


Teachers' salaries in Europe 2023/2024

Teachers and school heads play a crucial role in delivering inclusive, sustainable, and high-quality education. The [EU](#)¹ emphasizes that attracting and retaining qualified educators is a challenge, prompting investment in [professional development](#)² and remuneration.



To know more, explore:
[Teachers' and school heads' salaries and allowances in Europe](#)

Teachers' salaries may depend on several key factors:



Education level

Salaries usually increase with the **level of education taught**.



Qualification

Advanced degrees (e.g., master's or doctoral degrees) can lead to higher compensation.



Career progression

More years of service generally correlate with **increased earnings**.



Additional tasks, training and specific teaching conditions

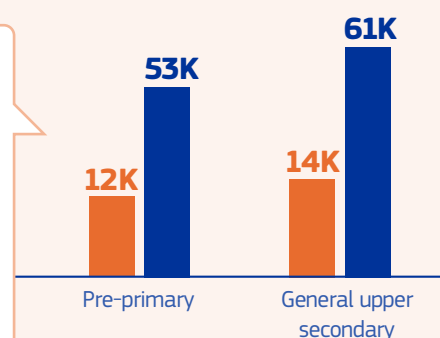
are usually remunerated with supplementary allowances.



In **1/3** of the countries, teachers earn the same salary regardless of the education level at which they teach.

LOWEST AND HIGHEST SALARIES ACROSS EUROPE

(ANNUAL SALARY IN [PPS](#))



Did you know?

In some countries, recent trends show **faster growth in pre-primary teacher salaries** compared to other education levels.



School heads' salaries may also depend on the **size of the school**.

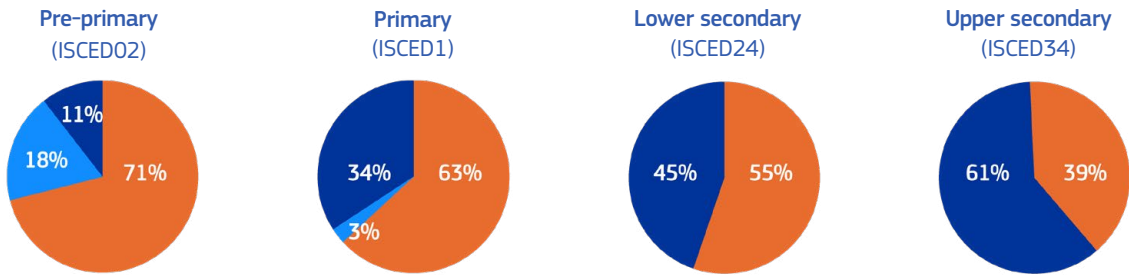
Explore more: [School heads - Comparative information](#)

The **minimum qualification** required to enter the teaching profession tends to **increase with the level of education taught**.

QUALIFICATION REQUIREMENTS

- **Below bachelor's** (ISCED 3 to 5)
- **Bachelor's** (ISCED 6)
- **Master's** (ISCED 7)

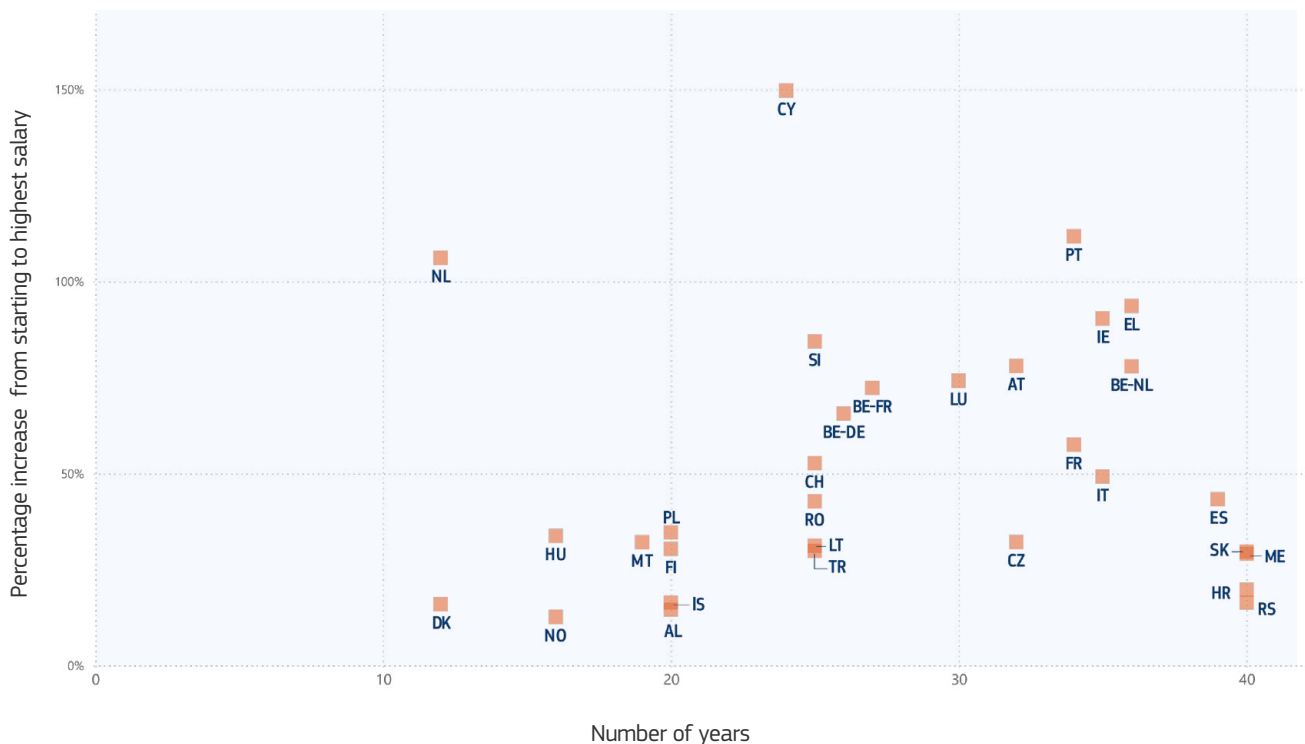
SHARE OF COUNTRIES BY QUALIFICATION REQUIREMENTS PER EDUCATION LEVEL



The **salary progression dynamics** may contribute to attract and retain teachers.

Across Europe, there are wide differences in the length of service necessary to reach the highest salary. In some countries salaries increase substantially over a short period of time, while in others it takes many years for little increase.

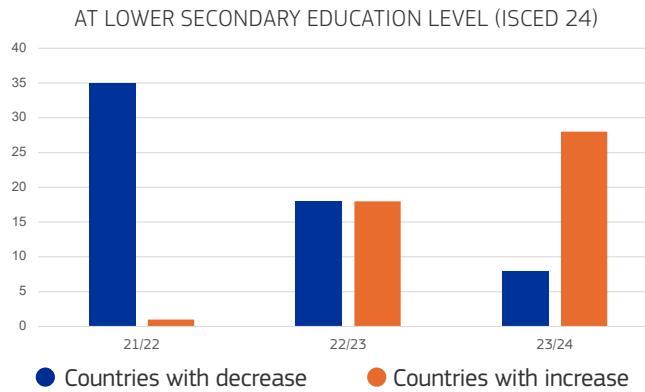
NUMBER OF YEARS AND PERCENTAGE INCREASE FROM STARTING TO HIGHEST SALARY
LOWER SECONDARY LEVEL (ISCED 24)



Salaries may rise as result of **inflation adjustments** and/or **policy reforms**.

However, such changes do not always translate into real salary growth. In some cases, nominal increases only partly offset inflation with, in 2024, wages in constant prices remaining below 2021 levels.

TRENDS IN TEACHERS' STATUTORY SALARIES (HICP)

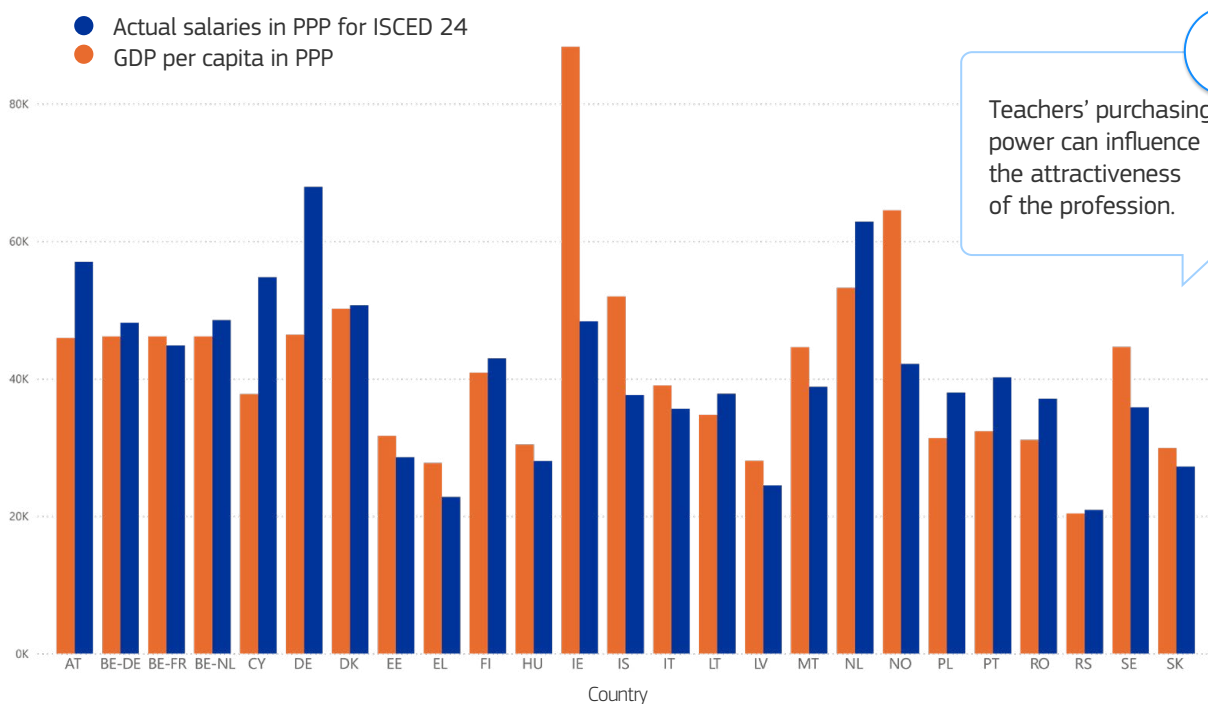


Teachers' actual salaries vary significantly across countries when compared to **national GDP per capita**.

In some systems, such as Cyprus and Germany, teachers' salaries are well above the GDP per capita, highlighting a relatively high financial recognition of the profession. In others, including Sweden and Iceland, teachers earn below the GDP per capita, pointing to weaker purchasing power.

TEACHERS' ACTUAL SALARY AND GDP PER CAPITA (IN PPP)

AT LOWER SECONDARY LEVEL (ISCED 24)



This fact sheet presents key findings on [teachers' and school heads' salaries](#). It covers full-time newly qualified teachers and school heads with minimum qualification at pre-primary, primary, lower and upper general secondary education levels in public schools. Data is relevant to 2023/2024 school year collected from 37 countries members of the [Eurydice network](#).