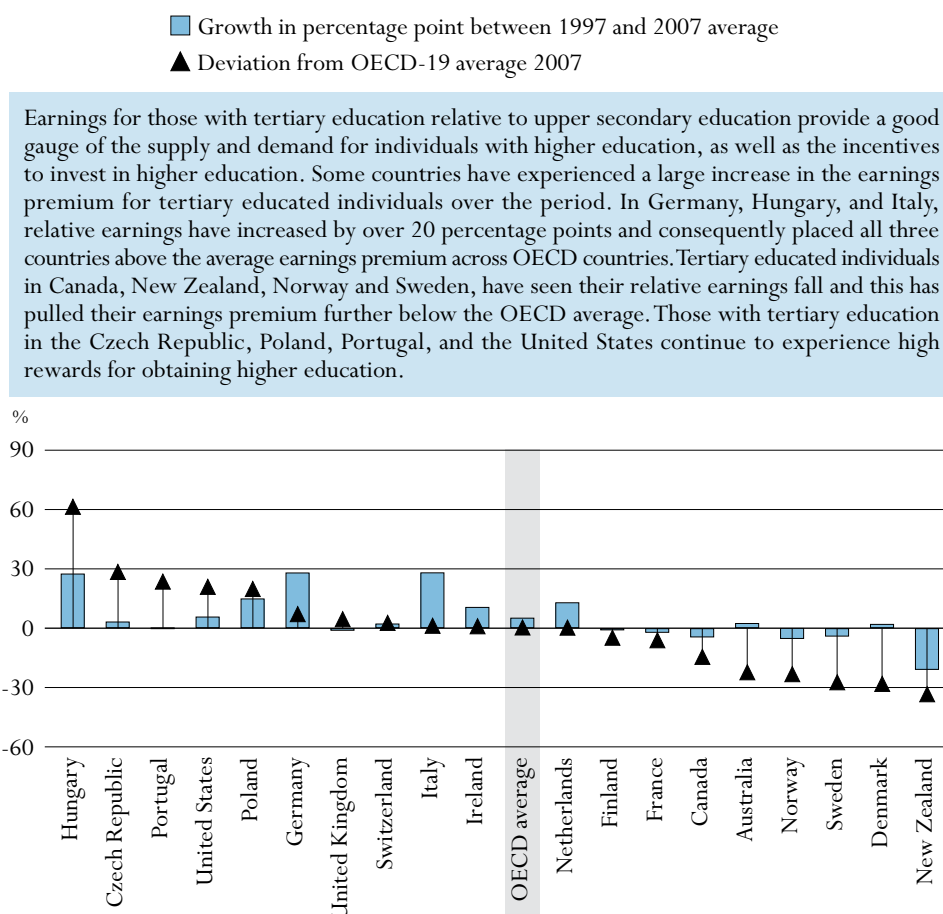


WHAT ARE THE ECONOMIC BENEFITS OF EDUCATION?

This indicator examines the relative earnings of workers with different levels of educational attainment in 25 OECD countries and the partner countries Brazil, Israel and Slovenia. Differences in pre-tax earnings between educational groups provide a good indication of supply and demand for education. Combined with data on earnings over time, these differences provide a strong signal of whether education systems are aligned with labour market demands.

Key results

Chart A7.1. Average relative earnings growth at the tertiary level of education between 1997 and 2007 and average relative earnings at the tertiary level of education deviation from the OECD average (2007)



Note: Difference between relative earnings at the tertiary level of education average for years 1997/1998/1999 and average for years 2005/2006/2007.

Difference between relative earnings at the tertiary level of education average for years 2005/2006/2007 for each country and the OECD average based on 19 countries with available data.

Countries are ranked in descending order of deviation from the OECD average.

Source: OECD, Table A7.2a. See Annex 3 for notes (www.oecd.org/edu/eag2009).

StatLink <http://dx.doi.org/10.1787/664140647056>

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 those of the same gender who have not completed upper secondary education. The earnings premium for tertiary education is substantial in most countries and exceeds 50% in 17 out of 28 countries.
- Males with a degree from a tertiary-type A or advanced research programme have a significant earnings premium in Hungary and the partner country Brazil, where the earnings premium exceeds 100% with a substantial margin; and in the Czech Republic, Poland, Portugal and the United States, and the partner country Israel where these individuals earn 80% or more than those with upper secondary and post-secondary non-tertiary education. In Hungary, Ireland, Korea, the United Kingdom and the partner country Brazil, females have a similar advantage.
- The educational earnings advantage increases with age. Tertiary earnings are relatively higher at an older age in all countries except Australia, Italy, New Zealand, Turkey, the United Kingdom and the partner country Israel. For those with below upper secondary education the earnings disadvantage generally increases with age.
- With few exceptions, females earn less than males with similar levels of educational attainment. For all levels of education, average earnings of females between the ages of 30 and 44 range from 51% of those of males in Korea to 88% in the partner country Slovenia. However, for females with below upper secondary education in New Zealand and the United States and for those with an upper secondary education in the Czech Republic, the earnings gap has closed by more than 10 percentage points over the past decade.

Policy context

One way in which markets provide incentives for individuals to develop and maintain appropriate skills is through wage differentials, 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 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 higher educated individuals are in short supply, and of course the reverse is the case for low and falling premiums. The consequence of having too few higher educated individuals in the labour market is rising income inequalities and if sustained, a short 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 lead to adjustments of the supply of educated individuals to that of the demand-side. 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.

Evidence and explanations

Earnings differentials and educational attainment

Earnings differentials are key measures of the financial incentives available 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 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.

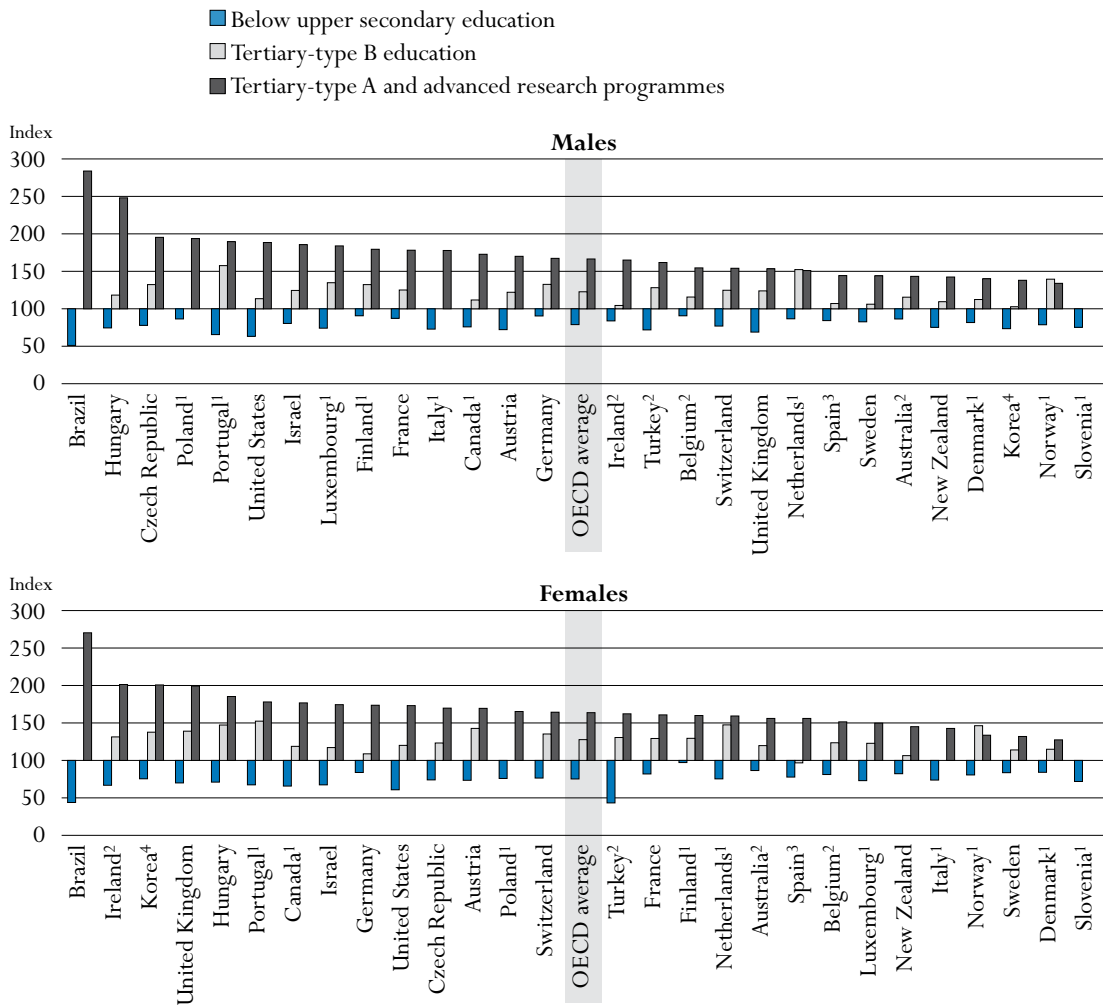
Still, earnings differentials are among the more straightforward indications as to whether the supply of educated individuals meets demand, particularly in the light of changes over time. Chart A7.2 shows a strong positive relationship between educational attainment and average earnings. In all countries, graduates of tertiary education earn more overall than upper secondary and post-secondary non-tertiary graduates.

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% with a substantial margin. In the Czech Republic, Poland, Portugal and the United States, and the partner country Israel tertiary educated individuals earn 80% or more than those with upper secondary and post-secondary non-tertiary education. Females have a similar advantage in Hungary, Ireland, Korea, the United Kingdom and the partner country Brazil.

Chart A7.2. Relative earnings from employment (2007 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*



1. Year of reference 2006.

2. Year of reference 2005.

3. Year of reference 2004.

4. Year of reference 2003.

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

Source: OECD, Table A7.1a. See Annex 3 for notes (www.oecd.org/edu/eag2009).

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

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 during this period. At the same time, in these countries tertiary attainment levels are also low 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, Sweden and the United Kingdom have seen a 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.

Education and earnings over age

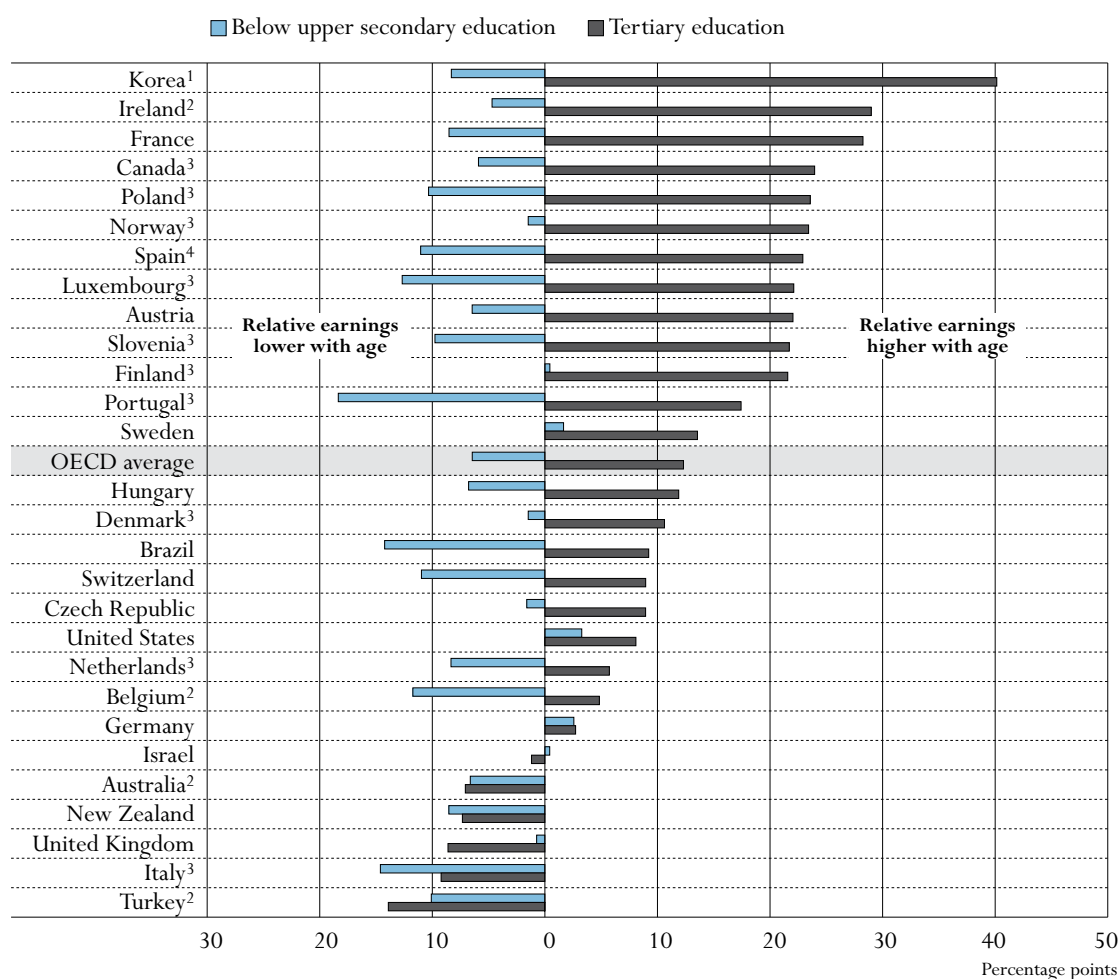
Table A7.1a shows how relative earnings vary with age. The difference in relative earnings for those with a tertiary education at age 55 to 64 compared with the total population (25-64 year-olds) is generally larger; on average, the earnings differential increases by 13 index points. These benefits of 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, New Zealand, Turkey, the United Kingdom and the partner country Israel.

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

For those with below upper secondary education, the earnings disadvantage increases with age in all countries except Finland, Germany, Sweden, the United States and the partner country Israel. The increasing earnings disadvantage, for those at an older age with below upper secondary education is less marked than the earnings advantage for those with a tertiary education, which indicates 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.

Education and gender disparity in earnings

For 25-64 year-olds, financial rewards from tertiary education benefit females more than males in Australia, Austria, Canada, Germany, Ireland, Korea, the Netherlands, Norway, Spain, Switzerland and the United Kingdom. The reverse is true in the remaining countries, with the exception of Turkey, where – relative to upper secondary education – the earnings of males and females are equally enhanced by tertiary education (Table A7.1a).

Chart A7.3. Difference in relative earnings for the 55-64 year-olds and 25-64 year-olds (2007 or latest available year)*Earnings relative to upper secondary and post-secondary non-tertiary education*

1. Year of reference 2003.

2. Year of reference 2005.

3. Year of reference 2006.

4. Year of reference 2004.

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 A7.1a. See Annex 3 for notes (www.oecd.org/edu/eqg2009).

StatLink <http://dx.doi.org/10.1787/664140647056>

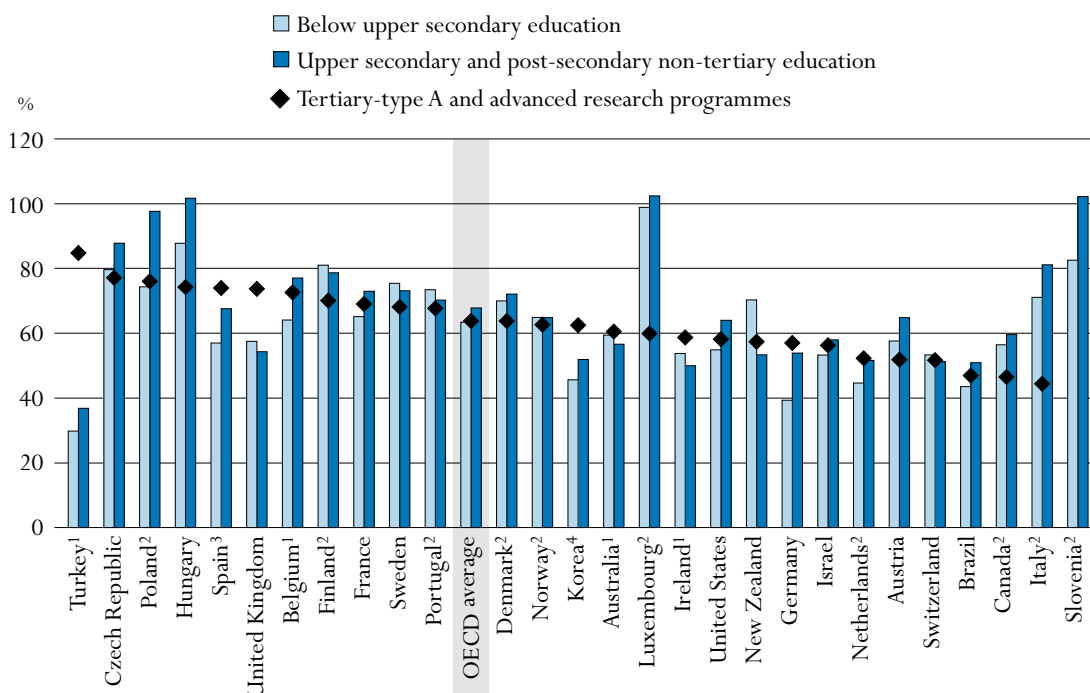
Both males and females with upper secondary, post-secondary non-tertiary or tertiary attainment have substantial earnings advantages (compared with those of the same gender who do not complete upper secondary education), but earnings differentials between males and females with the same educational attainment remain substantial. In all countries, considering all levels of educational attainment, females in the 30-44 year-old age group earn less than their male counterparts (Table A7.1b, available on line). For all levels of education taken together (*i.e.* dividing total earnings by the total number of income earners, by gender), average earnings of females between the ages of 30 and 44 range from 51% of those of males in Korea, to 88% in the partner country Slovenia.

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This relative differential must be interpreted with caution, however, since in most countries earnings data include part-time work, which is often a major characteristic of female employment and is likely to vary significantly from one country to another. In Hungary, Luxembourg and Poland, where part-time work and part-year earnings are excluded from the calculations, earnings of females between the ages of 30 and 44 reach 82%, 85% and 78%, respectively, of those of males.

**Chart A7.4. Differences in earnings between females and males
(2007 or latest available year)**

*Average earnings of females as a percentage of those of males (55-64 year-olds),
by level of educational attainment*



1. Year of reference 2005.

2. Year of reference 2006.

3. Year of reference 2004.

4. Year of reference 2003.

Note: Data on earnings for individuals in part-time work are excluded for the Czech Republic, Hungary, Luxembourg, Poland, Portugal and Slovenia while data on part-year earnings are excluded for Hungary, Luxembourg, Portugal and Slovenia.

Source: OECD, Table A7.1b, available on line. See Annex 3 for notes (www.oecd.org/edu/eqg2009).

StatLink <http://dx.doi.org/10.1787/664140647056>

The gap in earnings between males and females presented in Chart A7.4 is due in part to differences in occupations, in the amount of time spent in the labour force, and in the incidence of part-time work. However, among 55-64 year-olds, the gap between male and female earnings is wide in most countries. Notable exceptions are females with an upper secondary and post-secondary non-tertiary education in Hungary, Luxembourg, Poland and the partner country Slovenia and females with below upper secondary education in Luxembourg who earn as much as their male counterparts.

While the overall earnings gap between males and females is generally more pronounced for the oldest age cohort, the earnings differentials between males and females in general have narrowed in some countries in recent years (Table A7.3). The most noticeable changes have taken place for females with below upper secondary education in New Zealand and the United States and for those with an upper secondary education in the Czech Republic, where the earnings gap has closed by more than 10 percentage points over the past decade.

Definitions and methodologies

Earnings data in Table A7.1a 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 and the United States, and in 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 and Switzerland, and the partner country Israel. Data on earnings are before income tax, while earnings for Belgium, Korea and Turkey are net of income tax. Data on earnings for individuals in part-time work are excluded for the Czech Republic, Hungary, Luxembourg Poland, Portugal and Slovenia, while data on part-year earnings are excluded for Hungary, Luxembourg, Poland and Slovenia.

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 in the data for countries reporting weekly or monthly earnings. Similarly, the prevalence of part-time and part-year earnings in most countries suggest that caution is needed in interpreting earnings differentials in countries, particularly between males and females.

Further references

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

StatLink  <http://dx.doi.org/10.1787/664140647056>

- *Table A7.1b. Differences in earnings between females and males (2007 or latest available year)*
- *Table A7.4a. Distribution of the 25-64 year-old population, by level of earnings and educational attainment (2007 or latest available year)*
- *Table A7.4b. Distribution of the 25-64 year-old male population, by level of earnings and educational attainment (2007 or latest available year)*
- *Table A7.4c. Distribution of the 25-64 year-old female population by level of earnings and educational attainment (2007 or latest available year)*

Table A7.1a.

Relative earnings of the population with income from employment (2007 or latest available year)

By level of educational attainment and gender of 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
		2005 Females	86	82	85	104	99	105	120	115	123	156	149	154	146	142	143
		2005 M+F	81	88	74	96	98	94	110	112	106	139	131	134	131	126	124
	Austria	2007 Males	72	71	70	132	113	140	122	111	118	170	137	220	151	129	177
		2007 Females	73	69	62	125	128	132	143	118	155	169	160	176	160	149	167
		2007 M+F	67	68	60	122	114	131	130	113	127	170	143	212	155	134	177
	Belgium	2005 Males	91	95	82	98	95	108	116	111	113	155	135	156	137	124	139
		2005 Females	81	85	68	108	105	103	124	122	117	151	144	147	134	131	128
		2005 M+F	89	95	78	100	98	102	115	112	112	155	137	160	133	123	138
	Canada	2006 Males	76	84	70	111	118	106	112	123	124	173	152	212	142	137	175
		2006 Females	66	67	67	101	106	106	119	122	117	177	177	166	146	151	139
		2006 M+F	75	83	69	110	113	108	111	118	118	171	155	206	140	137	164
	Czech Republic	2007 Males	78	81	77	m	m	m	132	125	136	195	162	200	192	158	198
		2007 Females	74	78	70	m	m	m	123	117	135	170	155	176	165	148	173
		2007 M+F	73	79	71	m	m	m	122	114	132	187	157	194	183	151	191
	Denmark	2006 Males	82	80	83	92	44	94	112	118	111	140	112	152	133	113	143
		2006 Females	84	77	81	85	40	92	115	127	111	127	122	134	126	123	131
		2006 M+F	82	81	81	97	45	104	115	122	112	128	110	142	125	112	136
	Finland	2006 Males	91	89	92	m	m	m	132	129	133	179	140	216	162	138	181
		2006 Females	97	90	95	m	m	m	129	128	126	160	148	193	146	144	155
		2006 M+F	94	93	95	m	m	m	124	116	128	167	133	212	149	130	170
	France	2007 Males	87	91	82	125	94	157	125	122	132	178	150	196	158	138	182
		2007 Females	82	96	73	88	104	73	129	132	132	161	154	185	147	144	166
		2007 M+F	84	94	76	94	94	81	123	122	127	168	147	197	150	136	178
	Germany	2007 Males	90	91	93	109	118	111	133	127	131	167	152	160	158	148	151
		2007 Females	84	74	68	114	112	121	109	120	110	174	159	169	159	153	161
		2007 M+F	91	89	93	107	109	103	131	119	148	172	151	169	162	146	164
	Hungary	2007 Males	74	77	71	128	121	132	118	99	103	248	217	255	247	216	255
		2007 Females	71	75	61	115	113	114	147	116	182	185	177	187	185	177	187
		2007 M+F	72	76	65	120	117	122	134	106	154	211	193	223	211	193	223
	Ireland	2005 Males	84	88	76	96	124	76	104	95	140	165	136	204	147	125	187
		2005 Females	67	55	82	93	113	93	131	121	126	201	183	240	178	166	201
		2005 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
		2006 Females	74	81	57	m	m	m	m	m	m	143	130	104	143	130	104
		2006 M+F	76	91	61	m	m	m	m	m	m	155	124	146	155	124	146
	Korea	2003 Males	73	87	71	m	m	m	103	99	64	138	127	182	127	117	169
		2003 Females	75	126	62	m	m	m	138	121	131	201	165	219	176	148	206
		2003 M+F	67	100	58	m	m	m	111	105	70	156	138	195	141	125	181
	Luxembourg	2006 Males	74	80	62	m	m	m	135	129	140	184	154	236	158	142	183
		2006 Females	73	71	60	m	m	m	123	124	110	150	146	138	134	133	121
		2006 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
		2006 Females	75	76	71	100	100	100	147	157	137	159	151	159	159	151	159
		2006 M+F	85	91	77	100	100	100	153	151	159	154	140	160	154	140	160
	New Zealand	2007 Males	75	83	66	104	111	93	109	103	89	142	140	139	130	128	121
		2007 Females	82	76	87	95	111	88	106	101	115	145	140	150	127	126	128
		2007 M+F	75	80	67	115	119	106	98	95	86	137	133	140	121	120	113

Source: OECD. See Annex 3 for notes (www.oecd.org/edu/eqa2009).

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


StatLink  <http://dx.doi.org/10.1787/664140647056>

Table A7. 1a. (continued)

Relative earnings of the population with income from employment (2007 or latest available year)

By level of educational attainment and gender of 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	Norway	2006 Males	79	76	77	116	109	123	139	124	142	133	106	153	134	107	151
		2006 Females	81	76	77	117	113	129	146	143	149	134	127	148	134	127	148
		2006 M+F	78	76	77	122	117	129	149	126	165	127	107	151	129	108	152
	Poland	2006 Males	86	85	79	114	110	119	m	m	m	194	169	216	194	169	216
		2006 Females	76	82	60	116	115	112	m	m	m	165	157	168	165	157	168
		2006 M+F	84	86	73	109	106	114	m	m	m	173	155	197	173	155	197
	Portugal	2006 Males	66	74	49	95	97	92	158	148	161	190	170	201	183	165	192
		2006 Females	67	73	51	105	109	105	152	150	147	178	173	194	173	169	179
		2006 M+F	68	76	50	99	103	95	155	148	157	182	168	206	177	164	194
	Spain	2004 Males	84	94	76	83	100	m	107	111	143	144	130	155	132	123	153
		2004 Females	78	86	64	95	103	177	97	106	120	156	154	170	141	139	162
		2004 M+F	85	94	74	89	104	133	104	108	138	144	135	158	132	126	155
	Sweden	2007 Males	83	79	83	123	85	125	106	97	113	144	117	159	135	113	147
		2007 Females	84	77	86	109	85	127	114	94	121	132	126	148	127	121	138
		2007 M+F	84	79	86	122	83	133	105	95	112	134	116	153	126	112	140
	Switzerland	2007 Males	77	81	68	109	84	134	125	118	113	154	126	165	144	123	147
		2007 Females	76	74	70	118	104	160	135	144	137	164	161	167	156	157	158
		2007 M+F	75	78	64	113	91	149	140	132	133	168	140	185	159	138	168
	Turkey	2005 Males	72	77	60	m	m	m	128	154	121	162	178	133	153	171	129
		2005 Females	43	37	49	m	m	m	131	93	m	162	150	307	154	133	307
		2005 M+F	69	70	59	m	m	m	125	131	128	157	166	138	149	156	135
	United Kingdom	2007 Males	69	68	70	m	m	m	124	112	115	153	148	147	145	140	137
		2007 Females	70	67	74	m	m	m	139	131	149	199	191	200	181	179	183
		2007 M+F	70	72	70	m	m	m	127	116	123	169	160	161	157	151	148
	United States	2007 Males	63	69	69	111	108	106	113	119	112	188	171	188	180	165	181
		2007 Females	61	59	59	109	106	114	120	121	112	173	169	171	167	165	165
		2007 M+F	65	69	68	109	105	110	114	117	113	180	164	188	172	160	181
Partner countries	OECD average	Males	79	83	74	108	102	113	123	119	122	167	145	181	156	139	168
		Females	75	76	70	105	104	114	128	123	130	164	155	175	153	146	163
		M+F	78	83	71	107	102	111	123	118	127	162	144	178	152	138	164
	Brazil	2007 Males	51	58	38	m	m	m	m	m	m	284	251	282	284	251	282
		2007 Females	44	50	32	m	m	m	m	m	m	270	268	261	270	268	261
		2007 M+F	51	58	37	m	m	m	m	m	m	268	248	277	268	248	277
	Israel	2007 Males	80	77	83	125	122	120	124	123	125	186	170	182	165	155	163
		2007 Females	67	55	76	138	159	173	117	120	111	174	176	177	155	161	151
		2007 M+F	83	79	83	127	130	132	115	115	112	172	160	175	153	147	152
	Slovenia	2006 Males	75	77	67	m	m	m	m	m	m	m	m	m	210	173	228
		2006 Females	72	77	54	m	m	m	m	m	m	m	m	m	188	169	192
		2006 M+F	74	79	64	m	m	m	m	m	m	m	m	m	193	162	215

Source: OECD. See Annex 3 for notes (www.oecd.org/edu/eag2009).

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


StatLink  <http://dx.doi.org/10.1787/664140647056>

Table A7.2a.

Trends in relative earnings: adult population (1997-2007)*By educational attainment, for 25-64 year-olds (upper secondary and post-secondary non-tertiary education = 100)*

		1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	
OECD countries	Australia	Below upper secondary	79	m	80	m	77	m	m	81	m	m	
		Tertiary	124	m	134	m	133	m	m	131	m	m	
	Austria	Below upper secondary	m	m	m	m	m	m	m	71	66	67	
		Tertiary	m	m	m	m	m	m	m	152	157	155	
	Belgium	Below upper secondary	m	m	m	92	m	91	89	90	89	m	m
		Tertiary	m	m	m	128	m	132	130	134	133	m	m
	Canada	Below upper secondary	m	77	80	79	76	77	78	78	77	75	m
		Tertiary	m	143	144	145	146	139	140	139	138	140	m
	Czech Republic	Below upper secondary	68	68	68	m	m	m	m	73	72	74	73
		Tertiary	179	179	179	m	m	m	m	182	181	183	183
	Denmark	Below upper secondary	85	86	86	m	87	88	82	82	82	82	m
		Tertiary	123	124	124	m	124	124	127	126	125	125	m
	Finland	Below upper secondary	97	96	96	95	95	95	94	94	m	94	m
		Tertiary	148	148	153	153	150	150	148	149	m	149	m
	France	Below upper secondary	84	84	84	m	m	84	84	85	86	85	84
		Tertiary	149	150	150	m	m	150	146	147	144	149	150
	Germany	Below upper secondary	81	78	79	75	m	77	87	88	88	90	91
		Tertiary	133	130	135	143	m	143	153	153	156	164	162
	Hungary	Below upper secondary	68	68	70	71	71	74	74	73	73	73	72
		Tertiary	179	184	200	194	194	205	219	217	215	219	211
	Ireland	Below upper secondary	75	79	m	89	m	76	m	85	86	m	m
		Tertiary	146	142	m	153	m	144	m	169	155	m	m
	Italy	Below upper secondary	m	58	m	78	m	78	m	79	m	76	m
		Tertiary	m	127	m	138	m	153	m	165	m	155	m
	Korea	Below upper secondary	m	78	m	m	m	m	67	m	m	m	m
		Tertiary	m	135	m	m	m	m	141	m	m	m	m
	Luxembourg	Below upper secondary	m	m	m	m	m	78	m	m	m	74	m
		Tertiary	m	m	m	m	m	145	m	m	m	153	m
	Netherlands	Below upper secondary	83	m	m	m	m	84	m	m	m	85	m
		Tertiary	141	m	m	m	m	148	m	m	m	154	m
New Zealand	Below upper secondary	77	76	76	74	74	m	76	74	78	78	75	
	Tertiary	148	136	139	133	133	m	127	121	125	115	121	
Norway	Below upper secondary	85	84	84	m	79	79	78	78	78	78	m	
	Tertiary	138	132	133	m	131	130	131	130	129	129	m	
Poland	Below upper secondary	m	84	82	m	81	81	m	82	m	84	m	
	Tertiary	m	156	161	m	166	172	m	179	m	173	m	
Portugal	Below upper secondary	62	62	62	m	m	m	m	67	67	68	m	
	Tertiary	176	177	178	m	m	m	m	178	177	177	m	
Spain	Below upper secondary	76	80	m	m	78	m	m	85	m	m	m	
	Tertiary	149	144	m	m	129	m	m	132	m	m	m	
Sweden	Below upper secondary	90	89	89	m	86	87	87	87	86	85	84	
	Tertiary	129	130	131	m	131	130	128	127	126	126	126	
Switzerland	Below upper secondary	70	73	75	75	76	75	74	74	75	74	75	
	Tertiary	155	155	153	152	155	154	156	156	155	156	159	
Turkey	Below upper secondary	m	m	m	m	m	m	m	65	69	m	m	
	Tertiary	m	m	m	m	m	m	m	141	149	m	m	
United Kingdom	Below upper secondary	69	66	69	69	70	68	69	69	71	71	70	
	Tertiary	158	157	162	160	160	157	162	157	158	160	157	
United States	Below upper secondary	70	67	65	65	m	66	66	65	67	66	65	
	Tertiary	168	173	166	172	m	172	172	172	175	176	172	
Partner countries	Brazil	Below upper secondary	m	m	m	m	m	m	m	m	m	51	
		Tertiary	m	m	m	m	m	m	m	m	m	268	
	Israel	Below upper secondary	m	m	m	m	m	m	m	m	79	78	83
		Tertiary	m	m	m	m	m	m	m	m	151	151	153
Slovenia	Below upper secondary	m	m	m	m	m	m	m	73	m	74	m	
	Tertiary	m	m	m	m	m	m	m	198	m	193	m	

Source: OECD. See Annex 3 for notes (www.oecd.org/edu/eag2009).

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


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Table A7.2b.
Trends in relative earnings: male population (1997-2007)
By educational attainment, for 25-64 year-olds (upper secondary and post-secondary non-tertiary education = 100)

		1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	
OECD countries	Australia	Below upper secondary	87	m	86	m	84	m	m	86	m	m	
		Tertiary	136	m	139	m	142	m	m	136	m	m	
	Austria	Below upper secondary	m	m	m	m	m	m	m	m	76	72	72
		Tertiary	m	m	m	m	m	m	m	m	149	155	151
	Belgium	Below upper secondary	m	m	m	93	m	92	90	91	91	m	m
		Tertiary	m	m	m	128	m	132	132	137	137	m	m
	Canada	Below upper secondary	m	77	80	80	76	79	79	78	78	76	m
		Tertiary	m	143	144	151	150	143	143	140	140	142	m
	Czech Republic	Below upper secondary	75	75	75	m	m	m	m	79	79	81	78
		Tertiary	178	178	178	m	m	m	m	193	190	194	192
	Denmark	Below upper secondary	86	87	87	m	87	87	82	82	82	82	m
		Tertiary	130	132	133	m	132	131	134	133	133	133	m
	Finland	Below upper secondary	94	93	93	92	92	92	92	91	m	91	m
		Tertiary	159	159	167	169	163	163	160	161	m	162	m
	France	Below upper secondary	88	88	88	m	m	88	88	89	90	89	87
		Tertiary	158	159	159	m	m	159	151	154	152	157	158
	Germany	Below upper secondary	88	77	80	80	m	84	90	91	93	92	90
		Tertiary	131	126	138	141	m	140	150	149	151	163	158
	Hungary	Below upper secondary	74	72	73	75	75	78	77	76	76	75	74
		Tertiary	213	218	238	232	232	245	255	253	253	259	247
	Ireland	Below upper secondary	72	78	m	84	m	71	m	85	84	m	m
		Tertiary	131	131	m	138	m	141	m	171	147	m	m
	Italy	Below upper secondary	m	54	m	71	m	74	m	78	m	73	m
		Tertiary	m	138	m	143	m	162	m	188	m	178	m
	Korea	Below upper secondary	m	88	m	m	m	m	73	m	m	m	m
		Tertiary	m	132	m	m	m	m	127	m	m	m	m
	Luxembourg	Below upper secondary	m	m	m	m	m	79	m	m	m	74	m
		Tertiary	m	m	m	m	m	149	m	m	m	158	m
	Netherlands	Below upper secondary	86	m	m	m	m	84	m	m	m	87	m
		Tertiary	139	m	m	m	m	143	m	m	m	151	m
	New Zealand	Below upper secondary	82	76	76	76	76	m	m	m	m	76	75
		Tertiary	148	137	140	130	130	m	137	129	131	120	130
	Norway	Below upper secondary	85	85	85	m	80	80	79	79	78	79	m
		Tertiary	138	133	135	m	134	133	134	134	134	134	m
	Poland	Below upper secondary	m	86	85	m	85	84	m	86	m	86	m
		Tertiary	m	175	182	m	185	194	m	204	m	194	m
	Portugal	Below upper secondary	60	61	60	m	m	m	m	64	64	66	m
		Tertiary	178	178	180	m	m	m	m	183	183	183	m
	Spain	Below upper secondary	78	82	m	m	79	m	m	84	m	m	m
		Tertiary	154	152	m	m	138	m	m	132	m	m	m
	Sweden	Below upper secondary	88	87	87	m	84	85	85	85	84	83	83
		Tertiary	135	136	138	m	141	139	137	135	135	135	135
	Switzerland	Below upper secondary	79	80	80	79	84	79	78	78	80	78	77
		Tertiary	135	136	134	135	140	137	140	139	140	138	144
	Turkey	Below upper secondary	m	m	m	m	m	m	m	67	72	m	m
		Tertiary	m	m	m	m	m	m	m	139	153	m	m
	United Kingdom	Below upper secondary	77	75	76	74	73	72	71	70	72	73	69
		Tertiary	147	149	155	152	147	147	152	146	146	148	145
United States	Below upper secondary	69	65	63	64	m	63	63	62	64	63	63	
	Tertiary	168	176	167	178	m	178	177	179	183	183	180	
Partner countries	Brazil	Below upper secondary	m	m	m	m	m	m	m	m	m	51	
		Tertiary	m	m	m	m	m	m	m	m	m	284	
	Israel	Below upper secondary	m	m	m	m	m	m	m	m	74	76	80
		Tertiary	m	m	m	m	m	m	m	m	159	166	165
Slovenia	Below upper secondary	m	m	m	m	m	m	m	74	m	75	m	
	Tertiary	m	m	m	m	m	m	m	217	m	210	m	

Source: OECD. See Annex 3 for notes (www.oecd.org/edu/eag2009).

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Table A7.2c.

Trends in relative earnings: female population (1997-2007)*By educational attainment, for 25-64 year-olds (upper secondary and post-secondary non-tertiary education = 100)*

OECD countries		1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Australia	Below upper secondary	85	m	89	m	84	m	m	m	86	m	m
	Tertiary	137	m	146	m	146	m	m	m	146	m	m
Austria	Below upper secondary	m	m	m	m	m	m	m	m	74	71	73
	Tertiary	m	m	m	m	m	m	m	m	156	158	160
Belgium	Below upper secondary	m	m	m	82	m	83	81	82	81	m	m
	Tertiary	m	m	m	132	m	140	132	137	134	m	m
Canada	Below upper secondary	m	68	68	69	66	65	68	69	68	66	m
	Tertiary	m	147	145	145	149	141	144	147	144	146	m
Czech Republic	Below upper secondary	72	72	72	m	m	m	m	73	72	73	74
	Tertiary	170	170	170	m	m	m	m	160	161	163	165
Denmark	Below upper secondary	88	89	90	m	90	90	85	85	84	84	m
	Tertiary	122	124	123	m	124	123	127	126	126	126	m
Finland	Below upper secondary	100	99	99	99	98	98	97	97	m	97	m
	Tertiary	143	143	145	146	146	146	146	146	m	146	m
France	Below upper secondary	80	79	79	m	m	81	81	82	81	82	82
	Tertiary	146	145	145	m	m	146	146	145	142	146	147
Germany	Below upper secondary	87	85	83	72	m	73	81	81	77	83	84
	Tertiary	129	128	123	137	m	137	145	148	151	153	159
Hungary	Below upper secondary	66	67	68	71	71	71	72	71	72	72	71
	Tertiary	154	159	167	164	164	176	192	190	188	189	185
Ireland	Below upper secondary	57	59	m	65	m	60	m	68	67	m	m
	Tertiary	156	145	m	163	m	153	m	168	178	m	m
Italy	Below upper secondary	m	61	m	84	m	78	m	73	m	74	m
	Tertiary	m	115	m	137	m	147	m	138	m	143	m
Korea	Below upper secondary	m	69	m	m	m	m	75	m	m	m	m
	Tertiary	m	141	m	m	m	m	176	m	m	m	m
Luxembourg	Below upper secondary	m	m	m	m	m	74	m	m	m	73	m
	Tertiary	m	m	m	m	m	131	m	m	m	134	m
Netherlands	Below upper secondary	71	m	m	m	m	72	m	m	m	75	m
	Tertiary	143	m	m	m	m	155	m	m	m	159	m
New Zealand	Below upper secondary	69	74	75	72	72	m	m	m	m	88	82
	Tertiary	143	129	129	136	136	m	129	126	128	123	127
Norway	Below upper secondary	84	84	83	m	81	81	81	81	81	81	m
	Tertiary	140	136	135	m	135	135	137	136	135	134	m
Poland	Below upper secondary	m	77	76	m	74	73	m	74	m	76	m
	Tertiary	m	145	148	m	155	159	m	166	m	165	m
Portugal	Below upper secondary	62	62	63	m	m	m	m	66	66	67	m
	Tertiary	168	171	170	m	m	m	m	173	173	173	m
Spain	Below upper secondary	64	66	m	m	64	m	m	78	m	m	m
	Tertiary	145	137	m	m	125	m	m	141	m	m	m
Sweden	Below upper secondary	89	89	88	m	87	87	88	87	86	85	84
	Tertiary	125	125	126	m	129	129	128	127	126	126	127
Switzerland	Below upper secondary	72	73	72	72	73	74	76	77	76	76	76
	Tertiary	154	150	146	144	148	148	151	153	148	159	156
Turkey	Below upper secondary	m	m	m	m	m	m	m	46	43	m	m
	Tertiary	m	m	m	m	m	m	m	164	154	m	m
United Kingdom	Below upper secondary	69	67	68	69	73	69	69	72	71	70	70
	Tertiary	180	176	178	176	187	177	182	180	181	182	181
United States	Below upper secondary	62	63	61	62	m	63	66	62	63	63	61
	Tertiary	166	163	163	164	m	165	167	166	167	170	167
Partner countries	Brazil	Below upper secondary	m	m	m	m	m	m	m	m	m	44
	Tertiary	m	m	m	m	m	m	m	m	m	m	270
Israel	Below upper secondary	m	m	m	m	m	m	m	m	72	67	67
	Tertiary	m	m	m	m	m	m	m	m	157	150	155
Slovenia	Below upper secondary	m	m	m	m	m	m	m	71	m	72	m
	Tertiary	m	m	m	m	m	m	m	190	m	188	m

Source: OECD. See Annex 3 for notes (www.oecd.org/edu/eag2009).

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


StatLink  <http://dx.doi.org/10.1787/664140647056>

Table A7.3.

Trends in differences in earnings between females and males (1997-2007)*Average annual earnings of females as a percentage of earnings of males by level of educational attainment of 25-64 year-olds*

OECD countries		1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Australia	Below upper secondary	60	m	66	m	62	m	m	m	61	m	m
	Upper secondary and post-secondary non tertiary	62	m	64	m	62	m	m	m	60	m	m
	Tertiary	62	m	67	m	63	m	m	m	65	m	m
Austria	Below upper secondary	m	m	m	m	m	m	m	m	57	58	60
	Upper secondary and post-secondary non tertiary	m	m	m	m	m	m	m	m	60	59	58
	Tertiary	m	m	m	m	m	m	m	m	62	60	62
Belgium	Below upper secondary	m	m	m	64	m	65	66	66	67	m	m
	Upper secondary and post-secondary non tertiary	m	m	m	72	m	72	74	74	75	m	m
	Tertiary	m	m	m	74	m	76	74	74	73	m	m
Canada	Below upper secondary	m	52	51	52	51	50	52	52	53	53	m
	Upper secondary and post-secondary non tertiary	m	59	60	60	59	61	60	59	60	61	m
	Tertiary	m	61	60	58	58	60	61	61	62	62	m
Czech Republic	Below upper secondary	66	66	66	m	m	m	m	74	74	73	75
	Upper secondary and post-secondary non tertiary	69	69	69	m	m	m	m	80	80	80	79
	Tertiary	66	65	65	m	m	m	m	67	68	67	68
Denmark	Below upper secondary	73	73	73	m	74	75	73	74	73	73	m
	Upper secondary and post-secondary non tertiary	72	71	71	m	71	73	71	71	71	71	m
	Tertiary	68	66	66	m	67	68	67	67	67	67	m
Finland	Below upper secondary	78	77	77	76	76	76	76	76	m	77	m
	Upper secondary and post-secondary non tertiary	74	72	72	71	71	72	72	72	m	72	m
	Tertiary	66	65	62	61	63	64	66	65	m	64	m
France	Below upper secondary	68	68	68	m	m	70	68	68	68	68	70
	Upper secondary and post-secondary non tertiary	75	75	75	m	m	77	75	74	75	74	75
	Tertiary	69	69	69	m	m	70	72	70	70	69	70
Germany	Below upper secondary	63	74	70	56	m	53	54	54	52	56	55
	Upper secondary and post-secondary non tertiary	64	67	68	63	m	61	60	60	62	62	59
	Tertiary	63	68	60	61	m	60	58	60	62	58	59
Hungary	Below upper secondary	79	80	84	83	83	85	89	89	88	93	87
	Upper secondary and post-secondary non tertiary	88	86	89	88	88	93	95	96	93	96	91
	Tertiary	64	63	62	62	62	67	71	72	69	70	68
Ireland	Below upper secondary	46	48	m	46	m	48	m	49	44	m	m
	Upper secondary and post-secondary non tertiary	59	63	m	60	m	57	m	61	55	m	m
	Tertiary	70	70	m	71	m	62	m	60	67	m	m
Italy	Below upper secondary	m	70	m	76	m	70	m	67	m	67	m
	Upper secondary and post-secondary non tertiary	m	62	m	65	m	66	m	71	m	66	m
	Tertiary	m	52	m	62	m	60	m	52	m	53	m
Korea	Below upper secondary	m	56	m	m	m	m	48	m	m	m	m
	Upper secondary and post-secondary non tertiary	m	70	m	m	m	m	47	m	m	m	m
	Tertiary	m	75	m	m	m	m	65	m	m	m	m
Luxembourg	Below upper secondary	m	m	m	m	m	80	m	m	m	87	m
	Upper secondary and post-secondary non tertiary	m	m	m	m	m	86	m	m	m	88	m
	Tertiary	m	m	m	m	m	75	m	m	m	75	m
Netherlands	Below upper secondary	46	m	m	m	m	49	m	m	m	48	m
	Upper secondary and post-secondary non tertiary	56	m	m	m	m	58	m	m	m	55	m
	Tertiary	57	m	m	m	m	62	m	m	m	58	m
New Zealand	Below upper secondary	52	61	65	61	61	m	m	m	m	72	69
	Upper secondary and post-secondary non tertiary	62	63	67	64	64	m	64	63	62	63	63
	Tertiary	60	59	61	67	67	m	60	62	61	64	61

Note: Data on earnings for individuals in part-time work are excluded for the Czech Republic, Hungary, Luxembourg, Poland, Portugal and Slovenia while data on part-year earnings are excluded for Hungary, Luxembourg, Portugal and Slovenia.

Source: OECD. See Annex 3 for notes (www.oecd.org/edu/eag2009).

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Table A7.3. (continued)


Trends in differences in earnings between females and males (1997-2007)*Average annual earnings of females as a percentage of earnings of males by level of educational attainment of 25-64 year-olds*

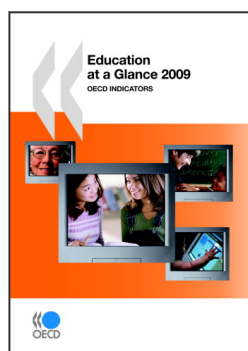
		1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
OECD countries	Norway	Below upper secondary	60	60	61	m	63	64	66	65	65	m
		Upper secondary and post-secondary non tertiary	61	61	62	m	62	63	64	63	63	m
		Tertiary	63	62	62	m	63	64	65	63	63	m
	Poland	Below upper secondary	m	73	72	m	72	73	m	73	71	m
		Upper secondary and post-secondary non tertiary	m	81	81	m	83	84	m	84	81	m
		Tertiary	m	68	66	m	69	68	m	68	69	m
	Portugal	Below upper secondary	72	71	71	m	m	m	73	73	73	m
		Upper secondary and post-secondary non tertiary	69	69	69	m	m	m	70	71	71	m
		Tertiary	66	66	65	m	m	m	67	67	67	m
	Spain	Below upper secondary	60	61	m	m	58	m	63	m	m	m
		Upper secondary and post-secondary non tertiary	72	76	m	m	71	m	68	m	m	m
		Tertiary	68	69	m	m	64	m	73	m	m	m
	Sweden	Below upper secondary	73	74	74	m	74	75	75	74	74	73
		Upper secondary and post-secondary non tertiary	72	72	73	m	71	72	73	73	73	72
		Tertiary	67	66	67	m	65	67	68	69	68	68
	Switzerland	Below upper secondary	49	51	50	53	51	53	55	54	55	57
		Upper secondary and post-secondary non tertiary	54	55	56	58	56	56	56	57	56	57
		Tertiary	61	61	61	62	61	60	61	62	60	62
	Turkey	Below upper secondary	m	m	m	m	m	m	52	47	m	m
		Upper secondary and post-secondary non tertiary	m	m	m	m	m	m	75	78	m	m
		Tertiary	m	m	m	m	m	m	89	78	m	m
Partner countries	United Kingdom	Below upper secondary	47	48	49	50	52	53	53	55	53	56
		Upper secondary and post-secondary non tertiary	53	54	54	54	52	55	54	56	56	55
		Tertiary	65	64	62	63	66	67	66	69	56	69
	United States	Below upper secondary	53	60	59	59	m	63	67	63	65	64
		Upper secondary and post-secondary non tertiary	59	62	61	60	m	63	64	63	65	66
		Tertiary	59	58	59	56	m	58	61	59	60	61
	Brazil	Below upper secondary	m	m	m	m	m	m	m	m	m	49
		Upper secondary and post-secondary non tertiary	m	m	m	m	m	m	m	m	m	58
		Tertiary	m	m	m	m	m	m	m	m	m	55
	Israel	Below upper secondary	m	m	m	m	m	m	m	57	56	52
		Upper secondary and post-secondary non tertiary	m	m	m	m	m	m	m	59	64	63
		Tertiary	m	m	m	m	m	m	m	58	57	59
	Slovenia	Below upper secondary	m	m	m	m	m	m	84	m	82	m
		Upper secondary and post-secondary non tertiary	m	m	m	m	m	m	88	m	86	m
		Tertiary	m	m	m	m	m	m	77	m	77	m

Note: Data on earnings for individuals in part-time work are excluded for the Czech Republic, Hungary, Luxembourg, Poland, Portugal and Slovenia while data on part-year earnings are excluded for Hungary, Luxembourg, Portugal and Slovenia.

Source: OECD. See Annex 3 for notes (www.oecd.org/edu/eqg2009).

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