



SDG 4 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

METADATA¹

Target 4.c By 2030, substantially increase the supply of qualified teachers, including through international cooperation for teacher training in developing countries, especially least developed countries and small island developing States

4.c.5 Average teacher salary relative to other professions requiring a comparable level of qualifications

Definition

The indicator is defined as the ratio of annual statutory teacher compensation for a teacher with typical qualifications and 15 years of experience (numerator) to the annual earnings of similarly qualified individuals (denominator).

Numerator: The numerator is statutory salaries of teachers with 15 years of experience with typical qualifications where the preferred definition of typical qualifications is the level of qualifications and training held by the largest proportion of teachers.

Denominator: The measure of earnings for individuals with a comparable level of qualification will depend on data available for each country, and the order preference is:

- 1) the average earnings of tertiary educated workers weighted by teacher qualification
- 2) the average earnings of tertiary educated workers, or

Purpose

The indicator provides a comparison between teacher salaries and similarly qualified individuals based on a definition that allows a large number of countries to report.

¹ This document was prepared by the Learning Outcome team at the UIS with the support of Kevin Macdonald and have benefited from comments from the OECD Secretariat and the chair of the TCG working group on teacher's personnel's chair, Robert Rakocevic.

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Calculation method

The indicator is calculated as a ratio. In countries where statutory salaries vary sub-nationally (e.g.: within sub-national jurisdictions including provinces or states), the statutory salary should be calculated as a weighted average based on the relative share of teaching staff for the level of education. In cases where the denominator earnings data is from a year or more before the teacher salary data, the latest year's earnings data is used, adjusted for consumer price inflation since the year with the earnings data. . If the earnings data lags the teacher salary data by more than five years, then a future value of earnings is used if there is one within five years; otherwise, the indicator will be treated as missing.

Interpretation

The indicator provides a measure of salaries of teachers who are approximately at the mid-point of their teaching career. Note that this is not an average for teachers, and these salaries may not represent those of teachers whose salaries are not subject to the statutes. As a result, private school teacher salaries may not be reflected in this indicator.

Data source

The UIS/UOE survey collects data on the statutory salaries of teachers with 15 years' experience and typical qualifications. ILOSTAT currently publishes average monthly earnings for workers in professional occupations; this, multiplied by 12 months, serves as the denominator for countries without national data on earnings of workers by level of education. Note that countries participating in the OECD's *Education at a Glance* already have measures of the indicator: *Education at a Glance* publishes statutory teacher salaries of teachers with 15 years' experience and typical qualifications as a ratio to either the average earnings of tertiary educated workers weighted by the proportion of teachers with each level of education or to the average earnings of tertiary educated workers without weighting, information that is collected by the OECD.^{2,3}

² OECD (2018). *Education at a Glance 2018: OECD Indicators. Annex 3 Sources, methods and technical notes*. Paris: OECD

³ OECD (2018). *OECD Handbook for Internationally Comparative Education Statistics 2018: Concepts, standards, definitions and classifications*. Paris: OECD

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Table 1. UIS 2019 questionnaire on teacher salaries

A11: Annual statutory teacher compensation (units of national currency) in public institutions, by teaching level of education- all programmes (general and vocational)

Annual statutory teacher compensation	Pre-primary		Primary		Lower secondary		Upper secondary	
	ISCED 02		ISCED 1		ISCED 2		ISCED 3	
Starting teacher with a minimum level of qualification								
Starting teacher with a typical level of qualification								
Teacher with typical qualifications and 15 years of experience								

References

OECD (2018). *Education at a Glance 2018: OECD Indicators. Annex 3 Sources, methods and technical notes*. Paris: OECD

OECD (2018). *OECD Handbook for Internationally Comparative Education Statistics 2018: Concepts, standards, definitions and classifications*. Paris: OECD