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

METADATA

Target 4.c By 2030, substantially increase the supply of qualified teachers, including though 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: Three measures of annual earnings of similarly qualified individuals are used, depending on availability of data according in the following order of preference:

a. For OECD countries (1) the average salary of tertiary educated workers weighted by teacher qualification (reported in the OECD's Education at a Glance), (2) the average salary of tertiary educated workers (also reported in the OECD's Education at a Glance);
b. For non-OECD countries (3) the annualized earnings of professional occupations published by ILOSTAT.

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.

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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, and adjusted for consumer price inflation since the year with the earnings data. If the earnings data precedes the teacher salary data by more than five years, and if no other earnings data after the teacher salary data is available, then the indicator will be missing.2

Interpretation
The indicator provides a measure of salaries of teachers who are approximately at the midpoint 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.

Type of data source
For countries not participating in the OECD’s Education at a Glance, the UIS’s teacher salary data collected through the UIS country questionnaire (Table 1) in conjunction with earnings data for professional occupations published by ILOSTAT is expected to be the predominant source of data.

For OECD countries, the OECD’s Education at a Glance is the preferred source of data for the indicator, following the preference order for the denominator described above.3,4

Other sources of earnings for professional occupations, included data from national statistical offices, will also be used as available to fill data gaps during the interim reporting period.

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2 This, in principle, follows the approach used by the OECD.
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Disaggregation
The indicator is disaggregated by level of education taught.

Table 1. UIS 2019 questionnaire on teacher salaries

<table>
<thead>
<tr>
<th>Annual statutory teacher compensation</th>
<th>Pre-primary ISCED 02</th>
<th>Primary ISCED 1</th>
<th>Lower secondary ISCED 2</th>
<th>Upper secondary ISCED 3</th>
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<tbody>
<tr>
<td>Starting teacher with a minimum level of qualification</td>
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<tr>
<td>Starting teacher with a typical level of qualification</td>
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<td>Teacher with typical qualifications and 15 years of experience</td>
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References