

# Support for continued data collection and analysis concerning mobility patterns and career paths of researchers

# **Country profile - Remuneration Spain**

1	RES	EARCHER REMUNERATION IN ACADEMIA	2
	1.0	Introduction	_ 2
	1.1	Main indicators	_ 3
	1.2	Salaries, stipends and benefits by job positions and employment contract	_ 4
	1.3	Tax System	_ 5
	1.4	Labour legislation in the Higher Education Sector	_ 5
	1.5	Social Security System	_ 6
	1.6	Quality of Life	_ 6
	1.7	Gross annual earnings and hourly earnings of non-academic researchers (2006, in PPP €)	<b>.</b> 7
	1.8	Salary data of university researchers by country – A literature survey	_ 7

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#### 1 RESEARCHER REMUNERATION IN ACADEMIA

#### 1.0 Introduction

This is one of a series of more than 40 country profiles summarising data on the remuneration of researchers and work-related benefits in the academic sector. Data were collected for the European Commission in 2012 by an extensive network of national experts as part of the MORE 2 study. The profiles provide also complementary data from official sources. <sup>1</sup>

A report containing a comparative analysis of the data and more qualitative information related to the remuneration of researchers will also be published as part of the MORE2 study.

The profiles are structured as follows:

- 1. Main indicators
- 2. Salaries, stipends and benefits by job position and employment contract
- 3. Tax system
- 4. Labour legislation in the Higher Education Sector
- 5. Social security system
- 6. Quality of life
- 7. Where available: Gross annual earnings and hourly earnings of non-academic researchers
- 8. Where available: Salary data of university researchers by country A literature survey

In the first section, the main indicators on remuneration (salaries, stipends, and the degree of autonomy of universities to decide on remuneration-related aspects) are compared with the EU-average and the US. In the second section, the profiles summarise minimum, average and maximum annual gross salaries (both in national currency and in purchasing power parities) for all available job positions and employment statuses.

The following sections present an assessment of the value of the gross annual salaries. As it is very difficult to collect data on net salaries that are meaningfully comparable across countries due to very specific regulations, the country profiles include information on the dues that are typically deducted from gross salaries in order to provide an indication of the level of net salaries. Furthermore, data are also presented on the public benefits researchers receive for these deductions. It is important to note that the data provide an indication of the remuneration package and do not offer an exact, comparable measure for researcher salaries across countries.

Finally, where available the profiles also contain information on the gross annual and hourly earnings of non-academic researchers based on Eurostat's Structure of Earnings Survey, and a summary table on salary data collected in other studies.

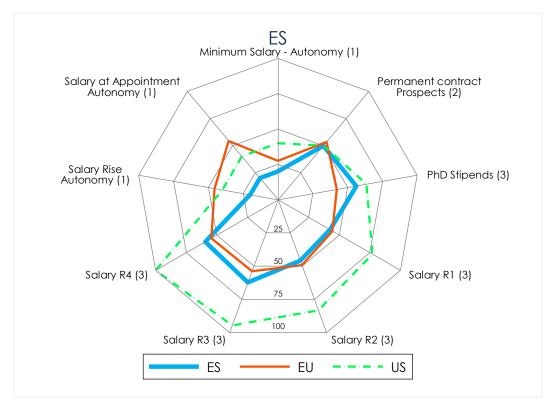
Further information on data collection and results of the study is available in:

IDEA Consult et al, 2013. MORE2 - Support for continued data collection and analysis concerning mobility patterns and career paths of researchers, Remuneration Cross-Country Report (WP4). European Commission, DG Research and Innovation.

Data have been collected in 2012. If there are more recent data available, they have not been included in the country profiles but the respective sources are listed in chapter 7 of the MORE2 WP4 report (IDEA et al. 2013).



#### 1.1 Main indicators



Source: MORE II expert survey; Spokes are normalised minimum = 0, and maximum = 100% in case of "PhD-Stipends" and "Salaries R1-R4", maximum = R1 in case of "Permanent contract", and maximum = 5 in case of "Salary rise", "Salary at appointment", and "Minimum salary". Missing values are set to zero.

- 1) **Degree of autonomy:** "Salary rise", "Salary at appointment", and "Minimum salary" based on question: "Please indicate the institutional level at which the following aspects of public university researchers are de-termined?" Scale: (1) National, (2) Regional (state), (3) Sector/collective agreements, (4) University, (5) Individual negotiation, (0) missing value;
- 2) **Prospect of a "permanent contract"** shows the lowest career stage (R1-R4) at which university researchers can obtain permanent contracts.
- 3) **Salaries:** "PhD Stipends", "Salaries R1-R4" show gross annual salaries (in PPP €) paid in the country as a percentage of the best paying country at this career stage.



# 1.2 Salaries, stipends and benefits by job positions and employment contract

		Type of co			ual Gross Sa currency an	•	Mandatory insurances				
& aug.	Note	Employnest status	Contract duration	Antifruir	A <sup>Jetode</sup>	Matinum	Health die	Une tralo y the ci	k Parkian		
R1	PhD-Candidate 1)	Stipendiary	Fixed 2-4 years	15,988 (14,450)	16,500 (14,913)	19,800 (17,896)	х	х	X		
R1	Assistant (PhD-Candidate) <sup>2)</sup>	Employee	Fixed 2-4 years	22,073 (19,950)	22,073 (19,950)	22,073 (19,950)	Х	Х	Х		
R1	Doctoral Student (Stipend holder) 3)	Employee	Fixed 2-4 years	15,988 (14,450)	16,500 (14,913)	19,800 (17,896)	Х	Х	X		
R1	Research Assistant <sup>4)</sup>	Employee	Fixed < 1 year	15,988 (14,450)	16,205 (14,647)	16,422 (14,843)	Х	Х	X		
R2	Post Doc <sup>5)</sup>	Employee	Other	25,200 (22,776)	28,500 (25,759)	35,314 (31,918)	Х	Х	X		
R2	Post-Doctoral Assistant / Junior Lecturer <sup>6)</sup>	Employee	Fixed 2-4 years	25,265 (22,835)	25,265 (22,835)	25,265 (22,835)	Х	Х	X		
R3	Associate Professor <sup>7)</sup>	Civil Servant	Other	35,638 (32,211)	49,300 (44,559)	60,000 (54,230)	Х	х	X		
R3	Senior Lecturer <sup>8)</sup>	Employee	Permanent	29,341 (26,519)	42,300 (38,232)	54,700 (49,439)	Х	Х	Х		
R4	Full Professor <sup>9)</sup>	Civil Servant	Other	43,978 (39,749)	57,350 (51,835)	68,700 (62,093)	Х	Х	Х		

Source: MORE II - Expert Survey; National currency: EUR; Annual Gross Salary: Source: 1) 2012; Various sources: Ministry of education programs and various private foundations; 2, 6, 7, 8, 9) 2012; University information; 3) 2012; Various sources: Ministry of education: doctoral training scholarship program and various private foundations; 4) 2012; Ministry of education: doctoral training scholarship program; 5) 2012; Several sources: Ministry of Education, Ramón y Cajal Program, CSIC, Fundación Ramón Areces; Notes: ad 7, 9) The civil servant position imply that they may only be fired in very exceptional cases of misbehviour or illegal conduct; ad 5) The duration of the contract or stipend depends very much on the type of program (between 1 year up to 5 years); ad Stipends: The amount of the stipends and the selection and eligibility criteria depend on the funding agency. Funding agencies include public regional and national institutions (normally regional agencies limit eligibility to students from the region). Private institutions include various types of foundations. A typical restriction for applying to stipends is age, only young students may apply for them normally. Public stipends now normally provide coverage for health, pensions and unemployment, especially during the last 2 years of the stipend. It may depend on the funding programs whether all three dimensions are insured in the first 2 years of funding. Health insurance is always provided. Private pre-doctoral stipends may not always provide coverage for pensions and unemployment. It will depend on the respective programme; PPP: Salaries and Stipends in national currency are converted into PPP US-Dollar (2011) and the resulting PPPs are converted into EURO using the currency exchange rate of Eurostat 1,3920\$\frac{1}{2} = 1EURO; if the year of the salary or the stipend is not 2011, the amount was grossed up to to 2011 using the unit labour costs index of the AMECO database.



#### 1.3 Tax System

Taxes							
Income bracket in national currency from	0	17,708	33,008	53,408	120,001	175,001	
Income bracket in national currency to	17,707	33,007	53,407	120,000	175,000	max	
Marginal Tax rate	12.0	14.0	18.5	21.5	22.5	23.5	

Levy of income tax

The employer automatically deducts the income tax from the gross salary; The employee pays the income tax after her annual tax declaration

Tax Wedge in % of labour costs										
Single, no children (average wage)	39.62	Married couple, two children (average wage)	33.80							
Single, no children (167% of average wage)	42.50	Married couple, two children (167% of average wage)	36.60							
Married couple, no children (133% of average wage)	36.70									

Tax rate: Source: OECD, 2011\*; Levy of income tax: Source: MORE II - Expert Survey based on question "Please indicate how personal income tax is usually levied?"; Tax Wedge in % of labour costs: Source: OECD, 2010\*; Note: Income tax plus employee and employer contributions less cash benefits in % of the labour costs for selected personal circumstances.

\* More recent data available, cf. IDEA et al. 2013, ch. 7.

#### 1.4 Labour legislation in the Higher Education Sector

Institutional levels determining re	Institutional levels determining remuneration aspects								
Salary (at appointment)	National; Regional(state); Sector/collective agreements	Unemployment insurance	National; Regional(state)						
Salary rise	National; Regional(state); Sector/collective agreements	Health care insurance	National; Regional(state); Sector/collective agreements						
Minimum salary	National	Retirement pension insurance	National; Regional(state)						
Working time	National; Regional(state); Sector/collective agreements								
Relevant factors for salary rise (incl. rank)  Other reasons(1); Performance(2); Seniority(3)									

<u>Source:</u> MORE II - Expert Survey based on question "Please indicate the institutional level at which the following aspects of public university researchers are determined?"

Dismissal of University Researchers									
	9 months tenure		4 years tenure	20 years tenure					
Notice period (in months)	1	.0	1.0	1.0	2008	OECD			
Severance pay (in months)	0.7		3.5	17.0	2008	OECD			
Duration of Compensation in case of Unemployment (in Months)	24	2010	OECD						
Average Net Replacement Rate in	case of Un	employmen	t (in % of previous inc	come for a 40 year old)	)				
Two-earner married couple, no child		Two-earne children	67						

Dismissal of University Researcher: Note: Conversion into months if original data are listed in weeks or days: weeks/7 days \* 30 days; days \* 30 days; Duration of Compensation in case of Unemployment (in Months): Note: For a 40-year old (where benefits are conditional on work history, the table assumes a long and uninterrupted employment record); Average Net Replacement Rate: Source: OECD, 2010\*; Note: The percentage of a worker's pre-unemployment income that is paid out by the unemployment insurance when the worker becomes unemployed in two different categories of personal circumstances. \* More recent data available, cf. IDEA et al. 2013, ch. 7.



## 1.5 Social Security System

Insurances usually go beyond what is mandated by law										
Additional health care insurance										
Additional health care insurance by university	Never	Do researchers usually have additional private health care insurance?	-							
Covered by researchers' remuneration package (incl. mandatory insurance)	Ambulant treatment; Hospital tre	eatment; Rehabilitation; Drugs/pha	armaceuticals							
Additional retirement pension insu	ırance									
Additional retirement pension insurance by university	Never	Do researchers usually have additional private retirement pension insurance?	Yes							
Additional (private) retirement pension insurance is	Important									

Additional health care/retirement pension insurances by university: Source: MORE II - Expert Survey based on question "Do universities provide the following social security insurances for university researchers, exceeding what is mandated by law?"; Do researchers usually have additional private health care/retirement pension insurance? Source: MORE II - Expert Survey based on questions "Do researchers usually purchase additional health care insurance/pension funds, beyond what is already provided in the remuneration package?"; Country-specific comment: The purchase of additional health care insurance and additional pension funds depend very much on personal preferences, priorities and circumstances. Covered by researchers' remuneration package (incl. mandatory insurance): Source: MORE II - Expert Survey based on question "Please indicate the extent to which health care is compulsorily covered by researchers' remuneration packages in your country."; Additional (private) retirement pension insurance is...: Source: MORE II - Expert Survey based on question "How important is additional (private) retirement pension insurance for researchers in order to maintain their personal standard of living after retirement?".

\* More recent data available, cf. IDEA et al. 2013, ch. 7.

#### 1.6 Quality of Life

Income and Welfare			Governance						
GDP per capita (in PPP €)	23,293	2011	Worldbank	Voice and Accountability #	20 / 46	2011	Worldbank		
GDP per capita (in €)	23,164	2011	Worldbank	Political Stability and Absence of Violence #	35 / 46	2011	Worldbank		
Human Development Index #	21 / 46	2011*	HDI	Government Effectiveness #	25 / 46	2011	Worldbank		
Life expectancy	81.40	2011*	UNDESA	Regulatory Quality #	23 / 46	2011	Worldbank		
				Rule of Law #	21 / 46	2011	Worldbank		
				Control of Corruption #	22 / 46	2011	Worldbank		
Quality of public child care				Quality of Education					
Net childcare costs (% avg wage)	-			Average Years of Schooling #	23 / 45	2010	OECD		
Childcare fees (% avg wage)	30.26	2004	OECD	PISA reading score #	29 / 43	2009	OECD		
Public spending on childcare and early education (% GDP)	0.45	2007*	OECD	PISA mathematic score #	29 / 43	2009	OECD		
Public spending on family benefits (% GDP)	1.47	2007*	OECD	PISA science score #	31 / 43	2009	OECD		
Public spending on pre school services (% GDP)	-			Public expenditures on education (% of GDP)	4.86	2009	OECD		
Ratio of child to carer	-			Private expenditures on education (% of GDP)	0.70	2009	OECD		
Ratio of children to teaching staff	13.86	2009	OECD						

<sup>#</sup> Ranking within countries with available data covered in this study; **GDP per capita (in PPP €):** Note: GDP per capita is converted into PPP US-Dollar (2011) and the resulting PPPs are converted into EURO using the currency exchange rate of Eurostat 1,3920\$ = 1EURO; **Life expectancy:** Note: Number of years a new born infant could expect to live if prevailing patterns of age-specific mortality rates at the time of birth stay the same throughout the infant's life; **Net childcare costs:** Note: for a dual earner family with full-time arrangements of 167% of the average wage in % of the average wage; **Childcare fees:** Note: Childcare fees per two-year old attending accredited early-years care and education services; Childcare fees in % of average wage; **Public spending on childcare and early education:** Note: Total spending in % of GDP; **Public spending on family benefits:** Note: Public expenditure on pre-school services, in % of GDP; **Public spending on pre school services:** Note: Public expenditure on pre-school services, in % of GDP; **Ratio of children to carers:** Note: Shows the average child-to-carer/educator ratio for children not yet 4 years of age who attend licensed day care facilities; **Ratio of children to teaching staff:** Note: For children attending pre-school, certified teacher-to-child ratios are calculated by dividing the number of full-time equivalent children enrolled in pre-school programmes by the number of full-time equivalent teachers at that level.

<sup>\*</sup> More recent data available, cf. IDEA et al. 2013, ch. 7.



### 1.7 Gross annual earnings and hourly earnings of non-academic researchers (2006, in PPP €)

Subsample				Gro	ss annua	l earnings	in the ref	erence y	ear			Average	gross hou	rly earnir	ngs in the	reference	e month	,	Annual days of holiday leave
		Number of Observations	Mean	p1	p5	p25	p50	p75	p95	p99	Mean	p1	p5	p25	p50	p75	p95	p99	p50
Gender																			
	male	21694	35,827	4,612	9,539	22,137	32,318	46,188	73,418	112,321	16.69	4.98	6.82	10.7	15.05	20.48	32.56	52.1	23
	female	21542	26,726	3,618	7,410	17,480	25,934	33,794	52,676	74,464	13.71	4.45	5.92	9.22	12.7	17.03	25.48	36.8	23
Age																			
	<20	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	20-29	9277	19,584	2,931	5,079	12,066	18,743	25,961	37,163	53,353	10.69	4.18	5.26	7.63	9.83	12.83	18.95	27.39	22
	30-39	17551	29,527	4,598	9,381	19,877	27,468	36,604	59,283	82,687	14.26	4.78	6.57	9.83	13.08	17.19	26.45	39.17	23
	40-49	10009	38,006	6,379	12,996	26,260	34,641	47,547	73,295	107,922	17.86	5.11	7.73	12.55	16.63	21.56	32.75	50.65	24
	50-59	5179	42,648	8,432	17,006	30,318	38,151	51,960	77,605	111,471	20.15	5.29	9.02	14.64	18.37	23.37	34.6	53.62	25
	60+	1211	50,211	6,297	13,778	29,576	40,585	59,652	110,790	226,576	24.03	4.37	7.66	14.37	19.57	26.66	49.52	94.91	22

Source: Eurostat - Structure of Earnings Survey 2006, own calculations. Table displays mean and percentiles (p1-p99). Note: Non-academic researchers are identified if both criteria are fulfilled: ISCED Codes 5A/B or 6 and ISCO 2 or 3.

## 1.8 Salary data of university researchers by country – A literature survey

Spain			
Position	Salary (Range) Currency	Reported salary Year	Source Note
Post Doc	1584 €	Monthly gross salary 2003	Academic Careers Observatory (ACO) average
Associate Professor	2750 €	Monthly gross salary 2003	Academic Careers Observatory (ACO) average
Professor	3584 €	Monthly gross salary 2003	Academic Careers Observatory (ACO) average
Lecturer	2250 €	Monthly gross salary 2003	Academic Careers Observatory (ACO) average