



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 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 qualification

Updates:

Updated 8 December 2022: The methodology for imputing comparator earnings from ILO was adjusted to use a linear trend for missing data points between years with data. For other missing data points, the method is unchanged (imputed based on CPI following the OECD Education at a Glance).

Updated 4 August 2024: The comparator earnings data from ILOSTAT is "average monthly earnings of employees by sex and occupation"

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 (e.g.: from OECD)
- 2) the average earnings of tertiary educated workers (e.g.: from OECD), or
- 3) the average earnings of workers in professional occupations (calculation method used by the UIS)

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.

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 (using CPI data from latest version of the IMF's WEO dataset). 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. If the year of the earnings data is missing, but data exists for both a previous and subsequent year, then a linear trend is used to impute the in-between earnings data.

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 sources

The UIS / UEO 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^{1,2}.

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		
Teacher with typical qualification and 15 years of experience									

¹ OECD (2018). *Education at a Glance 2018: OECD Indicators. Annex 3 Sources, methods and technical notes*. Paris: OECD

² OECD (2018). *OECD Handbook for Internationally Comparative Education Statistics 2018: Concepts, standards, definitions and classifications*. Paris: OECD