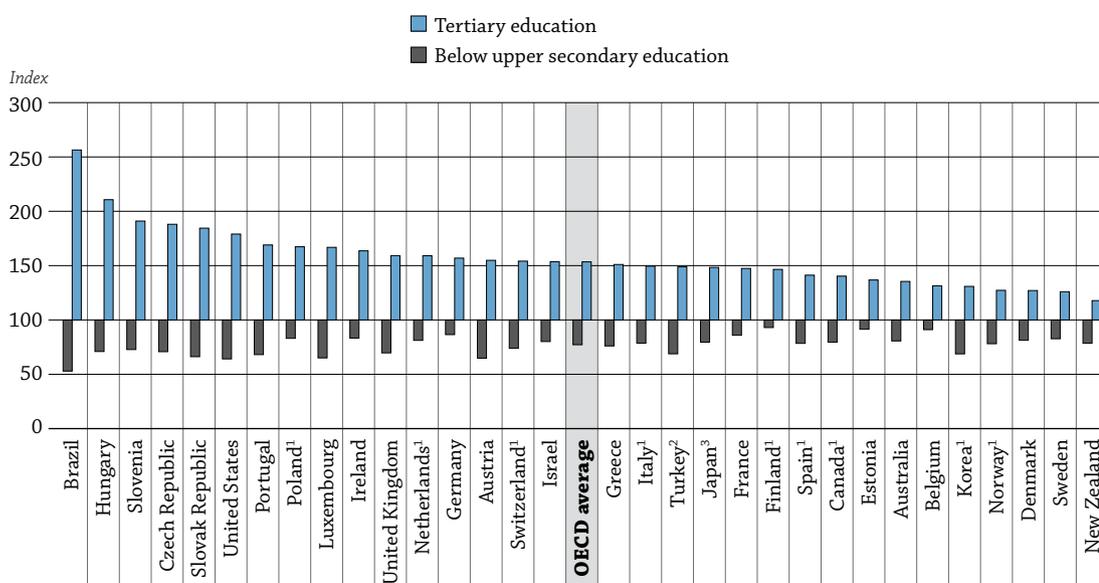


## WHAT ARE THE EARNINGS PREMIUMS FROM EDUCATION?

- Tertiary education brings substantial economic benefits for individuals. A person with a tertiary education can expect to earn over 50% more than a person with an upper secondary or post-secondary non-tertiary education.
- In OECD countries, those who do not complete an upper secondary education could earn an average of 23% less than their counterparts who do complete that level of education.
- The earnings advantage of having a tertiary degree increases with age.
- Across all educational levels, women earn considerably less than men.

**Chart A8.1. Relative earnings from employment by level of educational attainment for 25-64 year-olds (2009 or latest available year)**  
Upper secondary and post-secondary non-tertiary education = 100



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

1. Year of reference 2008.

2. Year of reference 2005.

3. Year of reference 2007.

Countries are ranked in descending order of the relative earnings of 25-64 year-olds with tertiary education.

**Source:** OECD. Table A8.1. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

**StatLink** <http://dx.doi.org/10.1787/888932460515>

### ■ Context

One way that labour markets provide incentives for individuals to develop and maintain skills is through earnings. The earnings premium realised by those with higher levels of education is not only an incentive to invest in education but also says something about the supply of and demand for education. High and rising earnings premiums can indicate that more highly educated individuals are in short supply; the opposite is true for low and falling premiums. 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.

### ■ Other findings

- **Earnings increase with each level of education.** Those who have attained upper secondary, post-secondary non-tertiary education or tertiary education enjoy substantial earnings advantages compared with individuals of the same gender who have not completed upper secondary education. The earnings premium for tertiary education is substantial in most countries, and exceeds 50% in 17 of 32 countries.
- In Brazil, the Czech Republic, Greece, Hungary, Poland, the Slovak Republic and the United States, **men holding a degree from a university or an advanced research programme earn at least 80% more than men who have an upper secondary or post-secondary non-tertiary education.** In Brazil, Greece, Hungary, Ireland, Japan, the Slovak Republic, the United Kingdom and the United States, women have a similar advantage.
- **In Brazil, Hungary and Portugal, 40% or more of those who have completed a university or an advanced research programme earn twice as much as the median worker.** In Denmark and Norway, an individual with such a degree is as likely to fall into the lowest earnings category as the highest earnings category.
- Relative earnings for individuals with a tertiary education are higher for people in older age groups in all countries except Germany, Greece, Ireland and Turkey. **For those who have not attained an upper secondary education, the earnings disadvantage generally increases with age.**

### ■ Trends

The trend data on relative earnings suggest that the demand for tertiary-educated individuals has kept up with the increasing supply from higher educational institutions in most OECD countries. Despite an increase in the proportion of 25-64 year-olds with tertiary attainment from 21% in 1999 to 30% in 2009 (see Indicator A1), the earnings premium for those with a tertiary education has increased by 6 percentage points over the same period.

## Analysis

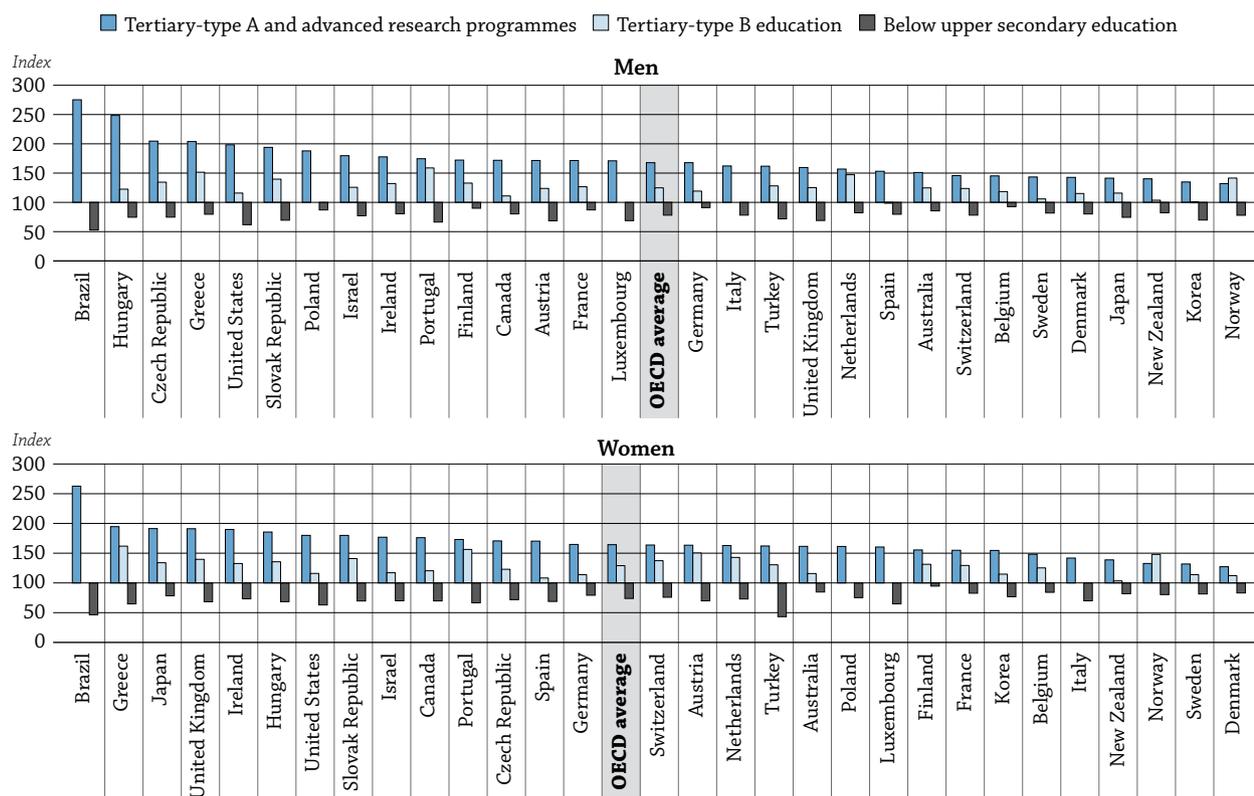
### Earnings differentials and educational attainment

Variations in relative earnings (before taxes) among countries reflect a number of factors, including the demand for skills in the labour market, minimum-wage 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 light of changes over time. Chart A8.2 shows a strong positive relationship between educational attainment and average earnings. In all countries, graduates of tertiary education earn more overall than graduates of upper secondary and post-secondary non-tertiary programmes.

Earnings differentials between those with tertiary education – especially tertiary-type A (largely theory-based) education and advanced research programmes – and those with upper secondary education are generally more pronounced than the differentials between upper secondary and lower secondary or below. This suggests that in many countries, upper secondary education is the level beyond which additional education implies a particularly high earnings premium. As private investment costs beyond upper secondary education rise considerably in most countries, a high earnings premium ensures that there will be an adequate supply of individuals willing to invest time and money in further education (Table A8.1).

**Chart A8.2. Relative earnings from employment by level of educational attainment and gender for 25-64 year-olds (2009 or latest available year)**  
Upper secondary and post-secondary non-tertiary education = 100



**Note:** Belgium, Korea and Turkey report earnings net of income tax. The Czech Republic, Hungary, Luxembourg, Poland, Portugal and Slovenia report earnings excluding data for individuals in part-time work. Hungary, Luxembourg, Poland and 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 A8.1. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

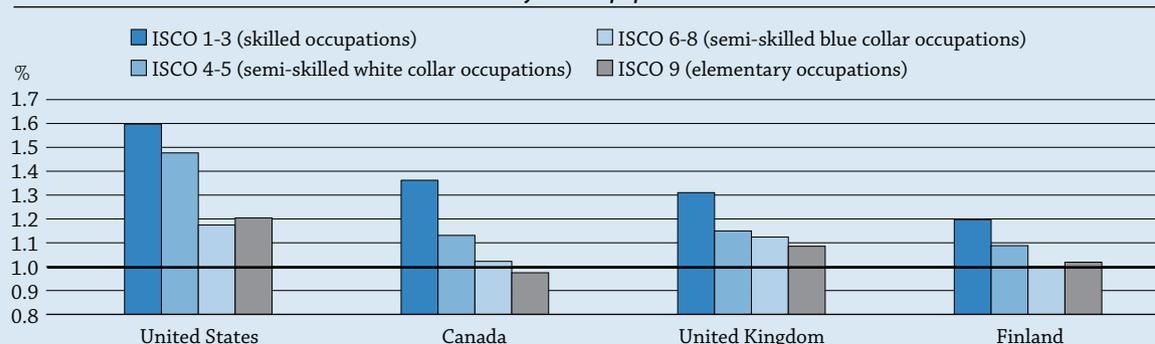
**StatLink** <http://dx.doi.org/10.1787/888932460534>

### Box A8.1. Earnings premiums from education in broad occupational categories

Changes in earnings premiums over time provide an overall idea of the balance between supply of and demand for skills in economies. Further insights can be derived by examining the match between education and occupations. Information about the match of higher educated individuals to skilled jobs has been published in previous editions of *Education at a Glance*, and the results suggest that people generally find jobs in line with their educational achievements. To further explore this issue, a pilot data-collection that cross-tabulates earnings by broad occupational (ISCO) and educational (ISCED) categories was conducted by the LSO network in 2011.

Following the relative-earnings methodology used in this indicator, earnings in different occupations for those with an upper secondary (ISCED 3/4) education are used as a benchmark to assess earnings premiums for those with a tertiary education. The chart below shows the tertiary earnings premium for 25-64 year-olds across four broad occupational categories for the countries that took part in the pilot (Canada, Finland, the United Kingdom and the United States).

**Relative earnings of tertiary- (ISCED 5/6) to upper secondary- (3/4) educated individuals in broad occupational categories (2009 or latest available year)**  
25-64 year-old population



Countries are ranked in descending order of the difference in relative earnings for tertiary-educated individuals in skilled occupations.

**Source:** OECD, LSO network special data collection on earnings by broad occupational categories and by level of education, Economic Working Group.

**StatLink**  <http://dx.doi.org/10.1787/888932460591>

Even if tertiary- and upper secondary-educated individuals are in the same occupational category, one would expect individuals with a tertiary education to be paid somewhat more than those with lower levels of attainment since they are likely to be able to do a broader range of tasks and have a skills set that allows them to better adapt to changing demands, or because they are more likely to advance in the organisation.

However, the earnings premiums for those with a tertiary education are large, too large to be motivated only by greater versatility, particularly in skilled occupations. They range from 20% in Finland to 60% in the United States, indicating large earnings and productivity differences between educational groups within similar type of jobs across the four countries. The earnings advantage for those with a tertiary education falls in occupations that are considered to be less advanced in terms of skills requirements, but are still substantial in semi-skilled, white-collar occupations, particularly in the United States.

These initial results likely indicate that those with a tertiary education work in different sectors, in larger firms, or are performing more complex tasks than those with an upper secondary education, even if they are employed in the same job category. Given that, some caution is needed in interpreting cross-country differences in the direct match between education and occupations (e.g. the proportion of higher-educated individuals in skilled jobs). A full-scale data collection would thus help to gain a deeper understanding of how well education systems are aligned to labour-market demands.

The earnings premium for men with a degree from a university or advanced research programme exceeds 100% in Brazil, the Czech Republic, Greece and Hungary. Meanwhile, women with similar degrees earn 80% or more than women with an upper secondary or post-secondary non-tertiary education in Brazil, Greece, Hungary, Ireland, Japan, the Slovak Republic, the United Kingdom and the United States.

Women who have not attained an upper secondary education are particularly disadvantaged in Brazil, Greece, Luxembourg, Turkey and the United States where their earnings represent 65% or less of those of women with an upper secondary education. In Brazil and the United States, men who have not attained an upper secondary education are in a similar situation (Table A8.1).

The relative earnings premium for those with a tertiary education has been rising in most countries over the past ten years, indicating that the demand for more educated individuals still exceeds supply in most countries. In the 19 countries with earnings data in 1999 or 2000 and 2008 or 2009, the tertiary earnings premium has increased by six percentage points over the period (Table A8.2a). In Germany, Hungary and Italy, the earnings premium has increased by over 10 percentage points; however, tertiary attainment levels are low in these countries compared to the OECD average. The earnings premium has similarly increased by over 10 percentage points in the United States despite high tertiary attainment rates (see Indicator A1).

Finland, Norway, Portugal and Sweden have seen a slight decrease in the earnings premiums for those with a tertiary education since 1999, although the premium still exceeds the OECD average in Portugal. It is unclear whether this indicates weakening demand or whether these figures reflect the fact that younger tertiary-educated individuals have entered the labour market on relatively low starting salaries. In some countries, the trends in relative earnings are different for men and women (Tables A8.2b and A8.2c).

### Education, earnings and age

Table A8.1 shows how relative earnings vary with age. The earnings premium for tertiary-educated 55-64 year-olds is generally larger than that for 25-64 year-olds: on average, the earnings differential increases by 13 percentage points (Chart A8.3). Both employment opportunities and earnings advantages for older people with a tertiary education improve in most countries (see Indicator A7). Earnings are relatively higher for older individuals in all countries except Germany, Greece, Ireland and Turkey.

For those who have not attained an upper secondary education, the earnings disadvantage increases for older workers (55-64 year-olds) in all countries except Australia, Denmark, Finland, Luxembourg, the Slovak Republic, Sweden, the United Kingdom and the United States. The increase in this disadvantage is not as marked as the earnings advantage for those with a tertiary education – an indication that tertiary education is the key to higher earnings at an older age. In most countries, then, tertiary education not only improves the prospect of being employed at an older age, but is also associated with greater earnings and productivity differentials throughout the working life.

### Education and gender disparities in earnings

More education does little to narrow the gender gap in earnings. Across OECD countries, the difference in full-time earnings between 25-64 year-old men and women is the smallest among those with an upper secondary and post-secondary non-tertiary education and largest among those with a tertiary education. Only in six countries are earnings of tertiary-educated women more than 75% of men's earnings. Among these countries, the earnings gap between men and women with a tertiary education is smaller than or equal to that between men and women with an upper secondary education only in Germany, New Zealand, Spain and the United Kingdom. In Brazil and Italy, women who have obtained a tertiary degree earn 65% or less of what tertiary-educated men earn (Table A8.3a).

In general, the gender gap in earnings does not narrow over the working life of women with a tertiary education. On average across OECD countries, a 55-64 year-old woman with a tertiary degree can expect to earn 72% of a man's wages – the same percentage as the earnings gender gap that exists in the total population (Table A8.3a). The gender gap in earnings is partly due to differences in occupations, the major subject of study during education, and the amount of time spent in the labour force. However, low earnings, particularly for women who have completed tertiary education, could adversely affect the labour supply and the full use of skills developed in the education system. That, in turn, could hamper economic growth.



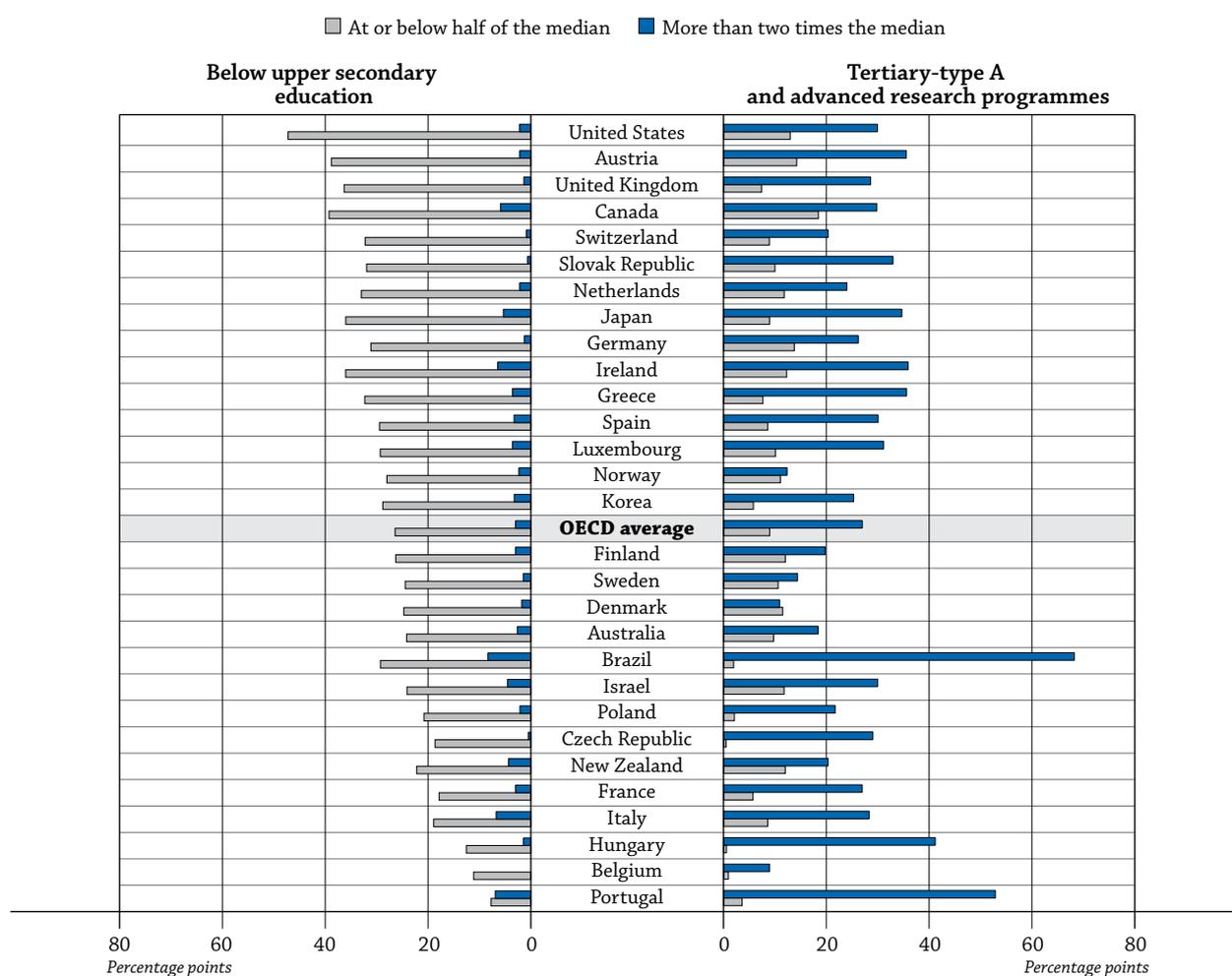
A8

Chart A8.4 contrasts the results for those who do not have an upper secondary education with those who have completed a tertiary-type A or an advanced research programme by comparing the proportion of wage-earners at or below one-half of the median to those at more than twice the median. As expected, there is a large difference between these two educational categories. On average, tertiary-educated individuals are substantially more likely to earn twice as much as the median worker and are substantially less likely to be in the low-earnings category than those who have not completed an upper secondary education.

There are, however, some notable differences in how well tertiary-educated individuals fare in different countries. In Brazil, Hungary and Portugal, 40% or more of those who have completed a university or an advanced research programme earn twice as much as the median worker; in Canada, 18% of those with such a degree are found in the lowest-earnings category (at or below half of the median); and in Denmark and Norway, an individual with such a degree is as likely to fall into the lowest as the highest earnings category. This signals the risk in investing in education.

**Chart A8.4. Differences in earnings distribution according to educational attainment (2009 or latest available year)**

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



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

Source: OECD, Tables A8.4. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

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Part of the reason why more highly educated individuals may fall into a low-income group is related to low earnings differentials and the supply of labour. In Denmark and Norway, the earnings premium for someone with a university or an advanced research degree is below 30% (Table A8.1). The relatively low economic reward for higher education is likely influencing the supply of labour, in terms of hours worked, and as such low earnings premiums can be detrimental to the overall supply and use of skills in those economies.

Not completing upper secondary education is associated with large earnings disadvantages in all countries. On average across OECD countries, only 3% of those who have not attained an upper secondary education earn twice the national median. In Brazil, Canada, Ireland, Italy, Japan and Portugal, this proportion 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.

### Definitions

For the definition of **full-time earnings**, countries were asked whether they had applied a self-designated full-time status or a threshold value of typical number of hours worked per week. Ireland, Italy, Luxembourg, Portugal, Spain, Sweden and the United Kingdom reported self-designated full-time status; the other countries defined the full-time status by the number of working hours per week. The threshold was 36 hours per week in Austria, Hungary and the Slovak Republic, 35 hours in Australia, Brazil, Canada, Estonia, Germany and the United States, and 30 hours in the Czech Republic, Greece, and New Zealand. Other participating countries did not report a minimum normal number of working hours for full-time work.

For some countries, data on **full-time, full-year earnings** are based on the European Survey on Income and Living Conditions (SILC), which uses a self-designated approach in establishing full-time status.

The **length of the reference period for earnings** also differed. Australia, New Zealand and the United Kingdom reported data on weekly earnings, while Belgium, Estonia, Finland, France, Hungary, Korea and Portugal reported monthly data. In Austria, the Czech Republic, Denmark, Germany, Greece, Israel, Italy, Luxembourg, the Netherlands, Norway, the Slovak Republic, Slovenia, Spain, Sweden and the United States, the reference period for the earnings data was 12 months.

### Methodology

The indicator is based on two different data collections. One is the regular data collection that takes account of earnings from work for all individuals during the reference period, even if the individual has worked part-time or part-year. The second collects data on the earnings of those working full-time and full-year. This data collection supplies the data for Table A8.3a (gender differences in full-time earnings). The regular data collection is used for all other tables.

Earnings data in Tables A8.1, A8.2 and A8.4 (regular earnings data collection) are based on an annual reference period in Austria, Brazil, Canada, the Czech Republic, Denmark, Ireland, Italy, Korea, Luxembourg, the Netherlands, Norway, Slovenia, Spain, Sweden, Turkey and the United States. Earnings are reported weekly in Australia, New Zealand and the United Kingdom, and monthly in Belgium, Estonia, Finland, France, Hungary, Portugal and Switzerland. Data on earnings are before income tax, except for Belgium, Korea and Turkey, where earnings reported are net of income tax. Data on earnings for individuals in part-time work are also excluded in the regular data collection for the Czech Republic, Hungary, Portugal, Slovenia, and data on part-year earnings are excluded for the Czech Republic, Hungary and Portugal.

Since earnings data differ across countries in a number of ways, the results should be interpreted with caution. For example, in countries reporting annual earnings, differences in the incidence of seasonal work among individuals with different levels of educational attainment will have an effect on relative earnings that is not similarly reflected in the data for countries reporting weekly or monthly earnings.

The statistical data for Israel are supplied by and under the responsibility of the relevant Israeli authorities. The use of such data by the OECD is without prejudice to the status of the Golan Heights, East Jerusalem and Israeli settlements in the West Bank under the terms of international law.

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## References

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

- **Table A8.4a Distribution of 25-64 year-olds, by level of earnings and educational attainment (2009 or latest available year)**  
StatLink  <http://dx.doi.org/10.1787/888932463232>
- **Table A8.4b Distribution of 25-64 year-old men, by level of earnings and educational attainment (2009 or latest available year)**  
StatLink  <http://dx.doi.org/10.1787/888932463251>
- **Table A8.4c Distribution of 25-64 year-old women, by level of earnings and educational attainment (2009 or latest available year)**  
StatLink  <http://dx.doi.org/10.1787/888932463270>

Table A8.1. [1/2] **Relative earnings of the population with income from employment (2009 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)

OECD			Below upper secondary education			Post-secondary non-tertiary education			Tertiary-type B education			Tertiary-type A and advanced research programmes			All tertiary education		
			25-64	25-34	55-64	25-64	25-34	55-64	25-64	25-34	55-64	25-64	25-34	55-64	25-64	25-34	55-64
			(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
Australia	2009	Men	85	78	88	103	110	100	125	100	131	151	122	163	144	117	155
		Women	85	75	88	95	107	94	116	105	118	162	151	169	148	141	150
		M+W	81	77	82	93	103	95	111	96	113	145	126	157	135	119	143
Austria	2009	Men	68	69	67	139	121	162	124	114	122	171	158	172	153	145	152
		Women	70	64	66	120	114	136	150	124	158	164	155	227	158	147	191
		M+W	65	66	61	124	111	149	133	115	130	169	151	189	155	141	163
Belgium	2009	Men	93	94	84	98	100	98	118	112	115	145	131	153	134	123	138
		Women	84	86	77	107	106	110	125	124	127	148	144	160	135	134	138
		M+W	91	92	82	101	102	100	117	113	118	146	134	163	131	124	140
Canada	2008	Men	80	82	76	111	117	102	111	109	120	172	131	208	143	120	171
		Women	70	85	68	102	107	88	121	126	121	176	183	175	147	157	144
		M+W	80	87	75	112	116	101	111	109	118	170	141	206	140	126	163
Chile			m	m	m	m	m	m	m	m	m	m	m	m	m	m	
Czech Republic	2009	Men	75	76	78	m	m	m	134	127	131	205	163	212	201	159	210
		Women	72	73	68	m	m	m	123	119	124	171	155	175	166	148	172
		M+W	71	74	71	m	m	m	123	117	124	193	157	202	188	152	199
Denmark	2009	Men	80	78	83	92	47	115	115	119	109	143	115	153	136	116	144
		Women	83	77	85	71	43	142	112	122	107	127	123	133	125	123	130
		M+W	81	79	82	89	46	126	115	120	108	130	113	140	127	114	134
Estonia	2009	Men	88	100	84	m	m	m	m	m	m	m	m	m	142	141	144
		Women	86	89	79	m	m	m	m	m	m	m	m	m	162	170	160
		M+W	91	99	87	m	m	m	m	m	m	m	m	m	137	136	146
Finland	2008	Men	90	89	92	m	m	m	133	130	133	172	137	206	159	136	175
		Women	95	89	94	m	m	m	131	127	126	156	143	191	145	141	154
		M+W	93	92	94	m	m	m	125	117	127	160	129	204	147	127	166
France	2009	Men	87	90	84	c	c	c	127	120	149	171	143	207	154	133	193
		Women	83	86	73	c	c	c	129	127	135	155	147	168	144	139	155
		M+W	85	91	77	c	c	c	124	120	137	161	140	195	146	131	177
Germany	2009	Men	91	86	84	111	116	104	119	117	96	168	139	152	154	136	138
		Women	79	74	75	117	123	121	114	126	133	165	136	178	154	135	170
		M+W	87	82	79	109	116	105	124	118	115	168	135	167	157	133	155
Greece	2009	Men	80	85	50	106	101	97	151	133	130	204	139	251	153	133	137
		Women	65	79	35	114	104	211	162	140	165	195	182	m	163	141	165
		M+W	76	88	45	106	99	136	149	128	139	204	152	276	151	128	145
Hungary	2009	Men	75	75	73	126	118	131	123	140	111	248	210	269	247	209	268
		Women	68	71	62	115	110	118	136	136	144	186	172	198	185	171	197
		M+W	71	74	66	119	114	124	128	136	137	212	188	234	211	187	233
Iceland			m	m	m	m	m	m	m	m	m	m	m	m	m	m	
Ireland	2009	Men	80	91	69	105	118	81	132	156	92	178	169	166	162	165	141
		Women	73	84	70	94	86	103	133	136	149	190	200	156	171	184	153
		M+W	83	88	77	101	105	91	132	146	115	180	177	172	164	168	151
Israel	2009	Men	77	91	77	146	117	139	126	111	125	180	148	181	162	137	162
		Women	70	75	63	118	126	85	117	114	116	177	161	178	159	149	156
		M+W	80	98	75	132	119	123	118	107	118	170	144	175	154	134	156
Italy	2008	Men	78	83	76	m	m	m	m	m	m	162	110	212	162	110	212
		Women	70	74	76	m	m	m	m	m	m	142	119	168	142	119	168
		M+W	79	85	77	m	m	m	m	m	m	150	109	196	150	109	196
Japan	2007	Men	74	88	71	m	m	m	116	111	126	141	126	157	139	125	154
		Women	78	73	77	m	m	m	134	134	146	191	171	225	161	155	178
		M+W	80	90	74	m	m	m	90	96	106	168	139	197	148	129	178
Korea	2008	Men	70	90	71	m	m	m	101	109	120	135	130	157	126	123	153
		Women	77	117	68	m	m	m	115	108	191	155	133	190	141	123	190
		M+W	69	98	64	m	m	m	103	106	128	143	130	161	131	122	157
Luxembourg	2009	Men	69	76	91	122	91	92	m	m	m	171	186	193	171	186	193
		Women	65	70	54	258	101	m	m	m	m	160	183	159	160	183	159
		M+W	66	76	73	146	97	104	m	m	m	162	178	191	162	178	191
Mexico			m	m	m	m	m	m	m	m	m	m	m	m	m	m	

Note: Belgium, Korea and Turkey report earnings net of income tax. Slovenia reports earnings excluding data for individuals in part-time and/or part-year earnings.

Source: OECD. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

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

StatLink  <http://dx.doi.org/10.1787/888932463118>

**Table A8.1. [2/2] Relative earnings of the population with income from employment (2009 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	Netherlands	2008	Men	82	87	79	114	120	110	147	145	130	157	139	160	156	139	158
		Women	73	75	67	117	115	112	143	137	143	163	150	161	162	149	160	
		M+W	81	87	72	115	119	107	149	141	142	160	140	163	159	140	162	
	New Zealand	2009	Men	82	86	76	99	103	94	104	95	101	140	120	160	127	113	136
		Women	82	76	89	95	98	83	103	103	104	139	137	160	123	127	125	
		M+W	79	83	75	108	110	101	95	95	91	133	123	157	118	115	123	
	Norway	2008	Men	78	75	77	118	113	126	141	127	144	132	106	150	133	107	149
		Women	80	77	76	118	112	128	148	144	148	133	126	146	133	127	146	
		M+W	78	76	77	124	120	132	150	127	165	126	106	147	127	107	149	
	Poland	2008	Men	87	85	82	113	107	121	m	m	m	188	160	227	188	160	227
		Women	75	83	60	119	114	119	m	m	m	161	152	176	161	152	176	
		M+W	83	86	76	109	104	118	m	m	m	167	147	207	167	147	207	
	Portugal	2009	Men	66	77	51	84	91	81	159	145	151	175	160	187	172	158	180
		Women	67	76	48	103	107	118	156	148	156	173	168	209	171	166	196	
		M+W	68	79	50	92	98	92	157	146	154	171	161	198	169	159	188	
	Slovak Republic	2009	Men	70	58	79	m	m	m	140	137	141	194	163	199	192	162	197
		Women	70	69	65	m	m	m	141	136	139	180	165	184	177	163	181	
		M+W	66	61	69	m	m	m	129	125	133	188	159	194	184	158	191	
	Slovenia	2009	Men	73	72	70	m	m	m	m	m	m	m	m	m	208	171	230
		Women	72	76	58	m	m	m	m	m	m	m	m	m	m	185	160	203
		M+W	73	76	67	m	m	m	m	m	m	m	m	m	m	191	156	220
Spain	2008	Men	80	90	71	119	88	143	100	107	91	153	140	158	135	126	143	
	Women	69	80	56	107	106	113	108	114	101	170	171	170	156	156	161		
	M+W	78	91	67	109	92	138	105	112	95	156	149	162	141	136	149		
Sweden	2009	Men	82	78	84	123	81	126	106	96	112	143	120	158	134	114	146	
	Women	81	76	85	108	84	125	114	94	122	132	129	148	127	124	138		
	M+W	83	78	86	120	80	133	106	94	112	133	119	152	126	114	139		
Switzerland	2008	Men	78	88	65	103	82	128	124	124	125	146	136	142	138	133	136	
	Women	76	74	65	122	119	132	137	139	118	164	142	156	156	142	145		
	M+W	74	81	60	111	97	134	140	134	143	161	140	162	154	138	156		
Turkey	2005	Men	72	77	60	m	m	m	128	154	121	162	178	133	153	171	129	
	Women	43	37	49	m	m	m	131	93	m	162	150	307	154	133	307		
	M+W	69	70	59	m	m	m	125	131	128	157	166	138	149	156	135		
United Kingdom	2009	Men	69	71	72	m	m	m	125	117	131	160	149	163	151	144	153	
	Women	68	69	73	m	m	m	140	135	146	191	189	195	176	179	178		
	M+W	70	73	70	m	m	m	128	119	134	171	161	172	159	153	159		
United States	2009	Men	62	64	63	m	m	m	116	123	103	198	173	193	190	167	185	
	Women	63	69	65	m	m	m	116	125	104	180	186	175	173	181	167		
	M+W	64	67	66	m	m	m	113	120	102	187	170	189	179	165	181		
OECD average		Men	78	82	75	112	102	113	125	122	122	168	145	181	159	141	168	
	Women	74	77	69	116	104	119	129	124	134	164	156	180	156	149	168		
	M+W	77	82	72	112	103	116	123	119	124	163	144	182	153	139	166		
Other G20	Argentina		Men	m	m	m	m	m	m	m	m	m	m	m	m	m	m	
	Brazil	2009	Men	53	58	38	m	m	m	m	m	m	275	279	265	275	279	265
		Women	47	52	34	m	m	m	m	m	m	m	263	262	273	263	262	273
		M+W	53	59	38	m	m	m	m	m	m	m	256	256	264	256	256	264
	China		Men	m	m	m	m	m	m	m	m	m	m	m	m	m	m	
	India		Men	m	m	m	m	m	m	m	m	m	m	m	m	m	m	
	Indonesia		Men	m	m	m	m	m	m	m	m	m	m	m	m	m	m	
	Russian Federation		Men	m	m	m	m	m	m	m	m	m	m	m	m	m	m	
	Saudi Arabia		Men	m	m	m	m	m	m	m	m	m	m	m	m	m	m	
	South Africa		Men	m	m	m	m	m	m	m	m	m	m	m	m	m	m	

Note: Belgium, Korea and Turkey report earnings net of income tax. Slovenia reports earnings excluding data for individuals in part-time and/or part-year earnings.

Source: OECD. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

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

StatLink  <http://dx.doi.org/10.1787/888932463118>

**Table A8.2a. [1/2] Trends in relative earnings: Total population (1999-2009)**  
By educational attainment, for 25-64 year-olds (upper secondary and post-secondary non-tertiary education = 100)

OECD		1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Australia	Below upper secondary	80	m	77	m	m	m	82	m	m	m	<b>81</b>
	Tertiary	134	m	133	m	m	m	134	m	m	m	<b>135</b>
Austria	Below upper secondary	m	m	m	m	m	m	71	66	67	68	<b>65</b>
	Tertiary	m	m	m	m	m	m	152	157	155	160	<b>155</b>
Belgium	Below upper secondary	m	92	m	91	89	90	89	m	m	m	<b>91</b>
	Tertiary	m	128	m	132	130	134	133	m	m	m	<b>131</b>
Canada	Below upper secondary	79	79	76	77	78	77	77	75	79	80	<b>m</b>
	Tertiary	140	144	144	138	140	137	137	139	142	140	<b>m</b>
Chile		m	m	m	m	m	m	m	m	m	m	<b>m</b>
Czech Republic	Below upper secondary	68	m	m	m	m	73	72	74	73	72	<b>71</b>
	Tertiary	179	m	m	m	m	182	181	183	183	183	<b>188</b>
Denmark	Below upper secondary	86	m	87	88	82	82	82	83	82	83	<b>81</b>
	Tertiary	124	m	124	124	127	126	125	126	125	125	<b>127</b>
Estonia	Below upper secondary	m	m	m	m	m	m	m	m	m	91	<b>91</b>
	Tertiary	m	m	m	m	m	m	m	m	m	129	<b>137</b>
Finland	Below upper secondary	96	95	95	95	94	94	94	94	94	93	<b>m</b>
	Tertiary	153	153	150	150	148	149	149	149	148	147	<b>m</b>
France	Below upper secondary	84	m	m	84	84	85	86	85	84	87	<b>85</b>
	Tertiary	150	m	m	150	146	147	144	149	150	147	<b>146</b>
Germany	Below upper secondary	79	75	m	77	87	88	88	90	91	90	<b>87</b>
	Tertiary	135	143	m	143	153	153	156	164	162	167	<b>157</b>
Greece	Below upper secondary	m	m	m	m	m	m	m	m	m	m	<b>76</b>
	Tertiary	m	m	m	m	m	m	m	m	m	m	<b>151</b>
Hungary	Below upper secondary	70	71	71	74	74	73	73	73	72	73	<b>71</b>
	Tertiary	200	194	194	205	219	217	215	219	211	210	<b>211</b>
Iceland		m	m	m	m	m	m	m	m	m	m	<b>m</b>
Ireland	Below upper secondary	m	89	m	76	m	85	86	83	77	74	<b>83</b>
	Tertiary	m	153	m	144	m	169	155	157	161	153	<b>164</b>
Israel	Below upper secondary	m	m	m	m	m	m	79	78	83	75	<b>80</b>
	Tertiary	m	m	m	m	m	m	151	151	153	152	<b>154</b>
Italy	Below upper secondary	m	78	m	78	m	79	m	76	m	79	<b>m</b>
	Tertiary	m	138	m	153	m	165	m	155	m	150	<b>m</b>
Japan	Below upper secondary	m	m	m	m	m	m	m	m	80	m	<b>m</b>
	Tertiary	m	m	m	m	m	m	m	m	148	m	<b>m</b>
Korea	Below upper secondary	m	m	m	m	67	m	m	m	69	69	<b>m</b>
	Tertiary	m	m	m	m	141	m	m	m	160	131	<b>m</b>
Luxembourg	Below upper secondary	m	m	m	78	m	m	m	74	m	m	<b>66</b>
	Tertiary	m	m	m	145	m	m	m	153	m	m	<b>162</b>
Mexico		m	m	m	m	m	m	m	m	m	m	<b>m</b>
Netherlands	Below upper secondary	m	m	m	84	m	m	m	85	m	81	<b>m</b>
	Tertiary	m	m	m	148	m	m	m	154	m	159	<b>m</b>
New Zealand	Below upper secondary	81	79	78	81	77	75	77	82	76	82	<b>79</b>
	Tertiary	120	123	120	123	123	116	120	115	117	118	<b>118</b>
Norway	Below upper secondary	84	m	79	79	78	78	78	78	79	78	<b>m</b>
	Tertiary	133	m	131	130	131	130	129	129	128	127	<b>m</b>
Poland	Below upper secondary	82	m	81	81	m	82	m	84	m	83	<b>m</b>
	Tertiary	161	m	166	172	m	179	m	173	m	167	<b>m</b>
Portugal	Below upper secondary	62	m	m	m	m	67	67	68	m	m	<b>68</b>
	Tertiary	178	m	m	m	m	178	177	177	m	m	<b>169</b>
Slovak Republic	Below upper secondary	m	m	m	m	m	m	m	m	m	69	<b>66</b>
	Tertiary	m	m	m	m	m	m	m	m	m	181	<b>184</b>
Slovenia	Below upper secondary	m	m	m	m	m	73	m	74	74	m	<b>73</b>
	Tertiary	m	m	m	m	m	198	m	193	192	m	<b>191</b>
Spain	Below upper secondary	m	m	78	m	m	85	m	m	81	78	<b>m</b>
	Tertiary	m	m	129	m	m	132	m	m	138	141	<b>m</b>

Note: Belgium, Korea and Turkey report earnings net of income tax. Slovenia reports earnings excluding data for individuals in part-time and/or part-year earnings.

Source: OECD. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

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**Table A8.2a. [2/2] Trends in relative earnings: Total population (1999-2009)**

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

		1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	
OECD	Sweden	Below upper secondary	89	m	86	87	87	87	86	85	84	83	<b>83</b>
		Tertiary	131	m	131	130	128	127	126	126	126	126	<b>126</b>
	Switzerland	Below upper secondary	75	75	76	75	74	74	75	74	75	74	<b>m</b>
		Tertiary	153	152	155	154	156	156	155	156	159	154	<b>m</b>
	Turkey	Below upper secondary	m	m	m	m	m	65	69	m	m	m	<b>m</b>
		Tertiary	m	m	m	m	m	141	149	m	m	m	<b>m</b>
	United Kingdom	Below upper secondary	69	69	70	68	69	69	71	71	70	71	<b>70</b>
		Tertiary	162	160	160	157	162	157	158	160	157	154	<b>159</b>
	United States	Below upper secondary	65	65	m	66	66	65	67	66	65	66	<b>64</b>
		Tertiary	166	172	m	172	172	172	175	176	172	177	<b>179</b>
	OECD Average	Below upper secondary	78	79	80	80	79	78	78	78	78	78	<b>77</b>
		Tertiary	151	151	145	148	148	155	151	157	154	152	<b>157</b>
Other G20	Argentina		m	m	m	m	m	m	m	m	m	<b>m</b>	
	Brazil	Below upper secondary	m	m	m	m	m	m	m	m	51	52	<b>53</b>
		Tertiary	m	m	m	m	m	m	m	m	268	254	<b>256</b>
	China		m	m	m	m	m	m	m	m	m	<b>m</b>	
	India		m	m	m	m	m	m	m	m	m	<b>m</b>	
	Indonesia		m	m	m	m	m	m	m	m	m	<b>m</b>	
	Russian Federation		m	m	m	m	m	m	m	m	m	<b>m</b>	
	Saudi Arabia		m	m	m	m	m	m	m	m	m	<b>m</b>	
	South Africa		m	m	m	m	m	m	m	m	m	<b>m</b>	

Note: Belgium, Korea and Turkey report earnings net of income tax. Slovenia reports earnings excluding data for individuals in part-time and/or part-year earnings.

Source: OECD. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

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Table A8.2b. [1/2] **Trends in relative earnings: Men (1999-2009)**

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

		1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
OECD	Australia	86	m	84	m	m	m	88	m	m	m	<b>85</b>
	Tertiary	139	m	142	m	m	m	140	m	m	m	<b>144</b>
Austria	Below upper secondary	m	m	m	m	m	m	76	72	72	71	<b>68</b>
	Tertiary	m	m	m	m	m	m	149	155	151	159	<b>153</b>
Belgium	Below upper secondary	m	93	m	91	90	91	91	m	m	m	<b>93</b>
	Tertiary	m	128	m	132	132	137	137	m	m	m	<b>134</b>
Canada	Below upper secondary	80	80	76	79	79	78	78	76	82	80	<b>m</b>
	Tertiary	143	149	148	142	142	139	139	142	146	143	<b>m</b>
Chile		m	m	m	m	m	m	m	m	m	m	<b>m</b>
Czech Republic	Below upper secondary	75	m	m	m	m	79	79	81	78	76	<b>75</b>
	Tertiary	178	m	m	m	m	193	190	194	192	193	<b>201</b>
Denmark	Below upper secondary	87	m	87	87	82	82	82	82	81	82	<b>80</b>
	Tertiary	133	m	132	131	134	133	133	133	133	133	<b>136</b>
Estonia	Below upper secondary	m	m	m	m	m	m	m	m	m	91	<b>88</b>
	Tertiary	m	m	m	m	m	m	m	m	m	135	<b>142</b>
Finland	Below upper secondary	93	92	92	92	92	91	91	91	90	90	<b>m</b>
	Tertiary	167	169	163	163	160	161	162	162	161	159	<b>m</b>
France	Below upper secondary	88	m	m	88	88	89	90	89	87	90	<b>87</b>
	Tertiary	159	m	m	159	151	154	152	157	158	155	<b>154</b>
Germany	Below upper secondary	80	80	m	84	90	91	93	92	90	97	<b>91</b>
	Tertiary	138	141	m	140	150	149	151	163	158	163	<b>154</b>
Greece	Below upper secondary	m	m	m	m	m	m	m	m	m	m	<b>80</b>
	Tertiary	m	m	m	m	m	m	m	m	m	m	<b>153</b>
Hungary	Below upper secondary	73	75	75	78	77	76	76	75	74	77	<b>75</b>
	Tertiary	238	232	232	245	255	253	253	259	247	248	<b>247</b>
Iceland		m	m	m	m	m	m	m	m	m	m	<b>m</b>
Ireland	Below upper secondary	m	84	m	71	m	85	84	82	71	71	<b>80</b>
	Tertiary	m	138	m	141	m	171	147	149	151	156	<b>162</b>
Israel	Below upper secondary	m	m	m	m	m	m	74	76	80	72	<b>77</b>
	Tertiary	m	m	m	m	m	m	159	166	165	164	<b>162</b>
Italy	Below upper secondary	m	71	m	74	m	78	m	73	m	78	<b>m</b>
	Tertiary	m	143	m	162	m	188	m	178	m	162	<b>m</b>
Japan	Below upper secondary	m	m	m	m	m	m	m	m	74	m	<b>m</b>
	Tertiary	m	m	m	m	m	m	m	m	139	m	<b>m</b>
Korea	Below upper secondary	m	m	m	m	73	m	m	m	66	70	<b>m</b>
	Tertiary	m	m	m	m	127	m	m	m	158	126	<b>m</b>
Luxembourg	Below upper secondary	m	m	m	79	m	m	m	74	m	m	<b>69</b>
	Tertiary	m	m	m	149	m	m	m	158	m	m	<b>171</b>
Mexico		m	m	m	m	m	m	m	m	m	m	<b>m</b>
Netherlands	Below upper secondary	m	m	m	84	m	m	m	87	m	82	<b>m</b>
	Tertiary	m	m	m	143	m	m	m	151	m	156	<b>m</b>
New Zealand	Below upper secondary	87	82	81	84	80	77	83	85	78	87	<b>82</b>
	Tertiary	131	133	124	131	135	126	129	123	128	126	<b>127</b>
Norway	Below upper secondary	85	m	80	80	79	79	78	79	79	78	<b>m</b>
	Tertiary	135	m	134	133	134	134	134	134	134	133	<b>m</b>
Poland	Below upper secondary	85	m	85	84	m	86	m	86	m	87	<b>m</b>
	Tertiary	182	m	185	194	m	204	m	194	m	188	<b>m</b>
Portugal	Below upper secondary	60	m	m	m	m	64	64	66	m	m	<b>66</b>
	Tertiary	180	m	m	m	m	183	183	183	m	m	<b>172</b>
Slovak Republic	Below upper secondary	m	m	m	m	m	m	m	m	m	72	<b>70</b>
	Tertiary	m	m	m	m	m	m	m	m	m	187	<b>192</b>
Slovenia	Below upper secondary	m	m	m	m	m	74	m	75	75	m	<b>73</b>
	Tertiary	m	m	m	m	m	217	m	210	208	m	<b>208</b>
Spain	Below upper secondary	m	m	79	m	m	84	m	m	83	80	<b>m</b>
	Tertiary	m	m	138	m	m	132	m	m	133	135	<b>m</b>

Note: Belgium, Korea and Turkey report earnings net of income tax. Slovenia reports earnings excluding data for individuals in part-time and/or part-year earnings.

Source: OECD. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

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**Table A8.2b. [2/2] Trends in relative earnings: Men (1999-2009)**

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

		1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	
OECD	Sweden	Below upper secondary	87	m	84	85	85	85	84	83	83	82	<b>82</b>
		Tertiary	138	m	141	139	137	135	135	135	135	134	<b>134</b>
	Switzerland	Below upper secondary	80	79	84	79	78	78	80	78	77	78	<b>m</b>
		Tertiary	134	135	140	137	140	139	140	138	144	138	<b>m</b>
	Turkey	Below upper secondary	m	m	m	m	m	67	72	m	m	m	<b>m</b>
		Tertiary	m	m	m	m	m	139	153	m	m	m	<b>m</b>
	United Kingdom	Below upper secondary	76	74	73	72	71	70	72	73	69	68	<b>69</b>
		Tertiary	155	152	147	147	152	146	146	148	145	145	<b>151</b>
	United States	Below upper secondary	63	64	m	63	63	62	64	63	63	65	<b>62</b>
		Tertiary	167	178	m	178	177	179	183	183	180	188	<b>190</b>
	OECD Average	Below upper secondary	80	79	82	81	80	79	80	79	78	79	<b>78</b>
		Tertiary	157	154	152	154	152	162	156	164	158	158	<b>164</b>
Other G20	Argentina	m	m	m	m	m	m	m	m	m	m	<b>m</b>	
	Brazil	Below upper secondary	m	m	m	m	m	m	m	m	51	52	<b>53</b>
		Tertiary	m	m	m	m	m	m	m	m	284	263	<b>275</b>
	China	m	m	m	m	m	m	m	m	m	m	<b>m</b>	
	India	m	m	m	m	m	m	m	m	m	m	<b>m</b>	
	Indonesia	m	m	m	m	m	m	m	m	m	m	<b>m</b>	
	Russian Federation	m	m	m	m	m	m	m	m	m	m	<b>m</b>	
	Saudi Arabia	m	m	m	m	m	m	m	m	m	m	<b>m</b>	
	South Africa	m	m	m	m	m	m	m	m	m	m	<b>m</b>	

Note: Belgium, Korea and Turkey report earnings net of income tax. Slovenia reports earnings excluding data for individuals in part-time and/or part-year earnings.

Source: OECD. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

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

StatLink  <http://dx.doi.org/10.1787/888932463156>

Table A8.2c. [1/2] **Trends in relative earnings: Women (1999-2009)**

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

		1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
OECD	Australia											
	Below upper secondary	89	m	84	m	m	m	88	m	m	m	<b>85</b>
	Tertiary	146	m	146	m	m	m	147	m	m	m	<b>148</b>
Austria	Below upper secondary	m	m	m	m	m	m	74	71	73	74	<b>70</b>
	Tertiary	m	m	m	m	m	m	156	158	160	159	<b>158</b>
Belgium	Below upper secondary	m	82	m	83	81	82	81	m	m	m	<b>84</b>
	Tertiary	m	132	m	139	132	137	134	m	m	m	<b>135</b>
Canada	Below upper secondary	68	69	67	65	69	68	68	65	67	70	<b>m</b>
	Tertiary	144	143	148	140	147	143	142	143	145	147	<b>m</b>
Chile		m	m	m	m	m	m	m	m	m	m	<b>m</b>
Czech Republic	Below upper secondary	72	m	m	m	m	73	72	73	74	73	<b>72</b>
	Tertiary	170	m	m	m	m	160	161	163	165	164	<b>166</b>
Denmark	Below upper secondary	90	m	90	90	85	85	84	84	83	84	<b>83</b>
	Tertiary	123	m	124	123	127	126	126	125	124	123	<b>125</b>
Estonia	Below upper secondary	m	m	m	m	m	m	m	m	m	82	<b>86</b>
	Tertiary	m	m	m	m	m	m	m	m	m	146	<b>162</b>
Finland	Below upper secondary	99	99	98	98	97	97	98	97	96	95	<b>m</b>
	Tertiary	145	146	146	146	146	146	145	146	146	145	<b>m</b>
France	Below upper secondary	79	m	m	81	81	82	81	82	82	82	<b>83</b>
	Tertiary	145	m	m	146	146	145	142	146	147	146	<b>144</b>
Germany	Below upper secondary	83	72	m	73	81	81	77	83	84	80	<b>79</b>
	Tertiary	123	137	m	137	145	148	151	153	159	158	<b>154</b>
Greece	Below upper secondary	m	m	m	m	m	m	m	m	m	m	<b>65</b>
	Tertiary	m	m	m	m	m	m	m	m	m	m	<b>163</b>
Hungary	Below upper secondary	68	71	71	71	72	71	72	72	71	71	<b>68</b>
	Tertiary	167	164	164	176	192	190	188	189	185	183	<b>185</b>
Iceland		m	m	m	m	m	m	m	m	m	m	<b>m</b>
Ireland	Below upper secondary	m	65	m	60	m	68	67	63	67	65	<b>73</b>
	Tertiary	m	163	m	153	m	168	178	180	185	162	<b>171</b>
Israel	Below upper secondary	m	m	m	m	m	m	72	67	67	67	<b>70</b>
	Tertiary	m	m	m	m	m	m	157	150	155	153	<b>159</b>
Italy	Below upper secondary	m	84	m	78	m	73	m	74	m	70	<b>m</b>
	Tertiary	m	137	m	147	m	138	m	143	m	142	<b>m</b>
Japan	Below upper secondary	m	m	m	m	m	m	m	m	78	m	<b>m</b>
	Tertiary	m	m	m	m	m	m	m	m	161	m	<b>m</b>
Korea	Below upper secondary	m	m	m	m	75	m	m	m	97	77	<b>m</b>
	Tertiary	m	m	m	m	176	m	m	m	167	141	<b>m</b>
Luxembourg	Below upper secondary	m	m	m	74	m	m	m	73	m	m	<b>65</b>
	Tertiary	m	m	m	131	m	m	m	134	m	m	<b>160</b>
Mexico		m	m	m	m	m	m	m	m	m	m	<b>m</b>
Netherlands	Below upper secondary	m	m	m	72	m	m	m	75	m	73	<b>m</b>
	Tertiary	m	m	m	155	m	m	m	159	m	162	<b>m</b>
New Zealand	Below upper secondary	78	86	82	86	84	83	79	89	85	83	<b>82</b>
	Tertiary	121	126	130	131	127	123	123	122	126	125	<b>123</b>
Norway	Below upper secondary	83	m	81	81	81	81	81	81	81	80	<b>m</b>
	Tertiary	135	m	135	135	137	136	135	134	134	133	<b>m</b>
Poland	Below upper secondary	76	m	74	73	m	74	m	76	m	75	<b>m</b>
	Tertiary	148	m	155	159	m	166	m	165	m	161	<b>m</b>
Portugal	Below upper secondary	63	m	m	m	m	66	66	67	m	m	<b>67</b>
	Tertiary	170	m	m	m	m	173	173	173	m	m	<b>171</b>
Slovak Republic	Below upper secondary	m	m	m	m	m	m	m	m	m	72	<b>70</b>
	Tertiary	m	m	m	m	m	m	m	m	m	176	<b>177</b>
Slovenia	Below upper secondary	m	m	m	m	m	71	m	72	72	m	<b>72</b>
	Tertiary	m	m	m	m	m	190	m	188	187	m	<b>185</b>
Spain	Below upper secondary	m	m	64	m	m	78	m	m	70	69	<b>m</b>
	Tertiary	m	m	125	m	m	141	m	m	149	156	<b>m</b>

Note: Belgium, Korea and Turkey report earnings net of income tax. Slovenia reports earnings excluding data for individuals in part-time and/or part-year earnings.

Source: OECD. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

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

StatLink  <http://dx.doi.org/10.1787/888932463175>

Table A8.2c. [2/2] **Trends in relative earnings: Women (1999-2009)**

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

		1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	
OECD	Sweden	Below upper secondary	88	m	87	87	88	87	86	85	84	82	<b>81</b>
		Tertiary	126	m	129	129	128	127	126	126	127	126	<b>127</b>
	Switzerland	Below upper secondary	72	72	73	74	76	77	76	76	76	76	<b>m</b>
		Tertiary	146	144	148	148	151	153	148	159	156	156	<b>m</b>
	Turkey	Below upper secondary	m	m	m	m	m	46	43	m	m	m	<b>m</b>
		Tertiary	m	m	m	m	m	164	154	m	m	m	<b>m</b>
	United Kingdom	Below upper secondary	68	69	73	69	69	72	71	70	70	73	<b>68</b>
		Tertiary	178	176	187	177	182	180	181	182	181	177	<b>176</b>
	United States	Below upper secondary	61	62	m	63	66	62	63	63	61	60	<b>63</b>
		Tertiary	163	164	m	165	167	166	167	170	167	171	<b>173</b>
	OECD Average	Below upper secondary	77	75	79	77	79	75	75	75	77	75	<b>74</b>
		Tertiary	147	148	145	146	150	153	152	155	156	153	<b>158</b>
Other G20	Argentina	m	m	m	m	m	m	m	m	m	m	<b>m</b>	
	Brazil	Below upper secondary	m	m	m	m	m	m	m	m	44	46	<b>47</b>
		Tertiary	m	m	m	m	m	m	m	m	270	271	<b>263</b>
	China	m	m	m	m	m	m	m	m	m	m	<b>m</b>	
	India	m	m	m	m	m	m	m	m	m	m	<b>m</b>	
	Indonesia	m	m	m	m	m	m	m	m	m	m	<b>m</b>	
	Russian Federation	m	m	m	m	m	m	m	m	m	m	<b>m</b>	
	Saudi Arabia	m	m	m	m	m	m	m	m	m	m	<b>m</b>	
	South Africa	m	m	m	m	m	m	m	m	m	m	<b>m</b>	

Note: Belgium, Korea and Turkey report earnings net of income tax. Slovenia reports earnings excluding data for individuals in part-time and/or part-year earnings.

Source: OECD. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

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

StatLink  <http://dx.doi.org/10.1787/888932463175>

**Table A8.3a. Differences in earnings between women and men (2009 or latest available year)**  
Average annual full-time, full-year earnings of women as a percentage of men's earnings, by level of educational attainment 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)	
<b>OECD</b>	Australia	2009	76	76	83	73	68	75	72	70	73	77	74	80
	Austria	2009	73	73	74	78	76	86	73	75	76	76	74	80
	Belgium		m	m	m	m	m	m	m	m	m	m	m	m
	Chile		m	m	m	m	m	m	m	m	m	m	m	m
	Canada	2008	65	50	61	71	67	79	70	64	56	73	66	64
	Czech Republic	2009	77	75	78	80	73	88	68	66	75	73	65	77
	Denmark	2009	83	80	83	80	78	84	77	77	77	80	79	81
	Estonia	2009	58	71	67	60	62	72	68	66	79	70	72	81
	Finland	2009	79	76	78	78	76	78	75	73	73	79	78	76
	France	2006	72	76	63	80	78	82	73	81	55	79	84	65
	Germany	2009	73	72	74	77	84	67	77	78	73	76	81	69
	Greece	2009	60	65	51	75	73	90	74	78	92	78	80	76
	Hungary	2009	82	81	85	91	85	103	67	59	74	85	78	87
	Iceland		m	m	m	m	m	m	m	m	m	m	m	m
	Ireland	2009	91	95	96	77	92	78	72	69	64	83	84	86
	Israel	2009	72	73	69	73	68	77	69	69	73	75	73	77
	Italy	2008	73	76	77	75	75	73	65	91	52	77	84	71
	Japan		m	m	m	m	m	m	m	m	m	m	m	m
	Korea	2008	62	57	59	59	55	70	67	77	77	61	61	55
	Luxembourg	2009	75	76	49	78	87	80	69	73	58	78	80	58
	Mexico		m	m	m	m	m	m	m	m	m	m	m	m
	Netherlands	2008	80	83	78	78	83	77	72	78	70	80	85	76
	New Zealand	2009	77	76	82	77	75	75	77	73	66	78	76	72
	Norway		m	m	m	m	m	m	m	m	m	m	m	m
	Poland		m	m	m	m	m	m	m	m	m	m	m	m
	Portugal	2009	74	74	73	71	71	71	69	73	69	79	79	69
Slovak Republic	2009	73	71	73	75	71	84	68	60	76	72	66	79	
Slovenia	2009	86	84	84	88	85	102	78	78	90	93	92	110	
Spain	2008	76	73	78	78	80	86	86	85	93	88	87	90	
Sweden	2008	83	81	79	84	87	80	66	59	73	80	75	83	
Switzerland		m	m	m	m	m	m	m	m	m	m	m	m	
Turkey		m	m	m	m	m	m	m	m	m	m	m	m	
United Kingdom	2009	77	72	82	73	72	73	77	76	79	79	77	79	
United States	2009	73	72	72	73	74	72	67	68	67	72	72	67	
<b>OECD average</b>		<b>75</b>	<b>74</b>	<b>74</b>	<b>76</b>	<b>76</b>	<b>80</b>	<b>72</b>	<b>73</b>	<b>72</b>	<b>78</b>	<b>77</b>	<b>76</b>	
<b>Other G20</b>	Argentina		m	m	m	m	m	m	m	m	m	m	m	
	Brazil	2009	64	63	63	62	60	56	61	64	61	76	75	71
	China		m	m	m	m	m	m	m	m	m	m	m	m
	India		m	m	m	m	m	m	m	m	m	m	m	m
	Indonesia		m	m	m	m	m	m	m	m	m	m	m	m
	Russian Federation		m	m	m	m	m	m	m	m	m	m	m	m
	Saudi Arabia		m	m	m	m	m	m	m	m	m	m	m	m
	South Africa		m	m	m	m	m	m	m	m	m	m	m	m

Note: Korea report earnings net of income tax.

Source: OECD, LSO Network special data collection on full-time, full-year earnings, Economic Working Group. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

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StatLink  <http://dx.doi.org/10.1787/888932463194>

**Table A8.3b. [1/2] Trends in differences in earnings between women and men (1999-2009)**  
 Average annual earnings of women as a percentage of men's earnings, by level of educational attainment of 25-64 year-olds

		1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
OECD	Australia	66	m	62	m	m	m	61	m	m	m	<b>59</b>
	Below upper secondary	64	m	62	m	m	m	61	m	m	m	<b>59</b>
	Upper secondary and post-secondary non-tertiary	67	m	63	m	m	m	64	m	m	m	<b>61</b>
Austria	Below upper secondary	m	m	m	m	m	m	57	58	60	61	<b>62</b>
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	60	59	58	59	<b>61</b>
	Tertiary	m	m	m	m	m	m	62	60	62	59	<b>63</b>
Belgium	Below upper secondary	m	64	m	65	66	66	67	m	m	m	<b>70</b>
	Upper secondary and post-secondary non-tertiary	m	72	m	72	74	74	75	m	m	m	<b>77</b>
	Tertiary	m	74	m	76	74	74	73	m	m	m	<b>78</b>
Canada	Below upper secondary	51	52	51	50	52	52	53	53	52	53	<b>m</b>
	Upper secondary and post-secondary non-tertiary	60	60	59	61	59	60	61	62	63	61	<b>m</b>
	Tertiary	60	58	58	60	61	61	62	62	63	63	<b>m</b>
Chile		m	m	m	m	m	m	m	m	m	m	<b>m</b>
Czech Republic	Below upper secondary	66	m	m	m	m	74	74	73	75	75	<b>77</b>
	Upper secondary and post-secondary non-tertiary	69	m	m	m	m	80	80	80	79	78	<b>80</b>
	Tertiary	65	m	m	m	m	67	68	67	68	67	<b>66</b>
Denmark	Below upper secondary	73	m	74	75	73	74	73	72	73	74	<b>80</b>
	Upper secondary and post-secondary non-tertiary	71	m	71	73	71	71	71	71	72	72	<b>77</b>
	Tertiary	66	m	67	68	67	67	67	67	67	67	<b>71</b>
Estonia	Below upper secondary	m	m	m	m	m	m	m	m	m	54	<b>57</b>
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	m	m	59	<b>58</b>
	Tertiary	m	m	m	m	m	m	m	m	m	64	<b>67</b>
Finland	Below upper secondary	77	76	76	76	76	76	78	77	76	76	<b>m</b>
	Upper secondary and post-secondary non-tertiary	72	71	71	72	72	72	73	72	71	72	<b>m</b>
	Tertiary	62	61	63	64	66	65	65	64	65	66	<b>m</b>
France	Below upper secondary	68	m	m	70	68	68	68	68	70	68	<b>70</b>
	Upper secondary and post-secondary non-tertiary	75	m	m	77	75	74	75	74	75	74	<b>74</b>
	Tertiary	69	m	m	70	72	70	70	69	70	70	<b>69</b>
Germany	Below upper secondary	70	56	m	53	54	54	52	56	55	49	<b>51</b>
	Upper secondary and post-secondary non-tertiary	68	63	m	61	60	60	62	62	59	60	<b>59</b>
	Tertiary	60	61	m	60	58	60	62	58	59	58	<b>59</b>
Greece	Below upper secondary	m	m	m	m	m	m	m	m	m	m	<b>55</b>
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	m	m	m	<b>67</b>
	Tertiary	m	m	m	m	m	m	m	m	m	m	<b>71</b>
Hungary	Below upper secondary	84	83	83	85	89	89	88	93	87	85	<b>84</b>
	Upper secondary and post-secondary non-tertiary	89	88	88	93	95	96	93	96	91	93	<b>91</b>
	Tertiary	62	62	62	67	71	72	69	70	68	69	<b>68</b>
Iceland		m	m	m	m	m	m	m	m	m	m	<b>m</b>
Ireland	Below upper secondary	m	46	m	48	m	49	44	42	46	51	<b>58</b>
	Upper secondary and post-secondary non-tertiary	m	60	m	57	m	61	55	54	49	56	<b>63</b>
	Tertiary	m	71	m	62	m	60	67	66	60	58	<b>67</b>
Israel	Below upper secondary	m	m	m	m	m	m	57	56	52	57	<b>58</b>
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	59	64	63	62	<b>64</b>
	Tertiary	m	m	m	m	m	m	58	57	59	58	<b>62</b>
Italy	Below upper secondary	m	76	m	70	m	67	m	67	m	63	<b>m</b>
	Upper secondary and post-secondary non-tertiary	m	65	m	66	m	71	m	66	m	71	<b>m</b>
	Tertiary	m	62	m	60	m	52	m	53	m	62	<b>m</b>
Japan	Below upper secondary	m	m	m	m	m	m	m	m	43	m	<b>m</b>
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	m	41	m	<b>m</b>
	Tertiary	m	m	m	m	m	m	m	m	47	m	<b>m</b>
Korea	Below upper secondary	m	m	m	m	48	m	m	m	74	62	<b>m</b>
	Upper secondary and post-secondary non-tertiary	m	m	m	m	47	m	m	m	51	57	<b>m</b>
	Tertiary	m	m	m	m	65	m	m	m	54	63	<b>m</b>
Luxembourg	Below upper secondary	m	m	m	80	m	m	m	87	m	m	<b>61</b>
	Upper secondary and post-secondary non-tertiary	m	m	m	86	m	m	m	88	m	m	<b>65</b>
	Tertiary	m	m	m	75	m	m	m	75	m	m	<b>61</b>
Mexico		m	m	m	m	m	m	m	m	m	m	<b>m</b>

Note: Belgium, Korea and Turkey report earnings net of income tax. Slovenia reports earnings excluding data for individuals in part-time and/or part-year earnings.

Source: OECD. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

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StatLink  <http://dx.doi.org/10.1787/888932463213>

**Table A8.3b. [2/2] Trends in differences in earnings between women and men (1999-2009)**  
Average annual earnings of women as a percentage of men's earnings, by level of educational attainment of 25-64 year-olds

		1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	
OECD	Netherlands	Below upper secondary	m	m	m	49	m	m	m	48	m	49	<b>m</b>
		Upper secondary and post-secondary non-tertiary	m	m	m	58	m	m	m	55	m	55	<b>m</b>
		Tertiary	m	m	m	62	m	m	m	58	m	57	<b>m</b>
	New Zealand	Below upper secondary	57	67	63	67	67	68	61	68	68	61	<b>67</b>
		Upper secondary and post-secondary non-tertiary	64	64	63	65	64	63	64	64	62	64	<b>67</b>
		Tertiary	59	61	65	65	60	62	61	64	61	64	<b>65</b>
	Norway	Below upper secondary	61	m	63	64	66	66	65	65	65	66	<b>m</b>
		Upper secondary and post-secondary non-tertiary	62	m	62	63	64	64	63	63	63	64	<b>m</b>
		Tertiary	62	m	63	64	65	65	63	63	63	64	<b>m</b>
	Poland	Below upper secondary	72	m	72	73	m	73	m	71	m	69	<b>m</b>
		Upper secondary and post-secondary non-tertiary	81	m	83	84	m	84	m	81	m	80	<b>m</b>
		Tertiary	66	m	69	68	m	68	m	69	m	68	<b>m</b>
	Portugal	Below upper secondary	71	m	m	m	m	73	73	73	m	m	<b>72</b>
		Upper secondary and post-secondary non-tertiary	69	m	m	m	m	70	71	71	m	m	<b>71</b>
		Tertiary	65	m	m	m	m	67	67	67	m	m	<b>71</b>
	Slovak Republic	Below upper secondary	m	m	m	m	m	m	m	m	m	72	<b>73</b>
		Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	m	m	72	<b>72</b>
		Tertiary	m	m	m	m	m	m	m	m	m	68	<b>67</b>
	Slovenia	Below upper secondary	m	m	m	m	m	84	m	82	81	m	<b>86</b>
		Upper secondary and post-secondary non-tertiary	m	m	m	m	m	88	m	86	84	m	<b>88</b>
		Tertiary	m	m	m	m	m	77	m	77	76	m	<b>78</b>
	Spain	Below upper secondary	m	m	58	m	m	63	m	m	58	60	<b>m</b>
		Upper secondary and post-secondary non-tertiary	m	m	71	m	m	68	m	m	68	69	<b>m</b>
		Tertiary	m	m	64	m	m	73	m	m	77	80	<b>m</b>
	Sweden	Below upper secondary	74	m	74	74	75	75	74	74	73	73	<b>74</b>
		Upper secondary and post-secondary non-tertiary	73	m	71	72	73	73	73	73	72	73	<b>74</b>
		Tertiary	67	m	65	67	68	69	68	68	68	69	<b>70</b>
	Switzerland	Below upper secondary	50	53	51	53	55	55	54	55	57	53	<b>m</b>
		Upper secondary and post-secondary non-tertiary	56	58	58	56	56	56	57	56	57	55	<b>m</b>
		Tertiary	61	62	61	60	61	62	60	65	62	62	<b>m</b>
Turkey	Below upper secondary	m	m	m	m	m	52	47	m	m	m	<b>m</b>	
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	75	78	m	m	m	<b>m</b>	
	Tertiary	m	m	m	m	m	89	78	m	m	m	<b>m</b>	
United Kingdom	Below upper secondary	49	50	52	53	53	55	55	53	56	59	<b>57</b>	
	Upper secondary and post-secondary non-tertiary	54	54	52	55	55	54	56	56	55	55	<b>58</b>	
	Tertiary	62	63	66	67	66	66	69	69	69	68	<b>68</b>	
United States	Below upper secondary	59	59	m	63	67	63	63	65	64	60	<b>69</b>	
	Upper secondary and post-secondary non-tertiary	61	60	m	63	64	63	65	65	66	65	<b>68</b>	
	Tertiary	59	56	m	58	61	59	59	60	61	59	<b>62</b>	
OECD average	Below upper secondary	66	62	65	65	65	67	63	66	64	63	<b>67</b>	
	Upper secondary and post-secondary non-tertiary	68	65	68	68	66	70	68	69	65	66	<b>70</b>	
	Tertiary	63	63	64	65	65	67	66	65	64	64	<b>67</b>	
Other G20	Argentina	m	m	m	m	m	m	m	m	m	m	<b>m</b>	
	Brazil	Below upper secondary	m	m	m	m	m	m	m	m	49	49	<b>50</b>
		Upper secondary and post-secondary non-tertiary	m	m	m	m	m	m	m	m	58	56	<b>57</b>
		Tertiary	m	m	m	m	m	m	m	m	55	57	<b>55</b>
	China	m	m	m	m	m	m	m	m	m	m	<b>m</b>	
	India	m	m	m	m	m	m	m	m	m	m	<b>m</b>	
	Indonesia	m	m	m	m	m	m	m	m	m	m	<b>m</b>	
	Russian Federation	m	m	m	m	m	m	m	m	m	m	<b>m</b>	
	Saudi Arabia	m	m	m	m	m	m	m	m	m	m	<b>m</b>	
South Africa	m	m	m	m	m	m	m	m	m	m	<b>m</b>		

Note: Belgium, Korea and Turkey report earnings net of income tax. Slovenia reports earnings excluding data for individuals in part-time and/or part-year earnings.

Source: OECD. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

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

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