INDICATOR A7

WHAT ARE THE ECONOMIC BENEFITS OF EDUCATION?

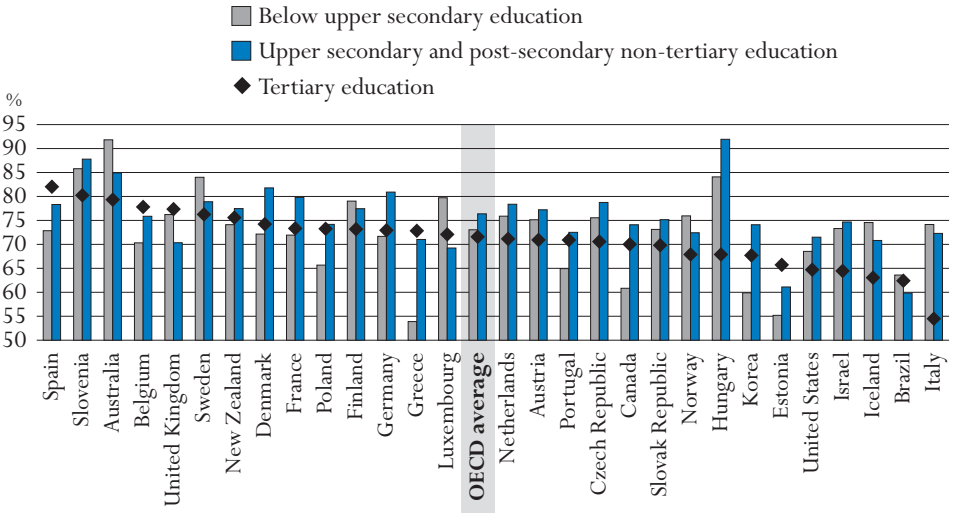
This indicator examines the relative earnings of workers with different educational attainment in 28 OECD countries and the partner countries Brazil, Estonia, Israel and Slovenia. Differences in pre-tax earnings among educational groups give a good indication of supply of and demand for education. Combined with data on earnings over time, these differences give a strong signal about the alignment of education systems with labour market demands.

Key results

Chart A7.1. Differences in full time, full year earnings between females and males (2008 or latest available year)

Average earnings of females as a percentage of those of males (25-64 year-olds), by level of educational attainment

Across all countries and educational levels, females earn considerably less than males. The gender gap in earnings is not reduced with more education. The share of female earnings to male earnings is largest among those with upper secondary and post-secondary non-tertiary education (76%) and smallest among those with tertiary education (72%). Only in seven countries are earnings of tertiary-educated females more than 75% of male earnings, and among these, the gender gap for the tertiary educated is smaller than for females with upper secondary education only in Belgium, Spain and the United Kingdom. Females are often employed in different professional careers than males. Nevertheless, in Iceland, Italy, the United States and the partner countries Brazil and Israel, females who have obtained a tertiary degree earn 65% or less of male earnings, and in all cases except Brazil, the gap in earnings is larger than that of females with less education.



Note: Canada, Finland, Korea, Norway and Spain refer to 2007. Belgium, Denmark, France, Greece, Iceland, Luxembourg, the Netherlands, Poland, Portugal and Sweden refer to 2006. Australia refers to 2005. All other countries refer to 2008.

Belgium, Korea and Turkey report earnings net of income tax. The Czech Republic, Hungary, Luxembourg, Poland, Portugal and the partner country Slovenia report earnings excluding data for individuals in part-time work. Hungary, Luxembourg, Poland and the partner country Slovenia also exclude data on part-year earnings.

Countries are ranked in descending order of the average full time, full year earnings of females as a percentage of those of males in the 25-64 year-old population with tertiary education.

Source: OECD, LSO Network Economic Working Group special data collection on full time, full year earnings. Table A7.3a. See Annex 3 for notes *(www.oecd.org/edu/eag2010)*.

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Other highlights of this indicator

- Earnings increase with each level of education. Those who have attained upper secondary, post-secondary non-tertiary 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 21 out of 31 countries.

- Males with a degree from a tertiary-type A or advanced research programme have a significant earnings premium in Austria, the Czech Republic, Hungary, Luxembourg, Poland, Portugal, the Slovak Republic, the United States and the partner countries Brazil and Israel. They earn 80% or more than those with upper secondary and post-secondary non-tertiary education. In Hungary, Ireland, Japan, Korea, the Slovak Republic, the United Kingdom and the partner country Brazil, females have a similar advantage.

- However the range of outcomes varies substantially among countries. In Hungary, Portugal and the partner country Brazil, 40% or more of those who have completed a tertiary-type A or an advanced research programme earn twice as much as the median worker. In Denmark and Norway an individual with such a degree is as likely to fall into the lowest earnings category as the highest earnings category.

- The educational earnings advantage increases with age. Tertiary earnings are relatively higher at an older age (compared with the 25-64 year-old population) in all countries except Australia, Italy, Turkey, the United Kingdom and the partner countries Brazil and Israel. For those with below upper secondary education the earnings disadvantage generally increases with age (chart A7.3).

A7

Policy context

One way in which markets provide incentives for individuals to develop and maintain appropriate skills is through earnings, in particular through the higher earnings of persons with higher levels of education. At the same time, education involves costs that must be balanced against these higher earnings. This indicator examines relative earnings, the earnings distribution associated with different levels of education and the variation in these earnings over time.

The earnings premium for different educational levels not only provides incentives to invest in education but also carries information on the supply of and demand for education. High and rising earnings premiums can, in many circumstances, indicate that more highly educated individuals are in short supply, and the reverse is of course true for low and falling premiums. The consequence of too few highly educated individuals in the labour market is rising income inequalities; if sustained, a shortage of supply could eventually price those with higher education out of the global high-end skills market.

Nevertheless, in a longer-term perspective, either price signal will eventually adjust the supply of educated individuals to demand. Relative earnings, and trend data on the earnings premium in particular, are thus important indicators of the match between the education system and the labour market.

The dispersion in earnings among groups at different levels of educational attainment provides additional information about the risk associated with investing in education. Relative earnings offer information on what a typical student can, on average, expect to earn after completing a degree or educational programme. The dispersion in earnings provides a more nuanced picture by giving a range of possible outcomes for different educational attainment levels.

Evidence and explanations

Earnings differentials and educational attainment

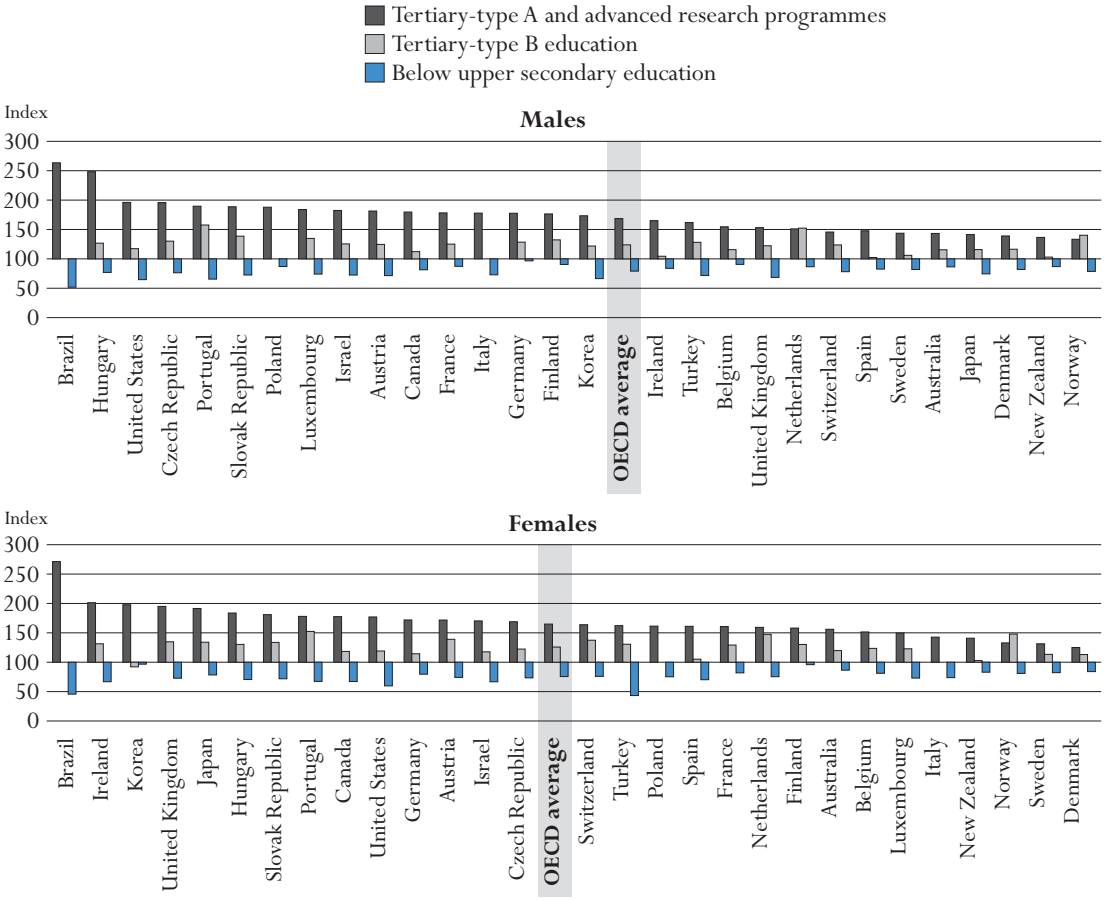
Earnings differentials are key measures of the financial incentives for an individual to invest in further education. They may also reflect differences in the supply of educational programmes at different levels (or barriers to access to those programmes). The earnings benefit of completing tertiary education can be seen by comparing the average annual earnings of those who graduate from tertiary education with the average annual earnings of upper secondary or post-secondary non-tertiary graduates. The earnings disadvantage resulting from not completing upper secondary education is apparent in a similar comparison of average earnings.

Variations among countries in relative earnings (before taxes) reflect a number of factors, including the demand for skills in the labour market, minimum wage legislation, 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 the light of changes over time. Chart A7.2 shows a strong positive relationship between educational attainment and average earnings. In all countries, graduates of tertiary education earn more overall than upper secondary and post-secondary non-tertiary graduates.

Chart A7.2. Relative earnings from employment (2008 or latest available year)

By level of educational attainment and gender for 25-64 year-olds (upper secondary and post-secondary non-tertiary education = 100) latest available year



Note: Canada, Finland, France, Greece, Japan, Korea, Norway, Spain and the partner country Slovenia refer to 2007. Italy, Luxembourg, the Netherlands, Portugal refer to 2006. Australia, Belgium, Ireland, Turkey refer to 2005. All other countries refer to 2008.

Belgium, Korea and Turkey report earnings net of income tax. The Czech Republic, Hungary, Luxembourg, Poland, Portugal and the partner country Slovenia report earnings excluding data for individuals in part-time work. Hungary, Luxembourg, Poland and the partner country Slovenia also exclude data on part-year earnings.

Countries are ranked in descending order of the relative earnings of the population with a tertiary-type A (including advanced research) level of educational attainment.

Source: OECD. Table A7.1. See Annex 3 for notes *(www.oecd.org/edu/eag2010)*.

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Earnings differentials between those with tertiary education – especially tertiary-type A 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 (and, with a small number of exceptions, post-secondary non-tertiary) education forms a dividing line beyond which additional education attracts a particularly high premium. As private investment costs beyond upper secondary education typically rise considerably in most countries, a high premium assures an adequate supply of individuals willing to invest time and money in further education.

Males with a degree from a tertiary-type A or advanced research programme have a substantial earnings premium in Hungary and the partner country Brazil, where the earnings premium exceeds 100% by a substantial margin. In Austria, the Czech Republic, Luxembourg, Poland, Portugal, the Slovak Republic, the United States and the partner country Israel, individuals with a tertiary-type A or advanced research degree earn 80% or more than those with upper secondary and post-secondary non-tertiary education. Females have a similar advantage in Hungary, Ireland, Japan, Korea, the Slovak Republic, the United Kingdom and the partner country Brazil.

Females with below secondary education are particularly disadvantaged in Canada, Ireland, Portugal, Spain, Turkey, the United States and the partner countries Brazil and Israel, with only 70% or less of upper secondary earnings. In Korea, Portugal, the United Kingdom, the United States and the partner country Brazil, males with below upper secondary education are in a similar situation (Table A7.1).

The relative earnings premium for those with tertiary education has been on the rise in most countries over the past ten years, indicating that the demand for more educated individuals still exceeds supply in most countries (Table A7.2a). In Germany, Hungary and Italy, the earnings premium has increased substantially. However, tertiary attainment levels are low in these countries compared to the OECD average (see Indicator A1).

Some countries have seen a decline in the earnings premium over the past ten years. New Zealand, Norway, Spain, Sweden and the United Kingdom have seen a slight decrease in the earnings premiums for those with tertiary education. Whether this is an indication of weakening demand or whether these figures reflect the fact that younger tertiary-educated individuals with relatively low starting salaries have entered the labour market, is difficult to know. Note also that there are differences in these trends between males and females in most countries (Tables A7.2b and A7.2c).

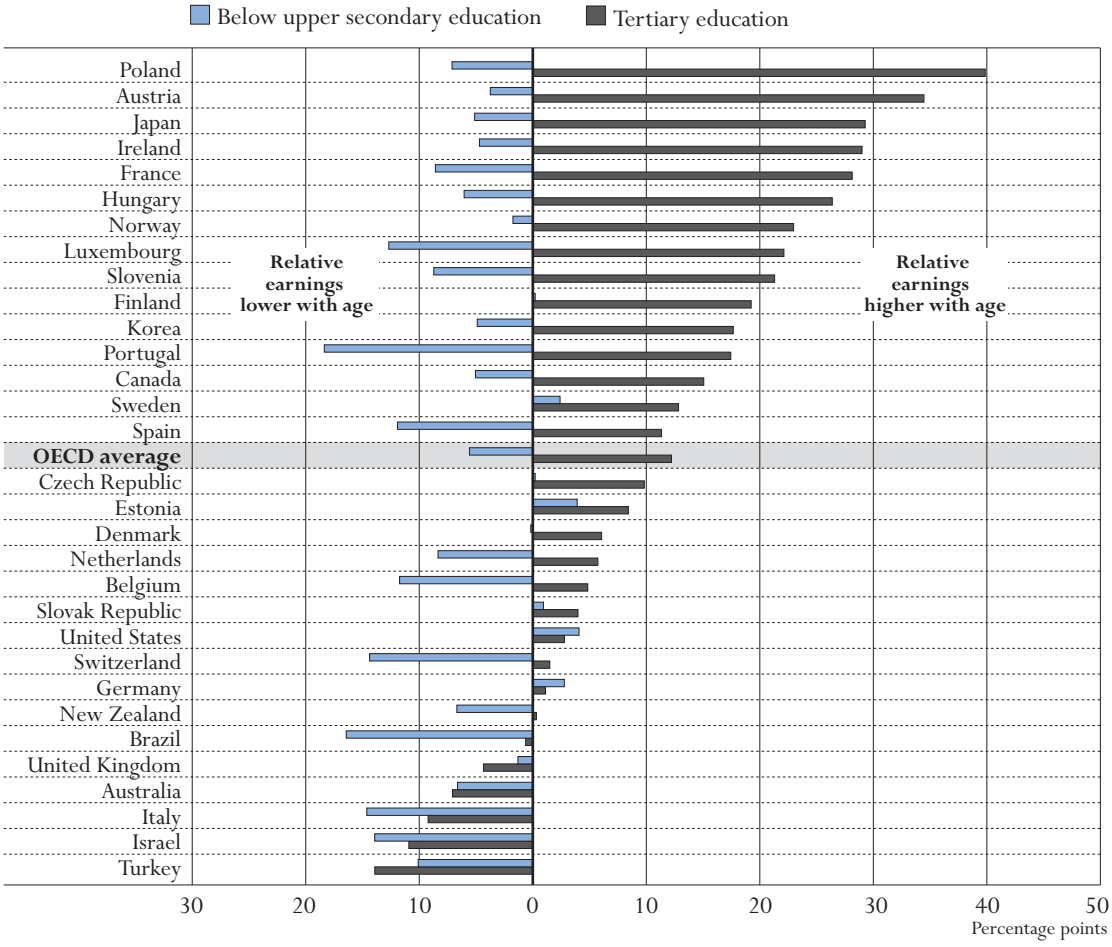
Education and earnings over age

Table A7.1 shows how relative earnings vary with age. The earnings premium for tertiary educated 55-64 year-olds is generally larger than for 25-64 year-olds: on average, the earnings differential increases by 12 percentage points. These benefits of education are shown in Chart A7.3. While employment opportunities at an older age improve for those with tertiary education in most countries (see Indicator A6), the earnings advantages also increase. Earnings are relatively higher for older individuals in all countries except Australia, Italy, Turkey, the United Kingdom and the partner countries Brazil and Israel.

For those with below upper secondary education, the earnings disadvantage increases at an older age (55-64 year-olds) in all countries except Finland, Germany, the Slovak Republic, Sweden, the United States and the partner country Estonia. This increasing earnings disadvantage is less marked than the earnings advantage for those with tertiary education, an indication that tertiary education is a key to higher earnings at an older age. In most countries, then, tertiary education not only increases the prospect of being employed at an older age, but is also associated with improving earnings and productivity differentials throughout the working life.

Chart A7.3. Difference in relative earnings for the 55-64 year-olds and 25-64 year-olds (2008 or latest available year)

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



Note: Canada, Finland, France, Greece, Japan, Korea, Norway, Spain and the partner country Slovenia refer to 2007. Italy, Luxembourg, the Netherlands, Portugal refer to 2006. Australia, Belgium, Ireland, Turkey refer to 2005. All other countries refer to 2008.

Belgium, Korea and Turkey report earnings net of income tax. The Czech Republic, Hungary, Luxembourg, Poland, Portugal and the partner country Slovenia report earnings excluding data for individuals in part-time work. Hungary, Luxembourg, Poland and the partner country Slovenia also exclude data on part-year earnings.

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

Source: OECD. Table A7.1. See Annex 3 for notes *(www.oecd.org/edu/eag2010)*.

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Education and gender disparities in earnings

For 25-64 year-olds, financial rewards for tertiary education benefit females more than males in Australia, Ireland, Japan, Korea, the Netherlands, Spain, Switzerland, Turkey and the United Kingdom and in the partner countries Brazil and Estonia. The reverse is true in the remaining countries, with the exceptions of Austria, Canada and Norway where – relative to upper secondary education – the earnings of males and females are equally enhanced by tertiary

education (Table A7.1). Both males and females with upper secondary, post-secondary non-tertiary or tertiary attainment have substantial earnings advantages (compared with those of the same gender who do not complete upper secondary education), but earnings differentials between males and females with the same educational attainment remain substantial.

Table A7.3a presents the differences in full-time full-year earnings between males and females. Considering all levels of educational attainment and all age groups, females earn less than their male counterparts except for upper secondary and post-secondary non-tertiary educated females in Hungary. On average, a 35-44 year-old female with upper secondary and post-secondary non-tertiary education can expect to earn 76% of male earnings, compared to 74% for those who have not completed an upper secondary education, and only 71% for those who have completed a tertiary education. Females in the 55-64 age cohort are particularly disadvantaged in Canada, France, Italy, Korea and the partner country Brazil, with earnings less than 60% of those of males.

The gap in earnings between males and females presented in Chart A7.1 and Table A7.3a is due in part to differences in occupations (depending also on what they studied) and in the amount of time spent in the labour force. However, the low earnings, particularly for females who have completed tertiary education, will in many instances be detrimental to the supply of labour and thus the utilisation of the skills produced by the educational systems. As such, large differences in male and female earnings will influence the potential growth of countries.

Distribution of earnings within levels of educational attainment

Data on the distribution of levels of earnings among different educational groups can show how tightly earnings are distributed around the country median. Apart from providing information on equity in earnings, they give information about the risks associated with investing in education. The distribution of earnings complements relative earnings by giving information on how these average earnings are distributed within educational groups.

Tables A7.4a, A7.4b and A7.4c (available on line) show the distribution of earnings among 25-64 year-olds among individuals with a given level of educational attainment. Distributions are provided for the combined male and female populations, as well as for males and females separately. The five earnings categories range from "At or below one-half of the median" to "More than twice the median".

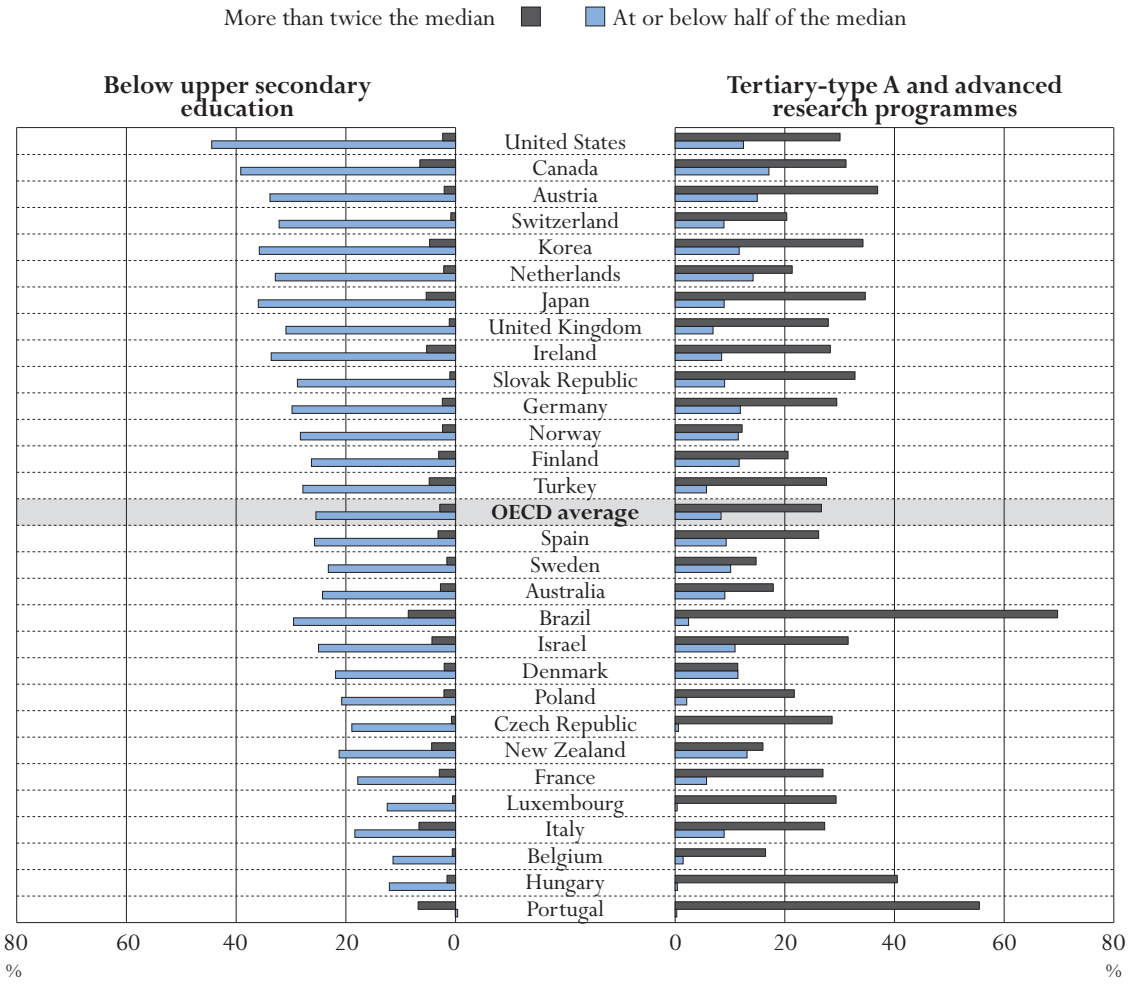
Chart A7.4 contrasts the results for those with below upper secondary education with those who have completed tertiary-type A and advanced research programmes by comparing the proportion of wage earners at or below one-half of the median to those at more than twice the median. As one would expect, there is a large difference between these two educational categories; on average, tertiary-educated individuals have a substantially larger chance to earn twice as much as the median worker and a substantially smaller likelihood 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 Hungary, Portugal and the partner country Brazil, 40% or more of those who have completed a tertiary-type A or an advanced research programme earn twice as much as the median worker. In Austria, Canada, 15% or more of those with such a

degree are found in the lowest earnings category (at or below half of the median). Similarly, in Denmark and Norway, an individual with a degree from tertiary-type A or an advanced research programme is as likely to fall into the lowest as the highest earnings category. This signals the risk in the investment as well as the supply of labour, as these earnings estimates include part-time and part-year earnings.

Chart A7.4. Differences in earnings distribution according to educational attainment (2008 or latest available year)

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



Note: Belgium, Korea and Turkey report earnings net of income tax. The Czech Republic, Hungary, Luxembourg, Poland, Portugal and the partner country Slovenia report earnings excluding data for individuals in part-time work. Hungary, Luxembourg, Poland and the partner country Slovenia also exclude data on part-year earnings.

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

Source: OECD. Table A7.4a available on line. See Annex 3 for notes *(www.oecd.org/edu/eag2010)*.

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Part of the reason why more highly educated individuals may fall into a low-income group is related to a low earnings differential and the supply of labour. In Denmark and Norway the earnings premium for someone with a tertiary-type A or an advanced research degree is below 30% (Table A7.1). The relatively low economic reward for higher education is likely to influence the actual supply of labour by those having attained a tertiary education. The interaction between relative earnings and the earnings distribution is complex but important to understand in the context of skills utilisation, particularly for those where large investments have been made.

Non-completion of upper secondary education is associated with large earnings disadvantages in all countries. On average across OECD countries, 3% of those with below upper secondary education are able to earn twice the national median. In Canada, Ireland, Italy, Japan, Portugal, and the partner countries Brazil and Estonia, this figure is above 5% but in no country does it exceed 10%. On average, more than 26% of those who have not completed an upper secondary education earn less than half of the median; this underscores the difficult labour market situation for those with low levels of education.

Definitions and methodologies

The current indicator is based on two different data collections. One is the regular data collection which takes account of earnings from all individuals with earnings from work during the reference period, even if the individual has worked part-time or part-year. The second, a new data collection this year, collects data on the earnings of those working full-time and full-year. This data collection supplies the data for Table A7.3a (gender differences in full-time earnings). The regular data collection is used for all other tables.

Earnings data in Tables A7.1, A7.2 and A7.4 (regular earnings data collection) are based on an annual reference period in Austria, Canada, the Czech Republic, Denmark, Finland, Ireland, Italy, Korea, Luxembourg, the Netherlands, Norway, Portugal, Spain, Sweden, Turkey, the United States and the partner countries Brazil and Slovenia. Earnings are reported weekly in Australia, New Zealand and the United Kingdom, and monthly in Belgium, France, Germany, Hungary, Poland, Switzerland and the partner country Israel. Data on earnings are before income tax, except for Belgium, Korea and Turkey for which 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, Luxembourg, Poland, Portugal and the partner country Slovenia, and data on part-year earnings are excluded for Hungary, Luxembourg, Poland and the partner country Slovenia.

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, Spain, Sweden, the United Kingdom and the partner country Israel 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 in Canada, Germany and the United States and the partner country Brazil, 30 in the Czech Republic, Norway and New Zealand. Other participating countries did not report a minimum normal number of working hours for full-time work. Note also that the data on full-time full-year earnings are for some countries based on the European Survey on Income and Living Conditions (SILC), which uses a self-designated approach in establishing full-time status.

Not all countries were able to verify full-time status over the whole reference period for the earnings data. Austria, Ireland, Hungary and New Zealand reported only full-time status at the time of the survey, while the surveys in the Czech Republic, Germany, Italy, Norway, the Slovak Republic and Spain verified the full-time status over the whole reference period. For the other countries the full-time status was verified for a period similar to the length of the reference period, but the period may differ slightly from the reference period for the earnings. The length of the reference period for earnings also differed. New Zealand and the United Kingdom reported data on weekly earnings, while Germany, Hungary, Ireland, the Netherlands and the partner country Israel reported monthly data. In Austria, the Czech Republic, Italy, Norway, the Slovak Republic, Spain, Sweden, the United States and the partner country Israel, the reference period for the earnings data was 12 months.

The earnings data shown in this indicator differ across countries in a number of ways. The results should therefore be interpreted with caution. In particular, 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 reflected to the same extent in the data for countries reporting weekly or monthly earnings. Similarly, it is important to be aware that differences in the prevalence of part-time and part-year earnings in the regular data collection contribute to earnings differentials in countries.

Further references

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

StatLink http://dx.doi.org/10.1787/888932310206

- *Table A7.4a. Distribution of the 25-64 year-old population, by level of earnings and educational attainment (2008 or latest available year)*
- *Table A7.4b. Distribution of the 25-64 year-old male population, by level of earnings and educational attainment (2008 or latest available year)*
- *Table A7.4c. Distribution of the 25-64 year-old female population by level of earnings and educational attainment (2008 or latest available year)*

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Table A7.1.

Relative earnings of the population with income from employment (2008 or latest available year)

By level of educational attainment and gender for 25-64 year-olds, 25-34 year-olds and 55-64 year-olds (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 countries																	
Australia	2005	Males	86	90	81	105	107	104	115	116	113	143	127	143	136	124	133
		Females	86	82	85	104	99	105	120	115	123	156	149	154	146	142	143
		M + F	81	88	74	96	98	94	110	112	106	139	131	134	131	126	124
Austria	2008	Males	71	66	72	138	117	165	125	115	130	181	141	243	159	134	194
		Females	74	66	63	123	125	150	139	105	156	172	159	206	159	141	186
		M + F	68	66	65	126	115	153	131	106	138	179	146	236	160	133	195
Belgium	2005	Males	91	95	82	98	95	108	116	111	113	155	135	156	137	124	139
		Females	81	85	68	108	105	103	124	122	117	151	144	147	134	131	128
		M + F	89	95	78	100	98	102	115	112	112	155	137	160	133	123	138
Canada	2007	Males	81	90	78	109	113	100	112	118	124	180	157	205	146	137	168
		Females	67	75	64	105	107	110	118	125	111	178	179	162	146	154	133
		M + F	79	89	74	110	111	106	111	116	117	175	157	197	142	137	157
Czech Republic	2008	Males	76	77	78	m	m	m	130	127	125	196	160	202	193	157	200
		Females	73	73	71	m	m	m	122	118	130	169	153	174	164	147	171
		M + F	72	75	72	m	m	m	120	115	124	188	155	196	183	150	193
Denmark	2008	Males	82	79	84	89	46	108	116	121	107	139	112	147	133	114	138
		Females	84	77	85	70	41	141	113	123	108	125	120	132	123	121	128
		M + F	83	80	83	88	45	121	118	123	108	126	110	136	125	112	131
Finland	2007	Males	90	89	92	m	m	m	132	129	132	176	138	210	161	137	177
		Females	96	89	94	m	m	m	130	128	125	158	145	191	146	142	153
		M + F	94	93	94	m	m	m	124	116	126	164	131	207	148	129	167
France	2007	Males	87	91	82	m	m	m	125	122	132	178	150	196	158	138	183
		Females	82	96	73	m	m	m	129	132	132	161	154	185	147	144	166
		M + F	84	94	76	m	m	m	123	122	127	168	147	197	150	136	178
Germany	2008	Males	97	93	96	113	123	110	128	107	114	178	147	160	163	140	148
		Females	80	75	90	110	114	116	114	135	141	172	166	188	158	159	179
		M + F	90	88	93	106	111	106	131	118	135	180	154	178	167	146	168
Greece	2007	Males	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m
		Females	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m
		M + F	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m
Hungary	2008	Males	77	77	74	127	120	130	127	125	104	248	214	271	248	213	271
		Females	71	75	61	112	111	111	130	120	161	184	175	195	183	175	194
		M + F	73	76	67	118	115	121	127	120	148	211	191	237	210	191	237
Ireland	2005	Males	84	88	76	96	124	76	104	95	140	165	136	204	147	125	187
		Females	67	55	82	93	113	93	131	121	126	201	183	240	178	166	201
		M + F	86	84	81	95	122	80	110	102	124	175	150	210	155	137	184
Italy	2006	Males	73	88	65	m	m	m	m	m	m	178	130	189	178	130	189
		Females	74	81	57	m	m	m	m	m	m	143	130	104	143	130	104
		M + F	76	91	61	m	m	m	m	m	m	155	124	146	155	124	146
Japan	2007	Males	74	88	71	m	m	m	116	111	126	141	126	157	139	125	154
		Females	78	73	77	m	m	m	134	134	146	191	171	225	161	155	178
		M + F	80	90	74	m	m	m	90	96	106	168	139	197	148	129	178
Korea	2007	Males	66	77	68	m	m	m	122	117	116	173	135	186	158	127	177
		Females	97	m	68	m	m	m	92	68	62	198	90	168	167	82	163
		M + F	69	77	64	m	m	m	118	94	118	177	112	186	160	105	177
Luxembourg	2006	Males	74	80	62	m	m	m	135	129	140	184	154	236	158	142	183
		Females	73	71	60	m	m	m	123	124	110	150	146	138	134	133	121
		M + F	74	78	62	m	m	m	132	127	136	177	152	225	153	139	175
Netherlands	2006	Males	87	92	82	100	100	100	152	150	148	151	136	157	151	136	157
		Females	75	76	71	100	100	100	147	157	137	159	151	159	159	151	159
		M + F	85	91	77	100	100	100	153	151	159	154	140	160	154	140	160

Note: Belgium, Korea and Turkey report earnings net of income tax. The Czech Republic, Hungary, Luxembourg, Poland, Portugal and the partner country Slovenia report earnings excluding data for individuals in part-time work. Hungary, Luxembourg, Poland and the partner country Slovenia also exclude data on part-year earnings.

Source: OECD. See Annex 3 for notes *(www.oecd.org/edu/eag2010)*.

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

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Table A7.1. *(continued)*

Relative earnings of the population with income from employment (2008 or latest available year)

By level of educational attainment and gender for 25-64 year-olds, 25-34 year-olds and 55-64 year-olds (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 countries	**New Zealand**	2008	Males	87	86	84	102	108	97	103	87	102	137	120	150	126	112	133
			Females	83	82	78	89	91	86	103	88	106	141	129	140	125	118	121
			M + F	82	84	75	111	113	103	93	82	92	131	118	141	118	109	118
	Norway	2007	Males	79	75	77	116	111	125	140	127	144	133	106	152	134	107	151
			Females	81	78	77	118	114	129	148	144	149	133	126	146	134	127	146
			M + F	79	76	77	123	119	132	150	127	167	127	106	149	128	107	151
	Poland	2008	Males	87	85	82	113	107	121	m	m	m	188	160	227	188	160	227
			Females	75	83	60	119	114	119	m	m	m	161	152	176	161	152	176
			M + F	83	86	76	109	104	118	m	m	m	167	147	207	167	147	207
	Portugal	2006	Males	66	74	49	95	97	92	158	148	161	190	170	201	183	165	192
			Females	67	73	51	105	109	105	152	150	147	178	173	194	173	169	179
			M + F	68	76	50	99	103	95	155	148	157	182	168	206	177	164	194
	Slovak Republic	2008	Males	72	61	79	m	m	m	139	143	134	189	163	190	187	162	188
			Females	72	65	67	m	m	m	134	131	129	181	165	187	176	162	182
			M + F	69	63	70	m	m	m	125	128	124	186	162	189	181	160	185
	Spain	2007	Males	83	89	76	100	95	108	102	101	100	148	125	165	133	116	152
			Females	70	82	55	97	104	87	105	124	90	161	155	147	149	147	140
			M + F	81	93	69	98	93	106	106	112	99	150	135	160	138	127	149
	Sweden	2008	Males	82	79	83	123	82	126	106	97	112	144	119	158	134	114	146
			Females	82	76	85	108	85	126	113	95	120	131	128	147	126	123	137
			M + F	83	79	86	121	81	133	105	95	111	133	117	152	126	113	138
	Switzerland	2008	Males	78	88	65	103	82	128	124	124	125	146	136	142	138	133	136
			Females	76	74	65	122	119	132	137	139	118	164	142	156	156	142	145
			M + F	74	81	60	111	97	134	140	134	143	161	140	162	154	138	156
	Turkey	2005	Males	72	77	60	m	m	m	128	154	121	162	178	133	153	171	129
			Females	43	37	49	m	m	m	131	93	m	162	150	307	154	133	307
			M + F	69	70	59	m	m	m	125	131	128	157	166	138	149	156	135
	United Kingdom	2008	Males	68	70	72	m	m	m	122	108	119	153	143	159	145	136	146
			Females	73	73	70	m	m	m	135	133	127	195	195	179	177	182	159
			M + F	71	72	69	m	m	m	124	114	121	167	158	166	154	149	150
	United States	2008	Males	65	67	70	m	m	m	117	122	111	196	176	196	188	170	188
			Females	60	58	61	m	m	m	119	118	115	177	181	165	171	175	159
			M + F	66	67	70	m	m	m	115	116	112	185	170	188	177	165	180
	OECD average		***Males***	***79***	***82***	***75***	***108***	***102***	***112***	***124***	***120***	***124***	***169***	***144***	***183***	***158***	***139***	***170***
			Females	***76***	***74***	***70***	***105***	***103***	***113***	***126***	***122***	***125***	***165***	***152***	***174***	***154***	***145***	***161***
			M + F	***78***	***82***	***72***	***107***	***102***	***113***	***122***	***117***	***126***	***164***	***143***	***180***	***153***	***137***	***166***
Partner countries	**Brazil**	2008	Males	52	59	36	m	m	m	m	m	m	263	251	266	263	251	266
			Females	46	50	31	m	m	m	m	m	m	271	260	242	271	260	242
			M + F	52	59	36	m	m	m	m	m	m	254	243	253	254	243	253
	Estonia	2008	Males	91	98	97	m	m	m	m	m	m	m	m	m	135	141	144
			Females	82	75	90	m	m	m	m	m	m	m	m	m	146	140	144
			M + F	91	92	95	m	m	m	m	m	m	m	m	m	129	133	137
	Israel	2008	Males	72	78	60	150	150	222	125	114	116	182	145	163	164	136	148
			Females	67	71	57	140	148	83	118	115	122	170	163	154	153	150	142
			M + F	75	83	61	144	151	174	116	107	113	169	141	157	152	131	141
	Slovenia	2007	Males	75	78	69	m	m	m	m	m	m	m	m	m	208	171	225
			Females	72	76	56	m	m	m	m	m	m	m	m	m	187	166	195
			M + F	74	80	65	m	m	m	m	m	m	m	m	m	192	159	213

Note: Belgium, Korea and Turkey report earnings net of income tax. The Czech Republic, Hungary, Luxembourg, Poland, Portugal and the partner country Slovenia report earnings excluding data for individuals in part-time work. Hungary, Luxembourg, Poland and the partner country Slovenia also exclude data on part-year earnings.

Source: OECD. See Annex 3 for notes *(www.oecd.org/edu/eag2010)*.

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Table A7.2a.

Trends in relative earnings: Total population (1998-2008)

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

			1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
OECD countries	Australia	Below upper secondary	m	80	m	77	m	m	m	81	m	m	m
		Tertiary	m	134	m	133	m	m	m	131	m	m	m
	Austria	Below upper secondary	m	m	m	m	m	m	m	71	66	67	68
		Tertiary	m	m	m	m	m	m	m	152	157	155	160
	Belgium	Below upper secondary	m	m	92	m	91	89	90	89	m	m	m
		Tertiary	m	m	128	m	132	130	134	133	m	m	m
	Canada	Below upper secondary	77	80	79	76	77	78	78	77	75	79	m
		Tertiary	143	144	145	146	139	140	139	138	140	142	m
	Czech Republic	Below upper secondary	68	68	m	m	m	m	73	72	74	73	72
		Tertiary	179	179	m	m	m	m	182	181	183	183	183
	Denmark	Below upper secondary	86	86	m	87	88	82	82	82	83	82	83
		Tertiary	124	124	m	124	124	127	126	125	126	125	125
	Finland	Below upper secondary	96	96	95	95	95	94	94	94	94	94	m
		Tertiary	148	153	153	150	150	148	149	149	149	148	m
	France	Below upper secondary	84	84	m	m	84	84	85	86	85	84	m
		Tertiary	150	150	m	m	150	146	147	144	149	150	m
	Germany	Below upper secondary	78	79	75	m	77	87	88	88	90	91	90
		Tertiary	130	135	143	m	143	153	153	156	164	162	167
	Greece	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m
		Tertiary	m	m	m	m	m	m	m	m	m	m	m
	Hungary	Below upper secondary	68	70	71	71	74	74	73	73	73	72	73
		Tertiary	184	200	194	194	205	219	217	215	219	211	210
	Ireland	Below upper secondary	79	m	89	m	76	m	85	86	m	m	m
		Tertiary	142	m	153	m	144	m	169	155	m	m	m
	Italy	Below upper secondary	58	m	78	m	78	m	79	m	76	m	m
		Tertiary	127	m	138	m	153	m	165	m	155	m	m
	Japan	Below upper secondary	m	m	m	m	m	m	m	m	m	80	m
		Tertiary	m	m	m	m	m	m	m	m	m	148	m
	Korea	Below upper secondary	78	m	m	m	m	67	m	m	m	69	m
		Tertiary	135	m	m	m	m	141	m	m	m	160	m
	Luxembourg	Below upper secondary	m	m	m	m	78	m	m	m	74	m	m
		Tertiary	m	m	m	m	145	m	m	m	153	m	m
	Netherlands	Below upper secondary	m	m	m	m	84	m	m	m	85	m	m
		Tertiary	m	m	m	m	148	m	m	m	154	m	m
	New Zealand	Below upper secondary	79	81	79	78	81	77	75	77	82	76	82
		Tertiary	119	120	123	120	123	123	116	120	115	117	118
	Norway	Below upper secondary	84	84	m	79	79	78	78	78	78	79	m
		Tertiary	132	133	m	131	130	131	130	129	129	128	m
	Poland	Below upper secondary	84	82	m	81	81	m	82	m	84	m	83
		Tertiary	156	161	m	166	172	m	179	m	173	m	167
	Portugal	Below upper secondary	62	62	m	m	m	m	67	67	68	m	m
		Tertiary	177	178	m	m	m	m	178	177	177	m	m
	Slovak Republic	Below upper secondary	m	m	m	m	m	m	m	m	m	m	69
		Tertiary	m	m	m	m	m	m	m	m	m	m	181
	Spain	Below upper secondary	80	m	m	78	m	m	85	m	m	81	m
		Tertiary	144	m	m	129	m	m	132	m	m	138	m
	Sweden	Below upper secondary	89	89	m	86	87	87	87	86	85	84	83
		Tertiary	130	131	m	131	130	128	127	126	126	126	126
	Switzerland	Below upper secondary	73	75	75	76	75	74	74	75	74	75	74
		Tertiary	155	153	152	155	154	156	156	155	156	159	154
	Turkey	Below upper secondary	m	m	m	m	m	m	65	69	m	m	m
		Tertiary	m	m	m	m	m	m	141	149	m	m	m
	United Kingdom	Below upper secondary	66	69	69	70	68	69	69	71	71	70	71
		Tertiary	157	162	160	160	157	162	157	158	160	157	154
	United States	Below upper secondary	67	65	65	m	66	66	65	67	66	65	66
		Tertiary	173	166	172	m	172	172	172	175	176	172	177
Partner countries	Brazil	Below upper secondary	m	m	m	m	m	m	m	m	m	51	52
		Tertiary	m	m	m	m	m	m	m	m	m	268	254
	Estonia	Below upper secondary	m	m	m	m	m	m	m	m	m	m	91
		Tertiary	m	m	m	m	m	m	m	m	m	m	129
	Israel	Below upper secondary	m	m	m	m	m	m	m	79	78	83	75
		Tertiary	m	m	m	m	m	m	m	151	151	153	152
	Slovenia	Below upper secondary	m	m	m	m	m	m	73	m	74	74	m
		Tertiary	m	m	m	m	m	m	198	m	193	192	m

Note: Belgium, Korea and Turkey report earnings net of income tax. The Czech Republic, Hungary, Luxembourg, Poland, Portugal and the partner country Slovenia report earnings excluding data for individuals in part-time work. Hungary, Luxembourg, Poland and the partner country Slovenia also exclude data on part-year earnings.

Source: OECD. See Annex 3 for notes *(www.oecd.org/edu/eag2010)*.

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A7

Table A7.2b.

Trends in relative earnings: Male population (1998-2008)

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

			1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
OECD countries	**Australia**	Below upper secondary	m	86	m	84	m	m	m	86	m	m	m
		Tertiary	m	139	m	142	m	m	m	136	m	m	m
	Austria	Below upper secondary	m	m	m	m	m	m	m	76	72	72	71
		Tertiary	m	m	m	m	m	m	m	149	155	151	159
	Belgium	Below upper secondary	m	m	93	m	91	90	91	91	m	m	m
		Tertiary	m	m	128	m	132	132	137	137	m	m	m
	Canada	Below upper secondary	77	80	80	76	79	79	78	78	76	81	m
		Tertiary	143	144	151	150	143	143	140	140	142	146	m
	Czech Republic	Below upper secondary	75	75	m	m	m	m	79	79	81	78	76
		Tertiary	178	178	m	m	m	m	193	190	194	192	193
	Denmark	Below upper secondary	87	87	m	87	87	82	82	82	82	81	82
		Tertiary	132	133	m	132	131	134	133	133	133	133	133
	Finland	Below upper secondary	93	93	92	92	92	92	91	91	91	90	m
		Tertiary	159	167	169	163	163	160	161	162	162	161	m
	France	Below upper secondary	88	88	m	m	88	88	89	90	89	87	m
		Tertiary	159	159	m	m	159	151	154	152	157	158	m
	Germany	Below upper secondary	77	80	80	m	84	90	91	93	92	90	97
		Tertiary	126	138	141	m	140	150	149	151	163	158	163
	Greece	Below upper secondary	m	m	m	m	m	m	m	m	m	99	m
		Tertiary	m	m	m	m	m	m	m	m	m	384	m
	Hungary	Below upper secondary	72	73	75	75	78	77	76	76	75	74	77
		Tertiary	218	238	232	232	245	255	253	253	259	247	248
	Ireland	Below upper secondary	78	m	84	m	71	m	85	84	m	m	m
		Tertiary	131	m	138	m	141	m	171	147	m	m	m
	Italy	Below upper secondary	54	m	71	m	74	m	78	m	73	m	m
		Tertiary	138	m	143	m	162	m	188	m	178	m	m
	Japan	Below upper secondary	m	m	m	m	m	m	m	m	m	74	m
		Tertiary	m	m	m	m	m	m	m	m	m	139	m
	Korea	Below upper secondary	88	m	m	m	m	73	m	m	m	66	m
		Tertiary	132	m	m	m	m	127	m	m	m	158	m
	Luxembourg	Below upper secondary	m	m	m	m	79	m	m	m	74	m	m
		Tertiary	m	m	m	m	149	m	m	m	158	m	m
	Netherlands	Below upper secondary	m	m	m	m	84	m	m	m	87	m	m
		Tertiary	m	m	m	m	143	m	m	m	151	m	m
	New Zealand	Below upper secondary	83	87	82	81	84	80	77	83	85	78	87
		Tertiary	128	131	133	124	131	135	126	129	123	128	126
	Norway	Below upper secondary	85	85	m	80	80	79	79	78	79	79	m
		Tertiary	133	135	m	134	133	134	134	134	134	134	m
	Poland	Below upper secondary	86	85	m	85	84	m	86	m	86	m	87
		Tertiary	175	182	m	185	194	m	204	m	194	m	188
	Portugal	Below upper secondary	61	60	m	m	m	m	64	64	66	m	m
		Tertiary	178	180	m	m	m	m	183	183	183	m	m
	Slovak Republic	Below upper secondary	m	m	m	m	m	m	m	m	m	m	72
		Tertiary	m	m	m	m	m	m	m	m	m	m	187
	Spain	Below upper secondary	82	m	m	79	m	m	84	m	m	83	m
		Tertiary	152	m	m	138	m	m	132	m	m	133	m
	Sweden	Below upper secondary	87	87	m	84	85	85	85	84	83	83	82
		Tertiary	136	138	m	141	139	137	135	135	135	135	134
	Switzerland	Below upper secondary	80	80	79	84	79	78	78	80	78	77	78
		Tertiary	136	134	135	140	137	140	139	140	138	144	138
	Turkey	Below upper secondary	m	m	m	m	m	m	67	72	m	m	m
		Tertiary	m	m	m	m	m	m	139	153	m	m	m
	United Kingdom	Below upper secondary	75	76	74	73	72	71	70	72	73	69	68
		Tertiary	149	155	152	147	147	152	146	146	148	145	145
	United States	Below upper secondary	65	63	64	m	63	63	62	64	63	63	65
		Tertiary	176	167	178	m	178	177	179	183	183	180	188
Partner countries	**Brazil**	Below upper secondary	m	m	m	m	m	m	m	m	m	51	52
		Tertiary	m	m	m	m	m	m	m	m	m	284	263
	Estonia	Below upper secondary	m	m	m	m	m	m	m	m	m	m	91
		Tertiary	m	m	m	m	m	m	m	m	m	m	135
	Israel	Below upper secondary	m	m	m	m	m	m	m	74	76	80	72
		Tertiary	m	m	m	m	m	m	m	159	166	165	164
	Slovenia	Below upper secondary	m	m	m	m	m	m	74	m	75	75	m
		Tertiary	m	m	m	m	m	m	217	m	210	208	m

Note: Belgium, Korea and Turkey report earnings net of income tax. The Czech Republic, Hungary, Luxembourg, Poland, Portugal and the partner country Slovenia report earnings excluding data for individuals in part-time work. Hungary, Luxembourg, Poland and the partner country Slovenia also exclude data on part-year earnings.

Source: OECD. See Annex 3 for notes *(www.oecd.org/edu/eag2010)*.

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StatLink http://dx.doi.org/10.1787/888932310206

A7

Table A7.2c.

Trends in relative earnings: Female population (1998-2008)

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

			1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
OECD countries	**Australia**	Below upper secondary	m	89	m	84	m	m	m	86	m	m	m
		Tertiary	m	146	m	146	m	m	m	146	m	m	m
	Austria	Below upper secondary	m	m	m	m	m	m	m	74	71	73	74
		Tertiary	m	m	m	m	m	m	m	156	158	160	159
	Belgium	Below upper secondary	m	m	82	m	83	81	82	81	m	m	m
		Tertiary	m	m	132	m	139	132	137	134	m	m	m
	Canada	Below upper secondary	68	68	69	66	65	68	69	68	66	67	m
		Tertiary	147	145	145	149	141	144	147	144	146	146	m
	Czech Republic	Below upper secondary	72	72	m	m	m	m	73	72	73	74	73
		Tertiary	170	170	m	m	m	m	160	161	163	165	164
	Denmark	Below upper secondary	89	90	m	90	90	85	85	84	84	83	84
		Tertiary	124	123	m	124	123	127	126	126	125	124	123
	Finland	Below upper secondary	99	99	99	98	98	97	97	98	97	96	m
		Tertiary	143	145	146	146	146	146	146	145	146	146	m
	France	Below upper secondary	79	79	m	m	81	81	82	81	82	82	m
		Tertiary	145	145	m	m	146	146	145	142	146	147	m
	Germany	Below upper secondary	85	83	72	m	73	81	81	77	83	84	80
		Tertiary	128	123	137	m	137	145	148	151	153	159	158
	Greece	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m
		Tertiary	m	m	m	m	m	m	m	m	m	m	m
	Hungary	Below upper secondary	67	68	71	71	71	72	71	72	72	71	71
		Tertiary	159	167	164	164	176	192	190	188	189	185	183
	Ireland	Below upper secondary	59	m	65	m	60	m	68	67	m	m	m
		Tertiary	145	m	163	m	153	m	168	178	m	m	m
	Italy	Below upper secondary	61	m	84	m	78	m	73	m	74	m	m
		Tertiary	115	m	137	m	147	m	138	m	143	m	m
	Japan	Below upper secondary	m	m	m	m	m	m	m	m	m	78	m
		Tertiary	m	m	m	m	m	m	m	m	m	161	m
	Korea	Below upper secondary	69	m	m	m	m	75	m	m	m	97	m
		Tertiary	141	m	m	m	m	176	m	m	m	167	m
	Luxembourg	Below upper secondary	m	m	m	m	74	m	m	m	73	m	m
		Tertiary	m	m	m	m	131	m	m	m	134	m	m
	Netherlands	Below upper secondary	m	m	m	m	72	m	m	m	75	m	m
		Tertiary	m	m	m	m	155	m	m	m	159	m	m
	New Zealand	Below upper secondary	88	78	86	82	86	84	83	79	89	85	83
		Tertiary	128	121	126	130	131	127	123	123	122	126	125
	Norway	Below upper secondary	84	83	m	81	81	81	81	81	81	81	m
		Tertiary	136	135	m	135	135	137	136	135	134	134	m
	Poland	Below upper secondary	77	76	m	74	73	m	74	m	76	m	75
		Tertiary	145	148	m	155	159	m	166	m	165	m	161
	Portugal	Below upper secondary	62	63	m	m	m	m	66	66	67	m	m
		Tertiary	171	170	m	m	m	m	173	173	173	m	m
	Slovak Republic	Below upper secondary	m	m	m	m	m	m	m	m	m	m	72
		Tertiary	m	m	m	m	m	m	m	m	m	m	176
	Spain	Below upper secondary	66	m	m	64	m	m	78	m	m	70	m
		Tertiary	137	m	m	125	m	m	141	m	m	149	m
	Sweden	Below upper secondary	89	88	m	87	87	88	87	86	85	84	82
		Tertiary	125	126	m	129	129	128	127	126	126	127	126
	Switzerland	Below upper secondary	73	72	72	73	74	76	77	76	76	76	76
		Tertiary	150	146	144	148	148	151	153	148	159	156	156
	Turkey	Below upper secondary	m	m	m	m	m	m	46	43	m	m	m
		Tertiary	m	m	m	m	m	m	164	154	m	m	m
	United Kingdom	Below upper secondary	67	68	69	73	69	69	72	71	70	70	73
		Tertiary	176	178	176	187	177	182	180	181	182	181	177
	United States	Below upper secondary	63	61	62	m	63	66	62	63	63	61	60
		Tertiary	163	163	164	m	165	167	166	167	170	167	171
Partner countries	**Brazil**	Below upper secondary	m	m	m	m	m	m	m	m	m	44	46
		Tertiary	m	m	m	m	m	m	m	m	m	270	271
	Estonia	Below upper secondary	m	m	m	m	m	m	m	m	m	m	82
		Tertiary	m	m	m	m	m	m	m	m	m	m	146
	Israel	Below upper secondary	m	m	m	m	m	m	m	72	67	67	67
		Tertiary	m	m	m	m	m	m	m	157	150	155	153
	Slovenia	Below upper secondary	m	m	m	m	m	m	71	m	72	72	m
		Tertiary	m	m	m	m	m	m	190	m	188	187	m

Note: Belgium, Korea and Turkey report earnings net of income tax. The Czech Republic, Hungary, Luxembourg, Poland, Portugal and the partner country Slovenia report earnings excluding data for individuals in part-time work. Hungary, Luxembourg, Poland and the partner country Slovenia also exclude data on part-year earnings.

Source: OECD. See Annex 3 for notes *(www.oecd.org/edu/eag2010)*.

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

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A7

Table A7.3a.

Differences in earnings between females and males (2008 or latest available year)

Average annual full time, full year earnings of females as a percentage of males', by level of educational attainment of 25-64, 35-44 and 55-64 year-olds

			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 countries	Australia	2005	92	88	99	85	87	77	79	80	76	87	88	84
	Austria	2008	75	71	69	77	76	84	71	73	67	75	73	75
	Belgium	2006	70	73	67	76	74	83	78	82	74	82	83	76
	Canada	2007	61	68	63	74	70	73	70	76	59	73	75	63
	Czech Republic	2008	76	72	81	79	73	85	71	67	78	73	66	75
	Denmark	2006	72	68	57	82	83	87	74	72	76	80	78	78
	Finland	2007	79	78	77	77	76	77	73	72	72	78	77	74
	France	2006	72	76	63	80	78	82	73	81	55	79	84	65
	Germany	2008	72	69	70	81	86	66	73	76	68	76	79	67
	Greece	2006	54	61	45	71	78	67	73	68	89	74	77	60
	Hungary	2008	84	83	86	92	86	105	68	57	75	85	79	86
	Iceland	2006	75	67	90	71	67	69	63	58	70	73	68	74
	Italy	2006	74	71	83	72	81	84	54	52	45	74	77	76
	Korea	2007	60	66	67	74	58	74	68	84	58	61	59	57
	Luxembourg	2006	80	85	55	69	76	78	72	73	78	78	79	71
	Netherlands	2006	76	76	77	78	83	74	71	79	65	79	85	74
	New Zealand	2008	74	78	67	77	76	73	76	74	76	78	77	74
	Norway	2007	76	74	78	72	72	74	68	68	69	74	74	73
	Poland	2006	66	65	62	74	67	91	73	66	73	81	77	83
	Portugal	2006	65	66	58	73	75	74	71	70	72	79	77	65
	Slovak Republic	2008	73	71	74	75	72	83	70	61	79	73	68	80
	Spain	2007	73	72	74	78	85	86	82	82	75	84	86	79
	Sweden	2006	84	94	82	79	77	80	76	72	77	81	78	83
	United Kingdom	2008	76	82	78	70	69	72	77	77	78	78	76	77
	United States	2008	69	67	65	71	69	75	65	68	62	70	71	65
	OECD average		*73*	*74*	*72*	*76*	*76*	*79*	*72*	*71*	*71*	*77*	*77*	*73*
Partner countries	Brazil	2008	64	63	62	60	56	57	62	67	56	76	75	71
	Estonia	2008	55	63	66	61	61	72	66	64	74	67	68	76
	Israel	2008	73	69	71	75	74	70	64	64	67	72	70	70
	Slovenia	2006	86	85	85	88	87	97	80	81	99	92	92	104

Source: OECD, LSO Network Economic Working Group special data collection on full time, full year earnings. See Annex 3 for notes *(www.oecd.org/edu/eag2010)*.

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

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Table A7.3b.

Trends in differences in earnings between females and males (1998-2008)

Average annual earnings of females as a percentage of earnings of males, by level of educational attainment of 25-64 year-olds

OECD countries

		1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Australia	Below upper secondary	m	66	m	62	m	m	m	61	m	m	m
	Upper secondary and post-secondary non-tertiary	m	64	m	62	m	m	m	60	m	m	m
	Tertiary	m	67	m	63	m	m	m	65	m	m	m
Austria	Below upper secondary	m	m	m	m	m	m	m	57	58	60	61
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	60	59	58	59
	Tertiary	m	m	m	m	m	m	m	62	60	62	59
Belgium	Below upper secondary	m	m	64	m	65	66	66	67	m	m	m
	Upper secondary and post-secondary non-tertiary	m	m	72	m	72	74	74	75	m	m	m
	Tertiary	m	m	74	m	76	74	74	73	m	m	m
Canada	Below upper secondary	53	53	m	m	m	52	52	53	53	52	m
	Upper secondary and post-secondary non-tertiary	61	61	m	m	m	60	59	60	61	63	m
	Tertiary	62	62	m	m	m	61	61	62	62	63	m
Czech Republic	Below upper secondary	66	66	m	m	m	m	74	74	73	75	75
	Upper secondary and post-secondary non-tertiary	69	69	m	m	m	m	80	80	80	79	78
	Tertiary	65	65	m	m	m	m	67	68	67	68	67
Denmark	Below upper secondary	73	73	m	74	75	73	74	73	72	73	74
	Upper secondary and post-secondary non-tertiary	71	71	m	71	73	71	71	71	71	72	72
	Tertiary	66	66	m	67	68	67	67	67	67	67	67
Finland	Below upper secondary	77	77	76	76	76	76	76	78	77	76	m
	Upper secondary and post-secondary non-tertiary	72	72	71	71	72	72	72	73	72	71	m
	Tertiary	65	62	61	63	64	66	65	65	64	65	m
France	Below upper secondary	68	68	m	m	70	68	68	68	68	70	70
	Upper secondary and post-secondary non-tertiary	75	75	m	m	77	75	74	75	74	75	75
	Tertiary	69	69	m	m	70	72	70	70	69	70	73
Germany	Below upper secondary	74	70	56	m	53	54	54	52	56	55	49
	Upper secondary and post-secondary non-tertiary	67	68	63	m	61	60	60	62	62	59	60
	Tertiary	68	60	61	m	60	58	60	62	58	59	58
Greece	Below upper secondary	m	m	m	m	m	m	m	m	m	m	m
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	m	m	m	m
	Tertiary	m	m	m	m	m	m	m	m	m	m	m
Hungary	Below upper secondary	80	84	83	83	85	89	89	88	93	87	85
	Upper secondary and post-secondary non-tertiary	86	89	88	88	93	95	96	93	96	91	93
	Tertiary	63	62	62	62	67	71	72	69	70	68	69
Ireland	Below upper secondary	48	m	46	m	48	m	49	44	m	m	m
	Upper secondary and post-secondary non-tertiary	63	m	60	m	57	m	61	55	m	m	m
	Tertiary	70	m	71	m	62	m	60	67	m	m	m
Italy	Below upper secondary	70	m	76	m	70	m	67	m	67	m	m
	Upper secondary and post-secondary non-tertiary	62	m	65	m	66	m	71	m	66	m	m
	Tertiary	52	m	62	m	60	m	52	m	53	m	m
Japan	Below upper secondary	m	m	m	m	m	m	m	m	m	43	m
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	m	m	41	m
	Tertiary	m	m	m	m	m	m	m	m	m	47	m
Korea	Below upper secondary	56	m	m	m	m	48	m	m	m	60	m
	Upper secondary and post-secondary non-tertiary	70	m	m	m	m	47	m	m	m	46	m
	Tertiary	75	m	m	m	m	65	m	m	m	61	m
Luxembourg	Below upper secondary	m	m	m	m	80	m	m	m	87	m	m
	Upper secondary and post-secondary non-tertiary	m	m	m	m	86	m	m	m	88	m	m
	Tertiary	m	m	m	m	75	m	m	m	75	m	m
Netherlands	Below upper secondary	m	m	m	m	49	m	m	m	48	m	m
	Upper secondary and post-secondary non-tertiary	m	m	m	m	58	m	m	m	55	m	m
	Tertiary	m	m	m	m	62	m	m	m	58	m	m

Source: OECD. See Annex 3 for notes *(www.oecd.org/edu/eag2010)*.
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Table A7.3b. *(continued)*

Trends in differences in earnings between females and males (1998-2008)

Average annual earnings of females as a percentage of earnings of males, by level of educational attainment of 25-64 year-olds

			1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
OECD countries	**New Zealand**	Below upper secondary	62	57	67	63	67	67	68	61	68	68	61
		Upper secondary and post-secondary non-tertiary	58	64	64	63	65	64	63	64	64	62	64
		Tertiary	58	59	61	65	65	60	62	61	64	61	64
	Norway	Below upper secondary	60	61	m	63	64	66	66	65	65	65	m
		Upper secondary and post-secondary non-tertiary	61	62	m	62	63	64	64	63	63	63	m
		Tertiary	62	62	m	63	64	65	65	63	63	63	m
	Poland	Below upper secondary	73	72	m	72	73	m	73	m	71	m	69
		Upper secondary and post-secondary non-tertiary	81	81	m	83	84	m	84	m	81	m	80
		Tertiary	68	66	m	69	68	m	68	m	69	m	68
	Portugal	Below upper secondary	71	71	m	m	m	m	73	73	73	m	m
		Upper secondary and post-secondary non-tertiary	69	69	m	m	m	m	70	71	71	m	m
		Tertiary	66	65	m	m	m	m	67	67	67	m	m
	Slovak Republic	Below upper secondary	m	m	m	m	m	m	m	m	m	m	72
		Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	m	m	m	72
		Tertiary	m	m	m	m	m	m	m	m	m	m	68
	Spain	Below upper secondary	61	m	m	58	m	m	63	m	m	58	m
		Upper secondary and post-secondary non-tertiary	76	m	m	71	m	m	68	m	m	68	m
		Tertiary	69	m	m	64	m	m	73	m	m	77	m
	Sweden	Below upper secondary	74	74	m	74	74	75	75	74	74	73	73
		Upper secondary and post-secondary non-tertiary	72	73	m	71	72	73	73	73	73	72	73
		Tertiary	66	67	m	65	67	68	69	68	68	68	69
	Switzerland	Below upper secondary	51	50	53	51	53	55	55	54	55	57	53
		Upper secondary and post-secondary non-tertiary	55	56	58	58	56	56	56	57	56	57	55
		Tertiary	61	61	62	61	60	61	62	60	65	62	62
	Turkey	Below upper secondary	m	m	m	m	m	m	52	47	m	m	m
		Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	75	78	m	m	m
		Tertiary	m	m	m	m	m	m	89	78	m	m	m
	United Kingdom	Below upper secondary	48	49	50	52	53	53	55	55	53	56	59
		Upper secondary and post-secondary non-tertiary	54	54	54	52	55	55	54	56	56	55	55
		Tertiary	64	62	63	66	67	66	66	69	69	69	68
	United States	Below upper secondary	60	59	59	m	63	67	63	63	65	64	60
		Upper secondary and post-secondary non-tertiary	62	61	60	m	63	64	63	65	65	66	65
		Tertiary	58	59	56	m	58	61	59	59	60	61	59
Partner countries	**Brazil**	Below upper secondary	m	m	m	m	m	m	m	m	m	49	49
		Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	m	m	58	56
		Tertiary	m	m	m	m	m	m	m	m	m	55	57
	Estonia	Below upper secondary	m	m	m	m	m	m	m	m	m	m	54
		Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	m	m	m	59
		Tertiary	m	m	m	m	m	m	m	m	m	m	64
	Israel	Below upper secondary	m	m	m	m	m	m	m	57	56	52	57
		Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	59	64	63	62
		Tertiary	m	m	m	m	m	m	m	58	57	59	58
	Slovenia	Below upper secondary	m	m	m	m	m	m	84	m	82	81	m
		Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	88	m	86	84	m
		Tertiary	m	m	m	m	m	m	77	m	77	76	m

Source: OECD. See Annex 3 for notes *(www.oecd.org/edu/eag2010)*.
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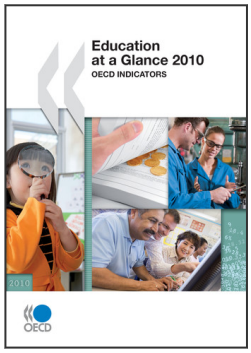

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