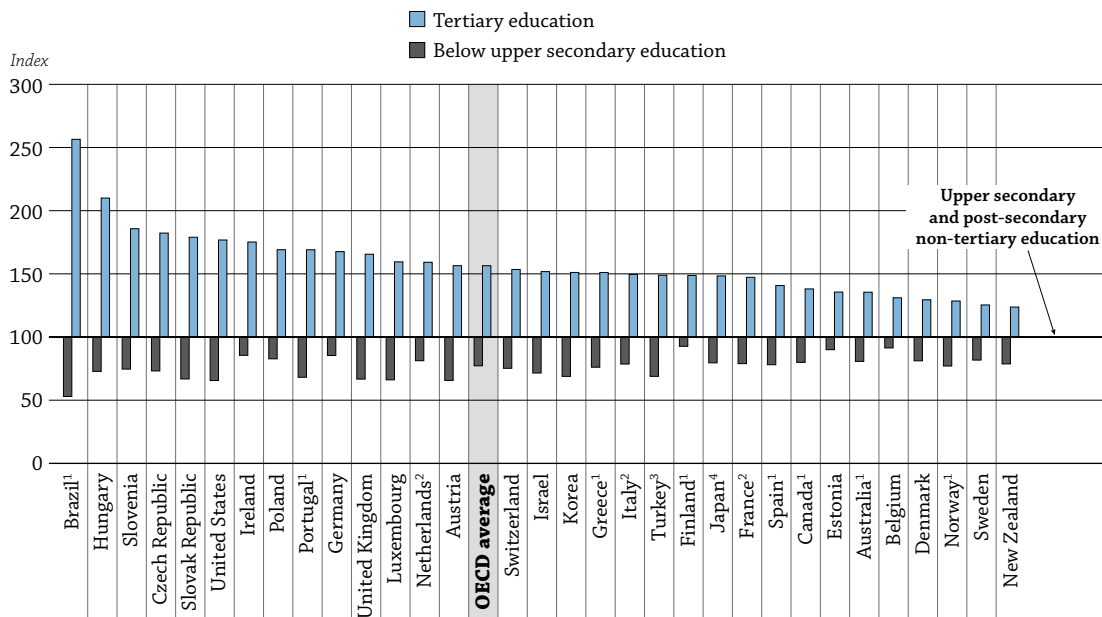


WHAT ARE THE EARNINGS PREMIUMS FROM EDUCATION?

- People with tertiary (higher) education reap a substantial earnings premium in the labour market. On average across OECD countries, a person with a tertiary degree can expect to earn 55% more than a person with an upper secondary or post-secondary non-tertiary education.
- Similarly, people who lack an upper secondary education face a severe earnings penalty in the labour market. A person without an upper secondary degree can expect to earn 23% less than a person who has completed this level of education, on average across OECD countries.
- The earnings premium for tertiary-educated individuals also increases with age. A 25-34 year-old with this level of education can expect to earn 37% more than a similarly-aged person who has completed an upper secondary education, while a 55-64 year-old with a tertiary education can expect to earn 69% more than a similarly-aged counterpart with an upper secondary education.

Chart A8.1. Relative earnings from employment among 25-64 year-olds, by level of educational attainment (2010 or latest available year)
Upper secondary and post-secondary non-tertiary education = 100



Note: Belgium, Korea and Turkey report earnings net of income tax.

1. Year of reference 2009.

2. Year of reference 2008.

3. Year of reference 2005.

4. 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 A8.1. See Annex 3 for notes (www.oecd.org/edu/eag2012).

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■ Context

The potential for greater earnings provides a powerful incentive for individuals to pursue education and develop their skills. In addition to increasing a person's chances of employment and decreasing his or her chances of unemployment (see Indicator A7), having a higher level of education is generally a good way to secure a better income – and to increase it over time. As of 2010, this continued to be the case across most OECD and G20 countries, even in the face of the global economic crisis.

At the same time, the prospect of better earnings is not the only factor individuals consider when deciding to pursue more education. The cost of education – particularly at the tertiary level – is an increasingly important consideration in some countries, especially as shrinking public budgets have led to increases in tuition fees and reductions to tertiary student aid (see Indicator B5). The field of education individuals choose when deciding to pursue more education is another important consideration, as not all fields generate the same economic rewards (Carnevale, 2012).

From a broader perspective, the earnings premiums seen among people with higher levels of education relate to the skills and competences that are most in demand in the global labour market, especially as national economies continue to become more knowledge-based. High and rising earnings premiums can indicate that highly educated individuals are in short supply, while lower and falling premiums can indicate the opposite. Relative earnings, and trend data on the earnings premium in particular, are thus important indicators of the match between the skills national education systems are helping individuals to develop, and the demand for those skills in the labour market.

■ Other findings

- **Earnings increase with each level of education.** Those who have attained upper secondary, post-secondary non-tertiary education or tertiary education enjoy substantial earnings advantages compared with individuals of the same gender who have not completed upper secondary education. The earnings premium for tertiary education is substantial in most countries, and exceeds 50% in 17 of 32 countries.
- In Brazil, the Czech Republic, France, Germany, Greece, Hungary, Ireland, Israel, Poland, the Slovak Republic and the United States, **men holding a degree from a university or an advanced research programme earn at least 80% more than men who have an upper secondary or post-secondary non-tertiary education.** In Brazil, Canada, Greece, Hungary, Ireland, Japan, the United Kingdom and the United States, women have a similar advantage.
- **An individual with a tertiary-type B degree** (a degree from a shorter programme, designed to lead directly to the labour market) **can expect an earnings premium of 24%**, compared to his or her counterpart with an upper secondary education. However, this earnings premium is less likely to increase over time, compared to the premium for a person with a tertiary-type A (university) degree.
- Relative earnings for individuals with a tertiary education are higher for people in older age groups in all countries except Ireland and Turkey. **For those who have not attained an upper secondary education, the earnings disadvantage generally increases with age.**

■ Trends

The trend data on relative earnings suggest that the demand for tertiary-educated individuals has kept up with the increasing supply from higher educational institutions in most OECD countries. Despite an increase in the proportion of 25-64 year-olds with tertiary attainment from 21% in 2000 to 30% in 2010 (see Indicator A1), the earnings premium for those with a tertiary education held firm over the same period.

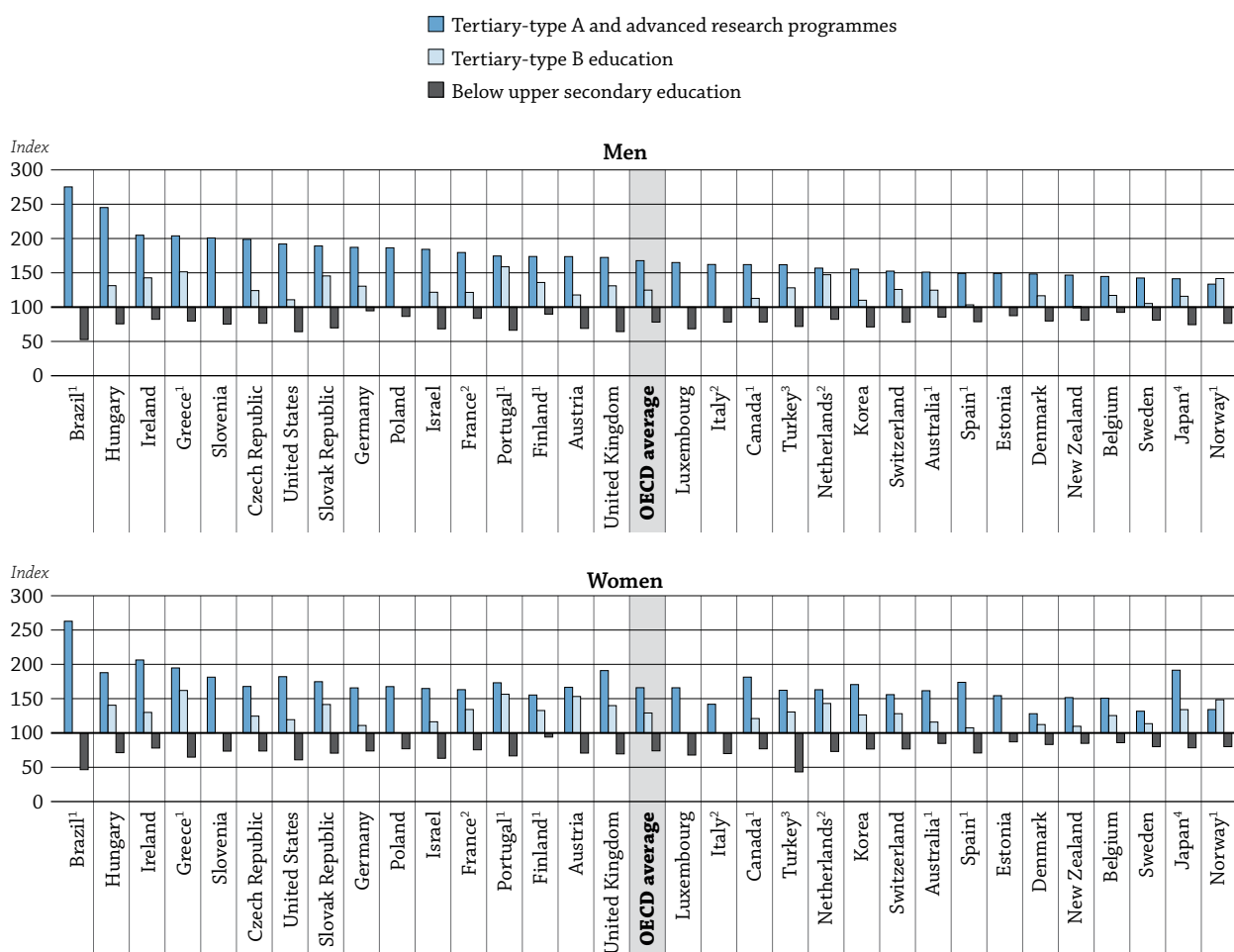
Analysis

Earnings differentials and educational attainment

Variations in relative earnings (before taxes) 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.

Still, earnings differentials are among the more straightforward indications of whether the supply of educated individuals meets demand, particularly in light of changes over time. Chart A8.2 shows a strong positive relationship between educational attainment and average earnings. In all countries, people with tertiary education earn more overall than those with upper secondary and post-secondary non-tertiary education.

Chart A8.2. Relative earnings from employment among 25-64 year-olds, by level of educational attainment and gender (2010 or latest available year)
 Upper secondary and post-secondary non-tertiary education = 100



Note: Belgium, Korea and Turkey report earnings net of income tax.

1. Year of reference 2009.

2. Year of reference 2008.

3. Year of reference 2005.

4. Year of reference 2007.

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

Source: OECD. Table A8.1. See Annex 3 for notes (www.oecd.org/edu/eag2012).

StatLink <http://dx.doi.org/10.1787/888932662143>

Earnings differentials between those with tertiary education – especially tertiary-type A (largely theory-based) education and advanced research programmes – and those with upper secondary education are generally more pronounced than the differentials between upper secondary and lower secondary or below. This suggests that in many countries, upper secondary education is the level beyond which additional education implies a particularly high earnings premium. 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 (Table A8.1).

The earnings premium for men with a degree from a university or advanced research programme exceeds 100% in Brazil, Greece, Hungary and Ireland, and nearly does so in the Czech Republic and the United States. Meanwhile, women with these degrees earn 80% or more than women with an upper secondary or post-secondary non-tertiary education in Brazil, Canada, Greece, Hungary, Ireland, Japan, the United Kingdom and the United States (Table A8.1).

Women who have not attained an upper secondary education are particularly disadvantaged in Brazil, Greece, Israel, Italy, Luxembourg, Portugal, Turkey, the United Kingdom and the United States, where their earnings represent less than 70% those of women with an upper secondary education. In Austria, Brazil, Israel, Luxembourg, Portugal, the Slovak Republic, the United Kingdom and the United States, men who have not attained an upper secondary education are in a similar situation (Table A8.1).

The relative earnings premium for those with a tertiary education has held steady in most countries over the past ten years, indicating that the demand for more educated individuals still exceeds supply in most countries. On average among OECD countries with available data, the tertiary earnings premium increased by 10 percentage points between 2000 and 2010 (Table A8.2a). In Germany and Hungary, the earnings premium has increased by over 10 percentage points; however, tertiary attainment levels are low in these countries compared to the OECD average (see Indicator A1). In Ireland, the earnings premium has increased by 22 points between 2000 and 2010. Nevertheless, in some cases the earnings premium could reflect lower earnings for less-educated workers, rather than wage increases for more highly educated workers. This relationship could be driven by the migration of high-paying factory jobs, formerly held by less-educated workers, to developing countries.

Canada, Finland, France, Norway, Portugal, Slovenia, Sweden and Switzerland have seen a slight decrease in earnings premiums for those with a tertiary education in the years since 2000, although the premium still exceeds the 2010 OECD average in Portugal and Slovenia. It is unclear whether this indicates weakening demand, an excess supply of tertiary-educated workers, or whether these figures reflect the fact that younger tertiary-educated individuals have entered the labour market making relatively low starting salaries. In all countries but Turkey and Norway, the trends in relative earnings are different for men and women (Tables A8.2b and A8.2c).

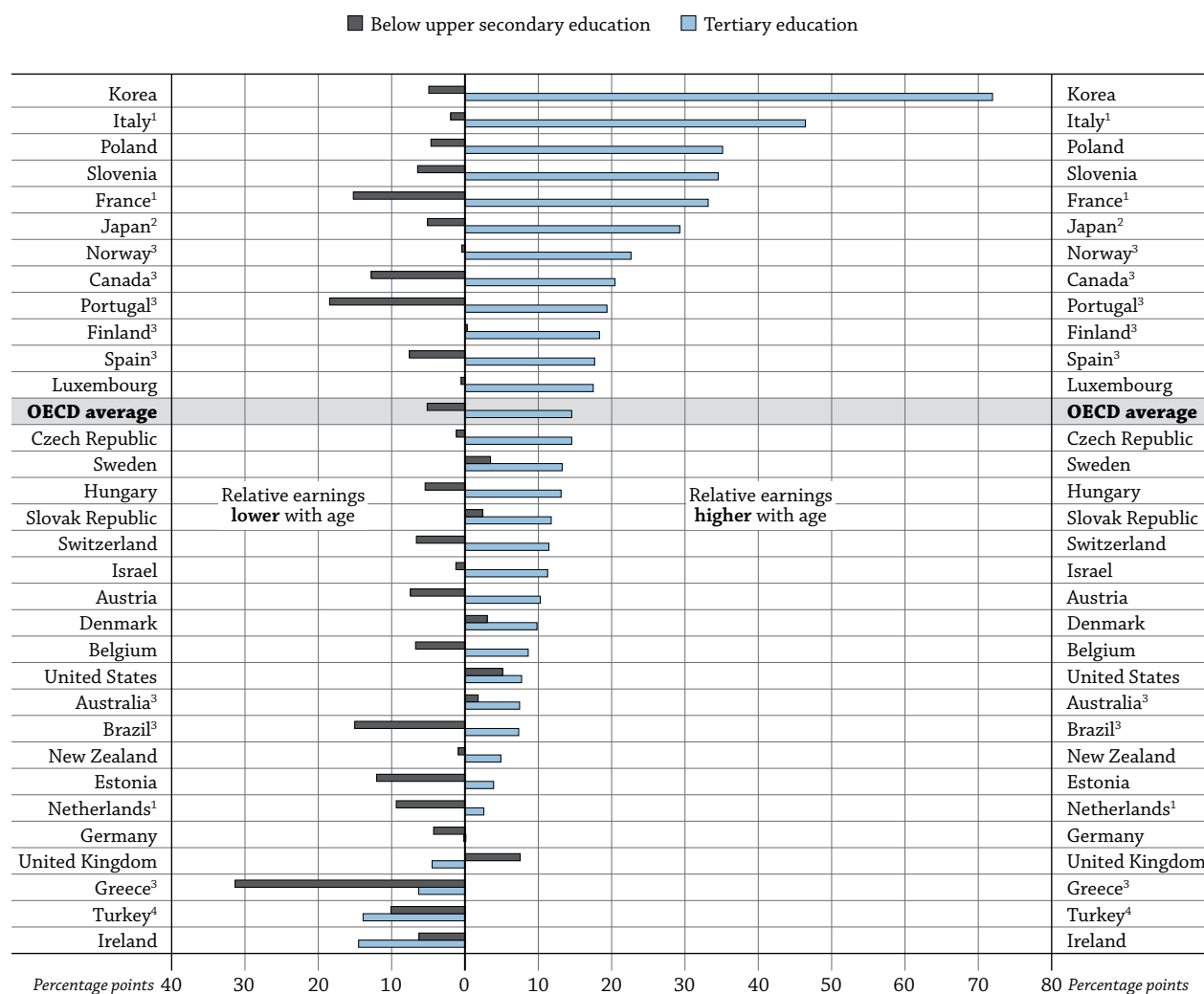
Education, earnings and age

Table A8.1 shows how relative earnings vary with age. The earnings premium for tertiary-educated 55-64 year-olds is generally larger than that for 25-64 year-olds: on average, the earnings differential increases by 15 percentage points. Both employment opportunities and earnings advantages for older people with a tertiary education improve in most countries (see Indicator A7). Earnings are relatively higher for older individuals with tertiary education in all countries except Germany, Greece, Ireland, Turkey and the United Kingdom.

For those who have not attained an upper secondary education, the earnings disadvantage increases for older workers (55-64 year-olds) in all countries except Australia, Denmark, Finland, Ireland, Norway, the Slovak Republic, Sweden, the United Kingdom and the United States. 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 the key to higher earnings at an older age. 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.

Chart A8.3. Difference in relative earnings among 55-64 year-olds and 25-64 year-olds (2010 or latest available year)

Earnings relative to upper secondary and post-secondary non-tertiary education



Notes: Belgium, Korea and Turkey report earnings net of income tax.

1. Year of reference 2008.

2. Year of reference 2007.

3. Year of reference 2009.

4. 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 A8.1. See Annex 3 for notes (www.oecd.org/edu/eag2012).

StatLink <http://dx.doi.org/10.1787/888932662162>

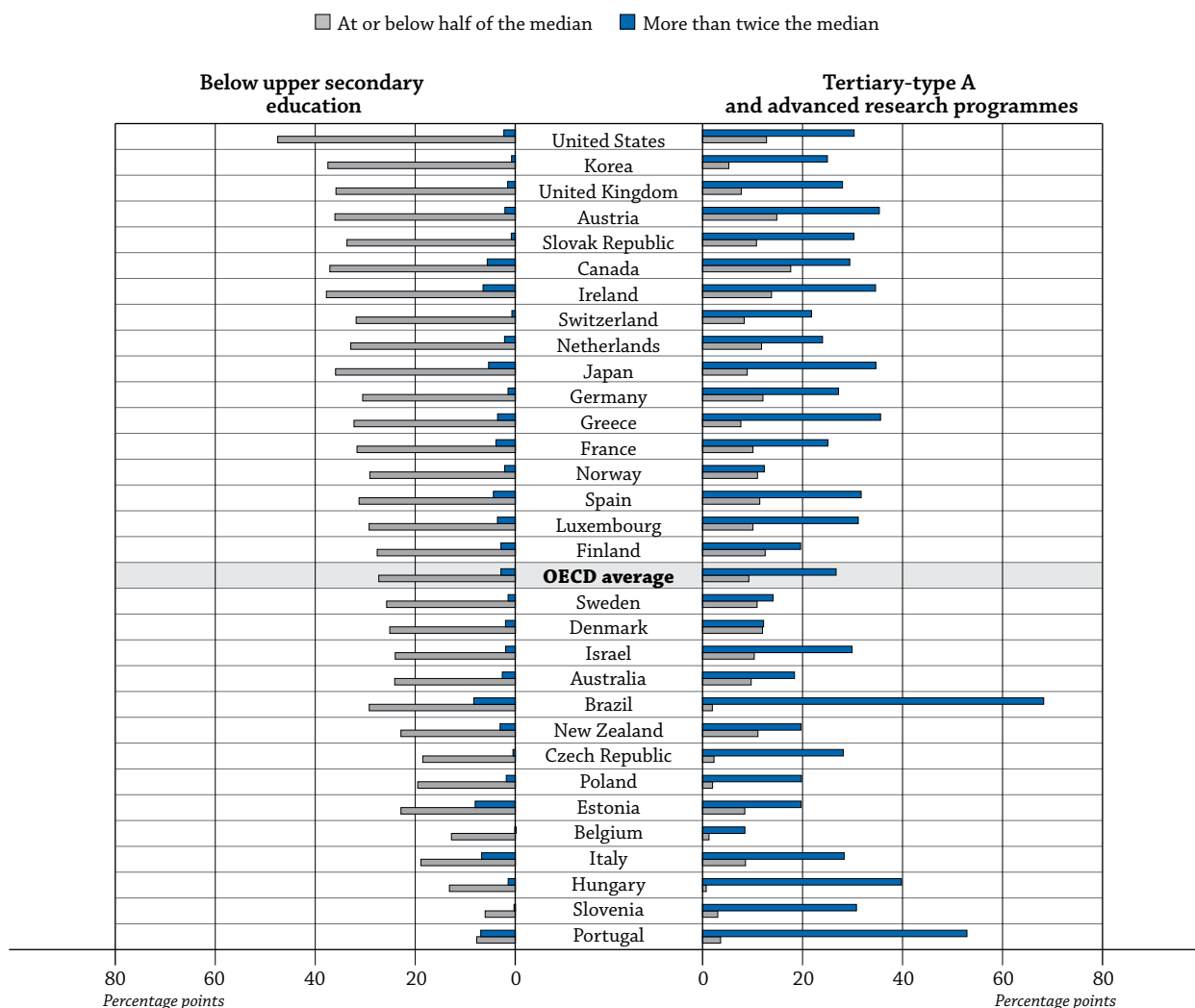
Education and gender disparities in earnings

More education does little to narrow the gender gap in earnings. Across OECD countries, the difference in full-time earnings between 25-64 year-old men and women is the smallest among those with an upper secondary and post-secondary non-tertiary education and largest among those with a tertiary education. Only in five countries – Finland, New Zealand, Slovenia, Spain, and the United Kingdom – do the earnings of tertiary-educated women amount to 75% or more of men’s earnings. In Brazil, Estonia, Italy and Korea, women who have obtained a tertiary degree earn 65% or less of what tertiary-educated men earn (Table A8.3a).

The gender gap in earnings does not narrow over the working life of women with a tertiary education. In fact, on average across OECD countries, a 55-64 year-old woman with a tertiary degree can expect to earn 71% of a man’s wages – a percentage point less than the gender differential in earnings that exists among the total tertiary-educated population (Table A8.3a). The gender gap in earnings is partly due to differences in occupations, differences in the fields men and women tend to study during education (see Indicator A4), and the amount of time spent in the labour force (see Indicator C5). However, low earnings, particularly for women who have completed tertiary education, could adversely affect the labour supply and the full use of skills developed in the education system. This, in turn, could hamper economic growth.

Chart A8.4. Differences in earnings distribution, by educational attainment (2010 or latest available year)

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 and advanced research programmes



Notes: Estonia and Slovenia refer to all tertiary education. Year of reference for Australia, Brazil, Canada, Finland, Greece, Norway, Portugal and Spain is 2009; for France, Italy and the Netherlands is 2008 and for Japan is 2007. Countries are ranked in descending order of the difference in 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.

Source: OECD, Table A8.4a, available on line. See Annex 3 for notes (www.oecd.org/edu/eag2012).

StatLink <http://dx.doi.org/10.1787/888932662181>

Distribution of earnings within levels of educational attainment

Since this indicator includes earnings from all employed individuals (except in Table A8.3a), the supply of labour in terms of hours worked influences earnings differences, in general, and the distribution in earnings, in particular. Nevertheless, data on the distribution of earnings among different educational groups 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 A8.4a, A8.4b and A8.4c (available on line) show the distribution of earnings among 25-64 year-olds according to their level of educational attainment. 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 of the median” to “More than twice the median”, while the proportion of people without earnings from work is reported in a separate column.

Chart A8.4 contrasts the results for those who do not have an 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 who have not completed an upper secondary education.

There are, however, some notable differences in how well tertiary-educated individuals fare in different countries. In Brazil, Hungary and Portugal, 40% or more of those who have completed a university or an advanced research programme earn twice as much as the median worker; in Canada, nearly 18% 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. This signals the risk in investing in education (Table A8.4a, available on line).

Box A8.1. High education and low income: disentangling the paradox in Canada

Ever since 2005, when the distribution of earnings by level of educational attainment was published for the first time in *Education at a Glance*, international data have shown that compared to other OECD countries, Canada has had the highest percentage of tertiary-educated workers who earned less than half of the national median employment income. For instance, recent data show that 17.6% of ISCED 5A/6-educated adults and 23.1% of ISCED 5B-educated adults aged 25 to 64 in Canada earned less than half the national median employment income in 2009. This meant that these workers' annual earnings were less than CAD 37 766 before taxes and transfers.

Given the importance of post-secondary education in Canada, such findings raise pertinent questions. Does this ranking suggest, for example, that structural factors in Canada could lead to such a result? Is Canada producing too many ISCED 5B and ISCED 5A/6 graduates for the labour market to absorb? Or is Canada not producing the right mix of post-secondary graduates?

In order to answer these questions, it is important to know who these tertiary-educated workers in low-earnings situations are. Based on data for 2006, Statistics Canada researchers examined the characteristics of these workers in order to identify demographic and employment characteristics that could suggest reasons for their low employment-earnings situation (McMullen, 2009; Zeman et al., 2010). The definition on which the indicator of low earnings was based includes all workers who reported non-zero earnings from employment in 2006. However, working may not have been their main activity for the year.

...

Overall, for the ISCED 5A/6-educated population, 43% of low earners reported an activity other than working as their main activity for the year, though they did report having some employment earnings during the year. Another 24% were self-employed, and 5% were both self-employed and reported an activity other than working as their main activity. When only ISCED 5A/6 graduates who reported working for an employer are considered, only 5% of ISCED 5A/6 graduates were in the lowest earnings category in 2006.

Among ISCED 5B graduates, one-third of low earners reported an activity other than working as their main activity for the year; 27% were self-employed and 4% were both self-employed and reported an activity other than working as their main activity. Again, when only those who reported working for an employer are considered, just 8% of ISCED 5B graduates were in the lowest earnings category in 2006.

Work schedule played an important role as well. Just 11% of both ISCED 5B and 5A/6 graduates who were working full-time, full-year fell into the lowest earnings category, compared to 49% of ISCED 5B graduates and 42% of ISCED 5A/6 graduates who worked part time.

With this, it is already clear that being in a situation of low earnings is largely a function of the nature of an individual's participation in the labour market. Yet while it is understandable that low attachment to the labour market leads to low earnings, the high proportion of highly-educated individuals for whom labour market participation is not the main activity poses questions about a possible under-utilisation of skills that are rather costly – both privately and publicly – to produce.

After taking employment characteristics into account, the analysis found that certain other characteristics were associated with higher probabilities of falling into the lowest earnings category. One of these characteristics was gender, with ISCED 5B- and 5A/6-educated women being more likely than their male counterparts to be in the lowest earnings category. Age was another factor, with older workers (age 55 to 64) being more likely to fall into low earnings categories. Individuals' province of residence had an effect as well, with workers in Newfoundland and Labrador, Nova Scotia and New Brunswick – three provinces in the eastern part of Canada – being more likely to fall into low earnings compared to workers in the other provinces.

Differences were found by field of study: workers who had studied arts and communications technologies, parks, recreation and fitness or the humanities were more likely than individuals in other fields of study to be in a low-earnings situation. Conversely, workers in certain occupations such as those in management, business administration, science and technical professions, health and occupations in social science were less likely than those in other occupations to have low earnings. This was also the case for those employed in primary industries and public administration.

Finally, immigrant status also had a strong effect, after controlling for other factors. Notably, the effect of immigration status became particularly strong after controlling for education, suggesting that a recent (less than ten years in Canada) immigrant aged 25 to 64 with the same education as a Canadian-born worker was almost twice as likely to fall into the lowest earnings category. Immigrants who had been in Canada between 10 and 29 years were also more likely than Canadian-born workers to fall into low earnings. This effect was particularly strong after controlling for their main activity during the year. In other words, after controlling for whether or not a person was working as the main activity during the year, immigrant workers aged 25 to 64 were more likely to fall into low earnings.

The fact that Canada ranks high compared to other OECD countries in terms of the proportion of ISCED 5B and 5A/6 graduates earning less than half the median earnings therefore raises the question: Are Canadians more likely than workers in other countries to report an activity other than working as their main activity for the year? A useful avenue for future research would be to undertake an international comparison of the characteristics of highly-educated low earners in order to determine the extent to which differences in labour market attachment behaviours contribute to this finding.

Low earnings differentials and the supply of labour can help explain why some highly educated individuals can fall into a low-income group. For instance, in Denmark and Norway, the earnings premiums for someone with a university or an advanced research degree are 32% and 27%, respectively (Table A8.1). The relatively low economic reward for higher education is likely influencing the supply of labour, in terms of hours worked, and as such low earnings premiums can be detrimental to the overall supply and use of skills in those economies.

Not completing upper secondary education is associated with large earnings disadvantages in all countries. On average across OECD countries, only 2.9% of those who have not attained an upper secondary education earn twice the national median. In Brazil, Canada, Estonia, Ireland, Italy, Japan and Portugal, this proportion is above 5%, but in no country does it exceed 10%. On average, more than 27% of those who have not completed an upper secondary education earn less than half of the national median (Table A8.4, available on line).

Definitions

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. Ireland, 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 36 hours per week in Austria, Hungary and the Slovak Republic, 35 hours in Australia, Brazil, Canada, Estonia, Germany 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, while Belgium, Estonia, Finland, Hungary, Korea and Portugal reported monthly data. In Austria, the Czech Republic, Denmark, Germany, Greece, Ireland, Israel, Italy, Luxembourg, the Netherlands, Norway, the Slovak Republic, Slovenia, Spain, Sweden and the United States, the reference period for the earnings data was 12 months. For France, the length of the reference period, up to and including 2007, was one month; the new reference period for France from 2008 onwards is 12 months.

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. The second collects data on the earnings of those working full-time and full-year. This data collection supplies the data for Table A8.3a (gender differences in full-time earnings). The regular data collection is used for all other tables.

Earnings data in Tables A8.1, A8.2 and A8.4 (regular earnings data collection) are based on an annual reference period in Austria, Brazil, Canada, the Czech Republic, Denmark, Ireland, Italy, Korea, Luxembourg, the Netherlands, Norway, Slovenia, Spain, Sweden, Turkey and the United States. Earnings are reported weekly in Australia, New Zealand and the United Kingdom, and monthly in Belgium, Estonia, Finland, France, Hungary, Portugal and Switzerland. 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 also 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.

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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McMullen, K. (2009), “College and university graduates with low earnings in Canada: Demographic and labour market characteristics”, *Education Matters*, Vol. 6 No. 2, Statistics Canada, Ottawa.

Zeman, K., K. McMullen, and P. de Broucker (2010), “The High Education/Low Income Paradox: College and University Graduates with Low Earnings”, Ontario, 2006, *Culture, Tourism and the Centre for Education Statistics Research Papers*, No. 81, Statistics Canada, Ottawa.

The following additional material relevant to this indicator is available on line:




- **Table A8.4a Distribution of 25-64 year-olds, by level of earnings and educational attainment (2010 or latest available year)**
StatLink  <http://dx.doi.org/10.1787/888932665449>
- **Table A8.4b Distribution of 25-64 year-old men, by level of earnings and educational attainment (2010 or latest available year)**
StatLink  <http://dx.doi.org/10.1787/888932665468>
- **Table A8.4c Distribution of 25-64 year-old women, by level of earnings and educational attainment (2010 or latest available year)**
StatLink  <http://dx.doi.org/10.1787/888932665487>

Table A8.1. [1/2] Relative earnings of the population with income from employment (2010 or latest available year)

By level of educational attainment, gender and age groups
(upper secondary and 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	2010	Men	69	70	66	135	120	189	118	118	110	174	139	191	153	133	160
		Women	71	64	63	124	120	148	153	115	163	167	166	212	162	155	187
		M+W	66	68	58	124	114	168	130	118	123	171	144	200	156	137	167
Belgium	2010	Men	92	93	86	96	96	90	117	110	118	145	129	153	133	120	139
		Women	86	90	80	98	99	107	125	122	128	151	144	159	136	132	139
		M+W	91	93	85	95	95	95	117	112	119	147	133	161	131	122	140
Canada	2009	Men	78	80	67	109	113	107	113	115	123	162	131	200	139	123	169
		Women	77	91	65	98	102	90	121	129	111	181	182	177	150	159	140
		M+W	80	87	67	109	111	105	110	113	114	165	140	199	138	128	158
Chile			m	m	m	m	m	m	m	m	m	m	m	m	m	m	
Czech Republic	2010	Men	76	77	78	m	m	m	124	123	172	199	166	207	195	162	206
		Women	74	76	70	m	m	m	125	120	129	168	155	178	163	148	175
		M+W	73	76	72	m	m	m	120	115	144	187	159	199	182	153	197
Denmark	2010	Men	80	76	86	70	49	103	117	120	114	148	116	164	141	117	153
		Women	83	76	86	39	42	81	112	120	107	128	123	134	126	123	130
		M+W	81	78	84	63	47	111	116	119	111	132	114	145	129	114	139
Estonia	2010	Men	88	91	75	m	m	m	m	m	m	m	m	m	149	118	162
		Women	87	98	76	m	m	m	m	m	m	m	m	m	154	161	146
		M+W	90	95	78	m	m	m	m	m	m	m	m	m	136	120	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	2008	Men	84	81	68	m	m	m	121	119	108	180	142	252	153	133	199
		Women	75	76	65	m	m	m	134	133	109	163	151	181	151	144	157
		M+W	79	80	64	m	m	m	123	121	107	165	140	221	147	132	180
Germany	2010	Men	95	90	100	120	123	105	131	131	118	187	159	177	171	154	160
		Women	74	73	70	119	117	115	111	127	79	166	149	183	153	144	163
		M+W	85	83	81	115	117	104	130	121	119	181	150	183	168	144	167
Greece	2009	Men	80	85	50	106	101	97	151	133	130	204	139	251	153	133	137
		Women	65	79	35	114	104	211	162	140	165	195	182	m	163	141	165
		M+W	76	88	45	106	99	136	149	128	139	204	152	276	151	128	145
Hungary	2010	Men	76	76	74	125	116	131	131	120	126	245	206	253	244	205	252
		Women	71	77	63	116	111	118	140	143	154	188	179	195	187	178	195
		M+W	73	77	67	120	114	124	134	130	145	211	188	224	210	188	223
Iceland			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	2010	Men	68	76	69	109	115	122	122	122	121	184	159	198	164	149	172
		Women	63	79	61	116	110	155	116	100	116	165	139	180	150	130	156
		M+W	71	79	70	108	114	125	115	109	115	169	143	189	152	134	163
Italy	2008	Men	78	83	76	m	m	m	m	m	m	162	110	212	162	110	212
		Women	70	74	76	m	m	m	m	m	m	142	119	168	142	119	168
		M+W	79	85	77	m	m	m	m	m	m	150	109	196	150	109	196
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	2010	Men	71	82	70	m	m	m	110	115	141	155	136	222	143	128	213
		Women	77	66	81	m	m	m	126	115	128	171	141	243	155	130	221
		M+W	69	80	64	m	m	m	115	112	137	167	136	236	151	126	223
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	

Note: Belgium, Korea and Turkey report earnings net of income tax.

Source: OECD. See Annex 3 for notes (www.oecd.org/edu/eag2012).

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


StatLink  <http://dx.doi.org/10.1787/888932665335>

Table A8.1. [2/2] **Relative earnings of the population with income from employment (2010 or latest available year)**

By level of educational attainment, gender and age groups
(upper secondary and 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	2008	Men	82	87	79	114	120	110	147	145	130	157	139	160	156	139	158
			Women	73	75	67	117	115	112	143	137	143	163	150	161	162	149	160
			M+W	81	87	72	115	119	107	149	141	142	160	140	163	159	140	162
	New Zealand	2010	Men	81	87	84	100	103	100	101	93	101	147	117	167	130	109	140
			Women	85	83	81	90	86	92	110	104	109	152	136	152	135	128	128
			M+W	79	86	78	109	106	108	97	94	97	140	119	158	124	112	129
	Norway	2009	Men	76	73	76	120	117	127	142	130	145	134	106	154	134	107	152
			Women	80	77	77	117	110	127	148	145	150	134	128	148	135	128	148
			M+W	77	74	77	125	123	133	150	129	165	127	107	149	128	108	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	2009	Men	66	77	51	84	91	81	159	145	151	175	160	187	172	158	180
			Women	67	76	48	103	107	118	156	148	156	173	168	209	171	166	196
			M+W	68	79	50	92	98	92	157	146	154	171	161	198	169	159	188
	Slovak Republic	2010	Men	70	59	78	m	m	m	145	145	143	189	157	200	188	157	198
			Women	71	70	67	m	m	m	141	135	137	175	156	184	172	155	180
			M+W	67	62	69	m	m	m	132	131	132	182	151	194	179	151	191
	Slovenia	2010	Men	75	75	72	m	m	m	m	m	m	m	m	m	201	164	232
			Women	74	79	59	m	m	m	m	m	m	m	m	m	181	156	204
			M+W	75	79	68	m	m	m	m	m	m	m	m	m	186	151	220
Spain	2009	Men	79	89	76	161	112	160	103	113	114	149	137	164	133	127	153	
		Women	71	80	57	120	131	83	108	107	106	174	166	181	159	152	170	
		M+W	78	88	70	135	119	141	107	113	114	155	146	169	141	135	158	
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	2010	Men	78	87	78	104	104	101	126	122	121	152	131	167	143	128	150	
		Women	77	62	67	111	100	113	128	112	126	156	123	163	148	120	150	
		M+W	75	76	69	107	102	107	138	121	135	161	127	182	153	126	165	
Turkey	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	2010	Men	64	62	73	m	m	m	131	128	138	172	159	159	162	153	153	
		Women	69	75	80	m	m	m	140	120	159	191	191	191	177	178	180	
		M+W	67	67	74	m	m	m	131	120	142	178	166	170	165	158	161	
United States	2010	Men	64	65	68	m	m	m	111	110	102	192	165	199	184	159	191	
		Women	61	61	70	m	m	m	119	132	114	182	186	176	175	181	168	
		M+W	66	67	71	m	m	m	111	115	105	184	167	193	177	161	184	
OECD average			Men	78	79	75	110	104	111	126	122	127	170	145	187	160	140	173
			Women	74	75	69	106	100	116	130	124	130	166	157	183	157	149	169
			M+W	77	80	72	108	104	114	124	118	127	165	144	186	155	137	169
Other G20	Argentina			m	m	m	m	m	m	m	m	m	m	m	m	m	m	
	Brazil	2009	Men	53	58	38	m	m	m	m	m	m	275	279	265	275	279	265
			Women	47	52	34	m	m	m	m	m	m	263	262	273	263	262	273
			M+W	53	59	38	m	m	m	m	m	m	256	256	264	256	256	264
	China			m	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	m
	Indonesia			m	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	m
	Saudi Arabia			m	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	m
	G20 average			m	m	m	m	m	m	m	m	m	m	m	m	m	m	m

Note: Belgium, Korea and Turkey report earnings net of income tax.

Source: OECD. See Annex 3 for notes (www.oecd.org/edu/eag2012).

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


StatLink  <http://dx.doi.org/10.1787/888932665335>

Table A8.2a. [1/2] **Trends in relative earnings: Total population (2000-10)**

By educational attainment, for 25-64 year-olds (upper secondary and post-secondary non-tertiary education = 100)

		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	
OECD	Australia	Below upper secondary	m	77	m	m	m	82	m	m	m	81	m
		Tertiary	m	133	m	m	m	134	m	m	m	135	m
	Austria	Below upper secondary	m	m	m	m	m	71	66	67	68	65	66
		Tertiary	m	m	m	m	m	152	157	155	160	155	156
	Belgium	Below upper secondary	92	m	91	89	90	89	m	m	m	91	91
		Tertiary	128	m	132	130	134	133	m	m	m	131	131
	Canada	Below upper secondary	82	79	79	81	81	78	77	83	82	80	m
		Tertiary	142	141	135	138	137	135	136	140	138	138	m
	Czech Republic	Below upper secondary	m	m	m	m	73	72	74	73	72	71	73
		Tertiary	m	m	m	m	182	181	183	183	183	188	182
	Denmark	Below upper secondary	m	87	88	82	82	82	83	82	83	81	81
		Tertiary	m	124	124	127	126	125	126	125	125	127	129
	Estonia	Below upper secondary	m	m	m	m	m	m	m	m	91	91	90
		Tertiary	m	m	m	m	m	m	m	m	129	137	136
	Finland	Below upper secondary	95	95	95	94	94	94	94	94	93	93	m
		Tertiary	153	150	150	148	149	149	149	148	147	149	m
	France	Below upper secondary	m	m	84	84	85	86	85	84	79	m	m
		Tertiary	m	m	150	146	147	144	149	150	147	m	m
	Germany	Below upper secondary	75	m	77	87	88	88	90	91	90	87	85
		Tertiary	143	m	143	153	153	156	164	162	167	157	168
	Greece	Below upper secondary	m	m	m	m	m	m	m	m	m	76	m
		Tertiary	m	m	m	m	m	m	m	m	m	151	m
	Hungary	Below upper secondary	71	71	74	74	73	73	73	72	73	71	73
		Tertiary	194	194	205	219	217	215	219	211	210	211	210
	Ireland	Below upper secondary	89	m	76	m	79	78	83	77	74	83	85
		Tertiary	153	m	144	m	174	177	157	161	153	164	175
	Israel	Below upper secondary	m	m	m	m	m	79	78	83	75	80	71
		Tertiary	m	m	m	m	m	151	151	153	152	154	152
	Italy	Below upper secondary	78	m	78	m	79	m	76	m	79	m	m
		Tertiary	138	m	153	m	165	m	155	m	150	m	m
	Japan	Below upper secondary	m	m	m	m	m	m	m	80	m	m	m
		Tertiary	m	m	m	m	m	m	m	148	m	m	m
	Korea	Below upper secondary	m	69	71	68	69	68	69	70	69	69	69
		Tertiary	m	144	143	145	144	149	147	150	150	172	151
	Luxembourg	Below upper secondary	m	m	78	m	m	m	74	m	m	66	66
		Tertiary	m	m	145	m	m	m	153	m	m	162	159
	Netherlands	Below upper secondary	m	m	84	m	m	m	85	m	81	m	m
		Tertiary	m	m	148	m	m	m	154	m	159	m	m
	New Zealand	Below upper secondary	79	78	81	77	75	77	82	76	82	79	79
		Tertiary	123	120	123	123	116	120	115	117	118	118	124
	Norway	Below upper secondary	79	79	79	78	78	78	78	79	78	77	m
		Tertiary	129	131	130	131	130	129	129	128	127	128	m
	Poland	Below upper secondary	m	81	81	m	82	m	84	m	83	m	83
		Tertiary	m	166	172	m	179	m	173	m	167	m	169
	Portugal	Below upper secondary	m	m	m	m	67	67	68	m	m	68	m
		Tertiary	m	m	m	m	178	177	177	m	m	169	m
	Slovak Republic	Below upper secondary	m	m	m	m	m	m	m	m	69	66	67
		Tertiary	m	m	m	m	m	m	m	m	181	184	179
	Slovenia	Below upper secondary	m	m	m	m	73	m	74	74	m	73	75
		Tertiary	m	m	m	m	198	m	193	192	m	191	186
	Spain	Below upper secondary	m	78	m	79	82	80	m	81	78	78	m
		Tertiary	m	129	m	128	135	137	m	138	141	141	m

Note: Belgium, Korea and Turkey report earnings net of income tax.

 Source: OECD. See Annex 3 for notes (www.oecd.org/edu/eag2012).

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


 StatLink  <http://dx.doi.org/10.1787/888932665354>

Table A8.2a. [2/2] Trends in relative earnings: Total population (2000-10)
 By educational attainment, for 25-64 year-olds (upper secondary and post-secondary non-tertiary education = 100)

		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	
OECD	Sweden	Below upper secondary	m	86	87	87	87	86	85	84	83	83	82
		Tertiary	m	131	130	128	127	126	126	126	126	126	126
	Switzerland	Below upper secondary	m	76	75	74	74	75	74	74	74	76	75
		Tertiary	m	156	155	157	157	155	156	160	155	154	153
	Turkey	Below upper secondary	m	m	m	m	65	69	m	m	m	m	m
		Tertiary	m	m	m	m	141	149	m	m	m	m	m
	United Kingdom	Below upper secondary	69	70	68	69	69	71	71	70	71	70	67
		Tertiary	160	160	157	162	157	158	160	157	154	159	165
	United States	Below upper secondary	68	m	66	66	65	67	66	65	66	64	66
		Tertiary	176	m	172	172	172	175	176	172	177	179	177
OECD average	Below upper secondary	80	79	79	79	78	78	78	78	78	77	76	
	Tertiary	149	145	148	147	155	151	157	154	153	155	159	
Other G20	Argentina	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
		Tertiary	m	m	m	m	m	m	m	268	254	256	m
	China	m	m	m	m	m	m	m	m	m	m	m	
	India	m	m	m	m	m	m	m	m	m	m	m	
	Indonesia	m	m	m	m	m	m	m	m	m	m	m	
	Russian Federation	m	m	m	m	m	m	m	m	m	m	m	
	Saudi Arabia	m	m	m	m	m	m	m	m	m	m	m	
	South Africa	m	m	m	m	m	m	m	m	m	m	m	
	G20 average	m	m	m	m	m	m	m	m	m	m	m	

Note: Belgium, Korea and Turkey report earnings net of income tax.

Source: OECD. See Annex 3 for notes (www.oecd.org/edu/eag2012).

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


StatLink  <http://dx.doi.org/10.1787/888932665354>

Table A8.2b. [1/2] **Trends in relative earnings: Men (2000-10)**

By educational attainment, for 25-64 year-olds (upper secondary and post-secondary non-tertiary education = 100)

		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
OECD	Australia	m	84	m	m	m	88	m	m	m	85	m
	Tertiary	m	142	m	m	m	140	m	m	m	144	m
Austria	Below upper secondary	m	m	m	m	m	76	72	72	71	68	69
	Tertiary	m	m	m	m	m	149	155	151	159	153	153
Belgium	Below upper secondary	93	m	91	90	91	91	m	m	m	93	92
	Tertiary	128	m	132	132	137	137	m	m	m	134	133
Canada	Below upper secondary	83	79	81	81	81	78	78	85	82	78	m
	Tertiary	148	145	141	141	139	136	137	143	139	139	m
Czech Republic	Below upper secondary	m	m	m	m	79	79	81	78	76	75	76
	Tertiary	m	m	m	m	193	190	194	192	193	201	195
Denmark	Below upper secondary	m	87	87	82	82	82	82	81	82	80	80
	Tertiary	m	132	131	134	133	133	133	133	133	136	141
Estonia	Below upper secondary	m	m	m	m	m	m	m	m	91	88	88
	Tertiary	m	m	m	m	m	m	m	m	135	142	149
Finland	Below upper secondary	92	92	92	92	91	91	90	90	90	90	m
	Tertiary	169	163	163	160	161	162	162	161	159	162	m
France	Below upper secondary	m	m	88	88	89	90	89	87	84	m	m
	Tertiary	m	m	159	151	154	152	157	158	153	m	m
Germany	Below upper secondary	80	m	84	90	91	93	92	90	97	91	95
	Tertiary	141	m	140	150	149	151	163	158	163	154	171
Greece	Below upper secondary	m	m	m	m	m	m	m	m	m	80	m
	Tertiary	m	m	m	m	m	m	m	m	m	153	m
Hungary	Below upper secondary	75	75	78	77	76	76	75	74	77	75	76
	Tertiary	232	232	245	255	253	253	259	247	248	247	244
Ireland	Below upper secondary	84	m	71	m	78	78	82	71	71	80	82
	Tertiary	138	m	141	m	170	176	149	151	156	162	180
Israel	Below upper secondary	m	m	m	m	m	74	76	80	72	77	68
	Tertiary	m	m	m	m	m	159	166	165	164	162	164
Italy	Below upper secondary	71	m	74	m	78	m	73	m	78	m	m
	Tertiary	143	m	162	m	188	m	178	m	162	m	m
Japan	Below upper secondary	m	m	m	m	m	m	m	74	m	m	m
	Tertiary	m	m	m	m	m	m	m	139	m	m	m
Korea	Below upper secondary	m	76	78	74	74	73	73	73	72	68	71
	Tertiary	m	135	135	136	134	139	140	141	142	168	143
Luxembourg	Below upper secondary	m	m	79	m	m	m	74	m	m	69	68
	Tertiary	m	m	149	m	m	m	158	m	m	171	165
Netherlands	Below upper secondary	m	m	84	m	m	m	87	m	82	m	m
	Tertiary	m	m	143	m	m	m	151	m	156	m	m
New Zealand	Below upper secondary	82	81	84	80	77	83	85	78	87	82	81
	Tertiary	133	124	131	135	126	129	123	128	126	127	130
Norway	Below upper secondary	80	80	80	79	79	78	79	79	78	76	m
	Tertiary	133	134	133	134	134	134	134	134	133	134	m
Poland	Below upper secondary	m	85	84	m	86	m	86	m	87	m	86
	Tertiary	m	185	194	m	204	m	194	m	188	m	186
Portugal	Below upper secondary	m	m	m	m	64	64	66	m	m	66	m
	Tertiary	m	m	m	m	183	183	183	m	m	172	m
Slovak Republic	Below upper secondary	m	m	m	m	m	m	m	m	72	70	70
	Tertiary	m	m	m	m	m	m	m	m	187	192	188
Slovenia	Below upper secondary	m	m	m	m	74	m	75	75	m	73	75
	Tertiary	m	m	m	m	217	m	210	208	m	208	201
Spain	Below upper secondary	m	79	m	81	84	80	m	83	80	79	m
	Tertiary	m	138	m	125	132	133	m	133	135	133	m

Note: Belgium, Korea and Turkey report earnings net of income tax.

 Source: OECD. See Annex 3 for notes (www.oecd.org/edu/eag2012).

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


 StatLink  <http://dx.doi.org/10.1787/888932665373>

Table A8.2b. [2/2] Trends in relative earnings: Men (2000-10)
 By educational attainment, for 25-64 year-olds (upper secondary and post-secondary non-tertiary education = 100)

		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	
OECD	Sweden	Below upper secondary	m	84	85	85	85	84	83	83	82	82	81
		Tertiary	m	141	139	137	135	135	135	135	134	134	133
	Switzerland	Below upper secondary	m	84	79	77	77	80	78	77	78	80	78
		Tertiary	m	141	138	140	140	141	139	145	139	141	143
	Turkey	Below upper secondary	m	m	m	m	67	72	m	m	m	m	m
		Tertiary	m	m	m	m	139	153	m	m	m	m	m
	United Kingdom	Below upper secondary	74	73	72	71	70	72	73	69	68	69	64
		Tertiary	152	147	147	152	146	146	148	145	145	151	162
	United States	Below upper secondary	65	m	63	63	62	64	63	63	65	62	64
		Tertiary	181	m	178	177	179	183	183	180	188	190	184
OECD average	Below upper secondary	80	81	81	81	79	79	79	78	79	77	77	
	Tertiary	154	151	153	151	161	155	163	157	158	160	167	
Other G20	Argentina	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
		Tertiary	m	m	m	m	m	m	m	284	263	275	m
	China	m	m	m	m	m	m	m	m	m	m	m	
	India	m	m	m	m	m	m	m	m	m	m	m	
	Indonesia	m	m	m	m	m	m	m	m	m	m	m	
	Russian Federation	m	m	m	m	m	m	m	m	m	m	m	
	Saudi Arabia	m	m	m	m	m	m	m	m	m	m	m	
	South Africa	m	m	m	m	m	m	m	m	m	m	m	
	G20 average	m	m	m	m	m	m	m	m	m	m	m	

Note: Belgium, Korea and Turkey report earnings net of income tax.

Source: OECD. See Annex 3 for notes (www.oecd.org/edu/eag2012).

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


StatLink  <http://dx.doi.org/10.1787/888932665373>

Table A8.2c. [1/2] **Trends in relative earnings: Women (2000-10)**

By educational attainment, for 25-64 year-olds (upper secondary and post-secondary non-tertiary education = 100)

		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
OECD	Australia	m	84	m	m	m	88	m	m	m	85	m
	Tertiary	m	146	m	m	m	147	m	m	m	148	m
Austria	Below upper secondary	m	m	m	m	m	74	71	73	74	70	71
	Tertiary	m	m	m	m	m	156	158	160	159	158	162
Belgium	Below upper secondary	82	m	83	81	82	81	m	m	m	84	86
	Tertiary	132	m	139	132	137	134	m	m	m	135	136
Canada	Below upper secondary	72	70	67	73	70	70	68	72	73	77	m
	Tertiary	140	146	134	144	140	140	141	144	146	150	m
Czech Republic	Below upper secondary	m	m	m	m	73	72	73	74	73	72	74
	Tertiary	m	m	m	m	160	161	163	165	164	166	163
Denmark	Below upper secondary	m	90	90	85	85	84	84	83	84	83	83
	Tertiary	m	124	123	127	126	126	125	124	123	125	126
Estonia	Below upper secondary	m	m	m	m	m	m	m	m	82	86	87
	Tertiary	m	m	m	m	m	m	m	m	146	162	154
Finland	Below upper secondary	99	98	98	97	97	98	97	96	95	94	m
	Tertiary	146	146	146	146	146	145	146	146	145	146	m
France	Below upper secondary	m	m	81	81	82	81	82	82	75	m	m
	Tertiary	m	m	146	146	145	142	146	147	151	m	m
Germany	Below upper secondary	72	m	73	81	81	77	83	84	80	79	74
	Tertiary	137	m	137	145	148	151	153	159	158	154	153
Greece	Below upper secondary	m	m	m	m	m	m	m	m	m	65	m
	Tertiary	m	m	m	m	m	m	m	m	m	163	m
Hungary	Below upper secondary	71	71	71	72	71	72	72	71	71	68	71
	Tertiary	164	164	176	192	190	188	189	185	183	185	187
Ireland	Below upper secondary	65	m	60	m	63	61	63	67	65	73	78
	Tertiary	163	m	153	m	171	172	180	185	162	171	178
Israel	Below upper secondary	m	m	m	m	m	72	67	67	67	70	63
	Tertiary	m	m	m	m	m	157	150	155	153	159	150
Italy	Below upper secondary	84	m	78	m	73	m	74	m	70	m	m
	Tertiary	137	m	147	m	138	m	143	m	142	m	m
Japan	Below upper secondary	m	m	m	m	m	m	m	78	m	m	m
	Tertiary	m	m	m	m	m	m	m	161	m	m	m
Korea	Below upper secondary	m	76	76	75	77	76	76	75	75	72	77
	Tertiary	m	158	151	157	158	160	156	155	154	176	155
Luxembourg	Below upper secondary	m	m	74	m	m	m	73	m	m	65	68
	Tertiary	m	m	131	m	m	m	134	m	m	160	166
Netherlands	Below upper secondary	m	m	72	m	m	m	75	m	73	m	m
	Tertiary	m	m	155	m	m	m	159	m	162	m	m
New Zealand	Below upper secondary	86	82	86	84	83	79	89	85	83	82	85
	Tertiary	126	130	131	127	123	123	122	126	125	123	135
Norway	Below upper secondary	81	81	81	81	81	81	81	81	80	80	m
	Tertiary	132	135	135	137	136	135	134	134	133	135	m
Poland	Below upper secondary	m	74	73	m	74	m	76	m	75	m	77
	Tertiary	m	155	159	m	166	m	165	m	161	m	168
Portugal	Below upper secondary	m	m	m	m	66	66	67	m	m	67	m
	Tertiary	m	m	m	m	173	173	173	m	m	171	m
Slovak Republic	Below upper secondary	m	m	m	m	m	m	m	m	72	70	71
	Tertiary	m	m	m	m	m	m	m	m	176	177	172
Slovenia	Below upper secondary	m	m	m	m	71	m	72	72	m	72	74
	Tertiary	m	m	m	m	190	m	188	187	m	185	181
Spain	Below upper secondary	m	64	m	69	71	73	m	70	69	71	m
	Tertiary	m	125	m	143	150	155	m	149	156	159	m

Note: Belgium, Korea and Turkey report earnings net of income tax.

 Source: OECD. See Annex 3 for notes (www.oecd.org/edu/eag2012).

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


 StatLink  <http://dx.doi.org/10.1787/888932665392>

Table A8.2c. [2/2] **Trends in relative earnings: Women (2000-10)**

By educational attainment, for 25-64 year-olds (upper secondary and post-secondary non-tertiary education = 100)

		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	
OECD	Sweden	Below upper secondary	m	87	87	88	87	86	85	84	82	81	80
		Tertiary	m	129	129	128	127	126	126	127	126	127	127
	Switzerland	Below upper secondary	m	73	74	76	77	76	76	76	76	78	77
		Tertiary	m	148	148	152	153	149	160	157	157	152	148
	Turkey	Below upper secondary	m	m	m	m	46	43	m	m	m	m	m
		Tertiary	m	m	m	m	164	154	m	m	m	m	m
	United Kingdom	Below upper secondary	69	73	69	69	72	71	70	70	73	68	69
		Tertiary	176	187	177	182	180	181	182	181	177	176	177
	United States	Below upper secondary	66	m	63	66	62	63	63	61	60	63	61
		Tertiary	169	m	165	167	166	167	170	167	171	173	175
	OECD average	Below upper secondary	77	79	77	78	75	75	76	76	75	75	75
		Tertiary	148	145	146	148	154	152	155	156	154	158	159
Other G20	Argentina	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
		Tertiary	m	m	m	m	m	m	m	284	263	275	m
	China	m	m	m	m	m	m	m	m	m	m	m	
	India	m	m	m	m	m	m	m	m	m	m	m	
	Indonesia	m	m	m	m	m	m	m	m	m	m	m	
	Russian Federation	m	m	m	m	m	m	m	m	m	m	m	
	Saudi Arabia	m	m	m	m	m	m	m	m	m	m	m	
	South Africa	m	m	m	m	m	m	m	m	m	m	m	
	G20 average	m	m	m	m	m	m	m	m	m	m	m	

Note: Belgium, Korea and Turkey report earnings net of income tax.

Source: OECD. See Annex 3 for notes (www.oecd.org/edu/eag2012).

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


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Table A8.3a. Differences in earnings between women and men (2010 or latest available year)

Average annual full-time, full-year earnings of women as a percentage of men's earnings, by level of educational attainment and age groups

		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	2010	72	73	72	76	76	79	73	77	69	75	75	74
	Belgium	2009	48	58	42	61	60	52	68	68	53	64	65	47
	Canada	2009	70	73	67	70	67	74	74	72	63	75	73	67
	Chile		m	m	m	m	m	m	m	m	m	m	m	m
	Czech Republic	2010	79	77	80	81	74	87	70	67	84	75	67	78
	Denmark	2010	82	80	82	80	77	82	74	74	73	79	78	79
	Estonia	2010	62	62	69	62	62	73	63	54	67	69	66	79
	Finland	2010	79	76	79	78	76	79	75	74	74	80	78	77
	France	2008	74	63	79	78	75	76	74	77	66	79	79	70
	Germany	2010	76	85	83	82	84	82	68	75	70	75	80	77
	Greece	2009	60	65	51	75	73	90	74	78	92	78	80	76
	Hungary	2010	81	79	81	88	83	96	67	58	73	83	77	83
	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	2010	76	71	65	74	68	67	66	68	61	73	73	65
	Italy	2008	73	76	77	75	75	73	65	91	52	77	84	71
	Japan		m	m	m	m	m	m	m	m	m	m	m	m
	Korea	2010	67	68	65	64	61	59	65	68	54	61	59	48
	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	2008	80	83	78	78	83	77	72	78	70	80	85	76
	New Zealand	2010	83	86	84	76	75	76	78	76	71	80	78	75
	Norway		m	m	m	m	m	m	m	m	m	m	m	m
	Poland	2010	71	66	73	80	73	94	71	66	76	84	80	90
	Portugal	2009	74	74	73	71	71	71	69	73	69	79	79	69
	Slovak Republic	2010	74	72	74	76	72	84	67	58	75	74	67	79
	Slovenia	2010	85	84	83	87	84	102	79	79	89	93	91	107
	Spain	2009	74	77	69	79	79	79	89	91	90	89	92	86
	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	2010	92	74	98	84	80	83	82	80	90	88	84	92	
United States	2010	70	70	70	72	72	70	68	70	62	72	73	64	
OECD average			75	75	74	76	75	78	72	73	71	78	77	76
Other G20	Argentina		m	m	m	m	m	m	m	m	m	m	m	m
	Brazil	2009	64	63	63	62	60	56	61	64	61	76	75	71
	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

Note: Belgium and Korea report earnings net of income tax.

Source: OECD. LSO Network special data collection on full-time, full-year earnings, Economic Working Group. See Annex 3 for notes (www.oecd.org/edu/eag2012).

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Table A8.3b. [1/2] **Trends in differences in earnings between women and men (2000-10)**
Average annual earnings of women as a percentage of men's earnings, by level of educational attainment of 25-64 year-olds

		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
OECD	Australia											
	Below upper secondary	m	62	m	m	m	61	m	m	m	59	m
	Upper secondary and post-secondary non-tertiary	m	62	m	m	m	61	m	m	m	59	m
	Tertiary	m	63	m	m	m	64	m	m	m	61	m
Austria	Below upper secondary	m	m	m	m	m	57	58	60	61	62	61
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	60	59	58	59	61	60
	Tertiary	m	m	m	m	m	62	60	62	59	63	63
Belgium	Below upper secondary	64	m	65	66	66	67	m	m	m	70	72
	Upper secondary and post-secondary non-tertiary	72	m	72	74	74	75	m	m	m	77	77
	Tertiary	74	m	76	74	74	73	m	m	m	78	79
Canada	Below upper secondary	53	52	52	53	53	55	54	53	54	61	m
	Upper secondary and post-secondary non-tertiary	61	59	63	59	61	61	61	63	60	62	m
	Tertiary	57	60	60	60	61	62	63	63	64	67	m
Chile		m	m	m	m	m	m	m	m	m	m	m
Czech Republic	Below upper secondary	m	m	m	m	74	74	73	75	75	77	79
	Upper secondary and post-secondary non-tertiary	m	m	m	m	80	80	80	79	78	80	82
	Tertiary	m	m	m	m	67	68	67	68	67	66	68
Denmark	Below upper secondary	m	74	75	73	74	73	72	73	74	80	80
	Upper secondary and post-secondary non-tertiary	m	71	73	71	71	71	71	72	72	77	76
	Tertiary	m	67	68	67	67	67	67	67	67	71	68
Estonia	Below upper secondary	m	m	m	m	m	m	m	m	54	57	59
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	m	59	58	60
	Tertiary	m	m	m	m	m	m	m	m	64	67	62
Finland	Below upper secondary	76	76	76	76	76	78	77	76	76	78	m
	Upper secondary and post-secondary non-tertiary	71	71	72	72	72	73	72	71	72	75	m
	Tertiary	61	63	64	66	65	65	64	65	66	68	m
France	Below upper secondary	m	m	70	68	68	68	68	70	62	m	m
	Upper secondary and post-secondary non-tertiary	m	m	77	75	74	75	74	75	69	m	m
	Tertiary	m	m	70	72	70	70	69	70	67	m	m
Germany	Below upper secondary	56	m	53	54	54	52	56	55	49	51	49
	Upper secondary and post-secondary non-tertiary	63	m	61	60	60	62	62	59	60	59	62
	Tertiary	61	m	60	58	60	62	58	59	58	59	56
Greece	Below upper secondary	m	m	m	m	m	m	m	m	m	55	m
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	m	m	67	m
	Tertiary	m	m	m	m	m	m	m	m	m	71	m
Hungary	Below upper secondary	83	83	85	89	89	88	93	87	85	84	83
	Upper secondary and post-secondary non-tertiary	88	88	93	95	96	93	96	91	93	91	89
	Tertiary	62	62	67	71	72	69	70	68	69	68	68
Iceland		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
	Upper secondary and post-secondary non-tertiary	60	m	57	m	59	63	54	49	56	63	64
	Tertiary	71	m	62	m	59	62	66	60	58	67	63
Israel	Below upper secondary	m	m	m	m	m	57	56	52	57	58	60
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	59	64	63	62	64	65
	Tertiary	m	m	m	m	m	58	57	59	58	62	60
Italy	Below upper secondary	76	m	70	m	67	m	67	m	63	m	m
	Upper secondary and post-secondary non-tertiary	65	m	66	m	71	m	66	m	71	m	m
	Tertiary	62	m	60	m	52	m	53	m	62	m	m
Japan	Below upper secondary	m	m	m	m	m	m	m	43	m	m	m
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	41	m	m	m
	Tertiary	m	m	m	m	m	m	m	47	m	m	m
Korea	Below upper secondary	m	60	60	59	60	61	62	60	63	63	64
	Upper secondary and post-secondary non-tertiary	m	60	60	58	58	59	59	59	60	61	59
	Tertiary	m	70	67	67	68	67	66	65	65	60	64
Luxembourg	Below upper secondary	m	m	80	m	m	m	87	m	m	61	63
	Upper secondary and post-secondary non-tertiary	m	m	86	m	m	m	88	m	m	65	64
	Tertiary	m	m	75	m	m	m	75	m	m	61	64
Mexico		m	m	m	m	m	m	m	m	m	m	m

Note: Belgium, Korea and Turkey report earnings net of income tax.

Source: OECD. See Annex 3 for notes (www.oecd.org/edu/eag2012).

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


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Table A8.3b. [2/2] Trends in differences in earnings between women and men (2000-10)
 Average annual earnings of women as a percentage of men's earnings, by level of educational attainment of 25-64 year-olds

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

Note: Belgium, Korea and Turkey report earnings net of income tax.

Source: OECD. See Annex 3 for notes (www.oecd.org/edu/eag2012).

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