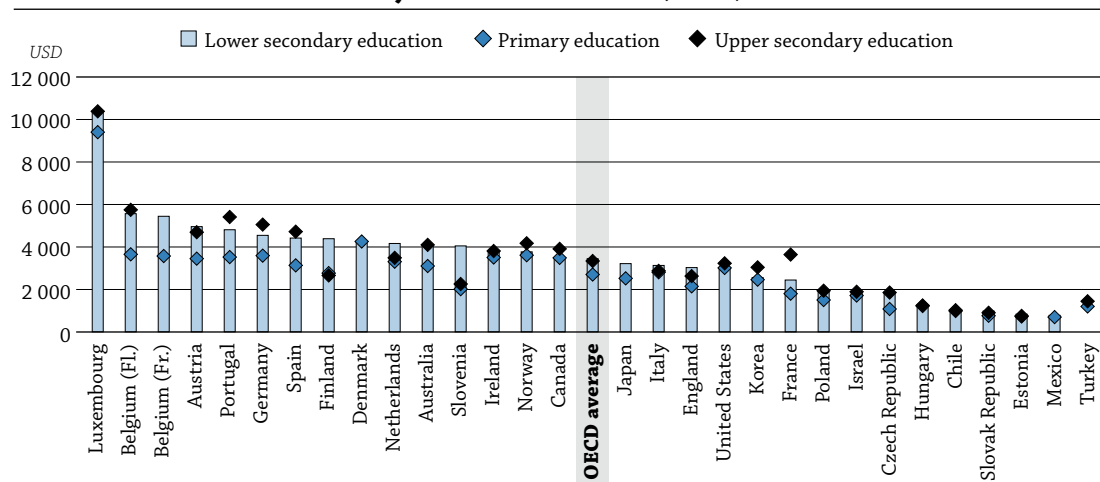


WHICH FACTORS INFLUENCE THE LEVEL OF EXPENDITURE ON EDUCATION?

- Four factors influence expenditure on education related to the per-student salary cost of teachers: instruction time of students, teaching time of teachers, teachers' salaries and estimated class size. Consequently, a given level of the salary cost of teachers per student may result from different combinations of these four factors.
- There are large differences in the salary cost of teachers per student between countries; in most countries, the salary cost of teachers per student increases with the level of education taught.
- Between 2005 and 2011, the salary cost of teachers per student increased substantially in most countries at the primary and lower secondary levels of education. On average, it increased by more than 10% among countries with available data in both years: from USD 2 398 to USD 2 627 at the primary level, and from USD 3 473 to USD 3 818 at the lower secondary level.

Chart B7.1. Salary cost of teachers (in USD) per student, by level of education (2011)



Countries are ranked in descending order of the salary cost of teachers per student in lower secondary education.

Source: OECD, Table B7.1. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

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Context

Governments have become increasingly interested in the relationship between the amount of resources devoted to education and student learning outcomes. Governments seek to provide more and better education for their populations while, at the same time, ensuring that public funding is used efficiently, particularly when public budgets are being tightened.

Teachers' compensation is usually the largest part of expenditure on education and thus of expenditure per student. It is a function of the instruction time of students, the teaching time of teachers, teachers' salaries and the number of teachers needed to teach students, which depends on estimated class size (Box B7.1). Differences among countries in these four factors may explain differences in the level of expenditure per student. Similarly, a given level of expenditure may result from a different combination of these factors.

This indicator examines the choices countries make when investing their resources in primary and secondary education and explores how changing policy choices between 2000, 2005 and 2010 relating to these four factors affected the level of salary cost of teachers. However, some

of these choices do not necessarily reflect policy decisions but, rather, demographic changes, such as shrinking numbers of students. Thus, for example, in countries where enrolments have been declining in recent years, class size would also shrink, unless there was a simultaneous drop in the number of teachers as well.

■ Other findings

- **Similar levels of expenditure among countries can mask a variety of contrasting policy choices.** This helps to explain why there is no simple relationship between overall spending on education and the level of student performance. For example, at the upper secondary level of education, Germany and Portugal have similar levels of salary costs of teachers per student in 2011, both higher than average. In Germany, this mainly results from teachers' salaries that are significantly higher than average, while in Portugal, it results mostly from below-average class size.
- **Teachers' salaries are most often the main driver** of the difference from the average salary cost of teachers per student at each level of education. Estimated class size is the second main driver of the difference at each level.
- **Teachers' salaries are less often the main driver of the difference from the average salary cost of teachers per student when differences in countries' wealth are accounted for.**

■ Trends

The increase in the salary cost of teachers per student between 2005 and 2011 has mostly been influenced by the changes in two factors: teachers' salaries and estimated class size. Between 2005 and 2011, among countries with available data for both years, teachers' salaries increased, on average, by more than 14% at the primary level and by nearly 11% at lower secondary level, while estimated class size decreased, on average, by 18% at the primary level and by 6% at the lower secondary level. Variations in the other two factors, instruction time and teaching time, are smaller in most countries and averaged about 3% or 4% among countries with available data for both years.

At the primary and lower secondary levels of education, most of the countries simultaneously increased teachers' salaries and decreased the estimated class size between 2005 and 2011. These changes resulted in an increase in the salary cost. Hungary and Italy are the two countries where the salary cost of teachers per student decreased significantly between 2005 and 2011 at both primary and lower secondary levels.

Some countries introduced reforms since 2005 that affected the salary cost of teachers per student. For instance, in Hungary, teaching time was increased at the secondary level in 2006, raising the number of teachers required at this level. That, in turn, increased expenditure on teachers' salaries. Italy implemented reforms on class size to increase slightly the number of students per classroom. This resulted in a decrease in the salary cost of teachers per student (see Table B7.5 in *Education at a Glance 2012*).

Analysis

The salary cost of teachers per student...

B7

Per-student expenditure reflects the structural and institutional factors that relate to the organisation of schools and curricula. Expenditure can be broken down into the compensation of teachers and other expenditure (defined as expenditure for all purposes other than teacher compensation). Teacher compensation usually constitutes the largest part of expenditure on education. As a result, the level of teacher compensation divided by the number of students (referred to here as “salary cost of teachers per student”) is the main proportion of expenditure per student.

Box B7.1. Relationship between salary cost of teachers per student and instruction time of students, teaching time of teachers, teachers’ salaries and class size

One way to analyse the factors that have an impact on expenditure per student and to measure the extent of their effects is to compare the differences between national figures and the OECD average. This analysis computes the differences in expenditure per student among countries and the OECD average, and then calculates the contribution of these different factors to the variation from the OECD average.

This exercise is based on a mathematical relationship between the different factors and follows the method presented in the Canadian publication *Education Statistics Bulletin* (2005) (see explanations in Annex 3). Educational expenditure is mathematically linked to factors related to a country’s school context (number of hours of instruction time for students, number of teaching hours for teachers, estimated class size) and one factor relating to teachers (statutory salary).

Expenditure is broken down into compensation of teachers and other expenditure (defined as all expenditure other than compensation of teachers). Compensation of teachers divided by the number of students, or “the salary cost per student” (CCS), is estimated through the following calculation:

$$CCS = SAL \times instT \times \frac{1}{teachT} \times \frac{1}{ClassSize} = \frac{SAL}{Ratiostud/teacher}$$

SAL: teachers’ salaries (estimated by statutory salary after 15 years of experience)

instT: instruction time of students (estimated as the annual intended instruction time, in hours, for students)

teachT: teaching time of teachers (estimated as the annual number of teaching hours for teachers)

ClassSize: a proxy for class size

Ratiostud/teacher: the ratio of students to teaching staff

With the exception of class size (which is not computed at the upper secondary level, as class size is difficult to define and compare because students at this level may attend several classes depending on the subject area), values for the different variables can be obtained from the indicators published in *Education at a Glance* (Chapter D). However, for the purpose of the analysis, an “estimated” class size or proxy class size is computed based on the ratio of students to teaching staff and the number of teaching hours and instruction hours (see Box D2.1). As a proxy, this estimated class size should be interpreted with caution.

Using this mathematical relationship and comparing a country’s values for the four factors to the OECD averages makes it possible to measure both the direct and indirect contribution of each of these four factors to the variation in salary cost per student between that country and the OECD average (for more details, see Annex 3). For example, in the case where only two factors interact, if a worker receives a 10% increase in the hourly wage and increases the number of hours of work by 20%, his/her earnings will increase by 32% as a result of the direct contribution of each of these variations (0.1 + 0.2) and the indirect contribution of these variations due to the combination of the two factors (0.1 * 0.2).

To account for differences in countries’ level of wealth when comparing salary costs per student, salary cost per student, as well as teachers’ salaries, can be divided by GDP per capita (on the assumption that GDP per capita is an estimate of countries’ level of wealth). This makes it possible to compare countries’ “relative” salary cost per student (see *Education at a Glance 2013* tables, available on line).

The compensation of teachers is based on the instruction time of students, the teaching time of teachers, teachers' salaries and the number of teachers needed to teach students, which depends on estimated class size (Box B7.1). As a consequence, differences among countries in these four factors may explain differences in the level of expenditure. In the same way, a given level of expenditure may result from a different combination of these factors.

...usually increases with the level of education taught, even if there are great disparities between OECD countries

Salary costs of teachers per student show a common pattern across OECD countries: they usually rise sharply with the level of education taught. However, in some countries (mainly Finland, the Netherlands and Slovenia), they are lower at the upper secondary level than at the lower secondary level. As a consequence, among OECD countries with available data for the different levels in 2011, the average salary cost of teachers per student is USD 2 757 per primary student, USD 3 456 per lower secondary student and USD 3 420 per upper secondary student, slightly lower than that per lower secondary student.

The variation in salary cost of teachers per student between levels of education is significant among countries. In 2011, there was a difference of less than USD 50 in Chile and Hungary among these three levels of education, but the difference was over USD 1 800 in Belgium (French Community), France and Portugal, and exceeded USD 2 000 in Belgium (Flemish Community) and Slovenia (Table B7.1 and Chart B7.1).

This increase in the salary cost of teachers per student with the level of education taught is partly the result of increases in teachers' salaries and in the instruction time of students at higher educational levels. The OECD average salary varies from USD 38 136 at primary level to USD 39 934 at the lower secondary level and USD 41 665 at the upper secondary level; meanwhile, the OECD average annual instruction time varies from 809 hours at the primary level, to 926 hours at the lower secondary level and 943 hours at the upper secondary level. The increase is also related to the fact that teaching time generally decreases as the level of education increases, implying that more teachers are necessary to teach a given number of pupils (the OECD average annual teaching time in 2011 decreases from 786 hours at the primary level, to 707 hours at the lower secondary level to 662 hours at the upper secondary level). However, larger classes at higher levels of education tend to reduce the salary cost per student (the OECD average estimated class size increases between primary, lower secondary and upper secondary levels from 16.1 students to 17.3 students, 19.7 students, respectively) (Tables B7.2a and B7.2b and Table B7.2c, available online).

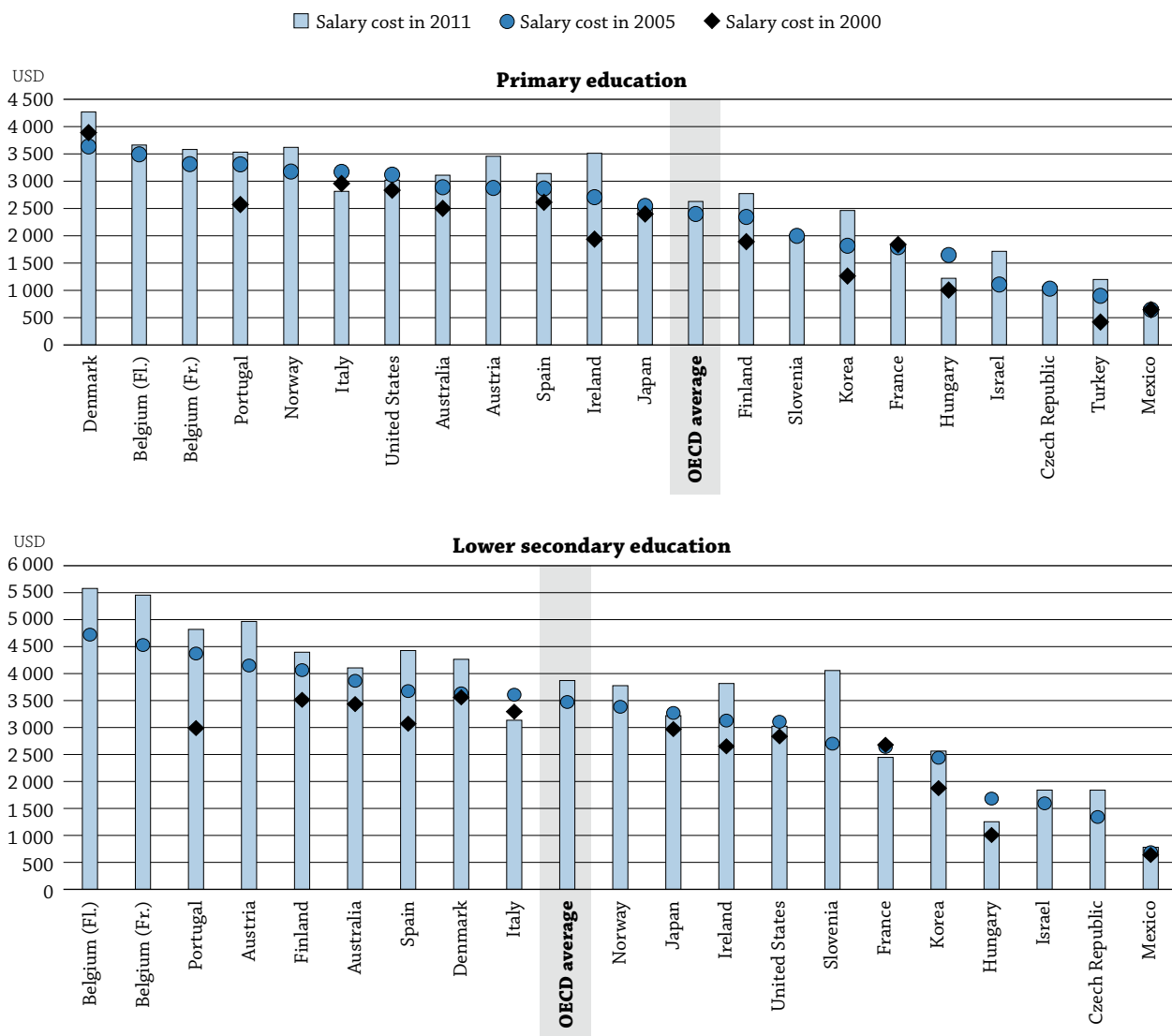
Between 2005 and 2011, the salary cost of teachers per student increased in most countries...

The salary cost of teachers per student also varies over time, for a given level of education. These changes are only analysed at the primary and lower secondary levels of education because trend data are not available at the upper secondary level. This analysis is also limited to countries with data for both 2005 and 2011 reference years (21 countries for both the primary and lower secondary levels), as data for 2000, 2005 and 2011 are available for fewer countries.

The salary cost of teachers per student at the primary and lower secondary levels increased by 10% , on average across the countries with available data for both years: from USD 2 398 to USD 2 627 at the primary level and from USD 3 473 to USD 3 818 at the lower secondary level (Chart B7.2).

At both these levels, the salary cost of teachers per student increased in most countries between 2005 and 2011. The increase reached 30% or more in Ireland, Korea and Turkey at the primary level, and at the lower secondary level in the Czech Republic, and exceeded 50% in Israel at the primary level and in Slovenia at the lower secondary level (Chart B7.3).

The main exceptions to this increase over time are Hungary and Italy, where the salary cost of teachers per student decreased between 2005 and 2011 by 11% and 26%, respectively, at the primary level, and by 13% and 25%, respectively, at the lower secondary level. The salary cost of teachers per student also decreased, but to a lesser extent, in France at the lower secondary level (by 7%), and in the United States (by less than 4% at the primary and lower secondary levels) (Chart B7.2).

Chart B7.2. Change in the salary cost (in USD) of teachers per student, by level of education (2000, 2005, 2011)


Countries are ranked in descending order of the salary cost of teachers per student in 2005.

Source: OECD. Tables B7.3 and B7.4a. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

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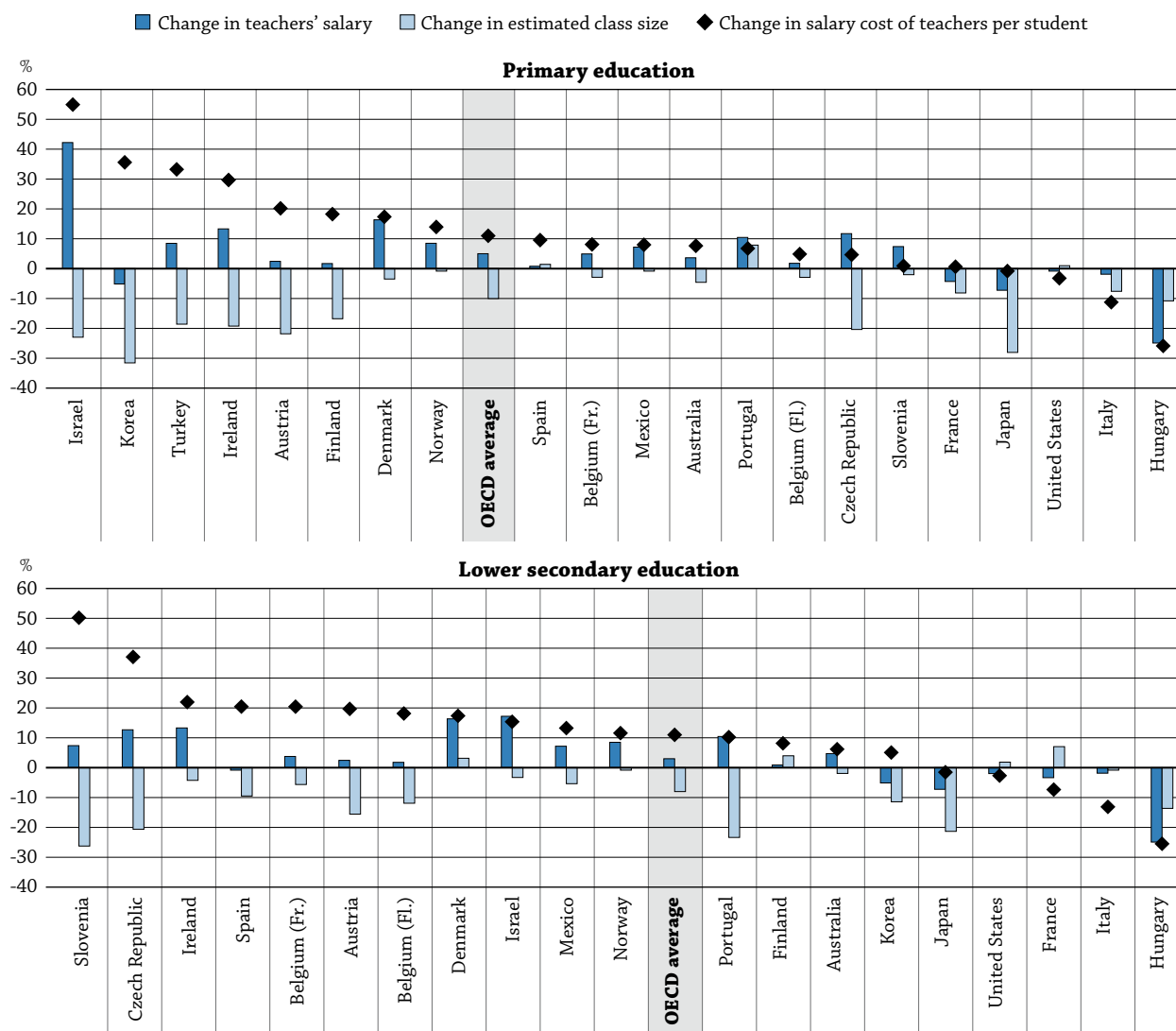
...and this was mainly influenced by changes in teachers' salaries and class size

Of the four factors that determine the level of the salary cost of teachers, two are largely responsible for the wide variations in this cost: teachers' salaries and in class size. Between 2005 and 2011, among countries with available data for this period, teachers' salaries (expressed in constant prices) increased by an average of 14% at the primary level and by 11% at the lower secondary level, whereas class size decreased, on average, by about 18% at the primary level and by 6% at the lower secondary level (Tables B7.2a and B7.2b).

Teachers' salaries increased in real terms in most countries with comparable data for 2005 and 2011, with the largest increases – over 40% – seen in Israel at the primary level. However, teachers' salaries decreased in some countries, most notably in Hungary (by 25% at both primary and lower secondary levels), and this may explain the decrease in the salary cost of teachers per student in this country (Chart B7.3).

Chart B7.3. Change in the salary cost of teachers per student, teachers' salaries and estimated class size in primary and lower secondary education (2005, 2011)

Change, in percentage, between 2005 and 2011



Countries are ranked in descending order of the change in the salary cost of teachers per student between 2005 and 2011.

Source: OECD. Tables B7.2a, B7.2b, B7.3 and B7.4a. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

StatLink <http://dx.doi.org/10.1787/888932847260>

By contrast, in three-quarters of the countries with data for both 2005 and 2011, the estimated class size tended to decrease in primary and lower secondary education during this period, leading to an increase in the salary cost of teachers. At the primary level, the largest decreases occurred in countries that had a relatively large estimated class size in 2005 (Israel, Japan, Korea and Turkey); at the lower secondary level, the largest decreases occurred in countries with a large estimated class size in 2005 (Japan), but also in countries with below-average estimated class size (Portugal). In Portugal, the significant decrease in class size that led to an increase in the salary cost of teachers was not the result of a policy decision, but rather of demographic changes and shrinking numbers of students.

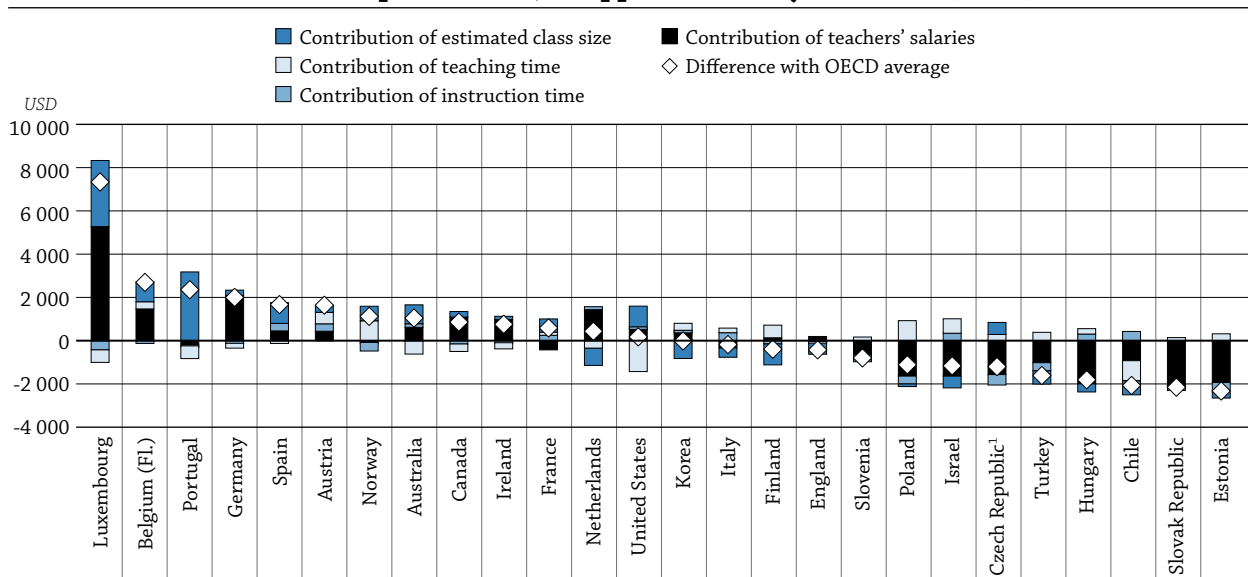
Changes in instruction time and teaching time, the two other factors influencing the salary cost of teachers, averaged less than 4.5% at both primary and lower secondary levels during the same period. This may reflect the political sensitivity of implementing reforms in these areas (see Table B7.5 in *Education at a Glance 2012*).

Nevertheless, in a small number of countries, instruction time and/or teaching time did change significantly. Teaching time increased most significantly in Japan (by more than 150 hours at the primary level and by about 100 hours in lower secondary education) and in Portugal (by 200 hours at the lower secondary level). The decreasing number of instruction hours for pupils in Italy (by 13% at the primary level and by 9% at the lower secondary level) is one of the main reason for the decrease in the salary cost of teachers per student in that country between 2005 and 2011 (Tables B7.2a and b).

Similar levels of expenditure among countries can mask a variety of contrasting policy choices...

Higher levels of expenditure on education cannot automatically be equated with better performance by education systems. This is not surprising, as countries spending similar amounts on education do not necessarily have similar education policies and practices. For example, at the upper secondary level of education, Germany and Portugal had similar levels of salary cost of teachers per student in 2011 (USD 5 063 and USD 5 421, respectively), both higher than the OECD average. In Germany, this is largely because teachers' salaries are significantly higher than average salaries, whereas in Portugal, it is because estimated class size is smaller than average. The Czech Republic, Israel and Poland also have similar salary costs of teachers per student. While teachers' salaries are similar among the three countries, the other three factors influence the salary cost of teachers in different ways in each country (Table B7.5 and Chart B7.4a).

Chart B7.4a. Contribution (in USD) of various factors to salary cost of teachers per student, in upper secondary education (2011)



1. Contribution of instruction time is calculated based on minimum instruction time.

Countries are ranked in descending order of the difference between the salary cost of teachers per student and the OECD average.

Source: OECD, Table B7.5a. See Annex 3 for notes (www.oecd.org/edu/eag.htm).

StatLink <http://dx.doi.org/10.1787/888932847279>

How to read this chart

This chart shows the contribution (in USD) of the four factors to the difference between salary cost per student in the country and the OECD average. For example, in the United States, the salary cost per student is close to the OECD average (USD 185 higher than the OECD average). This is because the effects of above-average teachers' salaries (+ USD 584), above-average annual instruction time for students (+ USD 69) and below-average estimated class size (+ USD 107) are counterbalanced by above-average teaching time (- USD 1 439).

In addition, even though countries may make similar policy choices, those choices can result in different levels of salary cost of teachers per student. For example, in Australia, Canada, Ireland and the United States, the salary cost of teachers per student at the upper secondary level is the result of balancing two opposing effects: above-average teaching time reduces the salary cost of teachers per student relative to the OECD average, and relatively small class size and high teachers' salaries increase the salary cost of teachers per student relative

to the OECD average. The salary cost of teachers per student resulting from this combination is above the OECD average in these four countries, but varies from less than USD 200 more in the United States to about USD 1 000 more in Australia (Table B7.5 and Chart B7.4a).

... but teachers' salaries have the most impact on the differences between countries in the salary cost of teachers per student

Comparing the salary cost of teachers per student to the OECD average and how the four factors contribute to this difference allows for an analysis of the extent of the impact of each factor on the differences in salary cost of teachers per student.

At each level of education, teachers' salaries are most often the main driver of the difference in the average salary cost of teachers per student. Among countries with available data in 2011, they are the main driver in 18 of 30 countries at the primary level, 16 of 29 countries at the lower secondary level, and 14 of 26 countries at the upper secondary level. This is true both in countries with the highest and lowest levels of salary cost of teachers per student.

For example, at the upper secondary level, the above-average salaries of teachers are the main driver of the difference in the country with the highest level of salary cost (Luxembourg), as well as in the eight countries with the lowest levels of salary cost of teachers per student (the Czech Republic, Estonia, Hungary, Israel, Poland, the Slovak Republic, Slovenia, and Turkey) (Chart B7.4a).

Estimated class size is the second most influential driver of the difference at each level of education (for 7 countries at the primary level, 11 countries at the lower secondary level, and 8 countries at the upper secondary level). At the upper secondary level, below-average estimated class size is the main driver of the variations from the average salary cost of teachers per student in two out of the five countries with the highest salary cost of teachers per student, namely Portugal and Spain (Box B7.2).

Box B7.2. Main driver of salary cost of teachers per student, by level of education (2011)

	Primary education	Lower secondary education	Upper secondary education
Salary	18 countries AUS (+), BFL (+), BFR (+), CAN (+), CHL (-), CZE (-), DNK (+), EST (-), DEU (+), HUN (-), IRL (+), ISR (-), JPN (+), LUX (+), MEX (-), NLD (+), POL (-), SVK (-)	16 countries AUS (+), CAN (+), CHL (-), CZE (-), DNK (+), ENG (+), EST (-), DEU (+), HUN (-), IRL (+), ISR (-), LUX (+), NLD (+), POL (-), SVK (-), ESP (+)	14 countries BFL (+), CAN (+), CZE (-), EST (-), DEU (+), HUN (-), IRL (+), ISR (-), LUX (+), NLD (+), POL (-), SVK (-), SVN (-), TUR (-)
Instruction time	3 countries FIN (-), KOR (-), SVN (-)	0 countries	0 countries
Teaching time	2 countries FRA (-), USA (-)	2 countries ITA (+), USA (-)	4 countries AUT (+), CHL (-), NOR (+), USA (-)
Estimated class size	7 countries AUT (+), ENG (-), ITA (+), NOR (+), PRT (+), ESP (+), TUR (-)	11 countries AUT (+), BFL (+), BFR (+), FIN (+), FRA (-), JPN (-), KOR (-), MEX (-), NOR (+), PRT (+), SVN (+)	8 countries AUS (+), ENG (-), FIN (-), FRA (+), ITA (-), KOR (-), PRT (+), ESP (+)

Note: The positive or negative signs show whether the factor increases or decreases the salary cost of teachers per student.

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

Please refer to the Reader's Guide for the list of country codes used in this table.

Teachers' salaries are less often the main driver of the difference from the average salary cost of teachers per student when differences in countries' wealth are accounted for

However, the level of teachers' salaries and, in turn, the level of the salary cost of teachers per student, depend on a country's relative wealth. To control for differences in wealth among countries, the levels of teachers' salaries (and salary cost per student) relative to GDP per capita were analysed. Comparing the relative salary cost of teachers per student using this analysis affects the ranking of countries (Chart B7.4b, available on line). However, compared to the analysis in USD, the position of only a small number of countries changes significantly. At the upper secondary level, Luxembourg has the highest salary cost of teachers per student in USD, mainly as a result of the high level of salaries in USD, but not as a proportion of GDP per capita, which is similar to the OECD average. As a result, teachers' salaries, as a percentage of GDP per capita, do not raise the salary cost of teachers per student, as a percentage of GDP per capita (Table B7.5a and Chart B7.4a, and Table B7.5b and Chart B7.4b, available on line).

When differences in countries' wealth are accounted for, comparing the relative impact of the different factors offers a similar picture as that of the analysis based on USD for primary and secondary levels of education. Teachers' salaries, as a percentage of GDP per capita, and estimated class size are the main drivers of the variations from the average salary cost of teachers per student at each level of education (Box B7.2 continued, available on line).

Methodology

Data referring to the 2011 school year are based on the UOE data collection on education statistics, as well as on the Survey on Teachers and the Curriculum, which were both administered by the OECD in 2012. Data referring to the 2000 and 2005 school year are based on the UOE data collection on education statistics, and on the Survey on Teachers and the Curriculum, which were both administered by the OECD and published in the 2013 edition (for trend data on teaching time and salary of teachers) and 2002 and 2007 editions (ratio of student to teaching staff and instruction time) of *Education at a Glance*. The consistency of 2000, 2005 and 2011 data has been validated (for details see Annex 3 at www.oecd.org/edu/eag.htm).

Salary cost of teachers per student is calculated based on teachers' salaries, the number of hours of instruction for students, the number of hours of teaching for teachers and the estimated class size (a proxy of the class size; see Box D2.1). In most cases, the values for these variables are derived from *Education at a Glance 2013*, and refer to the school year 2010-11, 2004-05 and 1999-2000. Data for school year 1999-2000 and 2004-05 are derived from *Education at a Glance 2002* and *Education at a Glance 2007*, respectively, when they are not available in the current edition. The data for 2000 and 2005 have been checked to ensure consistency with 2011 data. Teachers' salaries in national currencies are converted into equivalent USD by dividing the national currency figure by the purchasing power parity (PPP) index for private consumption, following the methodology used in Indicator D3 on teachers' salaries, which results in the salary cost per student expressed in equivalent USD. Further details on the analysis of these factors are available in Annex 3 at www.oecd.org/edu/eag.htm.

The statistical data for Israel are supplied by and 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.

References

OECD (2012), *Education at a Glance 2012: OECD Indicators*, OECD Publishing.
<http://dx.doi.org/10.1787/eag-2012-en>

Indicator B7 Tables










Table B7.1	Salary cost of teachers per student, by level of education (2011) <i>StatLink</i>  http://dx.doi.org/10.1787/888932850091
Table B7.2a	Factors used to compute the salary cost of teachers per student, in primary education (2000, 2005 and 2011) <i>StatLink</i>  http://dx.doi.org/10.1787/888932850110
Table B7.2b	Factors used to compute the salary cost of teachers per student, in lower secondary education (2000, 2005, 2011) <i>StatLink</i>  http://dx.doi.org/10.1787/888932850129
WEB Table B7.2c	Factors used to compute the salary cost of teachers per student, in upper secondary education (2011) <i>StatLink</i>  http://dx.doi.org/10.1787/888932850148
Table B7.3	Contribution of various factors to salary cost of teachers per student, in primary education (2000, 2005 and 2011) <i>StatLink</i>  http://dx.doi.org/10.1787/888932850167
Table B7.4a	Contribution of various factors to salary cost of teachers per student, in lower secondary education (2000, 2005 and 2011) <i>StatLink</i>  http://dx.doi.org/10.1787/888932850186
WEB Table B7.4b	Contribution of various factors to salary cost of teachers per student, in lower secondary education, in percentage point of GDP per capita (2011) <i>StatLink</i>  http://dx.doi.org/10.1787/888932850205
Table B7.5a	Contribution of various factors to salary cost of teachers per student, in upper secondary education (2011) <i>StatLink</i>  http://dx.doi.org/10.1787/888932850224
WEB Table B7.5b	Contribution of various factors to salary cost of teachers per student, in upper secondary education, in percentage points of GDP per capita (2011) <i>StatLink</i>  http://dx.doi.org/10.1787/888932850243

Table B7.1. **Salary cost of teachers per student, by level of education (2011)**

In equivalent USD, converted using PPPs for private consumption, and in percentage of GDP per capita

	Salary cost of teachers per student (in USD)			Salary cost of teachers per student (in percentage of GDP per capita)		
	Primary education	Lower secondary education	Upper secondary education	Primary education	Lower secondary education	Upper secondary education
	(1)	(2)	(3)	(4)	(5)	(6)
OECD						
Australia	3 108	4 105	4 105	7.5	9.9	9.9
Austria	3 455	4 966	4 703	8.3	12.0	11.4
Belgium (Fl.)	3 660	5 578	5 760	9.9	15.1	15.6
Belgium (Fr.)	3 579	5 455	m	9.7	14.7	m
Canada	3 492	3 492	3 917	9.1	9.1	10.2
Chile	1 023	1 001	984	5.5	5.3	5.3
Czech Republic	1 079	1 839	1 856	4.6	7.8	7.8
Denmark	4 265	4 265	m	11.5	11.5	m
England	2 148	3 033	2 633	6.3	8.9	7.7
Estonia	753	835	725	4.0	4.4	3.8
Finland	2 771	4 396	2 663	8.0	12.6	7.6
France	1 802	2 446	3 647	5.3	7.2	10.7
Germany	3 597	4 555	5 063	9.6	12.1	13.5
Greece	m	m	m	m	m	m
Hungary	1 220	1 254	1 246	6.4	6.5	6.5
Iceland	m	m	m	m	m	m
Ireland	3 509	3 816	3 816	9.5	10.3	10.3
Israel	1 714	1 840	1 893	6.8	7.3	7.5
Italy	2 813	3 135	2 878	9.1	10.2	9.3
Japan	2 525	3 220	m	8.3	10.6	m
Korea	2 462	2 563	3 045	9.1	9.5	11.2
Luxembourg	9 425	10 409	10 409	11.5	12.7	12.7
Mexico	697	780	m	4.8	5.4	m
Netherlands	3 311	4 172	3 493	8.1	10.2	8.5
New Zealand	m	m	m	m	m	m
Norway	3 618	3 776	4 181	6.4	6.7	7.4
Poland	1 503	1 881	1 942	7.6	9.5	9.8
Portugal	3 530	4 819	5 421	15.6	21.4	24.0
Scotland	m	m	m	m	m	m
Slovak Republic	760	980	901	3.5	4.5	4.1
Slovenia	2 016	4 057	2 258	8.0	16.2	9.0
Spain	3 139	4 427	4 729	10.8	15.2	16.2
Sweden	m	m	m	m	m	m
Switzerland	m	m	m	m	m	m
Turkey	1 199	a	1 444	8.1	a	9.7
United States	3 018	3 024	3 235	6.3	6.3	6.7
OECD average	2 706	3 452	3 344	8.0	10.1	9.9

Source: OECD. 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/10.1787/888932850091>

Table B7.2a. [1/2] **Factors used to compute the salary cost of teachers per student, in primary education (2000, 2005 and 2011)**

	Teachers' salary (annual, in USD 2011 constant prices)				Instruction time (for students, hours per year)				Teaching time (for teachers, hours per year)			
	2000	2005	2011	Variation 2005-2011 (%)	2000	2005	2011	Variation 2005-2011 (%)	2000	2005	2011	Variation 2005-2011 (%)
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
OECD												
Australia ¹	43 259	46 821	48 522	3.6	987	979	953	-2.6	882	888	873	-1.8
Austria ¹	36 755	40 640	41 633	2.4	833	812	750	-7.6	m	774	779	0.7
Belgium (Fl.) ¹	41 107	44 616	45 413	1.8	m	835	831	-0.6	767	761	757	-0.6
Belgium (Fr.) ¹	39 799	42 325	44 407	4.9	930	930	930	0.0	804	722	721	-0.1
Canada	m	m	56 349	m	m	m	919	m	m	m	799	m
Chile	m	m	23 623	m	1 060	m	1 007	m	m	1 001	1 120	11.9
Czech Republic ^{1, 2}	10 032	18 067	20 185	11.7	752	774	597	-22.9	m	813	840	3.3
Denmark ¹	40 483	43 259	50 332	16.3	790	763	754	-1.1	640	640	650	1.6
England	41 270	45 142	44 269	-1.9	890	900	861	-4.3	m	m	684	m
Estonia	7 580	9 040	12 306	36.1	m	910	650	-28.6	630	630	619	-1.7
Finland ¹	31 883	37 252	37 886	1.7	694	673	654	-2.7	656	677	680	0.5
France ¹	36 461	34 640	33 152	-4.3	814	894	864	-3.4	936	936	936	0.0
Germany	m	m	58 662	m	796	777	702	-9.7	783	808	804	-0.4
Greece	29 428	33 122	28 184	-14.9	928	928	756	-18.5	609	604	589	-2.5
Hungary ¹	11 008	17 465	13 115	-24.9	834	718	655	-8.8	583	583	604	3.6
Iceland	24 242	27 176	26 991	-0.7	692	792	857	8.2	629	671	624	-7.1
Ireland ¹	41 590	48 498	54 954	13.3	941	941	869	-7.6	915	915	915	0.0
Israel ¹	19 175	19 108	27 174	42.2	m	990	956	-3.4	731	731	842	15.1
Italy ¹	31 743	33 597	32 969	-1.9	1 020	1 023	891	-12.9	744	739	770	4.2
Japan ¹	50 027	49 311	45 741	-7.2	761	774	754	-2.6	635	578	731	26.5
Korea ¹	40 550	50 864	48 251	-5.1	737	703	632	-10.0	865	883	812	-8.0
Luxembourg	m	71 109	93 397	31.3	m	847	924	9.1	m	774	810	4.5
Mexico ¹	17 524	18 273	19 590	7.2	800	800	800	0.0	800	800	800	0.0
Netherlands	m	m	52 292	m	1 000	1 000	940	-6.0	930	930	930	0.0
New Zealand	39 040	39 730	41 755	5.1	985	985	m	m	m	m	935	m
Norway ¹	m	34 644	37 585	8.5	703	713	748	4.9	713	741	741	0.0
Poland	m	11 233	16 506	46.9	m	m	703	m	m	m	483	m
Portugal ¹	31 188	35 696	39 424	10.4	833	861	924	7.3	815	855	880	2.9
Scotland	40 470	49 642	47 984	-3.3	950	a	a	m	950	893	855	-4.3
Slovak Republic	m	m	12 858	m	m	m	698	m	m	m	846	m
Slovenia ¹	m	29 979	32 193	7.4	m	721	664	-7.9	m	690	690	0.0
Spain ¹	39 008	41 012	41 339	0.8	795	794	875	10.3	880	880	880	0.0
Sweden	31 486	33 436	34 387	2.8	741	741	741	0.0	m	m	m	m
Switzerland	57 771	59 304	m	m	m	m	m	m	884	m	m	m
Turkey ¹	12 811	23 223	25 189	8.5	796	864	864	0.0	639	639	639	0.0
United States ¹	44 762	46 469	46 130	-0.7	980	980	980	0.0	1 080	1 080	1 097	1.6
OECD average	32 980	36 603	38 136	6.6	853	847	809	-4.2	780	781	786	1.7
Average for 21 countries with all data available for 2005 and 2011		33 735	38 328	13.6		841	819	-2.6		791	805	1.8

Note: Data in this table come either from Chapter D (for 2000, 2005 and 2011 data relating to salaries of teachers and teaching time) or from 2002 or 2007 editions of *Education at a Glance* (data on ratio of student to teaching staff and instruction time). Some 2000 data have been revised to ensure consistency with 2011 data.

1. Countries with all data available for both 2005 and 2011.

2. Current instruction time for 2000 and 2005, minimum instruction time for 2011

Source: OECD. 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/10.1787/888932850110>

Table B7.2a. [2/2] **Factors used to compute the salary cost of teachers per student, in primary education (2000, 2005 and 2011)**

	Ratio of students to teaching staff (number of students per teacher)				Estimated class size (number of students per classroom)			
	2000	2005	2011	Variation 2005-2011 (%)	2000	2005	2011	Variation 2005-2011 (%)
	(13)	(14)	(15)	(16)	(17) = (13)*(5) / (9)	(18) = (14)*(6) / (10)	(19) = (15)*(7) / (11)	(20)
OECD								
Australia ¹	17.3	16.2	15.6	-3.7	19.3	17.9	17.1	-4.6
Austria ¹	13.2	14.1	12.1	-14.8	m	14.8	11.6	-21.8
Belgium (Fl.) ¹	m	12.8	12.4	-2.9	m	14.0	13.6	-2.9
Belgium (Fr.) ¹	m	12.8	12.4	-2.9	m	16.5	16.0	-2.9
Canada	18.1	m	16.1	m	m	m	18.5	m
Chile	m	25.9	23.1	-10.9	m	m	20.8	m
Czech Republic ^{1, 2}	19.7	17.5	18.7	6.7	m	16.7	13.3	-20.4
Denmark ¹	10.4	11.9	11.8	-0.9	12.9	14.2	13.7	-3.5
England	21.2	14.9	20.6	38.3	m	m	25.9	m
Estonia	m	m	16.3	m	m	m	17.1	m
Finland ¹	16.9	15.9	13.7	-14.0	17.8	15.8	13.1	-16.8
France ¹	19.8	19.4	18.4	-4.9	17.2	18.5	17.0	-8.1
Germany	19.8	18.8	16.3	-13.4	20.1	18.1	14.2	-21.5
Greece	13.4	11.1	m	m	20.4	17.0	m	m
Hungary ¹	10.9	10.6	10.7	1.3	15.7	13.1	11.6	-10.8
Iceland	12.7	11.3	m	m	14.0	13.4	m	m
Ireland ¹	21.5	17.9	15.7	-12.6	22.1	18.4	14.9	-19.2
Israel ¹	m	17.3	15.9	-8.2	m	23.4	18.0	-23.0
Italy ¹	10.7	10.6	11.7	10.5	14.7	14.7	13.6	-7.6
Japan ¹	20.9	19.4	18.1	-6.5	25.0	25.9	18.7	-28.1
Korea ¹	32.1	28.0	19.6	-30.0	27.4	22.3	15.3	-31.6
Luxembourg	15.9	m	9.9	m	m	m	11.3	m
Mexico ¹	27.2	28.3	28.1	-0.7	27.2	28.3	28.1	-0.7
Netherlands	16.8	15.9	15.8	-0.8	18.1	17.1	16.0	-6.7
New Zealand	20.6	18.1	16.3	-9.9	m	m	m	m
Norway ¹	12.4	10.9	10.4	-4.8	12.2	10.5	10.5	-0.1
Poland	12.7	11.7	11.0	-5.8	m	m	16.0	m
Portugal ¹	12.1	10.8	11.2	3.5	12.4	10.9	11.7	7.9
Scotland	21.2	14.9	20.6	38.3	21.2	m	m	m
Slovak Republic	18.3	18.9	16.9	-10.3	m	m	14.0	m
Slovenia ¹	m	15.0	16.0	6.4	m	15.7	15.4	-2.0
Spain ¹	14.9	14.3	13.2	-8.0	13.5	12.9	13.1	1.4
Sweden	12.8	12.2	11.3	-7.0	m	m	m	m
Switzerland	m	14.6	m	m	m	m	m	m
Turkey ¹	30.5	25.8	21.0	-18.6	38.0	34.9	28.4	-18.6
United States ¹	15.8	14.9	15.3	2.6	14.3	13.5	13.7	1.0
OECD average	17.6	16.1	15.6	-2.8	19.2	17.5	16.1	-10.5
Average for 21 countries with all data available for 2005 and 2011		18.7	16.0	-14.2		19.8	16.3	-17.9

Note: Data in this table come either from Chapter D (for 2000, 2005 and 2011 data relating to salaries of teachers and teaching time) or from 2002 or 2007 editions of *Education at a Glance* (data on ratio of student to teaching staff and instruction time). Some 2000 data have been revised to ensure consistency with 2011 data.

1. Countries with all data available for both 2005 and 2011.

2. Current instruction time for 2000 and 2005, minimum instruction time for 2011.

Source: OECD. 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/10.1787/888932850110>

Table B7.2b. [1/2] **Factors used to compute the salary cost of teachers per student, in lower secondary education (2000, 2005 and 2011)**

	Teachers' salary (annual, in USD 2010 constant prices)				Instruction time (for students, hours per year)				Teaching time (for teachers, hours per year)			
	2000	2005	2011	Variation 2005-2011 (%)	2000	2005	2011	Variation 2005-2011 (%)	2000	2005	2011	Variation 2005-2011 (%)
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
OECD												
Australia ¹	43 277	46 929	49 144	4.7	1 019	1 014	1 009	-0.5	811	810	811	0.1
Austria ¹	38 306	44 024	45 105	2.5	1 148	958	945	-1.4	m	607	607	0.0
Belgium (Fl.) ¹	43 348	44 616	45 413	1.8	m	960	955	-0.6	682	690	671	-2.7
Belgium (Fr.) ¹	42 363	42 798	44 407	3.8	1 075	1 020	1 020	0.0	728	724	661	-8.7
Canada	m	m	56 349	m	m	m	923	m	m	m	743	m
Chile	m	m	23 623	m	1 080	m	1 083	m	m	1 001	1 120	11.9
Czech Republic ^{1, 2}	10 032	18 067	20 360	12.7	867	902	848	-5.9	m	647	630	-2.6
Denmark ¹	40 483	43 259	50 332	16.3	890	880	930	5.7	640	640	650	1.6
England	41 270	45 142	44 269	-1.9	940	933	912	-2.3	m	m	695	m
Estonia	7 580	9 040	12 306	36.1	m	1 073	770	-28.2	630	630	619	-1.7
Finland ¹	37 426	40 552	40 917	0.9	808	815	913	12.1	570	592	595	0.5
France ¹	39 358	37 412	36 159	-3.3	1 042	1 053	1 081	2.6	648	648	648	0.0
Germany	m	m	64 491	m	903	872	890	2.0	732	758	757	-0.2
Greece	29 428	33 122	28 184	-14.9	1 064	998	796	-20.2	426	434	415	-4.4
Hungary ¹	11 008	17 465	13 115	-24.9	925	921	859	-6.7	555	555	604	8.8
Iceland	24 242	27 176	26 991	-0.7	809	872	987	13.1	629	671	624	-7.1
Ireland ¹	42 038	48 498	54 954	13.3	907	907	935	3.1	735	735	735	0.0
Israel ¹	21 313	21 326	24 997	17.2	m	971	981	1.0	579	579	614	6.1
Italy ¹	34 769	36 597	35 922	-1.8	1 020	1 082	990	-8.5	608	605	630	4.1
Japan ¹	50 027	49 311	45 741	-7.2	875	869	866	-0.4	557	505	602	19.3
Korea ¹	40 405	50 741	48 146	-5.1	867	867	850	-2.0	570	621	621	0.0
Luxembourg	m	92 988	100 013	7.6	m	782	900	15.0	m	642	739	15.1
Mexico ¹	22 176	23 240	24 910	7.2	1 167	1 167	1 167	0.0	1 182	1 047	1 047	0.0
Netherlands	m	m	63 695	m	1 067	1 067	1 000	-6.2	867	750	750	0.0
New Zealand	39 040	39 730	42 241	6.3	948	962	m	m	m	m	848	m
Norway ¹	m	34 644	37 585	8.5	827	827	855	3.5	633	656	663	1.2
Poland	m	11 233	18 806	67.4	m	m	800	m	m	m	478	m
Portugal ¹	31 188	35 696	39 424	10.4	842	905	950	5.0	595	564	774	37.2
Scotland	40 470	49 642	47 984	-3.3	a	a	a	m	893	893	855	-4.3
Slovak Republic	m	m	12 858	m	m	m	832	m	m	m	656	m
Slovenia ¹	m	29 979	32 193	7.4	m	791	817	3.2	m	690	690	0.0
Spain ¹	42 147	46 027	45 689	-0.7	845	956	1 050	9.8	564	713	713	0.0
Sweden	31 486	34 286	35 495	3.5	741	741	741	0.0	m	m	m	a
Switzerland	69 185	67 532	m	m	m	m	m	m	859	m	m	m
Turkey	a	a	a	a	a	a	a	a	a	a	a	a
United States ¹	44 588	46 876	45 950	-2.0	980	980	980	0.0	1 080	1 080	1 068	-1.1
OECD average	35 267	38 932	39 934	5.6	946	936	926	-0.2	699	696	707	2.6
Average for 21 countries with all data available for 2005 and 2011		36 838	40 800	10.8		937	968	3.2		701	731	4.2

Note: Data in this table come either from Chapter D (for 2000, 2005 and 2011 data relating to salaries of teachers and teaching time) or from 2002 or 2007 editions of *Education at a Glance* (data on ratio of student to teaching staff and instruction time). Some 2000 data have been revised to ensure consistency with 2011 data.

1. Countries with all data available for both 2005 and 2011.

2. Current instruction time for 2000 and 2005, minimum instruction time for 2011.

Source: OECD. 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/10.1787/888932850129>

Table B7.2b. [2/2] **Factors used to compute the salary cost of teachers per student, in lower secondary education (2000, 2005 and 2011)**

	Ratio of students to teaching staff (number of students per teacher)				Estimated class size (number of students per classroom)			
	2000	2005	2011	Variation 2005-2011 (%)	2000	2005	2011	Variation 2005-2011 (%)
	(13)	(14)	(15)	(16)	(17) = (13)*(5) / (9)	(18) = (14)*(6) / (10)	(19) = (15)*(7) / (11)	(20)
OECD								
Australia ¹	12.6	12.1	12.0	-1.4	15.8	15.2	14.9	-1.9
Austria ¹	9.8	10.6	9.1	-14.4	m	16.8	14.1	-15.6
Belgium (Fl.) ¹	m	9.4	8.1	-13.8	m	13.1	11.6	-11.9
Belgium (Fr.) ¹	m	9.4	8.1	-13.8	m	13.3	12.6	-5.6
Canada	18.1	m	16.1	m	m	m	20.0	m
Chile	m	25.9	23.6	-9.0	m	m	22.8	m
Czech Republic ^{1, 2}	14.7	13.5	11.1	-17.8	m	18.8	14.9	-20.6
Denmark ¹	11.4	11.9	11.8	-0.9	15.8	16.4	16.9	3.2
England	17.6	15.1	14.6	-3.3	m	m	19.2	m
Estonia	m	m	14.7	m	m	m	18.3	m
Finland ¹	10.7	10.0	9.3	-6.7	15.1	13.7	14.3	4.0
France ¹	14.7	14.2	14.8	4.3	23.6	23.0	24.7	7.0
Germany	15.7	15.5	14.2	-8.8	19.3	17.9	16.6	-6.8
Greece	10.8	7.9	m	m	26.9	18.1	m	m
Hungary ¹	10.9	10.4	10.5	0.8	18.2	17.2	14.9	-13.6
Iceland	12.7	11.3	m	m	16.3	14.7	m	m
Ireland ¹	15.9	15.5	14.4	-7.1	19.6	19.1	18.3	-4.2
Israel ¹	m	13.4	13.6	1.6	m	22.4	21.7	-3.3
Italy ¹	10.6	10.1	11.5	13.0	17.7	18.1	18.0	-0.8
Japan ¹	16.8	15.1	14.2	-5.8	26.5	26.0	20.4	-21.3
Korea ¹	21.5	20.8	18.8	-9.7	32.8	29.0	25.7	-11.4
Luxembourg	m	9.0	9.6	6.8	m	11.0	11.7	6.7
Mexico ¹	34.8	33.7	31.9	-5.4	34.3	37.6	35.6	-5.4
Netherlands	17.1	16.2	15.3	-6.0	21.0	23.1	20.4	-11.9
New Zealand	19.9	16.8	16.3	-3.1	m	m	m	m
Norway ¹	9.9	10.2	10.0	-2.8	12.9	12.9	12.8	-0.5
Poland	11.5	12.7	10.0	-21.4	m	m	16.7	m
Portugal ¹	10.4	8.2	8.2	0.2	14.8	13.1	10.0	-23.4
Scotland	17.6	15.1	14.6	-3.3	m	m	m	m
Slovak Republic	13.5	14.1	13.1	-6.8	m	m	16.7	m
Slovenia ¹	m	11.1	7.9	-28.5	m	12.7	9.4	-26.2
Spain ¹	13.7	12.5	10.3	-17.6	20.6	16.8	15.2	-9.5
Sweden	12.8	12.0	11.3	-6.1	m	m	m	m
Switzerland	m	11.7	m	m	m	m	m	m
Turkey	a	a	a	a	a	a	a	a
United States ¹	16.3	15.1	15.2	0.7	14.8	13.7	13.9	1.9
OECD average	14.9	13.7	13.3	-6.2	20.3	18.2	17.3	-7.4
Average for 21 countries with all data available for 2005 and 2011		15.4	14.1	-8.7		19.8	18.6	-6.2

Note: Data in this table come either from Chapter D (for 2000, 2005 and 2011 data relating to salaries of teachers and teaching time) or from 2002 or 2007 editions of *Education at a Glance* (data on ratio of student to teaching staff and instruction time). Some 2000 data have been revised to ensure consistency with 2011 data.

1. Countries with all data available for both 2005 and 2011.

2. Current instruction time for 2000 and 2005, minimum instruction time for 2011.

Source: OECD. 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/10.1787/888932850129>

Table B7.3. **Contribution of various factors to salary cost of teachers per student, in primary education (2000, 2005 and 2011)**

In equivalent USD, converted using PPPs for private consumption

	Salary cost of teacher per student			Difference (in USD) from the 2011 OECD average of USD 2 469	Contribution of the underlying factors to the difference from the OECD average			
	2000	2005	2011		Effect (in USD) of teachers' salary below/above the 2011 OECD average of USD 38 515	Effect (in USD) of instruction time (for students) below/above the 2011 OECD average of 812 hours	Effect (in USD) of teaching time (for teachers) below/above the 2011 OECD average of 791 hours	Effect (in USD) of estimated class size below/above the 2011 OECD average of 16 students per class
	(1)	(2)	(3)		(4)= (5)+(6)+(7)+(8)	(5)	(6)	(7)
OECD								
Australia	2 500	2 887	3 108	639	643	449	- 275	- 179
Austria	m	2 874	3 455	986	230	- 234	44	946
Belgium (Fl.)	m	3 490	3 660	1 191	498	70	136	487
Belgium (Fr.)	m	3 311	3 579	1 110	425	407	277	0
Canada	m	m	3 492	1 023	1 128	370	- 31	- 444
Chile	m	m	1 023	-1 446	- 805	374	- 579	- 436
Czech Republic	m	1 031	1 079	-1 390	-1 086	- 529	- 106	331
Denmark	3 887	3 634	4 265	1 795	879	- 246	647	515
England	m	m	2 148	- 321	329	140	344	-1 134
Estonia	m	m	753	-1 716	-1 658	- 352	404	- 110
Finland	1 891	2 344	2 771	302	- 43	- 570	397	518
France	1 839	1 790	1 802	- 668	- 318	133	- 356	- 127
Germany	m	m	3 597	1 127	1 267	- 447	- 50	357
Greece	m	m	m	m	m	m	m	m
Hungary	1 006	1 646	1 220	-1 249	-2 010	- 421	542	640
Iceland	m	m	m	m	m	m	m	m
Ireland	1 937	2 706	3 509	1 039	1 054	205	- 438	218
Israel	m	1 107	1 714	- 755	- 724	346	- 130	- 247
Italy	2 956	3 169	2 813	343	- 413	247	72	438
Japan	2 397	2 546	2 525	56	432	- 186	197	- 386
Korea	1 262	1 816	2 462	- 7	561	- 621	- 66	119
Luxembourg	m	m	9 425	6 956	4 503	714	- 129	1 868
Mexico	645	645	697	-1 772	- 941	- 21	- 17	- 793
Netherlands	m	m	3 311	841	881	425	- 472	7
New Zealand	m	m	m	m	m	m	m	m
Norway	m	3 175	3 618	1 148	- 75	- 251	199	1 275
Poland	m	m	1 503	- 966	-1 728	- 303	1 059	6
Portugal	2 571	3 306	3 530	1 060	70	388	- 320	923
Scotland	m	m	m	m	m	m	m	m
Slovak Republic	m	m	760	-1 709	-1 586	- 237	- 106	221
Slovenia	m	1 997	2 016	- 454	- 403	- 449	309	90
Spain	2 612	2 865	3 139	669	198	211	- 299	560
Sweden	m	m	m	m	m	m	m	m
Switzerland	m	m	m	m	m	m	m	m
Turkey	420	900	1 199	-1 270	- 762	116	398	-1 021
United States	2 833	3 118	3 018	548	500	522	- 914	439
OECD average for countries with available data for both 2005 and 2011	~	2 398	2 627	~	~	~	~	~

Source: OECD. 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/10.1787/888932850167>

Table B7.4a. **Contribution of various factors to salary cost of teachers per student, in lower secondary education (2000, 2005 and 2011)**

In equivalent USD, converted using PPPs for private consumption

	Salary cost of teacher per student			Difference (in USD) from the 2011 OECD average of USD 3 013	Contribution of the underlying factors to the difference from the OECD average			
	2000	2005	2011		Effect (in USD) of teachers' salary below/above the 2011 OECD average of USD 39 934	Effect (in USD) of instruction time (for students) below/above the 2011 OECD average of 926 hours	Effect (in USD) of teaching time (for teachers) below/above the 2011 OECD average of 707 hours	Effect (in USD) of estimated class size below/above the 2011 OECD average of 17.4 students per class
	(1)	(2)	(3)		(4) = (5)+(6)+(7)+(8)	(5)	(6)	(7)
OECD								
Australia	3 435	3 866	4 105	1 092	735	304	- 489	543
Austria	m	4 150	4 966	1 953	477	79	599	798
Belgium (Fl.)	m	4 722	5 578	2 565	540	128	220	1 677
Belgium (Fr.)	m	4 529	5 455	2 442	439	400	279	1 324
Canada	m	m	3 492	479	1 126	- 10	- 164	- 474
Chile	m	m	1 001	-2 012	- 960	304	- 846	- 510
Czech Republic	m	1 341	1 839	-1 174	-1 624	- 217	286	381
Denmark	3 559	3 634	4 265	1 252	832	15	304	100
England	m	m	3 033	20	312	- 46	52	- 298
Estonia	m	m	835	-2 178	-1 987	- 344	255	- 102
Finland	3 513	4 064	4 396	1 383	89	- 51	630	714
France	2 679	2 640	2 446	- 567	- 273	428	241	- 962
Germany	m	m	4 555	1 542	1 794	- 153	- 259	159
Greece	2 728	4 205	m	m	m	m	m	m
Hungary	1 007	1 682	1 254	-1 760	-2 293	- 166	354	346
Iceland	1 910	2 401	m	m	m	m	m	m
Ireland	2 652	3 129	3 816	803	1 088	34	- 132	- 187
Israel	m	1 595	1 840	-1 173	-1 120	140	345	- 539
Italy	3 294	3 609	3 135	122	- 326	206	355	- 113
Japan	2 970	3 270	3 220	207	425	- 210	502	- 509
Korea	1 876	2 439	2 563	- 450	531	- 242	369	-1 108
Luxembourg	m	10 332	10 409	7 396	5 417	- 185	- 288	2 452
Mexico	637	689	780	-2 233	- 799	421	- 670	-1 185
Netherlands	m	m	4 172	1 158	1 677	279	- 215	- 582
New Zealand	m	m	m	m	m	m	m	m
Norway	m	3 384	3 776	763	- 207	- 271	218	1 023
Poland	m	m	1 881	-1 132	-1 869	- 373	1 015	95
Portugal	2 989	4 372	4 819	1 806	- 51	102	- 360	2 115
Scotland	m	m	m	m	m	m	m	m
Slovak Republic	m	m	980	-2 033	-2 056	- 212	153	83
Slovenia	m	2 701	4 057	1 044	- 788	- 458	89	2 201
Spain	3 070	3 675	4 427	1 414	495	462	- 30	488
Sweden	m	m	m	m	m	m	m	m
Switzerland	m	m	m	m	m	m	m	m
Turkey	a	a	a	a	a	a	a	a
United States	2 737	3 107	3 024	11	432	174	-1 270	675
OECD average for countries with available data for both 2005 and 2011	~	3 473	3 818	~	~	~	~	~

 Source: OECD. 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 B7.5a. **Contribution of various factors to salary cost of teachers per student, in upper secondary education (2011)**

In equivalent USD, converted using PPPs for private consumption

OECD	Salary cost of teacher per student	Difference (in USD) from the OECD average of USD 3 050	Contribution of the underlying factors to the difference from the OECD average			
			Effect (in USD) of teachers' salary below/above the OECD average of USD 41 223	Effect (in USD) of instruction time (for students) below/above the OECD average of 959 hours	Effect (in USD) of teaching time (for teachers) below/above the OECD average of 677 hours	Effect (in USD) of estimated class size below/above the OECD average of 19.2 students per class
			(1)	(2) = (3)+(4)+(5)+(6)	(3)	(4)
Australia	4 105	1 055	628	163	- 613	878
Austria	4 703	1 653	445	345	532	332
Belgium (Fl.)	5 760	2 710	1 479	- 21	332	920
Belgium (Fr.)	m	m	m	m	m	m
Canada	3 917	867	1 100	- 146	- 347	260
Chile	984	-2 066	- 920	435	- 928	- 653
Czech Republic	1 856	-1 194	-1 563	- 484	296	557
Denmark	m	m	m	m	m	m
England	2 633	- 417	203	- 28	- 76	- 516
Estonia	725	-2 325	-1 931	-392	327	- 329
Finland	2 663	- 387	142	- 142	584	- 972
France	3 647	597	- 418	258	145	613
Germany	5 063	2 013	2 090	- 113	- 224	260
Greece	m	m	m	m	m	m
Hungary	1 246	-1 804	-1 993	315	251	- 376
Iceland	m	m	m	m	m	m
Ireland	3 816	766	985	- 87	- 285	153
Israel	1 893	-1 157	-1 634	353	670	- 546
Italy	2 878	- 172	- 327	378	213	- 435
Japan	m	m	m	m	m	m
Korea	3 045	- 5	477	13	323	- 818
Luxembourg	10 409	7 359	5 294	- 418	- 580	3 063
Mexico	m	m	m	m	m	m
Netherlands	3 493	443	1 445	139	- 344	- 796
New Zealand	m	m	m	m	m	m
Norway	4 181	1 131	- 70	- 401	930	673
Poland	1 942	-1 108	-1 633	- 365	936	- 46
Portugal	5 421	2 371	- 194	- 41	- 588	3 193
Scotland	m	m	m	m	m	m
Slovak Republic	901	-2 149	-2 046	- 39	150	- 215
Slovenia	2 258	- 792	- 651	- 147	177	- 171
Spain	4 729	1 679	461	347	- 90	961
Sweden	m	m	m	m	m	m
Switzerland	m	m	m	m	m	m
Turkey	1 444	-1 606	-1 012	- 371	395	- 619
United States	3 235	185	584	69	- 1 424	955

Source: OECD. 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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