

Teachers and school heads salaries and allowances in Europe 2022/2023

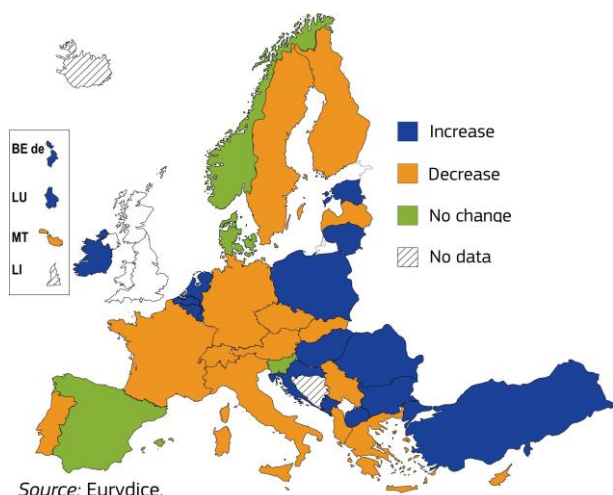
Eurydice – Fact sheet

Teacher attrition and the ageing of the teaching workforce are pressing concerns for education authorities across European countries. Attracting and retaining the most qualified and skilled professionals is crucial, and earnings and career prospects are key factors in achieving this goal.

TEACHERS

In the school year 2022/2023, the minimum starting statutory salaries of fully qualified teachers at lower secondary education (ISCED 24) level increased in most European countries. However, when adjusted for inflation, the purchasing power of teachers' salaries increased in 16 education systems (ranging from 1% to 30%). Conversely, 16 education systems registered a decrease in purchasing power from 1% to 10%. In 4 education systems there was no significant change (increase or decrease below 0.5%).

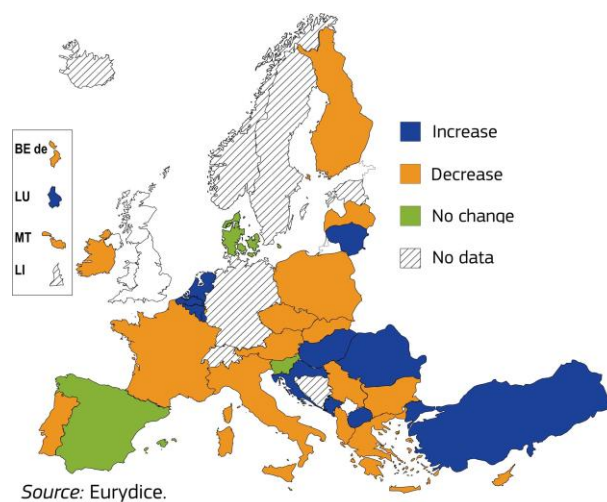
Evolution in annual gross **starting** statutory salaries of lower secondary **teachers**, at constant price, 2022/2023



SCHOOL HEADS

In the school year 2022/2023, the minimum statutory salaries of school heads increased in almost all European countries. However, when adjusted for inflation, the purchasing power of lower secondary school heads' salaries increased in only 11 education systems (ranging from 1% to 33%). In 17 education systems there was a decrease, ranging from 1% to 14% and in 3 education systems there was no significant change (increase or decrease below 0.5%).

Evolution in annual gross **minimum** statutory salaries of lower secondary **school heads**, at constant price, 2022/2023



TEACHERS

SCHOOL HEADS

Factors influencing salaries in most education systems

In most education systems, holding the minimum required qualification is sufficient to enter the profession, and having higher qualifications does not necessarily result in bigger salaries.

The career progression and the number of years required to reach the highest salary level vary significantly between countries. In most countries the increases are more substantial at the later stages of a teaching career while no significant increase is registered at 10 or 15 years from the career start. In nearly half of the education systems, earnings are more than double compared to the starting salary. The time required to reach the top of the career ranges from 12 to 42 years, with most countries requiring 25 years or more of experience in the profession.

In most countries, becoming a school head requires having the qualification requirements for teachers, professional experience in education and/or leadership/management competence.

Statutory salaries of school heads depend on the size of the school and the education level. In 20 education systems school heads of larger schools are paid higher salaries than their counterparts in smaller schools while in 18 education systems school heads receive the same salary regardless of the size of school they manage. On average, school heads at pre-primary education level earn less, while upper secondary school heads generally earn more.

Allowances

In most countries, teachers are remunerated for taking on additional tasks and responsibilities. Continuing professional development is subject to additional allowance in some countries. However, very few countries offer family allowances.

School heads are remunerated for additional management tasks and teaching responsibilities. Some countries offer additional pay for acquiring further qualifications, undertaking training or demonstrating strong performance. However, as for teachers, family allowances are available in a limited number of countries.

School heads usually earn more than teachers. In most education systems, at lower secondary level, the actual salaries of school heads are higher compared to the actual salaries of teachers in the same age group.

The [EACEA online tool](#) provides comprehensive data on the salaries and allowances of full-time, fully qualified teachers and school heads at pre-primary, primary, lower secondary and upper secondary education levels, based on the [International Standard Classification of Education \(ISCED\)](#). It presents teachers' statutory salaries per qualification requirement and career stage, while school heads' minimum and maximum statutory salaries are clustered per type of school. The actual salaries are presented per age group. Data is jointly collected by the Eurydice Network and the OECD (Organisation for Economic Co-operation and Development). The most recent update is available for the 2022/2023 school year. It covers 39 education systems within the [Eurydice Network](#).

The Eurydice Network's work focuses on Europe's different education systems. The network consists of national units located in European countries and is co-ordinated by the European Education and Culture Executive Agency (EACEA).

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