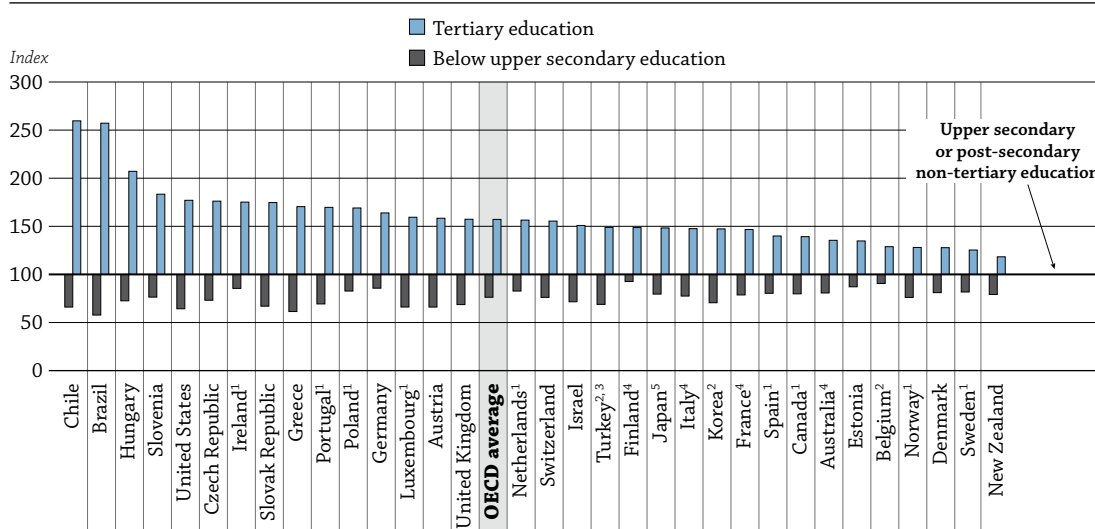


WHAT ARE THE EARNINGS PREMIUMS FROM EDUCATION?

- In all OECD countries, adults with tertiary education earn more than adults with upper secondary or post-secondary non-tertiary education, who, in turn, earn more than adults with a below upper secondary education.
- In Brazil, Greece and the United States, people with below upper secondary education generally earn less than 65% of what people with upper secondary or post-secondary non-tertiary education earn.
- On average across OECD countries, the difference in earnings between younger and older workers increases with educational attainment, benefitting more educated older workers. The earnings premium for tertiary-educated 55-64 year-olds is generally larger than that for all tertiary educated workers: on average, the earnings differential increases by 16 percentage points.
- The gender gap in earnings persists, regardless of the level of education. Among OECD countries, the largest gap between men and women is among individuals with tertiary education.
- In many countries, more than half the 15-24 year-old students have earnings from employment. In Belgium, Chile, Estonia, Israel, Italy, Spain and Switzerland, less than 20% of students in this age group have earnings from employment.

Chart A6.1. Relative earnings of 25-64 year-old workers, by educational attainment (2011)

Upper secondary or post-secondary non-tertiary education = 100



1. Year of reference 2010.

2. Earnings net of income tax.

3. Year of reference 2005.

4. Year of reference 2009.

5. Year of reference 2007.

Countries are ranked in descending order of the relative earnings of 25-64 year-olds with tertiary education.

Source: OECD, Table A6.1. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

StatLink <http://dx.doi.org/10.1787/888932846557>

Context

Higher levels of skills usually translate into better chances of employment (see Indicator A5) and higher earnings. In fact, in all OECD countries for which information is available, the higher the level of education, the greater the relative earnings.

The potential to earn more and see those earnings increase over time, along with other social benefits, is an incentive for individuals to pursue education and training. This was true in most OECD and G20 countries even in 2011, when the effects of the global economic crisis were still widely felt, and even though the economic rewards vary depending on the chosen field of education (Carnevale, 2012, and Box A6.1). While relative earnings for individuals with higher educational attainment tend to increase with age, relative earnings for people with below upper secondary education tend to decrease with age.

Many factors may influence an individual's choice to pursue education and training. In some countries, this decision may be related to the cost of education and training, particularly after compulsory education. That cost also entails the consequences of delaying entry into the labour market, including the loss of potential wages (see Indicator A7).

Variations in relative earnings among countries reflect a number of factors, including the demand for skills in the labour market, minimum wage laws, the strength of labour unions, the coverage of collective-bargaining agreements, the supply of workers at various levels of educational attainment, and the relative incidence of part-time and seasonal work.

■ Other findings

- **In Austria, Belgium, Finland, New Zealand, Slovenia and Spain, tertiary-educated women earn about 75% or more of what tertiary-educated men earn;** in Brazil, Chile and Estonia, they earn 65% or less of what similarly educated men earn.
- **As they age, women with an upper secondary or post-secondary non-tertiary education enjoy a smaller difference in earnings relative to men with similar age and level of education.** These women can expect to earn 79% of a man's earnings when they are 55 to 64 years old.
- Individuals with below upper secondary education during their entire working life face large earnings disadvantages in all countries. **On average across OECD countries, only 3% of people with below upper secondary education earn twice the national median income.**
- **On average, 67% of all 25-29 year-old students have earnings from employment,** although 78% of all 25-29 year-olds, both students and those not in education, have such earnings. Among 25-29 year-olds, 85% of men who are not students have earnings from employment compared with 76% of women.

■ Trends

In all OECD countries, adults with tertiary education earn considerably more than adults with below upper secondary education. Indeed, between 2000 and 2011, only in a few countries for which information is available for both years – Germany, Hungary and Switzerland – the earnings of adults with below upper secondary education have undergone some increase when compared with earnings of adults with upper secondary or post-secondary non-tertiary education.

On the other hand, in most OECD countries, including Belgium, Germany, Hungary, Switzerland and the United States, earnings for tertiary-educated adults relative to earnings of adults with upper secondary or post-secondary non-tertiary education, have increased in the same period.

These differences suggest that the demand for higher-level and updated skills could have been increasing during the decade – and that individuals with lower levels of skills are more vulnerable today.

Analysis

Educational attainment and relative earnings

The higher the educational attainment, the larger the relative earnings; and upper secondary education appears to be the gateway to the largest wage increases. Earnings differentials between adults with tertiary education and those with upper secondary education are generally more pronounced than the differentials between upper secondary and lower secondary education or below. Since private investment costs beyond upper secondary education rise considerably in most countries, a high earnings premium helps to ensure that there will be an adequate supply of individuals willing to invest time and money in further education.

In all OECD countries, adults with tertiary education earn more than adults with upper secondary or post-secondary non-tertiary education, who, in turn, earn more than adults with below upper secondary education. In many countries, upper secondary education is the level beyond which further education and training implies high relative earnings. As such, upper secondary education can be considered the benchmark against which earnings related to educational attainment can be measured.

Tertiary-educated adults earn more than adults with lower levels of education in all countries. The relative earnings for tertiary-educated adults is over 1.5 times that for adults with upper secondary or post-secondary non-tertiary education, on average, and, in Brazil, Chile and Hungary, more than twice the earnings of adults with that lower level of education (Table A6.1).

Differences between adults with below upper secondary education and those who have attained an upper secondary or post-secondary non-tertiary education vary. In Belgium, Estonia, Finland, Germany and Ireland, differences are relatively small: the less-educated group earns over 85% of what the more-educated group earns. In Brazil, Greece and the United States, however, people with below upper secondary education generally earn less than 65% of what people with an upper secondary or post-secondary non-tertiary education earn (Chart A6.1).

Relative earnings as related to gender and age

Across OECD countries, relative earnings are affected by educational attainment to various degrees. For example, relative earnings for men with a tertiary-type A or advanced research programme degree compared with those for men with upper secondary or post-secondary non-tertiary education exceeds 100% in Brazil, Chile, Hungary, Ireland and Slovenia. This is also true for women with the same level of education in Brazil, Chile, Greece and Ireland (Table A6.1).

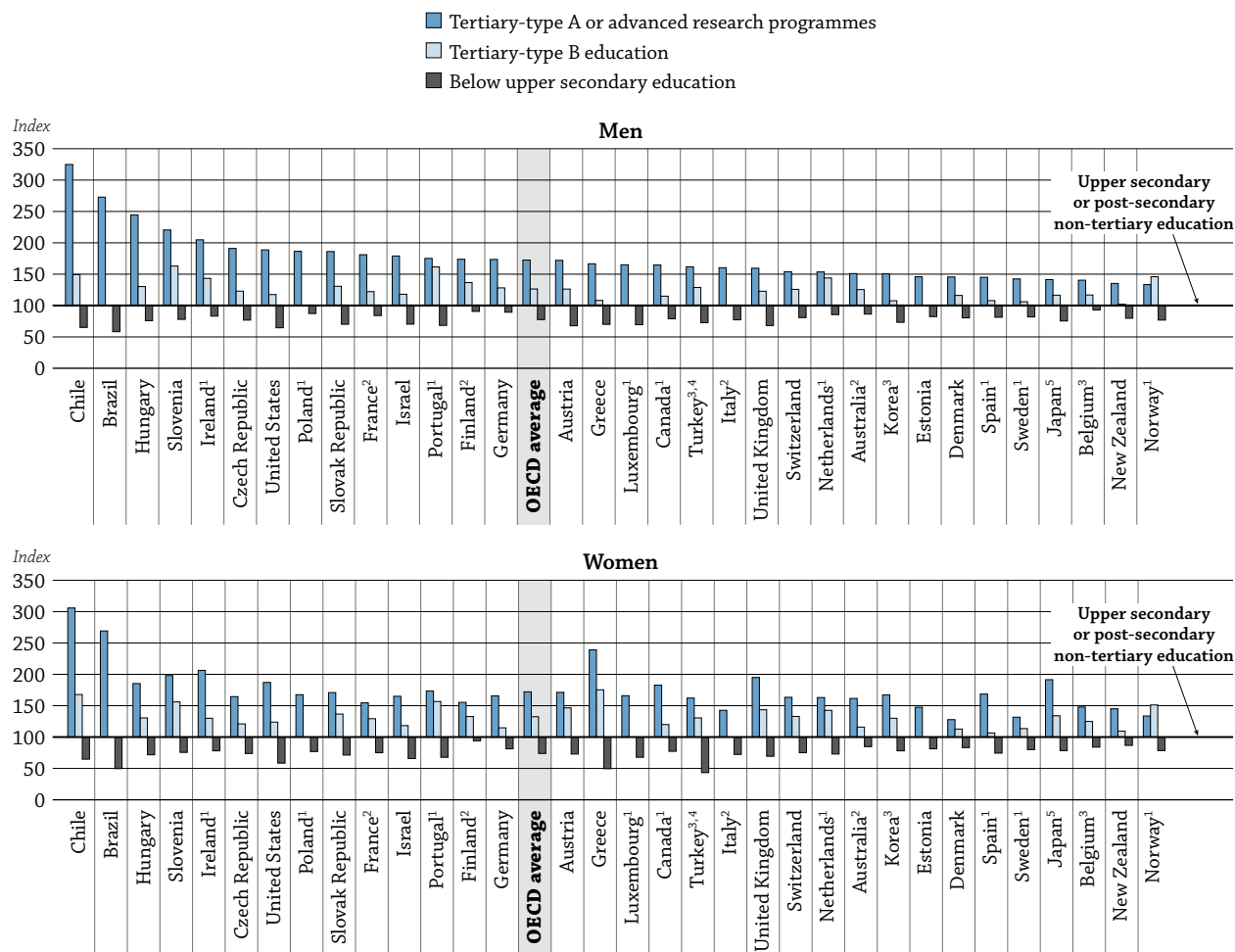
Both men and women with a tertiary-type B education earn more than individuals with an upper secondary or post-secondary non-tertiary education. Men in OECD countries with the higher level of education earn an average of 26% more than men with the lower level of education (in Portugal and Slovenia, the former group earns more than 60% more than the latter group), while women with the higher level of education earn 32% more than women with the lower level of education (in Chile and Greece, the former group earns more than 60% more than the latter group).

On average, men with below upper secondary education earn 77% of what men with an upper secondary or post-secondary non-tertiary education earn, ranging from less than 60% in Brazil to 90% or more in Belgium and Finland. Women with the lower level of education earn an average of 74% of what women with the higher level of education earn, ranging from 50% or less in Brazil, Greece and Turkey to more than 90% in Finland (Chart A6.2).

Higher educational attainment is associated with higher earnings during his or her working life. On average across OECD countries, earnings increase with the level of educational attainment but this increase is especially large for older workers. People with higher levels of education are more likely to be employed, and remain employed, and have more opportunities to gain experience on the job.

Chart A6.2. Relative earnings of 25-64 year-old workers, by educational attainment and gender (2011)

Upper secondary or post-secondary non-tertiary education = 100



1. Year of reference 2010.

2. Year of reference 2009.

3. Earnings net of income tax.

4. Year of reference 2005.

5. Year of reference 2007.

Countries are ranked in descending order of the relative earnings of 25-64 year-old men with tertiary-type A (including advanced research programmes) education.

Source: OECD, Table A6.1. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

StatLink <http://dx.doi.org/10.1787/888932846576>

The relative earnings for tertiary-educated 55-64 year-olds are higher than those of all tertiary-educated adults (25-64 year-olds) in all countries with the exceptions of Austria, Ireland, Turkey and the United Kingdom. On average, the differential between the two groups is up to nearly 16 percentage points. For those with only below upper secondary education, the relative earnings disadvantage increases for older workers in all countries except Australia, Denmark, Estonia, Finland, Germany, Luxembourg, Norway, the Slovak Republic, Sweden and the United Kingdom. The increase in this disadvantage is not as marked as the increase in the earnings advantage for those with a tertiary education – an indication that tertiary education is key to higher earnings at older ages (Table A6.1).

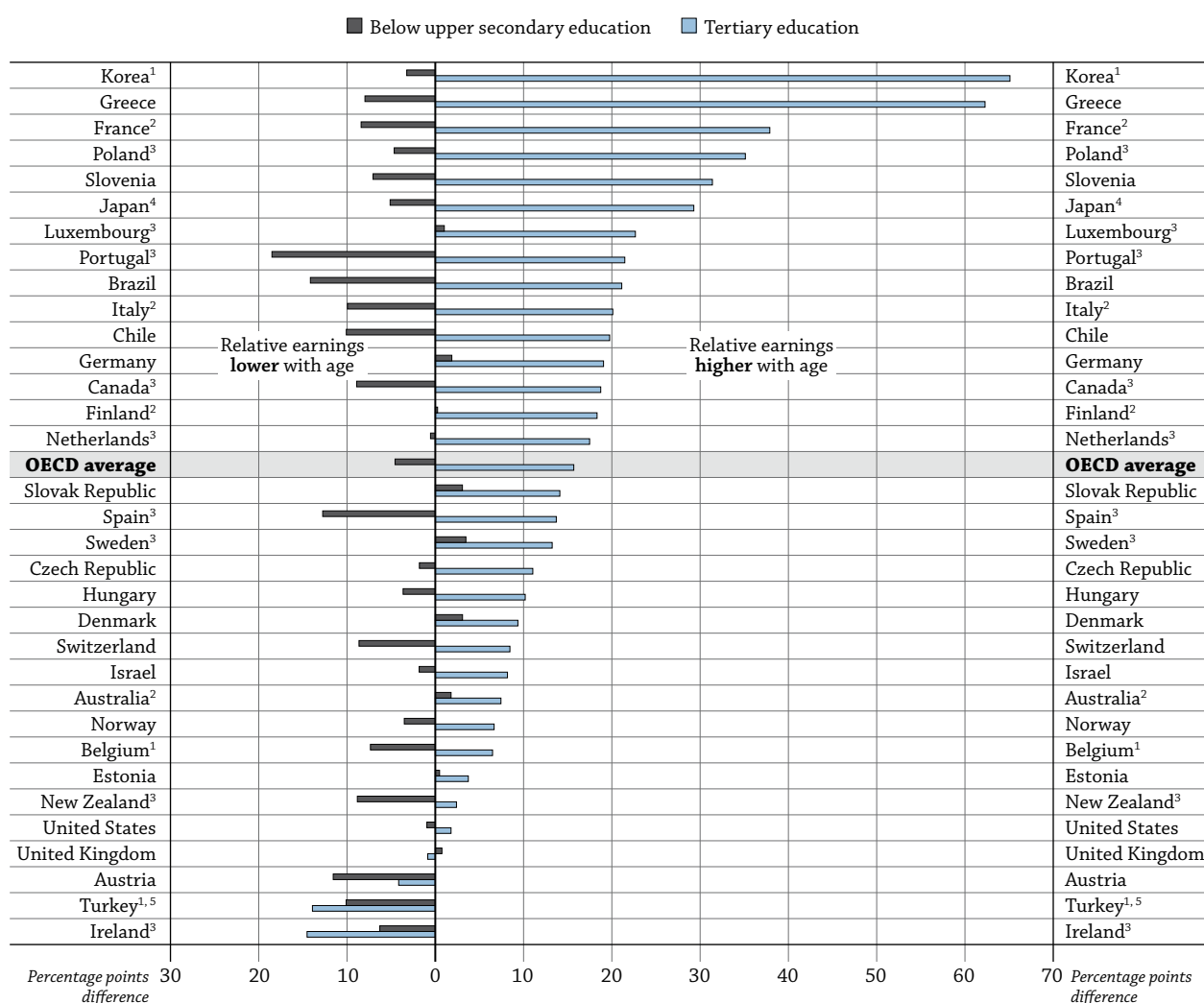
In Chart A6.3, the difference in relative earnings of 25-64 year-old workers is subtracted from the difference in relative earnings of older workers (in both cases, the differences are relative to the earnings of members of the same age group with upper secondary or post-secondary non-tertiary education). The result is the

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percentage-point difference in relative earnings between the two age groups. Taking the OECD average as an example, the difference in relative earnings between all adults with below upper secondary education and all adults with upper secondary or post-secondary non-tertiary education is, on average, 24%, meaning that the former group earns 24% less than adults with upper secondary or post-secondary non-tertiary education. Older adults with below upper secondary education earn an average of 28% less than adults of the same age group who have upper secondary or post-secondary non-tertiary education. The difference in relative earnings between the two age groups is about five percentage points (as shown in the chart). For tertiary-educated workers, the difference in relative earnings between the two age groups is calculated the same way, and averages around 16 percentage points.

Chart A6.3. Differences in relative earnings between older workers and all workers, by educational attainment (2011)

Percentage points difference, earnings relative to upper secondary or post-secondary non-tertiary



1. Earnings net of income tax.

2. Year of reference 2009.

3. Year of reference 2010.

4. Year of reference 2007.

5. Year of reference 2005.

Countries are ranked in descending order of the difference in relative earnings among 55-64 year-olds and the total population (25-64 year-olds) at the tertiary level of education.

Source: OECD, Table A6.1. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

StatLink <http://dx.doi.org/10.1787/888932846595>

Across OECD countries, relative earnings differences between older and younger workers favour the latter among people whose highest level of attainment is below upper secondary education. Older workers with this level of attainment earn eight percentage points less than younger workers (Table A6.1).

On average, the earnings of 25-34 year-olds with below upper secondary education are 80% of what people the same age who have an upper secondary education earn, while the earnings of 55-64 year-olds with a below upper secondary education are 72% of what people the same age who have an upper secondary education earn. These differences are larger among women (76% and 68%, respectively) and smaller among men (80% and 75%, respectively) (Table A6.1).

For those with below upper secondary education, the earnings disadvantage increases for older workers in all countries except Australia, Denmark, Estonia, Finland, Germany, Ireland, Norway, the Slovak Republic and Sweden. In most countries, then, tertiary education not only improves the prospect of being employed at an older age, but is also associated with greater earnings and productivity differentials throughout a person's working life. Therefore, in most OECD countries, the highest potential for gaining employment, remaining in work, and increasing earnings throughout a working life is found among tertiary-educated adults (Table A6.1).

Trends in relative earnings by educational attainment

Between 2000 and 2011, the relative earnings of adults with below upper secondary education decreased in most OECD countries with a few exceptions. In Germany, Hungary and Switzerland, the relative earnings of adults with below upper secondary education increased through the years. In addition to these countries, the relative earnings of adult women with below upper secondary education also increased in Belgium since the year 2000. Only in Germany and Switzerland relative earnings increased for men with this level of attainment during the same period (Tables A6.2a, b and c).

In most countries relative earnings for tertiary-educated adults have increased between 2000 and 2011. Nonetheless, in several contexts they seem to have undergone important fluctuations. Whereas in Belgium, Germany, Hungary, Switzerland and the United States data available shows fluctuations toward some increase, in New Zealand and the United Kingdom, tertiary-educated workers seem to have experienced some decline in their relative earnings with respect to the year 2000 (Table A6.2a).

Data on earnings' trends are relative to the variations undergone in earnings of people with upper secondary or post-secondary non-tertiary qualifications in each context. For this reason it is difficult to assess the average evolution of relative earnings for different levels of education throughout the years (see *Methodology* section for further information).

Educational attainment and disparities in earnings related to gender

Regardless of the level of education, the gender gap in earnings persists. The available data show that the largest gender gap in earnings is among workers with tertiary education. Only in Austria, Belgium, Finland, New Zealand, Slovenia and Spain do the earnings of tertiary-educated women amount to 75% or more of men's earnings. In Brazil, Chile and Estonia, women with a tertiary degree earn 65% or less of what tertiary-educated men earn (Table A6.3a).

On average, only women with an upper secondary or post-secondary non-tertiary education show an increase in earnings, relative to men, as they grow older. Women with tertiary education and women with below upper secondary education show no increase in earnings, relative to men's earnings, as they age. Tertiary-educated women aged 55-64 can expect to earn 72% of what men of a similar age and education level earn, while women that age who have no upper secondary education can expect to earn 74% of what men of the same age and education level earn (Table A6.3a).

Distribution of earnings within levels of educational attainment

Since this indicator includes earnings from all employed individuals (except in Table A6.3a, which only includes the earnings from those working full-time, full-year), the hours worked influences earnings, in general, and

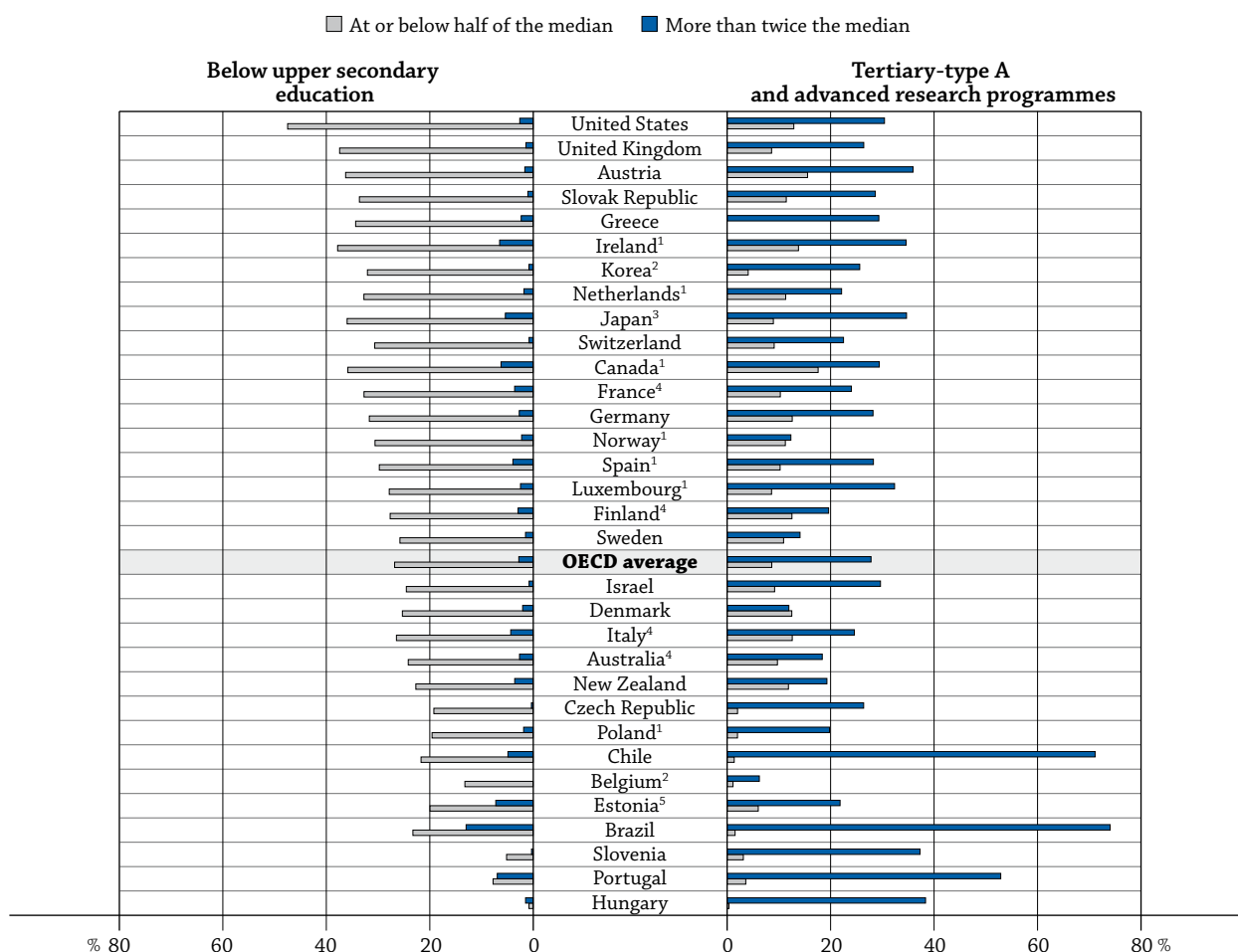
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the distribution of earnings, in particular. Data on the distribution of earnings among groups with different levels of education can show how tightly earnings centre around the country median. In addition to providing information on equity in earnings, these data indicate the risks associated with investing in education, as risk is typically measured by the variation in outcomes.

Tables A6.4a, b and c (available on line) and Chart A6.4 show the distribution of earnings among workers according to their level of educational attainment. In the tables, distributions are provided for the entire adult population and are also broken down for women and men. For people with wages from work, the five earnings categories reported range from “At or below half the median” income to “More than twice the median” income, while the proportion of people without earnings from work is reported in a separate column.

Chart A6.4. Differences in relative earnings distribution of 25-64 year-old workers, by educational attainment (2011)

Proportion of 25-64 year-olds at or below half the median and the proportion of the population earning more than twice the median, for below upper secondary education and tertiary-type A or advanced research programmes



1. Year of reference 2010.

2. Earnings net of income tax.

3. Year of reference 2007.

4. Year of reference 2009.

5. Tertiary-all types and advanced research programmes.

Countries are ranked in descending order of the difference in the proportion of 25-64 year-olds at or below half the median and the proportion of the population earning more than twice the median, at below upper secondary education.

Source: OECD, Table A6.4a, available on line. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

StatLink <http://dx.doi.org/10.1787/888932846614>

Chart A6.4 contrasts the results for those with below upper secondary education with those who have completed a tertiary-type A or an advanced research programme by comparing the proportion of wage-earners at or below one-half of the median to those at more than twice the median. As expected, there is a large difference between these two educational categories. On average, tertiary-educated individuals are substantially more likely to earn twice as much as the median worker and are substantially less likely to be in the low-earnings category than those with below upper secondary education.

There are, however, some notable differences in how well tertiary-educated individuals fare in different countries. In Brazil, Chile and Portugal, 50% or more of those with a tertiary-type A or advanced research programme degree earn twice as much as the median worker; in Austria and Canada, over 15% of those with such a degree are found in the lowest-earnings category (at or below half of the median); and in Denmark and Norway, an individual with such a degree is roughly as likely to fall into the lowest as the highest earnings category (Chart A6.4).

Box A6.1. How earnings premiums vary by field of study

The earnings indicators in *Education at a Glance* clearly document the earnings premiums associated with completing higher levels of education. Higher average earnings for those who complete tertiary education have been consistently observed both across countries and over time. While the earnings premium for tertiary education has been documented at the aggregate level, this does not mean that all individuals have enjoyed this premium or that the advantages are consistently observed for all types of tertiary education or all tertiary programmes. For example, in the United States in 2011, the average annual salary for 25-29 year-olds who had completed an ISCED 5A first degree was USD 44 800. However, this average ranged from USD 34 750 for those who had completed a degree in social work to USD 75 700 for those who had completed a degree in computer engineering. Other fields with relatively low earnings were theology and religious vocations (USD 35 530), fine arts (USD 35 600), and ISCED 1 teacher education (USD 37 500). Other fields with annual earnings averages over USD 60 000 included several other engineering specialties, computer and information systems, and management-information systems and statistics.

While there was some tendency for the highest-paying fields of study to be associated with programmes that had high proportions of male graduates and for the lower-paying fields of study to be associated with programmes that had high proportions of women, there were some exceptions. For example, earnings in the field of nursing (USD 53 650), which is dominated by women, were substantially above average for tertiary graduates. Large differences in earnings by field of study have also been observed in other countries, although internationally comparable data on field-of-study earnings do not yet exist. In Canada, the median salaries in 2007 for 2005 ISCED 5A graduates who studied engineering were about 64% higher than the salaries of graduates who had majored in visual and performing arts. In Sweden, the average 2010 salary for 25-29 year-old graduates in engineering was 90% higher than the average for students who had majored in arts and humanities. A year after graduation, the median salaries of young adults in New Zealand who had majored in health and had graduated in 2010 from ISCED 5A programmes were 58% higher than the median salaries of graduates in creative arts fields; while, one year after graduation, the salaries of those who had majored in engineering were 45% higher than the salaries of those in creative arts. The average earnings premiums presented in *Education at a Glance* show essential structures of the economic systems, but the actual earnings of individuals are affected by their knowledge, skills and experience. Data from the forthcoming OECD Survey of Adult Skills, a product of the Programme for the International Assessment of Adult Competencies (PIAAC), will deepen our understanding of how these factors affect earnings in different OECD countries.

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In all countries, individuals who remain with low qualifications through their working life (below upper secondary education) usually face large earnings disadvantages. On average across OECD countries, only 3% of those with below upper secondary education earn twice the national median. In Brazil, Canada, Estonia, Ireland, Japan and Portugal, this proportion is larger than 5%; only in Brazil does it exceed 10%. On average, more than 27% of those with below upper secondary education earn less than half the national median (Chart A6.4).

Students' earnings

In OECD countries, 53% of 15-24 year-olds have income from employment. In this age group, the majority of the non-students (70%) have earnings from employment, while less than half of those studying do (42%). New data on students' earnings (i.e. people who work while they study) show that female students at this age are more likely to work than their male counterparts. The proportion of female students with earnings from employment is higher than that for male students by 3 percentage points (43% and 40%, respectively). By contrast, the proportion of 15-24 year-old non-student men with earnings from employment is higher than that for non-student women by 4 percentage points (72% and 68%, respectively) (Table A6.5b).

The earnings of 15-24 year-old students are generally lower than earnings of non-students for all levels of education, except in Chile (for both men and men plus women), for women in Estonia and for men in Israel (Table A6.5a).

Students typically have lower earnings from work than non-students with the same age and level of attainment. This is especially true in countries where a high rate of the students have earnings from work, which is the case in Austria, Canada, Denmark, France, Korea, Norway and Sweden. This suggests that students mainly work part-time and during school holidays and possibly in jobs that do not reflect their level of education. It should be noted that in countries with a long reference period for the earnings data (for instance, annual data), it is more frequent that the earnings of students include earnings during school holidays (Tables A6.5a and b).

On average, among all students with income from employment, tertiary-educated students receive the highest earnings. Likewise, students who have attained upper secondary or post-secondary non-tertiary education have higher earnings than students with below upper secondary attainment who have earnings from employment. However, this tendency is not observed in all countries individually. Only in Australia, Belgium, Estonia, France, Israel, New Zealand, the United Kingdom and the United States do the relative earnings of 15-24 year-old students increase with educational attainment and do tertiary-educated students have the highest earnings (Table A6.5a).

However, the distribution of earnings is by no means homogeneous. In Australia, Canada, Finland, France, Germany, Italy, Korea, New Zealand, Norway, Switzerland and the United States, students earn between 40% and 50% of what non-student workers of the same age earn, regardless of their levels of education. In Belgium, Brazil, Chile, Estonia, Israel and the United Kingdom, some students earn 80% of what non-students workers of the same age earn, and in Brazil, Chile and Estonia, they earn more than non-students (Table A6.5a).

In many countries more than half the 15-24 year-old students have earnings from employment. Among those countries where this is not the case, in Belgium, Chile, Estonia, Israel, Italy, Spain and Switzerland, less than 20% of 15-24 year-old students have earnings from employment (Table A6.5b). Nonetheless, it is important to consider that, in some countries (for instance, in Switzerland) a proportion of students enrolled in upper secondary education has earnings based on apprenticeship contracts, and are not included in these calculations.

These findings support the widespread notion that schooling beyond compulsory education implies a loss of income while studying (even when combining studying and working), in addition to possible tuition fees and repayment of loans, which may discourage some individuals from pursuing further education and training.

Definitions

Age groups: **adults** refers to the 25-64 year-old population; **younger adults** refers to 25-34 year-olds; **older adults** refers to 55-64 year-olds. The **working-age population** is the total population aged 25-64.

For the definition of **full-time earnings**, countries were asked whether they had applied a self-designated full-time status or a threshold value of typical number of hours worked per week. Belgium, France, Italy, Luxembourg, Portugal, Spain, Sweden and the United Kingdom reported self-designated full-time status; the other countries defined the full-time status by the number of working hours per week. The threshold was 44/45 hours per week in Chile, 37 hours per week in the Slovak Republic, 36 hours per week in Hungary and Slovenia, 35 hours in Australia, Canada, Estonia, Germany, Israel, Korea, Norway and the United States, and 30 hours in the Czech Republic, Greece and New Zealand. Other participating countries did not report a minimum normal number of working hours for full-time work.

For some countries, data on **full-time, full-year earnings** are based on the European Survey on Income and Living Conditions (EU-SILC), which uses a self-designated approach in establishing full-time status.

The **length of the reference period for earnings** also differed. Australia, New Zealand and the United Kingdom reported data on weekly earnings; Belgium, Brazil, Chile, Estonia, Finland, Israel (three months), Korea, Portugal and Switzerland reported monthly data; and all other countries reported annual data. France reported annual data from 2008 onwards, and monthly data up to and including 2007.

Levels of education: **below upper secondary** corresponds to ISCED levels 0, 1, 2 and 3C short programmes; **upper secondary or post-secondary non-tertiary** corresponds to ISCED levels 3A, 3B, 3C long programmes, and 4; and **tertiary** corresponds to ISCED levels 5A, 5B and 6. See the Reader's Guide at the beginning of the book for a presentation of all ISCED levels.

Methodology

The indicator is based on two different data collections. One is the regular data collection that takes account of earnings from work for all individuals during the reference period, even if the individual has worked part-time or part-year; this database contains for the first time data on students versus non-students earnings. The second data collection gathers information on the earnings of those working full-time and full-year.

Full-time and full-year data collection supplies the data for Table A6.3a (gender differences in full-time earnings) and Table A5.6 (differences in full-time earnings by educational attainment). The regular data collection is used for all other tables in this indicator.

Earnings data in Tables A6.1 and A6.2, Table A6.4 (available on line) and Table A6.5 (regular earnings data collection) are based on an annual, monthly or weekly reference period depending on the country (see length of the reference period in the *Definitions* section). Data on earnings are before income tax, except for Belgium, Korea and Turkey, where earnings reported are net of income tax. Data on earnings for individuals in part-time work are excluded in the regular data collection for the Czech Republic, Hungary, Portugal, Slovenia, and data on part-year earnings are excluded for the Czech Republic, Hungary and Portugal.

Since earnings data differ across countries in a number of ways, the results should be interpreted with caution. For example, in countries reporting annual earnings, differences in the incidence of seasonal work among individuals with different levels of educational attainment will have an effect on relative earnings that is not similarly reflected in the data for countries reporting weekly or monthly earnings. In addition, it should be noted that data available in Tables A6.2a, b and c, regards relative earnings and therefore should be used with caution to assess the evolution of relative earnings for different levels of education. Finally, for Tables A6.5a and b, differences between countries could be the result of differences in data sources and in the length of the reference period. For further details, see Annex 3 (www.oecd.org/edu/eag.htm).

The statistical data for Israel are supplied by and are under the responsibility of the relevant Israeli authorities. The use of such data by the OECD is without prejudice to the status of the Golan Heights, East Jerusalem and Israeli settlements in the West Bank under the terms of international law.

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References

Carnevale, A. (2012), *Hard Times: College Majors, Unemployment and Earnings: Not All College Degrees Are Created Equal*, Center on Education and the Workforce, Washington, D.C.

Indicator A6 Tables

Table A6.1	Relative earnings of adults with income from employment, by educational attainment, gender and age group (2011) <i>StatLink  http://dx.doi.org/10.1787/888932848875</i>
Table A6.2a	Trends in relative earnings of 25-64 year-olds with income from employment, by educational attainment (2000-11) <i>StatLink  http://dx.doi.org/10.1787/888932848894</i>
Table A6.2b	Trends in relative earnings of 25-64 year-old men with income from employment, by educational attainment (2000-11) <i>StatLink  http://dx.doi.org/10.1787/888932848913</i>
Table A6.2c	Trends in relative earnings of 25-64 year-old women with income from employment, by educational attainment (2000-11) <i>StatLink  http://dx.doi.org/10.1787/888932848932</i>
Table A6.3a	Differences in earnings between women and men, by educational attainment and age group (2011) <i>StatLink  http://dx.doi.org/10.1787/888932848951</i>
Table A6.3b	Trends in the differences in earnings between 25-64 year-old women and men, by educational attainment (2000-11) <i>StatLink  http://dx.doi.org/10.1787/888932848970</i>
WEB Table A6.4a	Distribution of 25-64 year-olds, by educational attainment and level of earnings relative to median earnings (2011) <i>StatLink  http://dx.doi.org/10.1787/888932848989</i>
WEB Table A6.4b	Distribution of 25-64 year-old men, by educational attainment and level of earnings relative to median earnings (2011) <i>StatLink  http://dx.doi.org/10.1787/888932849008</i>
WEB Table A6.4c	Distribution of 25-64 year-old women, by educational attainment and level of earnings relative to median earnings (2011) <i>StatLink  http://dx.doi.org/10.1787/888932849027</i>
Table A6.5a	Relative earnings of 15-24 year-old students, by educational attainment and gender (2011) <i>StatLink  http://dx.doi.org/10.1787/888932849046</i>
Table A6.5b	Share of young adults with income from employment among all young adults, by gender, age group and student status (2011) <i>StatLink  http://dx.doi.org/10.1787/888932849065</i>

Table A6.1. [1/2] **Relative earnings of adults with income from employment, by educational attainment, gender and age group (2011)**


Upper secondary or post-secondary non-tertiary education = 100

OECD			Below upper secondary education			Post-secondary non-tertiary education			Tertiary-type B education			Tertiary-type A and advanced research programmes			All tertiary education		
			25-64	25-34	55-64	25-64	25-34	55-64	25-64	25-34	55-64	25-64	25-34	55-64	25-64	25-34	55-64
			(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
Australia	2009	Men	85	78	88	103	110	100	125	100	131	151	122	163	144	117	155
		Women	85	75	88	95	107	94	116	105	118	162	151	169	148	141	150
		M+W	81	77	82	93	103	95	111	96	113	145	126	157	135	119	143
Austria	2011	Men	67	76	59	133	115	183	126	125	114	172	145	175	154	139	151
		Women	73	67	59	124	120	143	147	108	154	171	167	178	163	153	167
		M+W	66	73	54	123	113	164	135	119	124	171	149	176	158	141	154
Belgium ¹	2011	Men	92	93	87	97	101	94	116	112	116	140	129	145	129	122	133
		Women	84	88	77	95	103	83	125	123	125	148	141	156	134	132	137
		M+W	91	92	83	96	101	89	116	113	118	143	132	153	129	123	135
Canada	2010	Men	78	90	69	108	113	100	114	113	123	165	126	195	140	120	164
		Women	77	104	70	105	117	95	120	126	115	183	184	178	151	160	143
		M+W	80	97	71	109	113	101	111	110	117	166	136	197	139	124	158
Chile	2011	Men	64	69	58	a	a	a	149	134	145	325	267	343	271	229	300
		Women	65	70	48	a	a	a	168	141	147	306	275	274	262	241	239
		M+W	66	70	56	a	a	a	151	133	143	309	261	323	260	227	279
Czech Republic	2011	Men	76	78	77	m	m	m	122	121	127	191	162	195	187	158	193
		Women	74	76	70	m	m	m	121	118	117	164	150	176	160	144	172
		M+W	73	78	71	m	m	m	117	114	118	181	154	190	176	149	187
Denmark	2011	Men	79	76	85	68	44	101	115	115	113	146	113	161	138	113	151
		Women	83	76	87	42	44	66	113	120	107	128	123	134	126	123	130
		M+W	81	78	84	62	45	108	115	116	110	130	111	143	128	112	137
Estonia	2011	Men	81	78	85	m	m	m	m	m	m	146	112	151	146	112	151
		Women	81	78	76	m	m	m	m	m	m	148	136	142	148	136	142
		M+W	87	83	88	m	m	m	m	m	m	135	112	139	135	112	139
Finland	2009	Men	90	89	92	m	m	m	136	132	135	174	138	211	162	137	179
		Women	94	89	93	m	m	m	133	128	126	155	142	191	146	141	154
		M+W	93	92	93	m	m	m	128	120	128	161	130	206	149	129	167
France	2009	Men	83	84	79	m	m	m	121	117	149	181	150	240	157	135	215
		Women	75	74	62	m	m	m	129	135	111	155	150	164	145	145	147
		M+W	79	80	70	m	m	m	122	121	130	163	142	208	147	134	185
Germany	2011	Men	88	76	94	121	130	114	127	128	117	173	136	187	161	135	169
		Women	81	74	84	121	121	113	115	119	108	166	151	200	155	145	183
		M+W	86	78	88	116	117	111	132	121	126	174	142	200	164	139	183
Greece	2011	Men	69	93	62	98	102	87	107	109	99	167	142	224	151	131	200
		Women	50	62	43	118	116	155	175	174	79	239	193	323	222	187	260
		M+W	61	86	53	102	104	104	126	132	96	186	157	271	170	149	233
Hungary	2011	Men	75	76	76	123	117	126	130	127	133	245	203	248	243	202	247
		Women	72	75	65	114	108	115	130	132	138	185	170	194	185	170	193
		M+W	73	76	69	118	112	120	127	127	135	208	182	218	207	182	217
Iceland			m	m	m	m	m	m	m	m	m	m	m	m	m	m	m
Ireland	2010	Men	82	77	70	86	99	76	143	119	152	205	208	162	180	177	158
		Women	78	77	68	99	90	102	130	162	141	206	252	165	178	223	155
		M+W	85	74	79	90	95	86	135	125	147	200	205	169	175	179	161
Israel	2011	Men	69	72	70	106	110	92	117	108	123	179	151	192	159	139	166
		Women	66	73	59	125	161	110	118	106	131	165	143	167	151	134	153
		M+W	72	75	70	110	127	95	115	104	124	167	141	180	151	132	159
Italy	2009	Men	76	90	68	m	m	m	m	m	m	160	120	183	160	120	183
		Women	72	80	67	m	m	m	m	m	m	143	136	151	143	136	151
		M+W	77	91	68	m	m	m	m	m	m	148	122	168	148	122	168
Japan	2007	Men	74	88	71	m	m	m	116	111	126	141	126	157	139	125	154
		Women	78	73	77	m	m	m	134	134	146	191	171	225	161	155	178
		M+W	80	90	74	m	m	m	90	96	106	168	139	197	148	129	178
Korea ¹	2011	Men	72	84	73	m	m	m	107	106	134	151	129	207	137	120	195
		Women	78	84	78	m	m	m	130	120	227	167	143	237	153	133	235
		M+W	71	85	67	m	m	m	116	110	154	164	132	225	147	123	212
Luxembourg	2010	Men	68	68	83	105	99	74	m	m	m	165	143	188	165	143	188
		Women	68	61	49	113	61	91	m	m	m	166	167	150	166	167	150
		M+W	66	67	66	119	109	80	m	m	m	159	151	177	159	151	177
Mexico			m	m	m	m	m	m	m	m	m	m	m	m	m	m	m

1. Earnings net of income tax.

Source: OECD. LSO (Labour market, economic and social outcomes of learning) Network special data collection on earnings. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.

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A6

Table A6.1. [2/2] **Relative earnings of adults with income from employment, by educational attainment, gender and age group (2011)***Upper secondary or post-secondary non-tertiary education = 100*

				Below upper secondary education			Post-secondary non-tertiary education			Tertiary-type B education			Tertiary-type A and advanced research programmes			All tertiary education			
				25-64	25-34	55-64	25-64	25-34	55-64	25-64	25-34	55-64	25-64	25-34	55-64	25-64	25-34	55-64	
				(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	
OECD	Netherlands	2010	Men	85	90	82	m	m	m	143	133	139	154	134	155	153	134	154	
		Women	73	77	68	m	m	m	143	138	129	163	148	164	162	148	162		
		M+W	83	90	74	m	m	m	145	134	145	157	137	160	156	137	159		
	New Zealand	2011	Men	79	85	77	101	102	99	101	90	99	135	115	153	123	106	133	
		Women	87	88	85	88	102	73	110	111	120	145	146	164	131	136	140		
		M+W	79	87	76	110	112	107	97	94	97	132	120	149	118	112	125		
	Norway	2010	Men	76	73	77	121	119	127	145	136	146	133	106	154	134	107	153	
		Women	78	75	79	116	108	125	151	149	150	134	127	148	134	128	148		
		M+W	76	73	77	125	123	133	152	133	165	127	107	149	128	107	151		
	Poland	2010	Men	86	85	84	110	106	113	m	m	m	186	160	223	186	160	223	
		Women	77	87	66	118	110	118	m	m	m	168	155	182	168	155	182		
		M+W	83	87	78	109	102	114	m	m	m	169	148	204	169	148	204		
	Portugal	2010	Men	67	79	52	98	102	87	161	143	150	175	158	193	173	156	184	
		Women	68	78	51	112	116	118	157	146	155	173	167	199	171	165	188		
		M+W	69	81	51	104	108	96	159	144	154	171	159	201	170	158	191		
	Slovak Republic	2011	Men	69	60	79	m	m	m	130	121	153	186	155	198	185	154	197	
		Women	71	69	69	m	m	m	137	130	138	171	154	183	169	153	179		
		M+W	67	63	70	m	m	m	123	116	135	177	148	192	175	147	189		
	Slovenia	2011	Men	77	79	73	m	m	m	162	143	175	220	165	250	197	156	226	
		Women	76	83	62	m	m	m	156	132	161	198	160	234	180	150	202		
		M+W	76	83	69	m	m	m	155	130	167	203	151	243	183	143	215		
	Spain	2010	Men	80	93	70	c	c	c	107	116	98	145	128	155	133	124	144	
		Women	74	90	60	c	c	c	107	119	98	169	157	182	157	149	174		
		M+W	80	94	68	c	c	c	108	117	102	150	136	162	140	131	154		
	Sweden	2010	Men	81	79	83	122	79	127	105	96	111	142	118	159	133	113	147	
		Women	80	75	84	108	85	125	114	95	121	132	130	148	127	124	138		
		M+W	82	78	85	120	80	133	105	94	111	133	118	152	125	113	139		
	Switzerland	2011	Men	80	86	75	99	102	104	125	124	122	154	132	167	144	130	150	
Women		75	72	68	116	110	116	133	129	134	163	145	164	155	142	155			
M+W		76	80	68	105	104	110	138	128	138	163	137	178	155	135	164			
Turkey ¹	2005	Men	72	77	60	m	m	m	128	154	121	162	178	133	153	171	129		
	Women	43	37	49	m	m	m	131	93	m	162	150	307	154	133	307			
	M+W	69	70	59	m	m	m	125	131	128	157	166	138	149	156	135			
United Kingdom	2011	Men	67	63	75	m	m	m	122	100	135	160	146	159	151	138	152		
	Women	69	78	69	m	m	m	144	134	160	195	189	182	182	180	175			
	M+W	69	70	69	m	m	m	125	106	138	168	153	164	157	145	156			
United States	2011	Men	64	69	66	m	m	m	117	125	109	189	168	181	182	164	175		
	Women	58	61	55	m	m	m	124	143	122	187	188	192	181	184	184			
	M+W	64	69	63	m	m	m	116	128	111	184	169	186	177	165	179			
OECD average				Men	77	80	75	106	103	106	126	120	128	172	146	188	162	140	176
				Women	74	76	68	107	105	108	132	127	132	172	161	188	161	154	174
				M+W	76	80	72	106	104	109	125	118	128	168	146	187	157	140	173
EU21 average				Men	78	80	77	106	99	107	128	121	130	173	146	189	164	141	178
				Women	75	77	68	106	98	112	134	130	127	169	159	181	161	154	169
				M+W	77	81	73	105	99	110	128	121	129	166	145	186	158	140	174
Other G20	Argentina				m	m	m	m	m	m	m	m	m	m	m	m	m	m	
	Brazil	2011	Men	57	61	44	m	m	m	m	m	m	273	241	286	273	241	286	
		Women	50	48	37	m	m	m	m	m	m	269	266	281	269	266	281		
		M+W	58	61	44	m	m	m	m	m	m	257	240	278	257	240	278		
	China				m	m	m	m	m	m	m	m	m	m	m	m	m	m	
	India				m	m	m	m	m	m	m	m	m	m	m	m	m	m	
	Indonesia				m	m	m	m	m	m	m	m	m	m	m	m	m	m	
	Russian Federation				m	m	m	m	m	m	m	m	m	m	m	m	m	m	
	Saudi Arabia				m	m	m	m	m	m	m	m	m	m	m	m	m	m	
	South Africa				m	m	m	m	m	m	m	m	m	m	m	m	m	m	
G20 average					m	m	m	m	m	m	m	m	m	m	m	m	m	m	

1. Earnings net of income tax.

Source: OECD. LSO (Labour market, economic and social outcomes of learning) Network special data collection on earnings. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

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Table A6.2a. [1/2] **Trends in relative earnings of 25-64 year-olds with income from employment, by educational attainment (2000-11)***Upper secondary or post-secondary non-tertiary education = 100*

		Educational attainment	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
			(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
OECD	Australia	Below upper secondary	m	77	m	m	m	82	m	m	m	81	m	m
		Tertiary	m	133	m	m	m	134	m	m	m	135	m	m
	Austria	Below upper secondary	m	m	m	m	m	71	66	67	68	65	66	66
		Tertiary	m	m	m	m	m	152	157	155	160	155	156	158
	Belgium ¹	Below upper secondary	92	m	91	89	90	89	m	m	m	91	91	91
		Tertiary	128	m	132	130	134	133	m	m	m	131	131	129
	Canada	Below upper secondary	82	79	79	81	81	78	78	84	82	80	80	m
		Tertiary	142	141	135	138	137	135	136	140	138	138	139	m
	Chile	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	66
		Tertiary	m	m	m	m	m	m	m	m	m	m	m	260
	Czech Republic	Below upper secondary	m	m	m	m	73	72	74	73	72	71	73	73
		Tertiary	m	m	m	m	182	181	183	183	183	188	182	176
	Denmark	Below upper secondary	m	87	88	82	82	82	83	82	83	81	81	81
		Tertiary	m	124	124	127	126	125	126	125	125	127	129	128
	Estonia	Below upper secondary	m	m	m	m	m	m	m	m	91	91	90	87
		Tertiary	m	m	m	m	m	m	m	m	129	137	136	135
	Finland	Below upper secondary	95	95	95	94	94	94	94	94	93	93	m	m
		Tertiary	153	150	150	148	149	149	149	148	147	149	m	m
	France ²	Below upper secondary	m	m	84	84	85	86	85	84	79	79	m	m
		Tertiary	m	m	150	146	147	144	149	150	147	147	m	m
	Germany	Below upper secondary	75	m	77	87	88	88	90	91	90	87	85	86
		Tertiary	143	m	143	153	153	156	164	162	167	157	168	164
	Greece	Below upper secondary	m	m	m	m	m	m	m	m	m	76	m	61
		Tertiary	m	m	m	m	m	m	m	m	m	151	m	170
	Hungary	Below upper secondary	71	71	74	74	73	73	73	72	73	71	73	73
		Tertiary	194	194	205	219	217	215	219	211	210	211	210	207
	Iceland		m	m	m	m	m	m	m	m	m	m	m	m
	Ireland	Below upper secondary	89	m	76	m	79	78	83	77	74	83	85	m
		Tertiary	153	m	144	m	174	177	157	161	153	164	175	m
	Israel	Below upper secondary	m	m	m	m	m	79	78	83	75	80	71	72
		Tertiary	m	m	m	m	m	151	151	153	152	154	152	151
	Italy	Below upper secondary	78	m	78	m	79	m	76	m	79	77	m	m
		Tertiary	138	m	153	m	165	m	155	m	150	148	m	m
	Japan	Below upper secondary	m	m	m	m	m	m	m	80	m	m	m	m
		Tertiary	m	m	m	m	m	m	m	148	m	m	m	m
	Korea ¹	Below upper secondary	m	69	71	68	69	68	69	70	69	67	69	71
		Tertiary	m	144	143	145	144	149	147	150	150	157	151	147
	Luxembourg	Below upper secondary	m	m	78	m	m	m	74	m	m	66	66	m
		Tertiary	m	m	145	m	m	m	153	m	m	162	159	m
	Mexico		m	m	m	m	m	m	m	m	m	m	m	m
	Netherlands	Below upper secondary	m	m	84	m	m	m	85	m	81	m	83	m
		Tertiary	m	m	148	m	m	m	154	m	159	m	156	m
	New Zealand	Below upper secondary	79	78	81	77	75	77	82	76	82	79	79	79
		Tertiary	123	120	123	123	116	120	115	117	118	118	124	118
	Norway	Below upper secondary	79	79	79	78	78	78	78	79	78	77	76	m
		Tertiary	129	131	130	131	130	129	129	128	127	128	128	m
	Poland	Below upper secondary	m	81	81	m	82	m	84	m	83	m	83	m
		Tertiary	m	166	172	m	179	m	173	m	167	m	169	m
	Portugal	Below upper secondary	m	m	m	m	67	67	68	m	m	68	69	m
		Tertiary	m	m	m	m	178	177	177	m	m	169	170	m

1. Earnings net of income tax.

2. Break in the time series between 2007 and 2008, change in the data source.

3. OECD averages cannot be compared throughout the years as the number of countries used to calculate those averages is different every year.

Source: OECD, LSO (Labour market, economic and social outcomes of learning) Network special data collection on earnings. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

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StatLink  <http://dx.doi.org/10.1787/888932848894>

Table A6.2a. [2/2] **Trends in relative earnings of 25-64 year-olds with income from employment, by educational attainment (2000-11)**

Upper secondary or post-secondary non-tertiary education = 100

	Educational attainment	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
OECD	Slovak Republic												
	Below upper secondary	m	m	m	m	m	m	m	m	69	66	67	67
	Tertiary	m	m	m	m	m	m	m	m	181	184	179	175
	Slovenia												
	Below upper secondary	m	m	m	m	73	m	74	m	74	73	75	76
	Tertiary	m	m	m	m	198	m	193	192	m	191	186	183
	Spain												
	Below upper secondary	m	78	m	79	82	80	m	81	78	78	80	m
	Tertiary	m	129	m	128	135	137	m	138	141	141	140	m
	Sweden												
	Below upper secondary	m	86	87	87	87	86	85	84	83	83	82	m
	Tertiary	m	131	130	128	127	126	126	126	126	126	125	m
	Switzerland												
	Below upper secondary	75	76	75	74	74	75	74	74	74	76	75	76
	Tertiary	152	156	155	157	157	155	156	160	155	154	153	155
	Turkey ¹												
	Below upper secondary	m	m	m	m	65	69	m	m	m	m	m	m
	Tertiary	m	m	m	m	141	149	m	m	m	m	m	m
	United Kingdom												
	Below upper secondary	69	70	68	69	69	71	71	70	71	70	67	69
	Tertiary	160	160	157	162	157	158	160	157	154	159	165	157
	United States												
	Below upper secondary	68	m	66	66	65	67	66	65	66	64	66	64
	Tertiary	176	m	172	172	172	175	176	172	177	179	177	177
	OECD average ³												
	Below upper secondary	79	79	79	79	78	78	78	78	78	77	76	74
	Tertiary	149	145	148	147	155	151	157	154	153	154	157	164
	EU21 average												
	Below upper secondary	81	81	81	83	80	80	79	79	79	77	77	75
	Tertiary	153	151	150	149	161	156	162	159	156	158	161	162
Other G20	Argentina												
	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	m
	Brazil												
	Below upper secondary	m	m	m	m	m	m	m	51	52	53	m	58
	Tertiary	m	m	m	m	m	m	m	268	254	256	m	257
	China												
	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	m
	India												
	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	m
	Tertiary	m	m	m	m	m	m	m	m	m	m	m	m
	Indonesia												
	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	m
	Tertiary	m	m	m	m	m	m	m	m	m	m	m	m
	Russian Federation												
	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	m
	Tertiary	m	m	m	m	m	m	m	m	m	m	m	m
	Saudi Arabia												
	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	m
	Tertiary	m	m	m	m	m	m	m	m	m	m	m	m
	South Africa												
	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	m
	Tertiary	m	m	m	m	m	m	m	m	m	m	m	m
	G20 average												
	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	m
	Tertiary	m	m	m	m	m	m	m	m	m	m	m	m

1. Earnings net of income tax.

2. Break in the time series between 2007 and 2008, change in the data source.

3. OECD averages cannot be compared throughout the years as the number of countries used to calculate those averages is different every year.

Source: OECD. LSO (Labour market, economic and social outcomes of learning) Network special data collection on earnings. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

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Table A6.2b. [1/2] **Trends in relative earnings of 25-64 year-old men with income from employment, by educational attainment (2000-11)***Upper secondary or post-secondary non-tertiary education = 100*

		Educational attainment	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
			(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
OECD	Australia	Below upper secondary	m	84	m	m	m	88	m	m	m	85	m	m
		Tertiary	m	142	m	m	m	140	m	m	m	144	m	m
	Austria	Below upper secondary	m	m	m	m	m	76	72	72	71	68	69	67
		Tertiary	m	m	m	m	m	149	155	151	159	153	153	154
	Belgium ¹	Below upper secondary	93	m	91	90	91	91	m	m	m	93	92	92
		Tertiary	128	m	132	132	137	137	m	m	m	134	133	129
	Canada	Below upper secondary	83	79	81	81	81	78	78	85	82	78	78	m
		Tertiary	148	145	141	141	139	136	137	143	139	139	140	m
	Chile	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	64
		Tertiary	m	m	m	m	m	m	m	m	m	m	m	271
	Czech Republic	Below upper secondary	m	m	m	m	79	79	81	78	76	75	76	76
		Tertiary	m	m	m	m	193	190	194	192	193	201	195	187
	Denmark	Below upper secondary	m	87	87	82	82	82	82	81	82	80	80	79
		Tertiary	m	132	131	134	133	133	133	133	133	136	141	138
	Estonia	Below upper secondary	m	m	m	m	m	m	m	m	91	88	88	81
		Tertiary	m	m	m	m	m	m	m	m	135	142	149	146
	Finland	Below upper secondary	92	92	92	92	91	91	91	90	90	90	m	m
		Tertiary	169	163	163	160	161	162	162	161	159	162	m	m
	France ²	Below upper secondary	m	m	88	88	89	90	89	87	84	83	m	m
		Tertiary	m	m	159	151	154	152	157	158	153	157	m	m
	Germany	Below upper secondary	80	m	84	90	91	93	92	90	97	91	95	88
		Tertiary	141	m	140	150	149	151	163	158	163	154	171	161
	Greece	Below upper secondary	m	m	m	m	m	m	m	m	m	80	m	69
		Tertiary	m	m	m	m	m	m	m	m	m	153	m	151
	Hungary	Below upper secondary	75	75	78	77	76	76	75	74	77	75	76	75
		Tertiary	232	232	245	255	253	253	259	247	248	247	244	243
	Iceland		m	m	m	m	m	m	m	m	m	m	m	m
	Ireland	Below upper secondary	84	m	71	m	78	78	82	71	71	80	82	m
		Tertiary	138	m	141	m	170	176	149	151	156	162	180	m
	Israel	Below upper secondary	m	m	m	m	m	74	76	80	72	77	68	69
		Tertiary	m	m	m	m	m	159	166	165	164	162	164	159
	Italy	Below upper secondary	71	m	74	m	78	m	73	m	78	76	m	m
		Tertiary	143	m	162	m	188	m	178	m	162	160	m	m
	Japan	Below upper secondary	m	m	m	m	m	m	m	74	m	m	m	m
		Tertiary	m	m	m	m	m	m	m	139	m	m	m	m
	Korea ¹	Below upper secondary	m	76	78	74	74	73	73	73	72	68	71	72
		Tertiary	m	135	135	136	134	139	140	141	142	148	143	137
	Luxembourg	Below upper secondary	m	m	79	m	m	m	74	m	m	69	68	m
		Tertiary	m	m	149	m	m	m	158	m	m	171	165	m
	Mexico		m	m	m	m	m	m	m	m	m	m	m	m
	Netherlands	Below upper secondary	m	m	84	m	m	m	87	m	82	m	85	m
		Tertiary	m	m	143	m	m	m	151	m	156	m	153	m
	New Zealand	Below upper secondary	82	81	84	80	77	83	85	78	87	82	81	79
		Tertiary	133	124	131	135	126	129	123	128	126	127	130	123
	Norway	Below upper secondary	80	80	80	79	79	78	79	79	78	76	76	m
		Tertiary	133	134	133	134	134	134	134	134	133	134	134	m
	Poland	Below upper secondary	m	85	84	m	86	m	86	m	87	m	86	m
		Tertiary	m	185	194	m	204	m	194	m	188	m	186	m
	Portugal	Below upper secondary	m	m	m	m	64	64	66	m	m	66	67	m
		Tertiary	m	m	m	m	183	183	183	m	m	172	173	m

1. Earnings net of income tax.

2. Break in the time series between 2007 and 2008, change in the data source.

3. OECD averages cannot be compared throughout the years as the number of countries used to calculate those averages is different every year.

Source: OECD, LSO (Labour market, economic and social outcomes of learning) Network special data collection on earnings. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

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Table A6.2b. [2/2] **Trends in relative earnings of 25-64 year-old men with income from employment, by educational attainment (2000-11)***Upper secondary or post-secondary non-tertiary education = 100*

	Educational attainment	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
OECD	Slovak Republic												
	Below upper secondary	m	m	m	m	m	m	m	m	72	70	70	69
	Tertiary	m	m	m	m	m	m	m	m	187	192	188	185
	Slovenia												
	Below upper secondary	m	m	m	m	74	m	75	75	m	73	75	77
	Tertiary	m	m	m	m	217	m	210	208	m	208	201	197
	Spain												
	Below upper secondary	m	79	m	81	84	80	m	83	80	79	80	m
	Tertiary	m	138	m	125	132	133	m	133	135	133	133	m
	Sweden												
	Below upper secondary	m	84	85	85	85	84	83	83	82	82	81	m
	Tertiary	m	141	139	137	135	135	135	135	134	134	133	m
	Switzerland												
	Below upper secondary	79	84	79	77	77	80	78	77	78	80	78	80
	Tertiary	135	141	138	140	140	141	139	145	139	141	143	144
	Turkey ¹												
	Below upper secondary	m	m	m	m	67	72	m	m	m	m	m	m
	Tertiary	m	m	m	m	139	153	m	m	m	m	m	m
	United Kingdom												
	Below upper secondary	74	73	72	71	70	72	73	69	68	69	64	67
	Tertiary	152	147	147	152	146	146	148	145	145	151	162	151
	United States												
	Below upper secondary	65	m	63	63	62	64	63	63	65	62	64	64
	Tertiary	181	m	178	177	179	183	183	180	188	190	184	182
	OECD average ³												
	Below upper secondary	80	81	81	81	79	79	79	78	79	78	77	75
	Tertiary	150	151	151	149	160	154	162	156	157	158	162	167
	EU21 average												
	Below upper secondary	81	82	82	84	81	81	80	80	81	78	79	77
	Tertiary	158	163	157	155	170	162	171	164	163	164	168	168
Other G20	Argentina	m	m	m	m	m	m	m	m	m	m	m	m
	Brazil												
	Below upper secondary	m	m	m	m	m	m	m	51	52	53	m	57
	Tertiary	m	m	m	m	m	m	m	284	263	275	m	273
	China	m	m	m	m	m	m	m	m	m	m	m	m
	India	m	m	m	m	m	m	m	m	m	m	m	m
	Indonesia	m	m	m	m	m	m	m	m	m	m	m	m
	Russian Federation	m	m	m	m	m	m	m	m	m	m	m	m
	Saudi Arabia	m	m	m	m	m	m	m	m	m	m	m	m
	South Africa	m	m	m	m	m	m	m	m	m	m	m	m
	G20 average	m	m	m	m	m	m	m	m	m	m	m	m

1. Earnings net of income tax.

2. Break in the time series between 2007 and 2008, change in the data source.

3. OECD averages cannot be compared throughout the years as the number of countries used to calculate those averages is different every year.

Source: OECD. LSO (Labour market, economic and social outcomes of learning) Network special data collection on earnings. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

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Table A6.2c. [1/2] Trends in relative earnings of 25-64 year-old women with income from employment, by educational attainment (2000-11)*Upper secondary or post-secondary non-tertiary education = 100*

OECD	Educational attainment	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Australia	Below upper secondary	m	84	m	m	m	88	m	m	m	85	m	m
	Tertiary	m	146	m	m	m	147	m	m	m	148	m	m
Austria	Below upper secondary	m	m	m	m	m	74	71	73	74	70	71	73
	Tertiary	m	m	m	m	m	156	158	160	159	158	162	163
Belgium ¹	Below upper secondary	82	m	83	81	82	81	m	m	m	84	86	84
	Tertiary	132	m	139	132	137	134	m	m	m	135	136	134
Canada	Below upper secondary	72	70	67	73	70	70	68	72	73	77	77	m
	Tertiary	140	146	134	144	140	140	141	144	146	150	151	m
Chile	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	65
	Tertiary	m	m	m	m	m	m	m	m	m	m	m	262
Czech Republic	Below upper secondary	m	m	m	m	73	72	73	74	73	72	74	74
	Tertiary	m	m	m	m	160	161	163	165	164	166	163	160
Denmark	Below upper secondary	m	90	90	85	85	84	84	83	84	83	83	83
	Tertiary	m	124	123	127	126	126	125	124	123	125	126	126
Estonia	Below upper secondary	m	m	m	m	m	m	m	m	82	86	87	81
	Tertiary	m	m	m	m	m	m	m	m	146	162	154	148
Finland	Below upper secondary	99	98	98	97	97	98	97	96	95	94	m	m
	Tertiary	146	146	146	146	146	145	146	146	145	146	m	m
France ²	Below upper secondary	m	m	81	81	82	81	82	82	75	75	m	m
	Tertiary	m	m	146	146	145	142	146	147	151	145	m	m
Germany	Below upper secondary	72	m	73	81	81	77	83	84	80	79	74	81
	Tertiary	137	m	137	145	148	151	153	159	158	154	153	155
Greece	Below upper secondary	m	m	m	m	m	m	m	m	m	65	m	50
	Tertiary	m	m	m	m	m	m	m	m	m	163	m	222
Hungary	Below upper secondary	71	71	71	72	71	72	72	71	71	68	71	72
	Tertiary	164	164	176	192	190	188	189	185	183	185	187	185
Iceland		m	m	m	m	m	m	m	m	m	m	m	m
Ireland	Below upper secondary	65	m	60	m	63	61	63	67	65	73	78	m
	Tertiary	163	m	153	m	171	172	180	185	162	171	178	m
Israel	Below upper secondary	m	m	m	m	m	72	67	67	67	70	63	66
	Tertiary	m	m	m	m	m	157	150	155	153	159	150	151
Italy	Below upper secondary	84	m	78	m	73	m	74	m	70	72	m	m
	Tertiary	137	m	147	m	138	m	143	m	142	143	m	m
Japan	Below upper secondary	m	m	m	m	m	m	m	78	m	m	m	m
	Tertiary	m	m	m	m	m	m	m	161	m	m	m	m
Korea ¹	Below upper secondary	m	76	76	75	77	76	76	75	75	77	77	78
	Tertiary	m	158	151	157	158	160	156	155	154	160	155	153
Luxembourg	Below upper secondary	m	m	74	m	m	m	73	m	m	65	68	m
	Tertiary	m	m	131	m	m	m	134	m	m	160	166	m
Mexico		m	m	m	m	m	m	m	m	m	m	m	m
Netherlands	Below upper secondary	m	m	72	m	m	m	75	m	73	m	73	m
	Tertiary	m	m	155	m	m	m	159	m	162	m	162	m
New Zealand	Below upper secondary	86	82	86	84	83	79	89	85	83	82	85	87
	Tertiary	126	130	131	127	123	123	122	126	125	123	135	131
Norway	Below upper secondary	81	81	81	81	81	81	81	81	80	80	78	m
	Tertiary	132	135	135	137	136	135	134	134	133	135	134	m
Poland	Below upper secondary	m	74	73	m	74	m	76	m	75	m	77	m
	Tertiary	m	155	159	m	166	m	165	m	161	m	168	m
Portugal	Below upper secondary	m	m	m	m	66	66	67	m	m	67	68	m
	Tertiary	m	m	m	m	173	173	173	m	m	171	171	m

1. Earnings net of income tax.

2. Break in the time series between 2007 and 2008, change in the data source.

3. OECD averages cannot be compared throughout the years as the number of countries used to calculate those averages is different every year.

Source: OECD, LSO (Labour market, economic and social outcomes of learning) Network special data collection on earnings. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.


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Table A6.2c. [2/2] **Trends in relative earnings of 25-64 year-old women with income from employment, by educational attainment (2000-11)***Upper secondary or post-secondary non-tertiary education = 100*

	Educational attainment	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
OECD	Slovak Republic												
	Below upper secondary	m	m	m	m	m	m	m	m	72	70	71	71
	Tertiary	m	m	m	m	m	m	m	m	176	177	172	169
	Slovenia												
	Below upper secondary	m	m	m	m	71	m	72	72	m	72	74	76
	Tertiary	m	m	m	m	190	m	188	187	m	185	181	180
	Spain												
	Below upper secondary	m	64	m	69	71	73	m	70	69	71	74	m
	Tertiary	m	125	m	143	150	155	m	149	156	159	157	m
	Sweden												
	Below upper secondary	m	87	87	88	87	86	85	84	82	81	80	m
	Tertiary	m	129	129	128	127	126	126	127	126	127	127	m
	Switzerland												
	Below upper secondary	72	73	74	76	77	76	76	76	76	78	77	75
	Tertiary	144	148	148	152	153	149	160	157	157	152	148	155
	Turkey ¹												
	Below upper secondary	m	m	m	m	46	43	m	m	m	m	m	m
	Tertiary	m	m	m	m	164	154	m	m	m	m	m	m
	United Kingdom												
	Below upper secondary	69	73	69	69	72	71	70	70	73	68	69	69
	Tertiary	176	187	177	182	180	181	182	181	177	176	177	182
	United States												
	Below upper secondary	66	m	63	66	62	63	63	61	60	63	61	58
	Tertiary	169	m	165	167	166	167	170	167	171	173	175	181
	OECD average ³												
	Below upper secondary	76	79	77	78	75	75	76	76	75	75	75	73
	Tertiary	147	145	146	148	154	152	155	156	154	156	158	168
	EU21 average												
	Below upper secondary	77	80	78	80	77	77	76	77	76	74	75	74
	Tertiary	151	147	148	149	157	155	158	160	156	158	161	166
Other G20	Argentina	m	m	m	m	m	m	m	m	m	m	m	m
	Brazil												
	Below upper secondary	m	m	m	m	m	m	m	44	46	47	m	50
	Tertiary	m	m	m	m	m	m	m	270	271	263	m	269
	China	m	m	m	m	m	m	m	m	m	m	m	m
	India	m	m	m	m	m	m	m	m	m	m	m	m
	Indonesia	m	m	m	m	m	m	m	m	m	m	m	m
	Russian Federation	m	m	m	m	m	m	m	m	m	m	m	m
	Saudi Arabia	m	m	m	m	m	m	m	m	m	m	m	m
	South Africa	m	m	m	m	m	m	m	m	m	m	m	m
	G20 average	m	m	m	m	m	m	m	m	m	m	m	m

1. Earnings net of income tax.

2. Break in the time series between 2007 and 2008, change in the data source.

3. OECD averages cannot be compared throughout the years as the number of countries used to calculate those averages is different every year.

Source: OECD. LSO (Labour market, economic and social outcomes of learning) Network special data collection on earnings. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.


StatLink  <http://dx.doi.org/10.1787/888932848932>

Table A6.3a. Differences in earnings between women and men, by educational attainment and age group (2011)*Average annual full-time, full-year earnings of women as a percentage of men's earnings*

			Below upper secondary education			Upper secondary and post-secondary non-tertiary education			Tertiary education			All levels of education		
			25-64	35-44	55-64	25-64	35-44	55-64	25-64	35-44	55-64	25-64	35-44	55-64
			(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
OECD	Australia	2009	76	76	83	73	68	75	72	70	73	77	74	80
	Austria	2011	81	77	86	77	75	83	75	74	79	76	74	81
	Belgium	2011	80	m	m	86	78	95	86	86	81	92	91	86
	Canada	2010	72	79	71	73	76	73	72	72	59	75	76	65
	Chile	2011	76	79	70	69	68	71	62	70	53	77	82	66
	Czech Republic	2011	79	78	80	80	74	87	70	64	85	75	68	80
	Denmark	2011	82	80	82	80	78	83	74	75	73	79	79	79
	Estonia	2011	63	57	64	65	62	77	65	55	73	71	65	80
	Finland	2010	79	76	79	78	76	79	75	74	74	80	78	77
	France	2009	75	70	80	81	75	95	73	75	68	79	77	79
	Germany	2011	73	74	74	80	86	77	69	76	68	74	79	72
	Greece	2011	61	62	59	74	70	58	74	74	87	76	75	67
	Hungary	2011	82	82	80	87	83	96	66	57	73	83	77	86
	Iceland		m	m	m	m	m	m	m	m	m	m	m	m
	Ireland	2010	87	82	87	79	87	78	73	75	58	84	82	78
	Israel	2011	75	67	66	75	78	72	68	70	63	74	76	69
	Italy	2009	80	78	86	80	80	81	66	75	60	82	85	80
	Japan		m	m	m	m	m	m	m	m	m	m	m	m
	Korea ¹	2011	66	72	65	62	61	62	68	68	75	63	61	54
	Luxembourg	2010	80	78	56	74	81	80	73	81	64	80	84	69
	Mexico		m	m	m	m	m	m	m	m	m	m	m	m
	Netherlands	2010	77	79	76	79	85	79	74	83	74	82	88	80
	New Zealand	2011	81	86	83	78	79	74	78	76	74	80	80	78
	Norway	2010	82	80	82	78	78	78	74	75	73	80	81	78
	Poland	2010	71	66	73	80	73	94	71	66	76	84	80	90
	Portugal	2010	75	75	74	72	72	70	69	74	69	79	80	69
	Slovak Republic	2011	72	72	72	74	70	82	66	58	74	73	67	78
	Slovenia	2011	85	84	83	86	83	99	79	79	89	92	91	103
	Spain	2010	76	85	71	79	77	74	88	89	85	90	94	84
	Sweden	2010	84	90	86	83	85	79	74	68	77	82	80	86
	Switzerland		m	m	m	m	m	m	m	m	m	m	m	m
	Turkey		m	m	m	m	m	m	m	m	m	m	m	m
	United Kingdom	2011	66	69	63	61	61	63	68	67	68	69	68	68
	United States	2011	67	69	54	70	69	67	69	71	67	72	74	67
OECD average			76	76	74	77	76	79	72	72	72	79	78	77
EU21 average			77	76	76	78	78	82	73	73	74	80	79	80
Other G20	Argentina		m	m	m	m	m	m	m	m	m	m	m	m
	Brazil	2011	65	66	60	63	64	61	61	59	60	77	76	73
	China		m	m	m	m	m	m	m	m	m	m	m	m
	India		m	m	m	m	m	m	m	m	m	m	m	m
	Indonesia		m	m	m	m	m	m	m	m	m	m	m	m
	Russian Federation		m	m	m	m	m	m	m	m	m	m	m	m
	Saudi Arabia		m	m	m	m	m	m	m	m	m	m	m	m
	South Africa		m	m	m	m	m	m	m	m	m	m	m	m
	G20 average			m	m	m	m	m	m	m	m	m	m	m

1. Earnings net of income tax.

Source: OECD. LSO (Labour market, economic and social outcomes of learning) Network special data collection on full-time, full-year earnings, Economic Working Group. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.


StatLink  <http://dx.doi.org/10.1787/888932848951>

Table A6.3b. [1/2] **Trends in the differences in earnings between 25-64 year-old women and men, by educational attainment (2000-11)***Average annual earnings of women as a percentage of men's earnings*

		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
	Educational attainment	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
OECD	Australia												
	Below upper secondary	m	62	m	m	m	61	m	m	m	59	m	m
	Upper secondary and post-secondary non-tertiary	m	62	m	m	m	61	m	m	m	59	m	m
	Tertiary	m	63	m	m	m	64	m	m	m	61	m	m
	Austria												
	Below upper secondary	m	m	m	m	m	57	58	60	61	62	61	65
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	60	59	58	59	61	60	59
	Tertiary	m	m	m	m	m	62	60	62	59	63	63	63
	Belgium ¹												
	Below upper secondary	64	m	65	66	66	67	m	m	m	70	72	70
	Upper secondary and post-secondary non-tertiary	72	m	72	74	74	75	m	m	m	77	77	77
	Tertiary	74	m	76	74	74	73	m	m	m	78	79	80
	Canada												
	Below upper secondary	53	52	52	53	53	55	53	53	53	60	61	m
	Upper secondary and post-secondary non-tertiary	61	59	63	59	61	61	62	62	60	62	62	m
	Tertiary	57	60	60	60	61	62	63	63	63	67	67	m
	Chile												
	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	76
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	m	m	m	m	69
	Tertiary	m	m	m	m	m	m	m	m	m	m	m	62
	Czech Republic												
	Below upper secondary	m	m	m	m	74	74	73	75	75	77	79	79
	Upper secondary and post-secondary non-tertiary	m	m	m	m	80	80	80	79	78	80	82	81
	Tertiary	m	m	m	m	67	68	67	68	67	66	68	69
	Denmark												
	Below upper secondary	m	74	75	73	74	73	72	73	74	80	80	78
	Upper secondary and post-secondary non-tertiary	m	71	73	71	71	71	72	72	72	77	76	75
	Tertiary	m	67	68	67	67	67	67	67	67	71	68	68
	Estonia												
	Below upper secondary	m	m	m	m	m	m	m	m	54	57	59	62
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	m	59	58	60	62
	Tertiary	m	m	m	m	m	m	m	m	64	67	62	63
	Finland												
	Below upper secondary	76	76	76	76	76	78	77	76	76	78	m	m
	Upper secondary and post-secondary non-tertiary	71	71	72	72	72	73	72	71	72	75	m	m
	Tertiary	61	63	64	66	65	65	64	65	66	68	m	m
	France ²												
	Below upper secondary	m	m	70	68	68	68	68	70	62	66	m	m
	Upper secondary and post-secondary non-tertiary	m	m	77	75	74	75	74	75	69	73	m	m
	Tertiary	m	m	70	72	70	70	69	70	67	68	m	m
	Germany												
	Below upper secondary	56	m	53	54	54	52	56	55	49	51	49	56
	Upper secondary and post-secondary non-tertiary	63	m	61	60	60	62	62	59	60	59	62	61
	Tertiary	61	m	60	58	60	62	58	59	58	59	56	59
	Greece												
	Below upper secondary	m	m	m	m	m	m	m	m	m	55	m	32
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	m	m	67	m	44
	Tertiary	m	m	m	m	m	m	m	m	m	71	m	65
	Hungary												
	Below upper secondary	83	83	85	89	89	88	93	87	85	84	83	84
	Upper secondary and post-secondary non-tertiary	88	88	93	95	96	93	96	91	93	91	89	88
	Tertiary	62	62	67	71	72	69	70	68	69	68	68	67
	Iceland												
	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	m
	Ireland												
	Below upper secondary	46	m	48	m	48	49	42	46	51	58	60	m
	Upper secondary and post-secondary non-tertiary	60	m	57	m	59	63	54	49	56	63	64	m
	Tertiary	71	m	62	m	59	62	66	60	58	67	63	m
	Israel												
	Below upper secondary	m	m	m	m	m	57	56	52	57	58	60	62
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	59	64	63	62	64	65	66
	Tertiary	m	m	m	m	m	58	57	59	58	62	60	63
	Italy												
	Below upper secondary	76	m	70	m	67	m	67	m	63	67	m	m
	Upper secondary and post-secondary non-tertiary	65	m	66	m	71	m	66	m	71	70	m	m
	Tertiary	62	m	60	m	52	m	53	m	62	63	m	m
	Japan												
	Below upper secondary	m	m	m	m	m	m	m	43	m	m	m	m
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	41	m	m	m	m
	Tertiary	m	m	m	m	m	m	m	47	m	m	m	m
	Korea ¹												
	Below upper secondary	m	60	60	59	60	61	62	60	63	63	64	63
	Upper secondary and post-secondary non-tertiary	m	60	60	58	58	59	59	59	60	56	59	58
	Tertiary	m	70	67	67	68	67	66	65	65	60	64	65
	Luxembourg												
	Below upper secondary	m	m	80	m	m	m	87	m	m	61	63	m
	Upper secondary and post-secondary non-tertiary	m	m	86	m	m	m	88	m	m	65	64	m
	Tertiary	m	m	75	m	m	m	75	m	m	61	64	m
	Mexico												
	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	m

1. Earnings net of income tax.

2. Break in the time series between 2007 and 2008, change in the data source.

3. OECD averages cannot be compared throughout the years as the number of countries used to calculate those averages is different every year.

Source: OECD, LSO (Labour market, economic and social outcomes of learning) Network special data collection on full-time, full-year earnings, Economic Working Group. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.


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Table A6.3b. [2/2] Trends in the differences in earnings between 25–64 year-old women and men, by educational attainment (2000–11)*Average annual earnings of women as a percentage of men's earnings*

		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
	Educational attainment	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
OECD	Netherlands												
	Below upper secondary	m	m	49	m	m	m	48	m	49	m	49	m
	Upper secondary and post-secondary non-tertiary	m	m	58	m	m	m	55	m	55	m	57	m
	Tertiary	m	m	62	m	m	m	58	m	57	m	60	m
	New Zealand												
	Below upper secondary	67	63	67	67	68	61	68	68	61	67	69	70
	Upper secondary and post-secondary non-tertiary	64	63	65	64	63	64	64	62	64	67	65	64
	Tertiary	61	65	65	60	62	61	64	61	64	65	68	68
	Norway												
	Below upper secondary	63	63	64	66	66	65	65	65	66	68	68	m
	Upper secondary and post-secondary non-tertiary	62	62	63	64	64	63	63	63	64	65	66	m
	Tertiary	62	63	64	65	65	63	63	63	64	65	65	m
	Poland												
	Below upper secondary	m	72	73	m	73	m	71	m	69	m	72	m
	Upper secondary and post-secondary non-tertiary	m	83	84	m	84	m	81	m	80	m	81	m
	Tertiary	m	69	68	m	68	m	69	m	68	m	72	m
	Portugal												
	Below upper secondary	m	m	m	m	73	73	73	m	m	72	75	m
	Upper secondary and post-secondary non-tertiary	m	m	m	m	70	71	71	m	m	71	72	m
	Tertiary	m	m	m	m	67	67	67	m	m	71	69	m
	Slovak Republic												
	Below upper secondary	m	m	m	m	m	m	m	m	72	73	73	75
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	m	72	72	73	72
	Tertiary	m	m	m	m	m	m	m	m	68	67	67	66
	Slovenia												
	Below upper secondary	m	m	m	m	84	m	82	81	m	86	85	85
	Upper secondary and post-secondary non-tertiary	m	m	m	m	88	m	86	84	m	88	87	86
	Tertiary	m	m	m	m	77	m	77	76	m	78	79	79
	Spain												
	Below upper secondary	m	58	m	56	56	58	m	58	60	62	66	m
	Upper secondary and post-secondary non-tertiary	m	71	m	65	67	64	m	68	69	69	71	m
	Tertiary	m	64	m	74	76	75	m	77	80	83	84	m
	Sweden												
	Below upper secondary	m	74	74	75	75	74	74	73	73	74	73	m
	Upper secondary and post-secondary non-tertiary	m	71	72	73	73	73	73	72	73	74	74	m
	Tertiary	m	65	67	68	69	68	68	68	69	70	71	m
	Switzerland												
	Below upper secondary	53	51	53	55	55	54	55	56	53	56	58	55
	Upper secondary and post-secondary non-tertiary	58	58	56	56	56	57	56	57	55	57	59	58
	Tertiary	62	61	60	61	61	60	65	61	62	62	61	63
	Turkey ¹												
	Below upper secondary	m	m	m	m	52	47	m	m	m	m	m	m
	Upper secondary and post-secondary non-tertiary	m	m	m	m	75	78	m	m	m	m	m	m
	Tertiary	m	m	m	m	89	78	m	m	m	m	m	m
	United Kingdom												
	Below upper secondary	50	52	53	53	55	55	53	56	59	57	70	50
	Upper secondary and post-secondary non-tertiary	54	52	55	55	54	56	56	55	55	58	65	48
	Tertiary	63	66	67	66	66	69	69	69	68	68	71	58
	United States												
	Below upper secondary	60	m	63	67	63	63	65	64	60	69	63	58
	Upper secondary and post-secondary non-tertiary	60	m	63	64	63	65	65	66	65	68	66	64
	Tertiary	56	m	58	61	59	59	60	61	59	62	63	63
	OECD average ³												
	Below upper secondary	62	65	65	65	66	63	66	64	63	66	67	66
	Upper secondary and post-secondary non-tertiary	65	67	68	67	70	67	69	65	66	68	69	67
	Tertiary	63	65	65	66	67	66	65	64	64	67	67	66
	EU21 average												
	Below upper secondary	65	70	67	68	69	67	68	67	64	68	69	67
	Upper secondary and post-secondary non-tertiary	68	72	71	71	73	70	72	70	68	71	71	69
	Tertiary	65	65	67	69	67	68	66	67	65	69	68	67
Other G20	Argentina												
	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	m
	Brazil												
	Below upper secondary	m	m	m	m	m	m	m	49	49	50	m	51
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	58	56	57	m	59
	Tertiary	m	m	m	m	m	m	m	55	57	55	m	58
	China												
	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	m
	India												
	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	m
	Indonesia												
	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	m
	Russian Federation												
	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	m
	Saudi Arabia												
	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	m
	South Africa												
	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	m
	G20 average												
	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m	m

1. Earnings net of income tax.

2. Break in the time series between 2007 and 2008, change in the data source.

3. OECD averages cannot be compared throughout the years as the number of countries used to calculate those averages is different every year.

Source: OECD. LSO (Labour market, economic and social outcomes of learning) Network special data collection on full-time, full-year earnings, Economic Working Group. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.


StatLink  <http://dx.doi.org/10.1787/888932848970>

Table A6.5a. [1/2] **Relative earnings of 15-24 year-old students, by educational attainment and gender (2011)¹**
Compared with 15-24 year-old non-students (non-students with income from employment=100)

			Below upper secondary education	Upper secondary or post-secondary non-tertiary education	Tertiary education	All levels of education	
			(1)	(2)	(3)	(4)	
OECD	Australia	2009	Men	36	56	67	48
			Women	24	53	68	44
			M+W	31	54	69	46
Austria	2011	Men	54	37	20	36	
		Women	49	30	46	30	
		M+W	51	32	36	33	
Belgium	2010	Men	56	78	79	70	
		Women	57	63	83	64	
		M+W	54	67	82	66	
Canada	2010	Men	33	48	48	42	
		Women	45	54	43	42	
		M+W	36	49	45	42	
Chile	2011	Men	123	120	c	116	
		Women	78	92	c	76	
		M+W	112	111	c	102	
Czech Republic			m	m	m	m	
Denmark	2011	Men	43	43	43	37	
		Women	43	54	43	41	
		M+W	42	47	43	38	
Estonia	2011	Men	66	75	c	79	
		Women	38	121	130	109	
		M+W	51	94	109	90	
Finland	2009	Men	32	55	65	41	
		Women	47	57	51	45	
		M+W	36	55	53	42	
France	2009	Men	46	39	40	40	
		Women	47	48	53	50	
		M+W	23	42	47	44	
Germany	2011	Men	35	50	c	43	
		Women	57	43	c	44	
		M+W	41	46	c	43	
Greece	2011	Men	c	9	n	7	
		Women	c	14	c	18	
		M+W	c	12	c	13	
Hungary			m	m	m	m	
Iceland			m	m	m	m	
Ireland			m	m	m	m	
Israel	2011	Men	c	46	90	102	
		Women	c	51	70	92	
		M+W	c	47	77	93	
Italy	2009	Men	28	50	c	44	
		Women	43	52	c	58	
		M+W	33	50	c	49	
Japan			m	m	m	m	
Korea	2011	Men	39	50	49	50	
		Women	60	49	48	48	
		M+W	47	49	48	48	
Luxembourg			m	m	m	m	
Mexico			m	m	m	m	

1. For some countries in this table the age breakdown is 16-24 year-olds.

Source: OECD. LSO (Labour market, economic and social outcomes of learning) Network special data collection on earnings. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.


StatLink  <http://dx.doi.org/10.1787/888932849046>


Table A6.5a. [2/2] **Relative earnings of 15-24 year-old students, by educational attainment and gender (2011)¹**
Compared with 15-24 year-old non-students (non-students with income from employment=100)

			Below upper secondary education	Upper secondary or post-secondary non-tertiary education	Tertiary education	All levels of education
			(1)	(2)	(3)	(4)
OECD	Netherlands		m	m	m	m
	New Zealand	2011				
		Men	49	52	64	52
		Women	27	42	55	40
		M+W	38	46	59	45
	Norway	2010				
		Men	38	39	38	39
		Women	34	46	40	43
		M+W	36	40	39	40
	Poland		m	m	m	m
	Portugal		m	m	m	m
	Slovak Republic		m	m	m	m
	Slovenia		m	m	m	m
	Spain	2010				
		Men	59	55	54	59
		Women	38	49	56	52
		M+W	50	48	56	54
	Sweden	2009				
		Men	11	46	30	24
		Women	12	58	44	34
		M+W	11	50	38	28
	Switzerland	2011				
		Men	38	58	38	52
		Women	42	47	43	43
		M+W	38	51	41	46
	Turkey		m	m	m	m
	United Kingdom	2011				
		Men	45	51	97	58
		Women	34	50	68	51
		M+W	40	49	82	53
	United States	2011				
		Men	27	54	60	46
		Women	42	66	78	55
		M+W	31	58	69	49
	OECD average	Men	46	56	59	53
		Women	45	57	62	53
		M+W	43	55	61	52
	EU21 average	Men	43	49	53	45
		Women	42	53	64	50
		M+W	39	49	61	46
Other G20	Argentina		m	m	m	m
	Brazil	2011				
		Men	58	120	119	72
		Women	74	118	92	84
		M+W	60	116	106	76
	China		m	m	m	m
	India		m	m	m	m
	Indonesia		m	m	m	m
	Russian Federation		m	m	m	m
	Saudi Arabia		m	m	m	m
	South Africa		m	m	m	m
	G20 average		m	m	m	m

1. For some countries in this table the age breakdown is 16-24 year-olds.

Source: OECD. LSO (Labour market, economic and social outcomes of learning) Network special data collection on earnings. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.

StatLink  <http://dx.doi.org/10.1787/888932849046>

A6

Table A6.5b. [1/2] **Share of young adults with income from employment among all young adults, by gender, age group and student status (2011)**

How to read this table: In Australia, 68% of all 15-24 year-old non-students have income from employment; and 52% of all 15-24 year-old students. Among all 15-24 year-olds, 58% have income from employment.

OECD				15-24 year-olds ¹			25-29 year-olds		
				Non-students	Students	Total	Non-students	Students	Total
				(1)	(2)	(3)	(4)	(5)	(6)
Australia	2009	Men		68	51	57	81	80	81
		Women		68	53	59	69	71	69
		M+W		68	52	58	75	75	75
Austria	2011	Men		87	68	76	96	80	93
		Women		85	63	71	85	76	84
		M+W		86	65	74	91	78	89
Belgium	2010	Men		62	6	26	76	33	73
		Women		57	7	23	71	34	69
		M+W		60	6	24	73	41	71
Canada	2010	Men		85	61	71	90	75	88
		Women		80	69	73	86	80	85
		M+W		83	65	72	88	78	87
Chile	2011	Men		63	12	34	85	44	79
		Women		37	8	21	56	46	54
		M+W		50	10	27	70	45	66
Czech Republic				m	m	m	m	m	m
Denmark	2011	Men		74	69	71	85	83	85
		Women		70	75	73	80	83	81
		M+W		73	72	72	83	83	83
Estonia	2011	Men		47	8	23	59	42	56
		Women		47	13	23	51	52	51
		M+W		47	11	23	55	47	53
Finland				m	m	m	m	m	m
France	2009	Men		85	34	58	95	93	95
		Women		81	36	54	86	78	85
		M+W		84	35	56	90	84	90
Germany	2011	Men		59	35	43	81	44	71
		Women		61	32	41	74	49	69
		M+W		60	33	42	77	46	70
Greece	2011	Men		61	51	55	76	58	73
		Women		62	52	55	70	66	69
		M+W		62	51	55	73	62	71
Hungary				m	m	m	m	m	m
Iceland				m	m	m	m	m	m
Ireland				m	m	m	m	m	m
Israel	2011	Men		65	14	43	77	66	74
		Women		58	20	39	71	74	71
		M+W		61	18	41	74	70	73
Italy	2009	Men		66	13	36	88	41	82
		Women		54	12	27	72	49	69
		M+W		61	13	31	80	46	75
Japan				m	m	m	m	m	m
Korea	2011	Men		93	91	92	90	96	90
		Women		97	86	94	94	95	94
		M+W		96	88	93	92	95	92
Luxembourg				m	m	m	m	m	m
Mexico				m	m	m	m	m	m

1. For some countries in this table the age breakdown is 16-24 year-olds.

Source: OECD. LSO (Labour market, economic and social outcomes of learning) Network special data collection on earnings. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.


StatLink  <http://dx.doi.org/10.1787/888932849065>

Table A6.5b. [2/2] **Share of young adults with income from employment among all young adults, by gender, age group and student status (2011)**


How to read this table: In Australia, 68% of all 15-24 year-old non-students have income from employment; and 52% of all 15-24 year-old students. Among all 15-24 year-olds, 58% have income from employment.

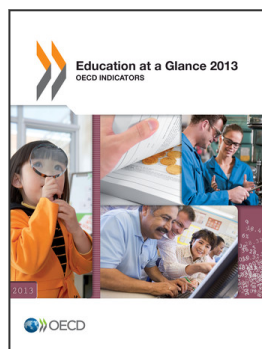
			15-24 year-olds ¹			25-29 year-olds		
			Non-students	Students	Total	Non-students	Students	Total
			(1)	(2)	(3)	(4)	(5)	(6)
OECD	Netherlands		m	m	m	m	m	m
	New Zealand	2011						
		Men	73	32	49	88	53	83
		Women	62	37	47	66	64	66
		M+W	68	35	48	77	59	74
	Norway	2010						
		Men	79	73	76	92	91	92
		Women	77	80	79	89	91	89
		M+W	78	77	77	91	91	91
	Poland		m	m	m	m	m	m
	Portugal		m	m	m	m	m	m
	Slovak Republic		m	m	m	m	m	m
	Slovenia		m	m	m	m	m	m
	Spain	2010						
		Men	60	10	30	79	46	72
		Women	57	14	29	74	47	69
		M+W	58	12	29	76	47	71
	Sweden	2009						
		Men	100	100	100	100	100	100
		Women	100	100	100	99	100	99
		M+W	100	100	100	99	100	99
	Switzerland	2011						
		Men	72	12	35	85	66	81
		Women	75	19	38	78	63	76
		M+W	73	16	36	82	65	79
	Turkey		m	m	m	m	m	m
	United Kingdom	2011						
		Men	67	29	51	85	64	83
		Women	63	35	50	72	63	71
		M+W	65	32	50	79	64	77
	United States	2011						
		Men	75	37	52	m	m	m
		Women	69	42	52	m	m	m
		M+W	72	40	52	m	m	m
	OECD average	Men	72	40	54	85	67	82
		Women	67	42	52	75	67	74
		M+W	70	41	53	80	67	78
	EU21 average	Men	70	38	52	84	62	80
		Women	67	40	50	76	63	74
		M+W	69	39	51	80	63	77
Other G20	Argentina		m	m	m	m	m	m
	Brazil	2011						
		Men	76	38	59	88	76	87
		Women	51	28	40	62	67	63
		M+W	64	33	49	75	71	75
	China		m	m	m	m	m	m
	India		m	m	m	m	m	m
	Indonesia		m	m	m	m	m	m
	Russian Federation		m	m	m	m	m	m
	Saudi Arabia		m	m	m	m	m	m
	South Africa		m	m	m	m	m	m
	G20 average		m	m	m	m	m	m

1. For some countries in this table the age breakdown is 16-24 year-olds.

Source: OECD. LSO (Labour market, economic and social outcomes of learning) Network special data collection on earnings. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.

StatLink  <http://dx.doi.org/10.1787/888932849065>



From:

Education at a Glance 2013

OECD Indicators

Access the complete publication at:

<https://doi.org/10.1787/eag-2013-en>

Please cite this chapter as:

OECD (2013), “Indicator A6 What are the earnings premiums from education ?”, in *Education at a Glance 2013: OECD Indicators*, OECD Publishing, Paris.

DOI: <https://doi.org/10.1787/eag-2013-10-en>

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