006
1	Department manager 60,900	Department manager 56,330	Department head 66,400	Department head 70,000
2	Engineer 47,500	Engineer 43,880	Product manager 62,400	Product manager 65,400
3	Bank credit clerk 41,800	Bank credit clerk 37,190	Engineer 50,600	Engineer 57,500
4	<b>Primary school teacher</b> 36,100	<b>Primary school teacher</b> <b>31,840</b>	<b>Primary school teacher</b> <b>45,000</b>	Bank credit clerk 51,200
5	Cook 31,600	Cook 28,890	Bank credit clerk 42,200	<b>Primary school teacher</b> <b>48,100</b>
6	Secretary 29,100	Skilled industrial worker 26,300	Bus driver 34,300	Skilled industrial worker 37,700
7	Skilled industrial worker 28,500	Secretary 25,400	Skilled industrial worker 32,600	Cook 36,000
8	Bus driver 26,600	Bus driver 23,530	Personal assistant 31,100	Personal assistant 34,700
9	Building labourer  22,500	Automobile mechanic 21,670	Cook 29,000	Bus driver 33,200
10	Automobile mechanic 22,500	Building labourer 20,640	Car mechanic 24,800	Car mechanic 32,700
11	Saleswoman 22,200	Saleswoman 19,920	Female sales assistant 22,000	Female sales assistant 29,500
12	Female industrial worker 17,700	Female industrial worker 16,610	Female factory worker 19,400	Building labourer 25,600
13			Building labourer 17,600	Female factory worker 23,600
14				Call center agent 19,900

### Earnings Around the Globe – Survey by Rank BRATISLAVA 2003 - 2006

Rank	2003	2006
1	Department head 15,800	Product manager 15,500
2	Product manager 9,700	Department head 14,700
3	Bank credit clerk 9,200	Engineer 12,600
4	Engineer 9,100	Bank credit clerk 11,800
5	Cook 6,100	Skilled industrial worker 10,100
6	Skilled industrial worker 5,600	Call center agent 9,300
7	Car mechanic 5,400	Cook 8,900
8	Bus driver 5,300	Bus driver 8,700
9	<b>Primary school teacher 4,100</b>	Car mechanic 8,400
10	Personal assistant 4,000	Personal assistant 6,500
11	Building labourer 4,000	<b>Primary school teacher 6,000</b>
12	Female sales assistant 3,900	Building labourer 4,800
13	Female factory worker 2,900	Female sales assistant 4,800
14		Female factory worker 4700

### Earnings Around the Globe – Survey by Rank BRUSSELS 1974 - 1997

Rank	1974	1976	1979	1982	1985	1988	1991	1994	1997
1	Personnel manager 17,200	Departm't manager 17,050	Departm't manager 35,400	Departm't manager 28,200	Cook 17,920	Departm't manager 64,600	Departm't manager 70,470	Departm't manager 56,000	Departm't manager 72,200
2	Bank teller 9,260	Secretary 13,070	Bank teller 23,000	Bank teller 18,700	Electrical engineer 16,880	Electrical engineer 45,400	Electrical engineer 49,770	Engineer 43,000	Engineer 53,200
3	Secretary 7,140	Bank teller 12,440	Electrical engineer 20,200	<b>Primary school teacher 13,800</b>	Departm't manager 16,580	Cook 33,900	Cook 37,650	Bank credit clerk 34,800	Cook 40,300
4	<b>Primary school teacher 6,610</b>	<b>Primary school teacher 10,490</b>	Secretary 18,500	Electrical engineer 13,700	Bank teller 14,850	Bank teller 30,500	Bank teller 33,430	Cook 33,300	Bank credit clerk <b>39,400</b>
5	Bus driver 6,140	Skilled industrial worker 9,820	<b>Primary school teacher 16,800</b>	Bus driver 13,000	Secretary 11,810	Skilled industrial worker 26,600	Skilled industrial worker 28,800	Skilled industrial worker 28,300	Skilled industrial worker 32,600
6	Car mechanic 5,550	Bus driver 8,730	Bus driver 15,700	Cook 11,500	Bus driver 10,920	Secretary 22,800	Secretary 24,650	<b>Primary school teacher 24,600</b>	Secretary 27,700
7		Car mechanic 8,170	Car mechanic 15,000	Car mechanic 11,300	<b>Primary school teacher 10,730</b>	<b>Primary school teacher 21,300</b>	<b>Primary school teacher 22,710</b>	Secretary 24,400	<b>Primary school teacher 26,600</b>
8		Building labourer 6,730	Cook 14,800	Secretary 11,200	Skilled industrial worker 10,150	Bus driver 20,400	Bus driver 21,840	Bus driver 22,100	Bus driver 24,600
9		Female industrial worker 5,330	Building labourer 12,500	Skilled industrial worker 10,700	Building labourer 9,650	Building labourer 19,000	Building labourer 20,900	Building labourer 20,600	Building labourer 23,400
10			Skilled industrial worker 11,900	Building labourer 10,400	Car mechanic 9,040	Sales-woman 16,200	Sales-woman 17,620	Car mechanic 18,800	Car mechanic 20,300
11			Sales-woman 11,600	Female industrial worker 9,800	Sales-woman 7,460	Car mechanic 15,500	Car mechanic 17,010	Sales-woman 18,600	Sales-woman 20,300
12			Female industrial worker 9,800	Sales-woman 9,000	Female industrial worker 6,730	Female industrial worker 14,200	Female industrial worker 16,410	Female industrial worker 17,900	Female industrial worker 19,300

**Earnings Around the Globe – Survey by Rank  
BRUSSELS 2000 - 2006**

<b>Rank</b>	<b>2000</b>	<b>2003</b>	<b>2006</b>
1	Department head 72,340	Product manager 82,400	Department head 83,800
2	Engineer 52,360	Department head 65,500	Product manager 62,900
3	Cook 38,220	Cook 44,100	Skilled industrial worker 46,400
4	Bank credit clerk 37,070	Bank credit clerk 42,100	Bank credit clerk 44,200
5	Skilled industrial worker 30,690	Engineer 39,900	Engineer 43,500
6	Secretary 25,640	Personal assistant 38,600	Cook 39,600
7	<b>Primary school teacher 23,950</b>	Skilled industrial worker 37,800	Car mechanic 38,100
8	Bus driver 22,690	<b>Primary school teacher 30,600</b>	Personal assistant 36,500
9	Building labourer 21,670	Bus driver 25,500	Building labourer 33,000
10	Saleswoman 18,540	Building labourer 24,700	Bus driver 30,900
11	Car mechanic 18,480	Car mechanic 24,100	Call center agent 30,700
12	Female industrial worker 17,390	Female factory worker 22,500	<b>Primary school teacher 29,100</b>
13		Female sales assistant 17,600	Female factory worker 27,900
14			Female sales assistant 23,500

### Earnings Around the Globe – Survey by Rank BUCHAREST 2003 - 2006

Rank	2003	2006
1	Product manager 25,900	Product manager 34,300
2	Department head 13,500	Department head 14,700
3	Engineer 12,800	Engineer 13,500
4	Cook 12,400	Cook 13,100
5	Bank credit clerk 5,200	Bank credit clerk 10,800
6	Personal assistant 4,500	Personal assistant 6,100
7	Skilled industrial worker 3,500	Skilled industrial worker 5,600
8	Female sales assistant 3,200	Female sales assistant 5,100
9	Car mechanic 2,500	Car mechanic 4,600
10	Female factory worker 2,000	<b>Primary school teacher 4,400</b>
11	<b>Primary school teacher 1,800</b>	Call center agent 4,200
12	Bus driver <b>1,800</b>	Bus driver 3,800
13	Building labourer 900	Female factory worker 3,400
14		Building labourer 3,200

### Earnings Around the Globe – Survey by Rank BUDAPEST 1994 - 2006

Rank	1994	1997	2000	2003	2006
1	Department manager 11,400	Department manager 7,800	Department head 7,160	Cook 19,800	Product manager 23,900
2	Cook 6,900	Engineer 5,100	Engineer 5,120	Department head 18,500	Bank credit clerk 17,700
3	Engineer 6,800	Bank credit clerk 4,800	Bank credit clerk 4,750	Bank credit clerk 18,100	Cook 16,900
4	Bank credit clerk 6,700	Skilled industrial worker 3,300	Secretary 3,130	Product manager 15,100	Department head 16,600
5	Skilled industrial worker 3,800	Bus driver 3,200	Skilled industrial worker 3,130	Engineer 15,100	Engineer 15,900
6	<b>Primary school teacher 2,900</b>	Automobile mechanic 3,100	Bus driver 3,070	Personal assistant 10,200	Personal assistant 9,900
7	Secretary 3,500	Secretary 2,700	Car mechanic 2,830	Car mechanic 10,200	Bus driver 9,400
8	Bus driver 4,500	<b>Primary school teacher 2,600</b>	<b>Primary school teacher 2,350</b>	Skilled industrial worker 9,400	<b>Primary school teacher 9,000</b>
9	Building labourer 2,600	Female industrial worker 2,200	Female factory worker 2,110	Female sales assistant 6,500	Car mechanic 8,900
10	Automobile mechanic 3,000	Building labourer 2,100	Cook 2,050	Bus driver 6,300	Skilled industrial worker 8,500
11	Saleswoman 2,400	Cook 2,000	Building labourer 2,050	<b>Primary school teacher 6,200</b>	Call center agent 7,700
12	Female industrial worker 2,200	Saleswoman 1,800	Saleswoman 1,810	Female factory worker 5,400	Female sales assistant 6,900
13				Building labourer 4,500	Female factory worker 6,200
14					Building labourer 6,000



### Earnings Around the Globe – Survey by Rank COPENHAGEN

Rank	1974	1976	1979	1982	1985	1988	1991	1994	1997
1	Personnel manager 24,580	Departm't manager 26,390	Departm't manager 40,300	Departm't manager 32,100	Departm't manager 29,380	Departm't manager 77,100	Engineer 54,330	Engineer 57,100	Engineer 55,300
2	Bus driver 9,560	<b>Primary school teacher 16,820</b>	Electrical engineer 31,700	Cook 23,00	Electrical engineer 21,500	Engineer 53,700	Departm't manager 51,040	Departm't manager 53,600	Departm't manager 54,600
3	<b>Primary school teacher 9,530</b>	Bank teller 13,480	Cook 28,100	Electrical engineer 21,400	Skilled industrial worker 16,310	Cook 43,400	Cook 33,560	Cook 38,700	Cook 41,700
4	Bank teller 8,810	Skilled industrial worker 13,360	Car mechanic 20,800	Car mechanic 17,100	Cook 15,880	Skilled industrial worker 32,000	Skilled industrial worker 33,020	Bank credit clerk 37,300	Skilled industrial worker 39,600
5	Secretary 8,190	Building labourer 12,860	Skilled industrial worker 20,700	Skilled industrial worker 16,700	Car mechanic 15,730	Car mechanic 31,300	Bank credit clerk 32,290	Skilled industrial worker 36,900	<b>Primary school teacher 38,700</b>
6	Car mechanic 7,990	Car mechanic 12,200	Building labourer 20,000	Bank teller 16,500	Bank teller 15,310	Secretary 29,100	Car mechanic 31,280	Car mechanic 36,300	Bank credit clerk 37,300
7		Bus driver 11,210	Bank teller 19,900	<b>Primary school teacher 16,200</b>	<b>Primary school teacher 15,150</b>	<b>Primary school teacher 28,300</b>	<b>Primary school teacher 29,070</b>	<b>Primary school teacher 33,800</b>	Car mechanic 35,100
8		Secretary 10,550	<b>Primary school teacher 19,600</b>	Bus driver 14,900	Secretary 14,420	Bus driver 27,600	Secretary 29,070	Secretary 32,800	Secretary 33,600
9		Female industrial worker 9,890	Secretary <b>19,600</b>	Secretary 14,300	Bus driver 14,110	Bank credit clerk 26,800	Building labourer 28,540	Building Labourer 31,100	Building Labourer 33,400
10			Bus driver 19,100	Building labourer 14,300	Building labourer 13,960	Building labourer 25,000	Bus driver 27,460	Bus driver 27,800	Bus driver 30,30
11			Female industrial worker 13,400	Female industrial worker 12,800	Sales-woman 11,880	Female industrial worker 23,600	Female industrial worker 26,190	Female industrial worker 26,700	Female industrial worker 28,000
12			Sales-woman 13,000	Sales-woman 11,000	Female industrial worker 11,850	Sales-woman 20,100	Sales-woman 22,170	Sales-woman 24,200	Sales-woman 25,900

**Earnings Around the Globe – Survey by Rank  
COPENHAGEN 2000 - 2006**

<b>Rank</b>	<b>2000</b>	<b>2003</b>	<b>2006</b>
1	Department head 53,080	Product manager 75,300	Department head 87,000
2	Engineer 50,620	Department head 66,800	Product manager 80,200
3	Cook 38,160	Engineer 63,500	Engineer 72,000
4	Skilled industrial worker 34,850	Cook 49,300	Bank credit clerk 59,500
5	Bank credit clerk 34,490	Skilled industrial worker 47,700	Cook 57,300
6	<b>Primary school teacher 33,640</b>	Car mechanic 46,200	Skilled industrial worker 52,600
7	Secretary 33,220	Bank credit clerk 45,000	<b>Primary school teacher 52,000</b>
8	Car mechanic 32,440	Building labourer 44,300	Car mechanic 49,800
9	Building labourer 30,330	<b>Primary school teacher 42,500</b>	Personal assistant 46,900
10	Bus driver 28,650	Personal assistant 41,300	Building labourer 44,200
11	Female industrial worker 26,180	Bus driver 39,800	Bus driver 42,200
12	Saleswoman 25,640	Female factory worker 35,500	Call center agent 40,800
13		Female sales assistant 32,400	Female sales assistant 39,000
14			Female factory worker 37,900

### Earnings Around the Globe – Survey by Rank DUBLIN 1976 - 1997

Rank	1976	1979	1982	1985	1988	1991	1994	1997
1	Departm't manager 9,940	Electrical engineer 15,200	Departm't manager 21,400	Departm't manager 20,650	Departm't manager 44,400	Electrical engineer 43,340	Departm't manager 37,200	Departm't manager 45,300
2	<b>Primary school teacher 7,560</b>	Departm't manager 14,200	<b>Primary school teacher 12,900</b>	Electrical engineer 16,000	Electrical engineer 31,200	Departm't manager 43,010	Engineer 39,700	Engineer 39,100
3	Bank teller 7,565	Cook 12,600	Electrical engineer 12,400	<b>Primary school teacher 12,150</b>	<b>Primary school teacher 22,900</b>	<b>Primary school teacher 23,310</b>	<b>Primary school teacher 26,100</b>	<b>Primary school teacher 31,800</b>
4	Secretary 5,430	<b>Primary school teacher 11,100</b>	Bank teller 10,400	Bank teller 11,730	Bank teller 19,600	Bank teller 22,240	Bank credit clerk 22,900	Bank credit clerk <b>31,200</b>
5	Bus driver 5,130	Bank teller 10,200	Skilled industrial worker 8,900	Skilled industrial worker 9,770	Skilled industrial worker 18,200	Skilled industrial worker 19,430	Secretary 19,700	Bus driver 22,400
6	Skilled industrial worker 4,990	Skilled industrial worker 8,400	Secretary 8,600	Secretary 8,730	Building labourer 14,400	Secretary 19,430	Skilled industrial worker 17,800	Secretary 21,300
7	Building labourer 4,440	Car mechanic 8,300	Car mechanic 8,100	Bus driver 7,880	Secretary 13,800	Bus driver 15,740	Bus driver 16,700	Skilled industrial worker <b>21,100</b>
8	Car mechanic 4,210	Secretary 8,100	Cook 7,700	Car mechanic 7,460	Sales-woman 13,600	Car mechanic 13,930	Car mechanic 13,800	Cook 20,700
9	Female industrial worker 3,200	Bus driver 7,900	Bus driver 7,400	Sales-woman 7,350	Car mechanic 13,300	Sales-woman 13,870	Building labourer 13,700	Car mechanic 18,500
10		Building labourer 7,700	Sales-woman 7,000	Cook 6,460	Cook 12,100	Cook 13,000	Sales-woman 14,100	Sales-woman 18,200
11		Sales-woman 6,700	Building labourer 6,600	Building labourer 6,350	Bus driver 12,100	Building labourer 12,530	Cook 11,900	Building Labourer 17,600
12		Female industrial worker 5,700	Female industrial worker 5,200	Female industrial worker 5,770	Female industrial worker 9,600	Female industrial worker 11,250	Female industrial worker 11,700	Female industrial worker 15,000

**Earnings Around the Globe – Survey by Rank  
DUBLIN 2000 - 2006**

<b>Rank</b>	<b>2000</b>	<b>2003</b>	<b>2006</b>
1	Department manager 44,900	Department head 83,700	Product manager 76,900
2	Engineer 37,380	Engineer 46,900	Department head 60,300
3	<b>Primary school teacher 28,410</b>	Product manager 44,800	Engineer 56,200
4	Bank credit clerk 26,420	<b>Primary school teacher 41,700</b>	Skilled industrial worker 53,000
5	Skilled industrial worker 23,470	Skilled industrial worker 35,700	<b>Primary school teacher 50,400</b>
6	Cook 22,930	Cook 34,400	Bank credit clerk 46,400
7	Bus driver 21,670	Bus driver 34,400	Cook 44,200
8	Secretary 21,060	Bank credit clerk 31,200	Bus driver 35,200
9	Car mechanic 19,560	Personal assistant 28,800	Car mechanic 34,400
10	Saleswoman 18,540	Building labourer 28,300	Personal assistant 33,200
11	Building labourer 17,810	Car mechanic 24,400	Building labourer 31,000
12	Female industrial worker 13,840	Female sales assistant 23,600	Female sales assistant 29,300
13		Female factory worker 17,800	Call center agent 26,700
14			Female factory worker 26,500

### Earnings Around the Globe – Survey by Rank

#### FRANKFURT 1988 - 2006

Rank	1988	1991	1994	1997	2000	2003	2006
1	Department manager 83,400	Department manager 93,380	Department manager 78,900	Department manager 66,000	Department manager 58,500	Department head 73,000	Department head 83,100
2	Electrical engineer 41,700	Electrical engineer 51,510	Engineer 65,300	Engineer 65,200	Engineer 51,700	Product manager 60,100	Engineer 67,500
3	<b>Primary school teacher 34,000</b>	<b>Primary school teacher 35,770</b>	Bank credit clerk 53,800	Bank credit clerk 57,000	Bank credit clerk 44,300	Engineer 54,800	Product manager 60,100
4	Bank teller 31,000	Bank teller 33,290	Cook 41,900	<b>Primary school teacher 41,800</b>	<b>Primary school teacher 36,590</b>	Bank credit clerk 54,800	Bank credit clerk 59,400
5	Cook 28,000	Skilled industrial worker 29,210	<b>Primary school teacher 41,300</b>	Cook 40,600	Cook 27,870	<b>Primary school teacher 41,900</b>	<b>Primary school teacher 51,400</b>
6	Secretary 27,400	Secretary 29,210	Skilled industrial worker 33,900	Skilled industrial worker 34,400	Secretary 26,600	Personal assistant 37,600	Personal assistant 39,900
7	Skilled industrial worker 27,100	Bus driver 28,940	Secretary 32,900	Secretary 30,900	Skilled industrial worker 25,940	Skilled industrial worker 34,300	Cook 39,800
8	Bus driver 24,800	Building labourer 21,900	Automobile mechanic 28,700	Automobile mechanic 27,200	Bus driver 22,810	Bus driver 29,800	Skilled industrial worker 38,700
9	Automobile mechanic 22,600	Automobile mechanic 19,230	Bus driver 27,800	Bus driver 25,700	Automobile mechanic 22,450	Car mechanic 28,400	Car mechanic 33,200
10	Construction worker 19,500	Cook 18,820	Building labourer 23,900	Building labourer 24,200	Building labourer 20,880	Cook 26,200	Bus driver 31,000
11	Female industrial worker 18,900	Female industrial worker 18,290	Saleswoman 22,300	Saleswoman 21,400	Saleswoman 19,860	Building labourer 25,000	Call center agent 30,800
12	Saleswoman 14,900	Saleswoman 14,870	Female industrial worker 21,200	Female industrial worker 20,900	Female industrial worker 18,480	Female sales assistant 23,600	Female sales assistant 28,100
13						Female factory worker 20,100	Building labourer 26,700
14							Female factory worker 22,200

### Earnings Around the Globe – Survey by Rank HELSINKI 1974 - 1997

Rank	1974	1976	1979	1982	1985	1988	1991	1994	1997
1	Personnel manager 12,260	Departm't manager 19,010	Departm't manager 29,100	Departm't manager 33,300	Departm't manager 26,350	Departm't manager 47,200	Departm't manager 57,740	Departm't manager 58,100	Departm't manager 53,600
2	<b>Primary school teacher 6,920</b>	<b>Primary school teacher 10,900</b>	Electrical engineer 20,30	Electrical engineer 23,700	Electrical engineer 18,190	Electrical engineer 37,900	Electrical engineer 42,600	Engineer 36,200	Engineer 39,800
3	Bus driver 6,460	Bus driver 10,750	<b>Primary school teacher 11,900</b>	Cook 15,000	Cook 12,110	<b>Primary school teacher 26,000</b>	<b>Primary school teacher 31,620</b>	Skilled industrial worker 25,900	Skilled industrial worker 27,500
4	Secretary 5,540	Car mechanic 8,920	Skilled industrial worker 11,800	<b>Primary school teacher 12,900</b>	<b>Primary school teacher 11,810</b>	Cook 21,200	Car mechanic 28,870	<b>Primary school teacher 25,600</b>	<b>Primary school teacher 25,200</b>
5	Car mechanic 4,990	Skilled industrial worker 8,870	Bus driver 11,800	Bus driver 12,700	Skilled industrial worker 11,580	Bus driver 20,900	Bus driver 28,270	Bank credit clerk 21,100	Bank credit clerk 22,700
6	Bank teller 4,830	Bank teller 8,040	Secretary 10,900	Skilled industrial worker 12,500	Bus driver 11,540	Skilled industrial worker 19,600	Skilled industrial worker 28,130	Secretary 20,700	Cook 22,200
7		Secretary 7,920	Bank teller 10,800	Car mechanic 11,400	Building labourer 11,460	Secretary 19,300	Cook 26,190	Cook 20,200	Bus driver 22,100
8		Building labourer 6,640	Car mechanic 10,500	Bank teller 11,300	Secretary 10,690	Bank teller 18,800	Bank teller 25,190	Bus driver 20,300	Secretary 20,300
9		Female industrial worker 5,220	Cook 9,900	Secretary 9,900	Car mechanic 10,650	Building labourer 18,800	Secretary 24,250	Building labourer 18,600	Building Labourer 19,100
10			Building labourer 9,000	Building labourer 8,900	Bank teller 9,770	Car mechanic 18,100	Building labourer 22,370	Car mechanic 18,300	Car mechanic 17,500
11			Sales-woman 7,700	Sales-woman 8,200	Female industrial worker 7,540	Sales-woman 16,200	Female industrial worker 19,360	Female industrial worker 16,000	Female industrial worker 16,700
12			Female industrial worker 6,300	Female industrial worker 7,900	Sales-woman 7,460	Female industrial worker 14,300	Sales-woman 18,490	Sales-woman 14,900	Sales-woman 15,900

**Earnings Around the Globe – Survey by Rank  
HELSINKI 2000 - 2006**

<b>Rank</b>	<b>2000</b>	<b>2003</b>	<b>2006</b>
1	Department head 48,150	Bank credit clerk 77,900	Department head 72,600
2	Engineer 36,530	Department head 64,100	Product manager 63,500
3	Skilled Industrial worker 24,440	Engineer 48,500	Engineer 55,800
4	<b>Primary school teacher 24,310</b>	Product manager 42,500	<b>Primary school teacher 43,100</b>
5	Bank credit clerk 21,000	Skilled industrial worker 32,300	Skilled industrial worker 40,900
6	Cook 20,160	Cook 31,600	Bank credit clerk 36,300
7	Bus driver 19,860	<b>Primary school teacher 30,500</b>	Cook 36,300
8	Secretary 18,360	Bus driver 28,400	Bus driver 33,600
9	Building labourer 17,390	Personal assistant 26,900	Personal assistant 32,400
10	Car mechanic 16,190	Building labourer 25,300	Car mechanic 30,900
11	Female industrial worker 15,170	Car mechanic 22,000	Building labourer 28,800
12	Saleswoman 14,810	Female sales assistant 20,300	Call center agent 27,300
13		Female factory worker 18,700	Female sales assistant 23,600
14			Female factory worker 22,600

### Earnings Around the Globe – Survey by Rank ISTANBUL 1974 - 1997

Rank	1974	1976	1979	1982	1985	1988	1997
1	Personnel manager 5,220	Departm't manager 9,490	Departm't manager 7,900	Departm't manager 10,100	Departm't manager 11,580	Departm't manager 32,400	Departm't manager 36,100
2	Secretary 3,320	Secretary 5,930	Electrical engineer 7,400	Electrical engineer 7,800	Cook 6,190	Cook 21,600	Engineer 28,900
3	Car mechanic 2,370	Skilled industrial worker 4,330	Cook 6,000	Cook 6,700	Engineer 6,080	Engineer 12,200	Cook 20,200
4	Bank teller 2,250	Car mechanic 4,300	Secretary 6,000	Secretary 5,700	Bank credit clerk 4,270	Secretary 10,800	Bank credit clerk 18,100
5	<b>Primary school teacher 2,210</b>	Building labourer 3,800	Car mechanic 3,800	Bank teller 5,200	Skilled industrial worker 3,150	Automobile mechanic 8,100	Skilled industrial worker 11,600
6	Bus driver 1,990	Bank teller 3,770	Bank teller 3,700	Skilled industrial worker 4,400	Secretary 3,150	Skilled industrial worker 7,000	Secretary 8,700
7		<b>Primary school teacher 2,120</b>	Skilled industrial worker 3,700	Sales-woman 3,100	Bus driver 2,500	Bank credit clerk 5,400	Bus driver 8,300
8		Bus driver 2,020	Bus driver 3,500	Female industrial worker 3,000	Automobile mechanic 2,350	Building labourer 5,200	Female industrial worker 7,200
9		Female industrial worker 1,190	<b>Primary school teacher 2,800</b>	Automobile mechanic 2,600	Female industrial worker 1,920	Sales-woman 4,300	<b>Primary school teacher 5,400</b>
10			Female industrial worker 2,700	Bus driver 2,500	<b>Primary school teacher 1,580</b>	Bus driver 3,500	Sales-woman 5,200
11			Sales-woman 2,500	<b>Primary school teacher 2,300</b>	Sales-woman 1,500	<b>Primary school teacher 2,700</b>	Car mechanic 4,300
12			Building labourer 2,000	Building labourer 2,100	Building labourer 1,500	Female industrial worker 2,600	Building labourer 3,300
13							



**Earnings Around the Globe – Survey by Rank  
ISTANBUL 2000 - 2006**

<b>Ran k</b>	<b>2000</b>	<b>2003</b>	<b>2006</b>
1	Departm't manager 34,130	Cook 30,100	Departm't head 31,300
2	Engineer 23,950	Product manager 28,800	Cook 30,800
3	Cook 19,140	Departm't head 21,400	Product manager 28,200
4	Bank credit clerk 16,130	Engineer 18,600	Bank credit clerk 18,000
5	Skilled industrial worker 13,540	Bank credit clerk 16,200	Call center agent 17,200
6	Bus driver 9,210	Skilled industrial worker 15,100	Engineer 16,700
7	Secretary 6,680	Personal assistant 12,300	Bus driver 15,800
8	Female industrial worker 6,320	<b>Primary School teacher 10,400</b>	Skilled industrial worker 13,400
9	<b>Primary school teacher 5,480</b>	Bus driver 7,000	Personal assistant 12,200
10	Sales- woman 4,810	Female sales assistant 6,800	<b>Primary School teacher 11,200</b>
11	Car mechanic 4,030	Female factory worker 6,400	Female sales assistant 10,400
12	Building labourer 3,130	Car mechanic 5,900	Building labourer 8,900
13		Building labourer 2,000	Car mechanic 8,700
14			Female factory worker 6,700

### Earnings Around the Globe – Survey by Rank LISBON 1974 - 1997

Rank	1974	1976	1982*	1985	1988	1991	1994	1997
1	Departm't manager 12,800	Departm't manager 5,270	Electrical engineer 11,400	Departm't manager 6,960	Electrical engineer 9,200	Electrical engineer 20,160	Electrical engineer 22,600	Departm't manager 38,800
2	Bank teller 4,780	Bank teller 5,410	Departm't manager 6,900	Electrical engineer 6,190	Bank teller 8,900	Departm't manager 12,860	Bank credit clerk 16,200	Electrical engineer 28,600
3	Secretary 4,270	<b>Primary school teacher 3,840</b>	Secretary 5,900	Bank teller 4,040	<b>Primary school teacher 7,900</b>	Cook 12,390	<b>Primary school teacher 15,400</b>	Bank credit clerk 25,700
4	<b>Primary school teacher 3,690</b>	Secretary 3,750	Bank teller 5,900	<b>Primary school teacher 4,000</b>	Departm't manager 7,600	<b>Primary school teacher 10,110</b>	Departm't manager 15,100	<b>Primary school teacher 18,000</b>
5	Car mechanic 3,520	Skilled industrial worker 3,640	Cook 4,900	Cook 3,730	Secretary 6,900	Bus driver 7,770	Cook 12,200	Cook 14,000
6	Bus driver 2,790	Bus driver 3,310	Car mechanic 4,500	Secretary 3,270	Cook 6,400	Bank teller 7,500	Skilled industrial worker 11,200	Skilled industrial worker 12,500
7		Car mechanic 3,200	Skilled industrial worker 4,300	Car mechanic 3,380	Skilled industrial worker 5,400	Skilled industrial worker 6,890	Secretary 10,000	Secretary 10,300
8		Female industrial worker 2,030	Bus driver 3,000	Bus driver 3,080	Bus driver 4,500	Secretary 6,630	Car mechanic 9,200	Bus driver 10,300
9		Building labourer 1,940	Sales-woman 2,800	Skilled industrial worker 2,850	Car mechanic 4,500	Car mechanic 5,090	Building labourer 7,900	Car mechanic 9,300
10			Building labourer 2,600	Sales-woman 2,000	Female industrial worker 3,300	Sales-woman 4,020	Sales-woman 7,700	Sales-woman 7,700
11			Female industrial worker 2,200	Building labourer 1,960	Sales-woman 2,800	Building labourer 3,880	Bus driver 7,500	Building labourer 6,300
12			* No data for school teacher	Female industrial worker 1,810	Building labourer 2,200	Female industrial worker 3,880	Female industrial worker 6,700	Female industrial worker 6,200

**Earnings Around the Globe – Survey by Rank  
LISBON 2000 - 2006**

<b>Rank</b>	<b>2000</b>	<b>2003</b>	<b>2006</b>
1	Electrical engineer 30,270	Product manager 32,900	Product manager 44,100
2	Bank credit clerk 28,290	Cook 20,400	Engineer 35,700
3	Department manager 24,440	Engineer 18,700	Cook 32,500
4	<b>Primary school teacher 16,250</b>	<b>Primary school teacher 16,000</b>	<b>Primary school teacher 28,700</b>
5	Cook 11,980	Department head 15,700	Bank credit clerk 26,800
6	Skilled industrial worker 10,590	Bank credit clerk 15,000	Department head 20,300
7	Secretary 9,330	Bus driver 14,800	Bus driver 16,500
8	Bus driver 9,090	Car mechanic 13,600	Car mechanic 12,000
9	Car mechanic 8,610	Skilled industrial worker 10,300	Skilled industrial worker 11,600
10	Saleswoman 6,800	Personal assistant 9,400	Female sales assistant 11,500
11	Building labourer 6,320	Building labourer 9,400	Personal assistant 10,600
12	Female factory worker 6,260	Female sales assistant 8,200	Call center agent 9,200
13		Female factory worker 5,900	Building labourer 8,600
13			Female factory worker 7,400

### Earnings Around the Globe – Survey by Rank LJUBLJANA 2003 - 2006

<b>Rank</b>	<b>2003</b>	<b>2006</b>
1	Department head 30,600	Department head 29,900
2	Product manager 21,700	Product manager 28,800
3	<b>Primary school teacher 17,800</b>	<b>Primary school teacher 23,100</b>
4	Cook 14,500	Cook 20,400
5	Engineer 14,100	Engineer 18,200
6	Skilled industrial worker 12,000	Skilled industrial worker 15,700
7	Bank credit clerk 10,600	Bank credit clerk 15,200
8	Personal assistant 10,300	Call center agent 14,700
9	Bus driver 10,300	Bus driver 14,400
10	Female sales assistant 8,100	Personal assistant 13,600
11	Car mechanic 7,800	Car mechanic 10,800
12	Building labourer 7,200	Building labourer 9,800
13	Female factory worker 6,700	Female sales assistant 9,300
14		Female factory worker 8,500

### Earnings Around the Globe – Survey by Rank LONDON 1974 - 1997

Rank	1974	1976	1979	1982	1985	1988	1991	1994	1997
1	Personnel manager 9,820	Departm't manager 10,870	Electrical engineer 12,700	Electrical engineer 16,800	Electrical engineer 17,810	Departm't manager 37,600	Departm't manager 33,690	Engineer 39,800	Departm't manager 41,700
2	<b>Primary school teacher 5,770</b>	<b>Primary school teacher 8,080</b>	Departm't manager 18,500	Departm't manager 16,700	Departm't manager 15,380	Electrical engineer 28,600	<b>Primary school teacher 26,930</b>	Departm't manager 37,000	Engineer 34,300
3	Bus driver 5,640	Bank teller 6,610	<b>Primary school teacher 12,200</b>	<b>Primary school teacher 13,800</b>	Cook 12,080	Bank teller 28,300	Electrical engineer 24,450	<b>Primary school teacher 29,500</b>	<b>Primary school teacher 32,100</b>
4	Bank teller 5,400	Bus driver 6,480	Bus driver 11,000	Bus driver 12,700	Bank teller 11,770	Secretary 21,400	Secretary 20,230	Skilled industrial worker 25,300	Skilled industrial worker 28,500
5	Secretary 5,400	Skilled industrial worker 6,210	Bank teller 10,300	Bank teller 12,200	<b>Primary school teacher 11,150</b>	Bus driver 21,300	Bank teller 18,560	Bank credit clerk 21,700	Bank credit clerk 27,100
6	Car mechanic 4,660	Car mechanic 5,890	Skilled industrial worker 9,800	Skilled industrial worker 11,600	Skilled industrial worker 10,500	Sales-woman 21,200	Skilled industrial worker 18,560	Car mechanic 21,200	Cook 25,700
7		Building labourer 5,800	Car mechanic 10,500	Car mechanic 11,100	Secretary 9,540	<b>Primary school teacher 20,900</b>	Bus driver 18,560	Building labourer 19,600	Secretary 24,700
8		Secretary 5,300	Secretary 8,700	Secretary 10,700	Bus driver 9,080	Cook 19,700	Car mechanic 17,680	Bus driver 18,500	Car mechanic 22,500
9		Female industrial worker 3,800	Cook 8,700	Cook 10,100	Car mechanic 8,650	Skilled industrial worker 19,200	Building labourer 13,460	Secretary 18,400	Bus driver 19,400
10			Building labourer 9,600	Building labourer 9,900	Building labourer 8,500	Car mechanic 17,500	Cook 11,790	Cook 16,900	Building labourer 16,000
11			Sales-woman 6,500	Sales-woman 7,300	Sales-woman 5,920	Building labourer 16,500	Sales-woman 10,110	Female industrial worker 14,400	Female industrial worker 14,600
12			Female industrial worker 5,700	Female industrial worker 6,900	Female industrial worker 5,730	Female industrial worker 11,300	Female industrial worker 10,110	Sales-woman 12,300	Sales-woman 13,900

**Earnings Around the Globe – Survey by Rank  
LONDON 2000 - 2006**

<b>Rank</b>	<b>2000</b>	<b>2003</b>	<b>2006</b>
1	Department head 47,010	Product manager 60,100	Department head 76,300
2	Engineer 37,380	Department head 60,100	Engineer 63,100
3	Bank credit clerk 36,590	Bank credit clerk 60,100	Product manager 60,500
4	<b>Primary school teacher 35,750</b>	Engineer 40,800	Bank credit clerk 52,100
5	Skilled industrial worker 28,890	Building labourer 35,300	Skilled industrial worker 46,500
6	Secretary 27,630	<b>Primary school teacher 33,700</b>	<b>Primary school teacher 42,400</b>
7	Cook 27,380	Personal assistant 32,100	Personal assistant 42,100
8	Car mechanic 25,340	Car mechanic 32,100	Cook 37,100
9	Bus driver 21,910	Skilled industrial worker 28,800	Building labourer 36,800
10	Saleswoman 17,690	Bus driver 25,600	Female sales assistant 34,600
11	Building labourer 17,270	Cook 24,800	Car mechanic 32,800
12	Female factory worker 15,590	Female factory worker 24,100	Bus driver 31,600
13		Female sales assistant 22,500	Female factory worker 28,900
14			Call center agent 26,300

### Earnings Around the Globe – Survey by Rank LUXEMBOURG 1974 - 1997

Rank	1974	1976	1979	1982	1985	1988	1991	1994	1997
1	Personnel manager 21,160	Departm't manager 21,180	Departm't manager 38,100	Electrical engineer 25,900	Cook 32,230	Departm't manager 55,200	Departm't manager 73,890	Departm't manager 86,700	Departm't manager 91,500
2	<b>Primary school teacher 10,480</b>	<b>Primary school teacher 13,400</b>	Electrical engineer 37,700	Departm't manager 25,700	Departm't manager 27,960	Electrical engineer 43,900	Electrical engineer 68,330	Engineer 73,400	Bank credit clerk 57,900
3	Bank teller 10,030	Bank teller 13,020	<b>Primary school teacher 25,100</b>	<b>Primary school teacher 20,700</b>	Electrical engineer 25,000	<b>Primary school teacher 35,900</b>	<b>Primary school teacher 44,950</b>	<b>Primary school teacher 61,500</b>	Engineer 54,100
4	Bus driver 8,550	Bus driver 12,810	Bank teller 23,100	Bank teller 18,900	<b>Primary school teacher 17,690</b>	Bank teller 34,200	Bank teller 35,910	Bank credit clerk 50,500	<b>Primary school teacher 53,400</b>
5	Secretary 6,390	Skilled industrial worker 9,950	Bus driver 21,500	Bus driver 17,300	Bank teller 16,040	Bus driver 24,700	Bus driver 35,030	Bus driver 44,800	Bus driver <b>42,100</b>
6	Car mechanic 6,210	Secretary 9,440	Skilled industrial worker 15,200	Cook 16,800	Bus driver 14,110	Secretary 24,700	Cook 30,280	Secretary 38,300	Secretary 41,200
7		Car mechanic 7,150	Cook 15,000	Skilled industrial worker 16,500	Skilled industrial worker 13,960	Cook 21,400	Skilled industrial worker 29,270	Skilled industrial worker 32,900	Skilled industrial worker 33,700
8		Building labourer 5,740	Secretary 12,700	Secretary 12,900	Secretary 11,460	Skilled industrial worker 21,000	Secretary 24,580	Cook 28,800	Cook 26,900
9		Female industrial worker 4,590	Car mechanic 11,900	Car mechanic 11,000	Car mechanic 7,810	Car mechanic 17,500	Car mechanic 18,960	Female industrial worker 24,400	Car mechanic 24,000
10			Building labourer 8,600	Building labourer 10,500	Building labourer 7,270	Sales-woman 14,900	Female industrial worker 18,090	Car mechanic 20,600	Female industrial worker 20,700
11			Sales-woman 8,300	Female industrial worker 10,000	Sales-woman 6,580	Building labourer 14,400	Sales-woman 17,080	Building labourer 19,300	Sales-woman 20,300
12				Sales-woman 9,800	Female industrial worker 5,310	Female industrial worker 12,700	Building labourer 16,680	Sales-woman 19,100	Building labourer 18,700

**Earnings Around the Globe – Survey by Rank  
LUXEMBOURG 2000 - 2006**

<b>Rank</b>	<b>2000</b>	<b>2003</b>	<b>2006</b>
1	Department head 72,220	Department head 75,300	Engineer 89,600
2	Engineer 46,340	Engineer 71,800	Department head 83,800
3	Bank credit clerk 45,920	<b>Primary school teacher 58,000</b>	Bank credit clerk 70,500
4	<b>Primary school teacher 44,780</b>	Bank credit clerk 55,600	<b>Primary school teacher 62,200</b>
5	Secretary 34,970	Product manager 53,100	Product manager 59,700
6	Bus driver 34,190	Bus driver 41,500	Call center agent 43,400
7	Skilled industrial worker 28,950	Cook 32,700	Bus driver 46,700
8	Cook 28,650	Personal assistant 32,300	Cook 35,400
9	Female industrial worker 19,380	Skilled industrial worker 30,700	Personal assistant 31,800
10	Car mechanic 19,320	Car mechanic 24,500	Skilled industrial worker 27,400
11	Saleswoman 17,750	Female factory worker 22,400	Car mechanic 26,100
12	Building labourer 16,010	Building labourer 21,400	Female factory worker 23,600
13		Female sales assistant 19,000	Building labourer 22,900
14			Female sales assistant 21,900



### Earnings Around the Globe – Survey by Rank Lyon 2006

<b>Rank</b>	<b>2006</b>
1	Engineer 58,300
2	Product manager 57,000
3	Bank credit clerk 54,900
4	Cook 37,400
5	<b>Primary school teacher 33,400</b>
6	Car mechanic 30,200
7	Personal assistant 29,500
8	Call center agent 26,900
9	Bus driver 26,600
10	Skilled industrial worker 23,100
11	Female sales assistant 22,200
12	Building labourer 17,600
13	Female factory worker 16,800
14	

### Earnings Around the Globe – Survey by Rank MADRID

Rank	1974	1976	1979	1982	1985	1988	1991	1994	1997
1	Personnel manager 19,990	Departm't manager 8,220	Departm't manager 19,700	Electrical engineer 18,400	Electrical engineer 16,460	Cook 18,800	Electrical engineer 36,840	Engineer 32,600	Engineer 34,100
2	<b>Primary school teacher 5,760</b>	<b>Primary school teacher 5,980</b>	Electrical engineer 18,900	Departm't manager 13,000	Departm't manager 12,080	<b>Primary school teacher 17,000</b>	Departm't manager 27,670	Cook 27,200	Departm't manager 30,700
3	Bank teller 4,800	Secretary 5,820	Bank teller 14,600	Bank teller 10,800	Bank teller 9,580	Electrical engineer 14,300	Bank teller 27,670	Bank credit clerk 25,700	Cook 23,900
4	Secretary 3,600	Bank teller 5,620	Secretary 8,900	Secretary 10,200	<b>Primary school teacher 9,500</b>	Bus driver 12,900	Cook 27,670	Departm't manager 24,600	Bank credit clerk 23,900
5	Bus driver 3,060	Skilled industrial worker 5,600	<b>Primary school teacher 8,800</b>	<b>Primary school teacher 9,700</b>	Secretary 8,230	Departm't manager 11,800	Secretary 24,450	<b>Primary school teacher 21,700</b>	<b>Primary school teacher 23,500</b>
6	Car mechanic 1,910	Bus driver 5,060	Skilled industrial worker 8,100	Skilled industrial worker 8,800	Skilled industrial worker 7,920	Secretary 9,700	<b>Primary school teacher 23,580</b>	Secretary 21,000	Bus driver 20,500
7		Building labourer 4,360	Cook 11,100	Cook 8,600	Cook 6,650	Bank teller 9,600	Car mechanic 18,420	Bus driver 18,600	Secretary 18,100
8		Car mechanic 3,780	Bus driver 8,300	Bus driver 8,000	Bus driver 6,110	Building labourer 8,900	Skilled industrial worker 18,420	Skilled industrial worker 17,000	Skilled industrial worker 17,100
9		Female industrial worker 3,740	Car mechanic 7,200	Car mechanic 6,100	Car mechanic 5,000	Sales-woman 8,200	Bus driver 17,480	Car mechanic 16,100	Car mechanic 17,100
10			Sales-woman 6,300	Sales-woman 5,800	Female industrial worker 4,960	Skilled industrial worker 7,700	Sales-woman 13,800	Sales-woman 11,900	Building labourer 11,000
11			Building labourer 6,400	Building labourer 5,600	Building labourer 4,580	Car mechanic 7,600	Building labourer 10,110	Building labourer 9,100	Sales-woman 10,900
12			Female industrial worker 5,100	Female industrial worker 5,500	Sales-woman 4,350	Female industrial worker 5,600	Female industrial worker 8,310	Female industrial worker 9,100	Female industrial worker 10,900

**Earnings Around the Globe – Survey by Rank  
MADRID 2000 - 2006**

<b>Rank</b>	<b>2000</b>	<b>2003</b>	<b>2006</b>
1	Engineer 28,470	Engineer 41,300	Product manager 45,000
2	Department manager 26,900	Bank credit clerk 35,400	Engineer 39,200
3	<b>Primary school teacher 18,420</b>	Product manager 34,700	Cook 36,600
4	Cook 18,240	<b>Primary school teacher 27,600</b>	Bank credit clerk 36,300
5	Bank credit clerk 17,090	Department head 22,900	Department head 35,400
6	Bus driver 16,730	Cook 21,400	<b>Primary school teacher 33,300</b>
7	Secretary 14,200	Personal assistant 18,600	Personal assistant 25,500
8	Car mechanic 13,480	Bus driver 17,100	Bus driver 24,100
9	Skilled industrial worker 12,700	Skilled industrial worker 16,800	Skilled industrial worker 23,800
10	Building labourer 10,290	Car mechanic 15,900	Car mechanic 18,700
11	Saleswoman 9,390	Building labourer 12,300	Female sales assistant 18,700
12	Female industrial worker 9,030	Female factory worker 10,800	Building labourer 18,400
13		Female sales assistant 10,800	Call center agent 17,800
14			Female factory worker 14,500

### Earnings Around the Globe – Survey by Rank MILAN 1974 - 1997

Rank	1974	1976	1979	1982	1985	1988	1991	1994	1997
1	Personnel manager 13,600	Departm't manager 10,490	Electrical engineer 18,600	Electrical engineer 20,000	Electrical engineer 15,310	Electrical engineer 33,800	Electrical engineer 39,920	Departm't manager 86,700	Engineer 37,500
2	Bank teller 9,710	Bank teller 10,570	Bank teller 14,300	Bank teller 12,900	Cook 14,540	Departm't manager 28,200	Departm't manager 32,620	Engineer 36,800	Departm't manager 32,600
3	Bus driver 5,950	Bus driver 7,140	Departm't manager 10,300	Cook 12,200	Bank teller 14,310	Bank teller 25,900	Bank teller 30,480	Bank credit clerk 28,500	Bank credit clerk 30,400
4	Secretary 5,140	Skilled industrial worker 5,180	Cook 9,700	Departm't manager 10,200	Departm't manager 14,040	Cook 25,800	Cook 29,140	Cook 26,400	Bus driver 25,800
5	<b>Primary school teacher 4,420</b>	Secretary 5,170	Bus driver 9,000	Bus driver 8,900	Bus driver 9,310	Bus driver 22,600	Bus driver 26,860	Bus driver 25,300	Cook 23,800
6	Car mechanic 4,320	<b>Primary school teacher 4,190</b>	Car mechanic 8,000	Secretary 8,400	<b>Primary school teacher 8,810</b>	Skilled industrial worker 20,100	Skilled industrial worker 22,640	Skilled industrial worker 21,500	Skilled industrial worker 21,900
7		Car mechanic 4,080	<b>Primary school teacher 7,500</b>	<b>Primary school teacher 8,100</b>	Skilled industrial worker 8,350	Car mechanic 17,700	Car mechanic 20,360	Car mechanic 19,000	<b>Primary school teacher 21,800</b>
8		Building labourer 3,990	Secretary 7,300	Car mechanic 7,400	Secretary 8,110	<b>Primary school teacher 17,300</b>	<b>Primary school teacher 19,690</b>	<b>Primary school teacher 18,800</b>	Car mechanic 19,500
9		Female industrial worker 2,800	Skilled industrial worker 7,000	Skilled industrial worker 6,600	Car mechanic 7,850	Secretary 16,500	Secretary 18,820	Secretary 18,100	Secretary 19,400
10			Sales-woman 6,900	Building labourer 6,600	Sales-woman 7,690	Sales-woman 16,100	Sales-woman 17,680	Sales-woman 16,900	Sales-woman 17,000
11			Building labourer 6,400	Sales-woman 6,400	Building labourer 6,580	Female industrial worker 14,500	Female industrial worker 16,880	Female industrial worker 16,300	Female industrial worker 16,900
12			Female industrial worker 6,000	Female industrial worker 6,100	Female industrial worker 6,420	Building labourer 12,100	Building labourer 14,200	Building labourer 13,800	Building labourer 14,700

**Earnings Around the Globe – Survey by Rank  
MILAN 2000 - 2006**

<b>Rank</b>	<b>2000</b>	<b>2003</b>	<b>2006</b>
1	Engineer 33,160	Bank credit clerk 34,800	Product manager 52,500
2	Bank credit clerk 26,780	Engineer 33,200	Engineer 41,800
3	Department manager 24,640	Cook 32,200	Department head 33,100
4	Bus driver 22,270	Car mechanic 31,300	Bank credit clerk 30,300
5	Cook 21,250	Product manager 31,100	Cook 29,800
6	<b>Primary school teacher 18,540</b>	Bus driver 26,300	<b>Primary school teacher 24,700</b>
7	Skilled industrial worker 16,250	Department head 24,500	Personal assistant 24,400
8	Car mechanic 15,410	Building labourer 21,900	Building labourer 24,300
9	Secretary 14,560	Personal assistant 20,900	Bus driver 24,200
10	Saleswoman 13,780	Female sales assistant 20,900	Skilled industrial worker 22,700
11	Female industrial worker 13,660	<b>Primary school teacher 20,600</b>	Car mechanic 20,400
12	Building labourer 12,880	Skilled industrial worker 16,100	Call center agent 19,300
13		Female factory worker 14,500	Female sales assistant 19,300
14			Female factory worker 17,200

### Earnings Around the Globe – Survey by Rank Munich 2006

<b>Ran k</b>	<b>2006</b>
1	Department head 85,200
2	Product manager 81,200
3	Engineer 57,200
4	Bank credit clerk 45,000
5	Skilled industrial worker 44,000
6	Cook 42,800
7	<b>Primary school teacher 41,000</b>
8	Personal assistant 36,900
9	Bus driver 34,500
10	Car mechanic 31,300
11	Building labourer 29,500
12	Female sales assistant 28,300
13	Call center agent 26,700
14	

### Earnings Around the Globe – Survey by Rank NICOSIA 1988 – 2000, 2006

Rank	1988	1991	1994	1997	2000	2006
1	Engineer 19,800	Department manager 23,040	Department manager 22,100	Department manager 32,000	Department manager 33,160	Department manager 63,000
2	Department manager 18,700	Engineer 20,360	Engineer 21,500	Engineer 30,800	Engineer 32,980	Product manager 42,000
3	<b>Primary school teacher 15,700</b>	Cook 15,410	<b>Primary school teacher 21,000</b>	<b>Primary school teacher 24,900</b>	<b>Primary school teacher 26,720</b>	Engineer 37,800
4	Cook 11,700	<b>Primary school teacher 15,000</b>	Bank credit clerk 17,000	Bank credit clerk 18,200	Bank credit clerk 19,020	<b>Primary school teacher 33,600</b>
5	Bank credit clerk 11,200	Bank credit clerk 14,870	Cook 13,300	Cook 15,900	Cook 17,690	Cook 33,600
6	Skilled industrial worker 9,600	Skilled industrial worker 11,050	Skilled industrial worker 12,400	Skilled industrial worker 15,100	Skilled industrial worker 15,650	Skilled industrial worker 33,600
7	Secretary 8,900	Car mechanic 10,050	Bus driver 10,500	Secretary 13,800	Secretary 14,440	Bank credit clerk 31,500
8	Car mechanic 8,600	Secretary 9,310	Secretary 10,400	Bus driver 13,400	Car mechanic 13,780	Car mechanic 25,200
9	Bus driver 8,200	Bus driver 9,180	Car mechanic 10,400	Car mechanic 12,600	Bus driver 13,720	Bus driver 25,200
10	Building labourer 6,900	Building labourer 8,440	Building labourer 9,600	Building labourer 11,600	Building labourer 12,400	Personal assistant 21,000
11	Female industrial worker 4,800	Saleswoman 6,100	Female industrial worker 7,400	Female industrial worker 8,100	Female industrial worker 8,490	Call center agernt 16,800
12	Saleswoman 4,600	Female industrial worker 5,560	Saleswoman 6,500	Saleswoman 8,100	Saleswoman 8,370	Building labourer 14,700
13						Female industrial worker 14,700
14						Female sales assistant 14,700

### Earnings Around the Globe – Survey by Rank OSLO 1974 - 1997

Rank	1974	1976	1979	1982	1985	1988	1991	1994	1997
1	Personnel manager 17,820	Departm't manager 19,110	Electrical engineer 25,500	Electrical engineer 23,900	Electrical engineer 20,040	Departm't manager 39,300	Departm't manager 28,270	Departm't manager 57,500	Departm't manager 60,900
2	Bank teller 9,090	Building labourer 13,650	Departm't manager 25,500	Building labourer 23,900	Departm't manager 19,190	Electrical engineer 34,900	Bank teller 27,600	Engineer 41,400	Engineer 43,200
3	<b>Primary school teacher 8,020</b>	Bank teller 11,700	Cook 18,600	Cook 21,800	Building labourer 18,110	Cook 26,600	Electrical engineer 26,860	Skilled industrial worker 33,100	Bank credit clerk 35,500
4	Bus driver 7,490	Bus driver 11,560	Building labourer 17,600	Departm't manager 19,400	Cook 17,650	Skilled industrial worker 26,200	Building labourer 25,390	Secretary 28,100	Skilled industrial worker 33,800
5	Secretary 7,490	Skilled industrial worker 11,370	Bank teller 16,800	Bank teller 19,400	Bank teller 16,650	Building labourer 26,200	Car mechanic 25,120	Bank credit clerk 26,800	<b>Primary school teacher 28,800</b>
6	Car mechanic 7,130	<b>Primary school teacher 11,150</b>	Secretary 15,200	Skilled industrial worker 17,500	Bus driver 15,350	Sales-woman 24,800	Secretary 24,580	<b>Primary school teacher 26,300</b>	Building labourer 27,300
7		Secretary 10,920	Bus driver 15,200	Car mechanic 17,500	Skilled industrial worker 14,770	Car mechanic 24,000	Female industrial worker 22,570	Building labourer 24,900	Secretary 27,000
8		Car mechanic 10,920	<b>Primary school teacher 15,000</b>	<b>Primary school teacher 16,600</b>	<b>Primary school teacher 14,650</b>	Bus driver 23,100	Bus driver 22,440	Car mechanic 24,600	Cook 26,000
9		Female industrial worker 8,370	Car mechanic <b>15,000</b>	Bus driver <b>16,600</b>	Car mechanic 14,580	Bank teller 22,700	Sales-woman 21,700	Cook 23,900	Car mechanic 25,800
10			Skilled industrial worker 14,700	Secretary <b>16,600</b>	Secretary 14,150	<b>Primary school teacher 22,500</b>	<b>Primary school teacher 20,970</b>	Bus driver 22,800	Bus driver 25,400
11			Female industrial worker 10,200	Female industrial worker 12,100	Female industrial worker 10,770	Secretary 21,600		Female industrial worker 22,700	Female industrial worker 24,700
12			Sales-woman 9,800	Sales-woman 11,300	Sales-woman 9,920	Female industrial worker 19,000		Sales-woman 22,200	Sales-woman 23,500



**Earnings Around the Globe – Survey by Rank  
OSLO 2000 - 2006**

<b>Rank</b>	<b>2000</b>	<b>2003</b>	<b>2006</b>
1	Department head 56,390	Bank credit clerk 77,900	Department head 93,800
2	Engineer 40,930	Department head 64,100	Engineer 74,00
3	Bank credit clerk 33,220	Engineer 48,500	Product manager 89,200
4	Skilled Industrial worker 32,380	Product manager 42,500	Cook 54,100
5	<b>Primary school teacher 29,370</b>	Skilled industrial worker 32,300	Bank credit clerk 51,800
6	Building labourer 26,420	Cook 31,600	Skilled industrial worker 51,600
7	Secretary 25,820	<b>Primary school teacher 30,500</b>	Car mechanic 49,900
8	Bus driver 25,460	Bus driver 28,400	<b>Primary school teacher 47,300</b>
9	Cook 24,800	Personal assistant 26,900	Building labourer 45,900
10	Car mechanic 24,440	Building labourer 25,300	Personal assistant 44,500
11	Saleswoman 23,530	Car mechanic 22,000	Bus driver 41,800
12	Female industrial worker 22,510	Female sales assistant 20,300	Female sales assistant 39,000
13		Female factory worker 18,700	Call center agent 36,000
14			Female factory worker 35,800

### Earnings Around the Globe – Survey by Rank PARIS 1974 - 1997

Rank	1974	1976	1979	1982	1985	1988	1991	1994	1997
1	Personnel manager 13,900	Departm't manager 21,270	Electrical engineer 26,400	Departm't manager 31,600	Electrical engineer 27,770	Electrical engineer 42,100	Departm't manager 53,260	Departm't manager 78,100	Departm't manager 68,400
2	Bank teller 6,940	Bus driver 8,170	Departm't manager 24,200	Electrical engineer 24,100	Departm't manager 27,500	Departm't manager 29,100	Electrical engineer 38,790	Engineer 55,600	Engineer 50,600
3	<b>Primary school teacher 6,480</b>	<b>Primary school teacher 8,050</b>	Cook 18,400	Bus driver 13,100	Cook 14,650	Cook 24,800	<b>Primary school teacher 20,970</b>	Bank credit clerk 42,000	Bank credit clerk 38,500
4	Bus driver 6,260	Skilled industrial worker 7,760	<b>Primary school teacher 14,500</b>	<b>Primary school teacher 12,600</b>	Bus driver 10,650	Bank teller 24,500	Secretary 20,700	Cook 36,500	Cook 29,900
5	Secretary 6,040	Bank teller 7,740	Bus driver <b>14,500</b>	Cook 12,200	Bank teller 10,610	Bus driver 19,900	Cook 18,890	Bus driver 24,100	Bus driver 24,900
6	Car mechanic 4,450	Secretary 7,440	Secretary 13,600	Bank teller 12,000	Skilled industrial worker 10,150	Secretary 18,400	Skilled industrial worker 18,020	Secretary 22,600	Secretary 23,600
7		Car mechanic 6,590	Bank teller 12,800	Skilled industrial worker 12,000	Secretary 10,150	<b>Primary school teacher 17,300</b>	Bus driver 17,750	<b>Primary school teacher 20,300</b>	Skilled industrial worker <b>22,000</b>
8		Female industrial worker 4,850	Skilled industrial worker 11,000	Secretary 11,000	<b>Primary school teacher 9,040</b>	Skilled industrial worker 13,200	Car mechanic 17,480	Skilled industrial worker 19,100	<b>Primary school teacher 21,400</b>
9		Building labourer 3,490	Car mechanic 9,500	Car mechanic 8,300	Car mechanic 6,310	Car mechanic 11,500	Bank teller 16,480	Female industrial worker 17,600	Sales-woman 19,000
10			Sales-woman 9,200	Sales-woman 8,200	Sales-woman 5,500	Building labourer 10,400	Sales-woman 14,000	Car mechanic 16,500	Car mechanic 17,200
11			Building labourer 7,500	Building labourer 7,800	Building labourer 5,080	Sales-woman 9,900	Building labourer 13,260	Sales-woman 15,600	Female industrial worker 15,100
12			Female industrial worker 6,800	Female industrial worker 6,400	Female industrial worker 5,040	Female industrial worker 9,900	Female industrial worker 12,120	Building labourer 12,300	Building labourer 13,100

**Earnings Around the Globe – Survey by Rank  
PARIS 2000 - 2006**

<b>Rank</b>	<b>2000</b>	<b>2003</b>	<b>2006</b>
1	Department head 57,300	Bank credit clerk 78,800	Department head 71,400
2	Engineer 45,800	Department head 64,300	Bank credit clerk 66,900
3	Bank credit clerk 43,330	Product manager 48,300	Product manager 62,100
4	Cook 31,240	Engineer 42,900	Engineer 52,200
5	Secretary 20,400	Cook 35,700	Cook 41,300
6	<b>Primary school teacher 20,040</b>	Personal assistant 26,300	Personal assistant 31,100
7	Bus driver 19,860	<b>Primary school teacher 24,900</b>	<b>Primary school teacher 29,800</b>
8	Skilled industrial worker 18,180	Bus driver 24,200	Bus driver 27,300
9	Saleswoman 16,190	Skilled industrial worker 19,300	Call center agent 24,500
10	Car mechanic 15,350	Car mechanic 16,900	Female sales assistant 22,300
11	Female factory worker 12,820	Female sales assistant 15,600	Car mechanic 20,900
12	Building labourer 12,700	Building labourer 15,100	Skilled industrial worker 19,700
13		Female factory worker 14,500	Female factory worker 17,400
14			Building labourer 15,300

### Earnings Around the Globe – Survey by Rank Prague 2003 - 2006

<b>Rank</b>	<b>2003</b>	<b>2006</b>
1	Department head 13,800	Department head 16,800
2	Product manager 11,900	Product manager 14,800
3	Engineer 10,200	Engineer 14,700
4	Bank credit clerk 8,300	Bank credit clerk 14,500
5	Skilled industrial worker 6,800	Skilled industrial worker 12,700
6	Bus driver 6,000	<b>Primary school teacher 11,300</b>
7	Personal assistant 6,000	Car mechanic 10,600
8	Car mechanic 5,900	Bus driver 10,000
9	Building labourer 5,800	Building labourer 9,900
10	<b>Primary school teacher 5,700</b>	Female sales assistant 9,900
11	Female sales assistant 5,000	Cook 9,700
12	Female factory worker 4,600	Call center agent 9,600
13	Cook 4,500	Personal assistant 9,300
14		Female factory worker 8,100

### Earnings Around the Globe – Survey by Rank RIGA 2003 - 2006

<b>Rank</b>	<b>2003</b>	<b>2006</b>
1	Department head 14,600	Product manager 23,800
2	Product manager 14,600	Department head 23,400
3	Bank credit clerk 14,600	Bank credit clerk 22,300
4	Cook 10,300	Skilled industrial worker 11,500
5	Skilled industrial worker 10,100	Engineer 9,900
6	Car mechanic 8,700	Cook 9,400
7	Engineer 7,700	Car mechanic 8,100
8	<b>Primary school teacher 5,300</b>	Bus driver 5,700
9	Personal assistant 4,700	<b>Primary school teacher 4,800</b>
10	Building labourer 4,300	Building labourer 4,400
11	Bus driver 3,700	Female factory worker 4,300
12	Female sales assistant 3,500	Call center agent 3,800
13	Female factory worker 2,900	Female sales assistant 3,600
14		

### Earnings Around the Globe – Survey by Rank ROME 2003 - 2006

<b>Rank</b>	<b>2003</b>	<b>2006</b>
1	Bank credit clerk 33,700	Engineer 31,700
2	Department head 25,800	Department head 31,000
3	Engineer 25,800	Bank credit clerk 29,100
4	Product manager 25,000	Cook 24,400
5	Bus driver 22,000	Bus driver 23,500
6	Cook 20,700	Skilled industrial worker 21,700
7	Female sales assistant 17,900	Car mechanic 19,600
8	<b>Primary school teacher 17,300</b>	<b>Primary school teacher 19,300</b>
9	Building labourer 17,000	Building labourer 19,200
10	Personal assistant 16,000	Personal assistant 18,500
11	Skilled industrial worker 15,700	Female factory worker 17,900
12	Car mechanic 14,500	Female sales assistant 17,500
13	Female factory worker 13,100	
14		

### Earnings Around the Globe – Survey by Rank SOFIA 2003 - 2006

<b>Ran k</b>	<b>2003</b>	<b>2006</b>
1	Department head 7,900	Department head 18,100
2	Product manager 7,700	Product manager 7,700
3	Engineer 4,300	Skilled industrial worker 5,800
4	Skilled industrial worker 3,300	Car mechanic 5,700
5	Bank credit clerk 3,000	Engineer 5,300
6	Bus driver 3,000	Cook 4,300
7	Cook 2,300	Bus driver 3,900
8	Car mechanic 2,300	Personal assistant 3,800
9	Personal assistant 2,300	Bank credit clerk 3,700
10	Female factory worker 2,300	Building labourer 3,300
11	<b>Primary school teacher 2,100</b>	Female sales assistant 3,200
12	Building labourer 2,000	Female factory worker 2,900
13	Female sales assistant 1,800	Call Center Agent 2,800
14		<b>Primary school teacher 2,100</b>

### Earnings Around the Globe – Survey by Rank STOCKHOLM 1974 - 1997

Rank	1974	1976	1979	1982	1985	1988	1991	1994	1997
1	Personnel manager 21,170	Departm't manager 22,670	Departm't manager 32,700	Departm't manager 28,900	Departm't manager 20,730	Departm't manager 48,600	Departm't manager 38,650	Departm't manager 39,000	Departm't manager 54,100
2	<b>Primary school teacher 11,060</b>	Bank teller 13,600	Electrical engineer 20,400	Electrical engineer 19,700	Electrical engineer 16,880	Electrical engineer 41,400	<b>Primary school teacher 28,130</b>	Engineer 33,900	Engineer 37,400
3	Bank teller 9,640	Building labourer 12,960	Cook 19,900	<b>Primary school teacher 16,800</b>	<b>Primary school teacher 12,770</b>	Skilled industrial worker 27,200	Secretary <b>28,130</b>	Building labourer 26,300	Skilled industrial worker 27,900
4	Bus driver 9,640	<b>Primary school teacher 12,780</b>	Building labourer 17,900	Bus driver 16,700	Bus driver 11,810	Building labourer 26,800	Building labourer 28,070	<b>Primary school teacher 24,700</b>	<b>Primary school teacher 27,100</b>
5	Car mechanic 8,940	Skilled industrial worker 12,380	<b>Primary school teacher 17,300</b>	Building labourer 15,700	Bank teller 11,350	<b>Primary school teacher 22,800</b>	Electrical engineer 26,260	Secretary 22,600	Building labourer <b>27,100</b>
6	Secretary 7,760	Car mechanic 11,420	Bank teller 15,900	Bank teller 15,500	Car mechanic 10,960	Bus driver 20,700	Cook 25,320	Bank credit clerk 21,900	Bank credit clerk 25,900
7		Bus driver 11,330	Car mechanic 15,600	Car mechanic 14,600	Building labourer 10,920	Secretary 19,200	Skilled industrial worker 24,990	Bus driver 21,500	Bus driver 25,100
8		Secretary 11,110	Skilled industrial worker 15,300	Skilled industrial worker 14,400	Skilled industrial worker 10,810	Sales-woman 19,200	Bank teller 24,920	Skilled industrial worker 21,400	Car mechanic 24,600
9		Female industrial worker 9,430	Bus driver 14,800	Secretary 13,000	Cook 10,770	Bank teller 18,800	Bus driver 24,380	Car mechanic 20,700	Secretary 24,300
10			Secretary 14,300	Cook 11,700	Secretary 10,650	Car mechanic 17,800	Car mechanic 23,450	Cook 20,600	Cook 23,800
11			Sales-woman 11,800	Sales-woman 11,200	Sales-woman 9,000	Cook 16,800	Sales-woman 22,570	Female industrial worker 19,100	Sales-woman 22,700
12			Female industrial worker 11,000	Female industrial worker 10,100	Female industrial worker 8,650	Female industrial worker 16,800	Female industrial worker 22,510	Sales-woman 18,400	Female industrial worker 21,600



## Earnings Around the Globe – Survey by Rank STOCKHOLM

Rank	2000	2003	2006
1	Department head 52,300	Department head 52,800	Department head 75,000
2	Engineer 41,600	Engineer 47,700	Product manager 65,600
3	Skilled industrial worker 28,600	Product manager 41,700	Engineer 48,100
4	Bank credit clerk 26,600	Skilled industrial worker 40,000	<b>Primary school teacher 37,600</b>
5	<b>Primary school teacher 26,000</b>	<b>Primary school teacher 32,300</b>	Bank credit clerk 37,300
6	Building labourer 25,900	Bank credit clerk 31,200	Skilled industrial worker 36,300
7	Cook 24,400	Building labourer 29,600	Cook 34,500
8	Bus driver 24,000	Personal assistant 29,100	Building labourer 33,800
9	Car mechanic 23,600	Cook 29,100	Call center agent 33,000
10	Secretary 22,900	Car mechanic 28,800	Car mechanic 32,700
11	Saleswoman 21,200	Bus driver 26,200	Bus driver 32,100
12	Female factory worker 19,700	Female factory worker 23,900	Female sales assistant 30,600
13		Female sales assistant 23,700	Female factory worker 29,800
14			Personal assistant 29,800

### Earnings Around the Globe – Survey by Rank TALLINN 2003 - 2006

<b>Rank</b>	<b>2003</b>	<b>2006</b>
1	Department head 18,700	Product manager 17,000
2	Product manager 12,400	Department head 16,700
3	Bank credit clerk 10,400	Bank credit clerk 14,100
4	Engineer 9,200	Engineer 12,000
5	Cook 8,300	Cook 11,600
6	Personal assistant 7,200	Car mechanic 10,000
7	Skilled industrial worker 6,400	Skilled industrial worker 9,800
8	Bus driver 5,800	Female sales assistant 9,300
9	Car mechanic 5,300	Personal assistant 8,800
10	Female sales assistant 5,200	Call center agent 8,500
11	<b>Primary school teacher 5,100</b>	<b>Primary school teacher 7,900</b>
12	Building labourer 4,500	Bus driver 7,100
13	Female factory worker 3,400	Building labourer 6,400
14		Female factory worker 5,200

### Earnings Around the Globe – Survey by Rank VIENNA 1974 - 1997

Rank	1974	1976	1979	1982	1985	1988	1991	1994	1997
1	Personnel manager 19,140	Departm't manager 16,980	Departm't manager 25,500	Electrical engineer 25,000	Departm't manager 21,540	Electrical engineer 49,400	Departm't manager 51,780	Engineer 59,100	Departm't manager 65,500
2	Bank teller 6,560	Skilled industrial worker 9,950	Electrical engineer 23,400	Departm't manager 24,700	Electrical engineer 21,420	Departm't manager 46,700	Electrical engineer 49,500	Departm't manager 55,600	Engineer 53,900
3	Secretary 5,740	Bank teller 9,780	Secretary 16,400	Bank teller 15,200	Bank teller 13,000	Bank teller 26,900	Bank teller 27,870	Bank credit clerk 33,800	Bank credit clerk 37,800
4	Bus driver 5,170	Car mechanic 7,090	Bank teller 15,800	Skilled industrial worker 14,200	Skilled industrial worker 11,960	Cook 25,300	Cook 25,920	Cook 31,000	Skilled industrial worker 30,900
5	Car mechanic 4,980	Bus driver 6,980	Skilled industrial worker 14,100	Bus driver 13,100	Bus driver 11,310	Skilled industrial worker 23,900	Skilled industrial worker 25,860	Skilled industrial worker 29,900	Bus driver 28,100
6	<b>Primary school teacher 4,800</b>	<b>Primary school teacher 6,570</b>	Bus driver 14,000	Cook 12,700	Cook 11,190	Bus driver 22,400	Secretary 22,780	Bus driver 26,900	Cook 27,500
7		Secretary 6,410	Car mechanic 11,700	Secretary 12,100	Secretary 10,540	Secretary 19,900	Bus driver 22,370	<b>Primary school teacher 25,300</b>	<b>Primary school teacher 27,000</b>
8		Building labourer 6,250	<b>Primary school teacher 11,600</b>	Car mechanic 11,200	Car mechanic 9,650	Car mechanic 19,100	<b>Primary school teacher 20,770</b>	Car mechanic 24,600	Secretary 26,500
9		Female industrial worker 4,580	Cook 11,300	<b>Primary school teacher 11,000</b>	<b>Primary school teacher 9,500</b>	<b>Primary school teacher 18,800</b>	Car mechanic 20,230	Secretary 24,200	Car mechanic 22,200
10			Building labourer 9,500	Building labourer 9,700	Building labourer 8,500	Building labourer 18,300	Building labourer 18,760	Building labourer 22,000	Building labourer 18,800
11			Sales-woman 7,000	Female industrial worker 7,600	Sales-woman 6,040	Female industrial worker 14,000	Sales-woman 12,790	Female industrial worker 17,800	Female industrial worker 17,100
12			Female industrial worker 5,800	Sales-woman 6,900	Female industrial worker 5,960	Sales-woman 11,900	Female industrial worker 10,450	Sales-woman 15,600	Sales-woman 16,000

**Earnings Around the Globe – Survey by Rank  
VIENNA 2000 - 2006**

<b>Rank</b>	<b>2000</b>	<b>2003</b>	<b>2006</b>
1	Department head 58,140	Department head 70,800	Department head 84,400
2	Engineer 47,490	Product manager 44,200	Product manager 59,100
3	Bank credit clerk 35,090	Engineer 40,600	Engineer 57,400
4	Skilled industrial worker 28,890	Bank credit clerk 35,700	Bank credit clerk 41,300
5	Cook 27,320	Cook 35,700	Skilled industrial worker 40,200
6	Bus driver 24,800	Skilled industrial worker 29,100	Cook 39,000
7	<b>Primary school teacher 24,500</b>	<b>Primary school teacher 28,900</b>	<b>Primary school teacher 36,800</b>
8	Secretary 23,470	Personal assistant 27,400	Personal assistant 32,900
9	Car mechanic 20,340	Bus driver 24,700	Call center agent 31,800
10	Building labourer 17,270	Car mechanic 23,900	Car mechanic 31,100
11	Saleswoman 16,670	Female sales assistant 21,000	Bus driver 29,200
12	Female factory worker 14,930	Building labourer 17,100	Female sales assistant 25,400
13		Female factory worker 16,100	Building labourer 22,400
14			Female factory worker 21,800

### Earnings Around the Globe – Survey by Rank VILNIUS 2003 - 2006

<b>Ran k</b>	<b>2003</b>	<b>2006</b>
1	Product manager 13,800	Department head 16,500
2	Department head 13,700	Product manager 12,400
3	Bank credit clerk 12,900	Bank credit clerk 11,500
4	Engineer 10,100	Cook 11,400
5	Cook 9,400	Engineer 9,100
6	Personal assistant 6,800	Car mechanic 7,800
7	Car mechanic 6,600	Personal assistant 7,700
8	Skilled industrial worker 5,900	Building labourer 7,000
9	Bus driver 4,500	Skilled industrial worker 6,800
10	<b>Primary school teacher 3,700</b>	<b>Primary school teacher 5,700</b>
11	Female sales assistant 3,600	Female sales assistant 5,100
12	Building labourer 3,100	Call center agent 5,100
13	Female factory worker 3,100	Bus driver 4,100
14		Female factory worker 3,700

### Earnings Around the Globe – Survey by Rank WARSAW 1997 - 2006

<b>Rank</b>	<b>1997</b>	<b>2000</b>	<b>2003</b>	<b>2006</b>
1	Department head 7,800	Department head 9,870	Department head 16,400	Department head 28,500
2	Engineer 7,100	Engineer 8,430	Product manager 15,000	Product manager 22,000
3	Bank credit clerk 4,900	Bank credit clerk 6,500	Cook 11,900	Cook 13,400
4	Personal assistant 4,450	Cook 5,840	Engineer 11,300	Engineer 12,200
5	Cook 3,800	Skilled industrial worker 5,120	Bank credit clerk 8,400	Bank credit clerk 10,900
6	Bus driver 3,800	Personal assistant 4,450	Personal assistant 7,300	Skilled industrial worker 8,600
7	Skilled industrial worker 3,700	Car mechanic 4,270	Skilled industrial worker 6,900	Female sales assistant 8,500
8	Car mechanic 3,300	Bus driver 4,390	Bus driver 6,100	Bus driver 8,100
9	<b>Primary school teacher 3,100</b>	<b>Primary school teacher 3,730</b>	Female sales assistant 5,700	Personal assistant 7,700
10	Building labourer 3,000	Building labourer 3,670	Car mechanic 5,400	Car mechanic 7,700
11	Female sales assistant 2,400	Female sales assistant 2,950	<b>Primary school teacher 5,300</b>	<b>Primary school teacher 7,000</b>
12	Female Factory worker 2,100	Female Factory worker 2,710	Building labourer 5,200	Call center agent 6,900
13			Female factory worker 4,200	Female factory worker 5,400
14				Building labourer 5,300

## Annex xxxviii Teacher salaries – trends

Comparison of teacher salaries among 12 occupations 1979, 13 occupations in 2003 and 14 occupations in 2006 (table 1)

City	Time trend (1979 – 2006)	t.statist. (1979 – 2006)	Time trend (1979 – 2000)	t.statist. (1979 – 2000)	Comments
Amsterdam	0.063	1.97	0.016	0.41	- the time trend is not statistically different from zero
Brussels	0.196	3.52**	0.123	1.94	- the time trend 79 - 06 is statistically different from zero - the time trend 79 - 00 is not statistically different from zero
Copenhagen	-0.012	0.30	-0.095	3.15*	- the time trend 79 - 06 is not statistically different from zero - the time trend 79 - 00 is statistically different from zero
Dublin	0.046	1.69	-0.008	0.27	- the time trend is not statistically different from zero
Helsinki	0.069	1.82	0.028	1.05	- the time trend is not statistically different from zero
London	0.065	1.05	-0.016	0.18	- the time trend is not statistically different from zero
Luxembourg	0.024	1.33	0.036	1.44	- the time trend is not statistically different from zero
Madrid	0.010	0.20	-0.028	0.39	- the time trend is not statistically different from zero
Milan	0.032	0.56	-0.004	0.09	- the time trend is not statistically different from zero
Oslo	-0.083	1.32	-0.167	1.90	- the time trend is not statistically different from zero
Paris	0.091	1.47	0.107	1.07	- the time trend is not statistically different from zero
Stockholm	0.028	0.71	0.020	0.32	- the time trend is not statistically different from zero
Vienna	-0.081	3.75**	-0.095	2.83*	- the time trend is statistically different from zero

A trend for the years 1979 to 2006 can be observed only in Brussels and Vienna.

A trend for the years 1979 to 2000 can be observed in Copenhagen and Vienna.

*Comparison of teacher salaries among 5 occupations 1979 – 2000 and 6 occupations 2003 – 2006 (table 2)*

<b>City</b>	<b>Time trend (1979 – 2006)</b>	<b>t.statist. (1979 – 2006)</b>	<b>Time trend (1979 – 2000)</b>	<b>t.statist. (1979 – 2000)</b>	<b>Comments</b>
Amsterdam	0.083	3.27*	0.040	1.59	- the time trend 79 - 06 is statistically different from zero - the time trend 79 - 00 is not statistically different from zero
Brussels	0.097	4.30**	0.067	2.19	- the time trend 79 - 06 is statistically different from zero - the time trend 79 - 00 is not statistically different from zero
Copenhagen	0.032	1.39	-0.016	0.64	- the time trend is not statistically different from zero
Dublin	0.065	3.15*	0.020	1.11	- the time trend 79 - 06 is statistically different from zero - the time trend 79 - 00 is not statistically different from zero
Helsinki	0.065	4.37**	0.060	3.87**	- the time trend is statistically different from zero
London	0.059	1.40	-0.016	0.31	- the time trend is not statistically different from zero
Luxembourg	0.034	2.39*	0.048	2.83*	- the time trend is statistically different from zero
Madrid	0.034	1.08	0.020	0.49	- the time trend is not statistically different from zero
Milan	0.014	0.71	0.032	1.19	- the time trend is not statistically different from zero
Oslo	0.016	0.84	-0.016	0.64	- the time trend is not statistically different from zero
Paris	0.040	1.03	0.048	0.75	- the time trend is not



					statistically different from zero
Stockholm	0.069	2.39*	0.067	1.58	- the time trend is not statistically different from zero
Vienna	0.000	.	0.000	.	- the time trend is not statistically different from zero

A trend for the years 1979 to 2006 can be observed in Amsterdam, Brussels, Dublin, Helsinki, Luxembourg and Stockholm.

A trend for the years 1979 to 2000 can be observed in Helsinki and Luxembourg.

## References

- American Federation of Teachers (1993) *How U.S Teachers Measure Up Internationally. A Comparative Study of Teacher Pay, Training and Conditions of Service.* Washington: American Federation of Teachers
- Döbrich P. (1981) *Employment and Conditions of Work of Teachers*, Amsterdam: GEW /IFFTU 1981
- Döbrich P., Kodron C., Kolbe M. (1976) *Teachers' salaries in international comparison.* Frankfurt: Deutsches Institut für Internationale Pädagogische Forschung
- EFA Global Monitoring Report Team (2002) *EFA Global Monitoring Report 2002: Education for All – Is the World on Track?* Paris: UNESCO Publishing
- EFA Global Monitoring Report Team (2003) *EFA Global Monitoring Report 2003/4: Gender and Education for All – The Leap to Equality.* Paris: UNESCO Publishing
- EFA Global Monitoring Report Team (2004) *EFA Global Monitoring Report 2005: Education for All – The Quality Imperative.* Paris: UNESCO Publishing
- European Commission (2004) *Commission Staff Working Paper Progress Towards the common objectives in Education and Training Indicators and Benchmarks.* Brussels: European Commission
- European Commission (2005) *Commission Staff Working Paper: Progress Towards the common objectives in Education and Training Indicators and Benchmarks.* Brussels: European Commission
- European Commission (2006) *Commission Staff Working Paper: Progress Towards the common objectives in Education and Training Indicators and Benchmarks.* Brussels: European Commission
- European Commission/Eurydice (1995) *Key data on education in Europe.* Brussels: European Commission/Eurydice
- European Commission/Eurydice (2002) *The teaching profession in Europe: Profile, trends and concerns. Report II: Supply and demand. General lower education.* Key topics in education. Volume 3, Brussels: European Commission/Eurydice
- European Commission/Eurydice/Eurostat (2000) *Key data on education in Europe.* Brussels: European Commission/Eurydice/Eurostat
- European Commission/Eurydice/Eurostat (2005) *Key data on education in Europe 2005.* Brussels: European Commission/Eurydice/Eurostat
- Fredriksson, U. & Edlund, U. (1993) *Lärares löner i Sverige och några EG-länder ("Teacher salaries in Sweden and some EU-countries").* Lärarförbundet rapporterar om EG och Europa nr 1 april 1993, Stockholm: Lärarförbundet
- GHK (in press) *Mobility of Teachers and Trainers.* London: GHK
- Högskoleverket (2006) *Arbetsmarknad och högskoleutbildning 2006.* Rapport 2006:28 R, Stockholm: Högskoleverket
- ILO/UNESCO (1966) *ILO/UNESCO Recommendation concerning the Status of Teachers.* Paris: ILO/UNESCO
- OECD (1990) *The teacher today.* Paris: OECD
- OECD (1995) *Education at a glance. OECD Indicators.* Paris: OECD/Centre for Educational Research and Innovation
- OECD (2001) *Education at a glance. OECD Indicators 2001.* Paris: OECD/Centre for Educational Research and Innovation
- OECD (2002) *Education Policy Analysis.* Paris: OECD.
- OECD (2003). *Education at a Glance, OECD Indicators.* Paris: OECD.
- OECD (2004) *Completing the Foundation for Lifelong Learning. An OECD Survey of Upper Secondary Schools.* Paris: OECD
- OECD (2005a) *Teachers Matter: Attracting, Developing and Retaining Effective Teachers.* Paris: OECD
- OECD (2005b) *Education at a Glance, OECD Indicators.* Paris: OECD.

OECD/UNESCO Institute for Statistics (2001) *Teachers for Tomorrow's Schools: Analysis of the world education indicators*. Paris: OECD/UNESCO Institute for Statistics/World Bank

Siniscalco, M. T. (2002) *A statistical profile of the teaching profession*. Paris: ILO/UNESCO

Union Bank of Switzerland (1974) *Prices and Earnings Around the Globe.*, Zurich: Union Bank of Switzerland

Union Bank of Switzerland (1976) *Prices and Earnings Around the Globe.* Zurich: Union Bank of Switzerland

Union Bank of Switzerland (1979) *Prices and Earnings Around the Globe.* Zurich: Union Bank of Switzerland.

Union Bank of Switzerland (1982) *Prices and Earnings Around the Globe.* Zurich: Union Bank of Switzerland.

Union Bank of Switzerland (1985) *Prices and Earnings Around the Globe.* Zurich: Union Bank of Switzerland

Union Bank of Switzerland (1988) *Prices and Earnings Around the Globe.* Zurich: Union Bank of Switzerland

Union Bank of Switzerland (1991) *Prices and Earnings Around the Globe.* Zurich: Union Bank of Switzerland

Union Bank of Switzerland (1994) *Prices and Earnings Around the Globe.* Zurich: Union Bank of Switzerland

Union Bank of Switzerland (1997) *Prices and Earnings Around the Globe.* Zurich: Union Bank of Switzerland

Union Bank of Switzerland (2000) *Prices and Earnings Around the Globe.* Zurich: Union Bank of Switzerland

Union Bank of Switzerland (2003) *A comparison of purchasing power around the globe: Prices and Earnings.* Zurich: Union Bank of Switzerland

Union Bank of Switzerland (2006) *A comparison of purchasing power around the globe: Prices and Earnings.* Zurich: Union Bank of Switzerland

UIS (2005) information from UIS database website:

[http://stats.uis.unesco.org/ReportFolders/ReportFolders.aspx?CS\\_referer=&CS\\_ChosenLang=en](http://stats.uis.unesco.org/ReportFolders/ReportFolders.aspx?CS_referer=&CS_ChosenLang=en) accessed on 20-11-06

WCOTP (1978), *Study on Teachers' Working Conditions in Europe*, Morges: WCOTP

WCOTP (1980), *Study on Teachers Working Conditions in Europe*, Morges: WCOTP

WCOTP (1986), *Study on Teachers Working Conditions in Europe*, Morges: WCOTP

WCOTP (1991), *Teachers' salaries, pensions, working time, negotiations*, Morges: WCOTP

**EUR 22891 – Joint Research Centre**

Title: Teachers' salaries in comparison with other occupational groups

Author(s): Ulf Fredriksson

Luxembourg: Office for Official Publications of the European Communities

2008 – 84 pp. – 21 x 29.70 cm

EUR – Scientific and Technical Research series - ISSN 1018-5593

**Abstract**

The purpose of this study is to analyse whether UBS provides internationally comparable information on how teachers' salaries stand in relation to the salaries of other occupational groups. On the basis of an overview of existing international data, UBS is identified as the only source that provides comparable information on teachers' salaries in relations to other occupational groups. This information is contained in Prices and Earnings Around the Globe, a study published every three years by the Union Bank of Switzerland (UBS). This study has been conducted since 1971 and provides, among other things, information on the salaries of a number of professions, among them primary teachers.

The data from UBS make it possible to compare teachers' salaries with those of other occupational groups in twelve cities in the EU, EEA and Candidate Countries during the period 1979 to 2006. The data do not reveal any specific trends in the relationship of teachers' salaries to the salaries of other occupations. In the comparison of various occupational groups in 29 cities across the EU, EEA and Candidate Countries, it is found that while teaching is one of the best-paid occupations in some cities, it is one of the worst paid in others. Generally teachers are paid less than engineers and product managers, but in most cities they are better paid than building labourers and female factory workers.

This type of comparison opens up new angles in the debate on how to attract young people to the teaching profession. An example of the added value of this type of comparison is the case of teachers' salaries in Turkey, which seem favourable when considered in relation to GDP. However, in Istanbul 9 out of 14 compared occupations in 2006 are better paid than teaching.

The present data from UBS have at least three weaknesses: 1) the UBS data have not been collected with the purpose of making this type of comparison; 2) it may be of greater interest to compare teaching solely with professions which require a similar length of education; 3) the UBS data have not been collected from an appropriate, randomly selected number of workplaces. In spite of these problems it may be of general interest to collect this type of information on regular basis. If there were an interest in continuing to collect this type of data, it could be done in two ways: either by using the existing UBS data, with its advantages and disadvantages, or by employing more formal channels to obtain the necessary information.

The purpose of this study is to analyse whether UBS provides internationally comparable information on how teachers' salaries stand in relation to the salaries of other occupational groups. On the basis of an overview of existing international data, UBS is identified as the only source that provides comparable information on teachers' salaries in relations to other occupational groups. This information is contained in Prices and Earnings Around the Globe, a study published every three years by the Union Bank of Switzerland (UBS). This study has been conducted since 1971 and provides, among other things, information on the salaries of a number of professions, among them primary teachers.

The data from UBS make it possible to compare teachers' salaries with those of other occupational groups in twelve cities in the EU, EEA and Candidate Countries during the period 1979 to 2006. The data do not reveal any specific trends in the relationship of teachers' salaries to the salaries of other occupations. In the comparison of various occupational groups in 29 cities across the EU, EEA and Candidate Countries, it is found that while teaching is one of the best-paid occupations in some cities, it is one of the worst paid in others. Generally teachers are paid less than engineers and product managers, but in most cities they are better paid than building labourers and female factory workers.

This type of comparison opens up new angles in the debate on how to attract young people to the teaching profession. An example of the added value of this type of comparison is the case of teachers' salaries in Turkey, which seem favourable when considered in relation to GDP. However, in Istanbul 9 out of 14 compared occupations in 2006 are better paid than teaching.

The present data from UBS have at least three weaknesses: 1) the UBS data have not been collected with the purpose of making this type of comparison; 2) it may be of greater interest to compare teaching solely with professions which require a similar length of education; 3) the UBS data have not been collected from an appropriate, randomly selected number of workplaces. In spite of these problems it may be of general interest to collect this type of information on regular basis. If there were an interest in continuing to collect this type of data, it could be done in two ways: either by using the existing UBS data, with its advantages and disadvantages, or by employing more formal channels to obtain the necessary information.

### **How to obtain EU publications**

Our priced publications are available from EU Bookshop (<http://bookshop.europa.eu>), where you can place an order with the sales agent of your choice.

The Publications Office has a worldwide network of sales agents. You can obtain their contact details by sending a fax to (352) 29 29-42758.

The mission of the JRC is to provide customer-driven scientific and technical support for the conception, development, implementation and monitoring of EU policies. As a service of the European Commission, the JRC functions as a reference centre of science and technology for the Union. Close to the policy-making process, it serves the common interest of the Member States, while being independent of special interests, whether private or national.

