THE EVOLUTION OF EDUCATION SALARIES IN ROMANIA. A COMPARATIVE ANALYSIS IN THE PERIOD 2007-2022

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Abstract: The purpose of the paper is to elaborate an analysis of the salaries in education, in the period 2007-2022, in Romania, in order to highlight the situation in this economic branch, compared to other economic sectors. We consider the following: the average net salary from education vs the average net salaries from other economic branches, in Romania, in the period 2007-2022, the cost of labor, from education, in the years 2007-2021, as well as a comparative analysis of salaries in education in Romania vs member states of the European Union, according to GDP/inhabitant, for the year 2021. In our analysis we use the statistical data provided by the National Institute of Statistics (INS), for the period 2007-2022 (on- line TEMPO databases and press releases), the report Salaries of teachers and school principals in Europe in the school year 2020/2021, developed by Eurydice (2022), the salary grid for education for the year 2022.

Keywords: salary/ net income, gross salary, labor cost, GDP/ inhabitant

1. Introduction

Salary is a key element in turning teaching into a more attractive profession. Along with other factors such as working conditions, career prospects, opportunities for professional development and recognition of performance, remuneration plays an important role in attracting people to the profession and ensuring that employees who serve the education system feel valued and sufficiently motivated to deliver high quality work. This issue is becoming more and more important as education authorities in many European countries face both the problem of teacher shortages and the problem of an aging teaching staff. Therefore, policies that affect the incomes and career prospects of those employed in the education sector should be an integral part of smart strategies to improve the attractiveness of the teaching profession, both for current teachers and potential candidates.

2. Average net salary from education vs salaries from other economic branches in the period December 2022- March 2023 in Romania

According to the INS - National Institute of Statistics (TEMPO online databases), in education, the average net salary in December 2022 was 3857 lei, and in March 2023 it rose to 4321 lei. It should be noted that in higher education, a research assistant has a net monthly income of approximately 3500 lei, a lecturer, 5000 - 7000 lei, a teacher, 9000-10000 lei, the income being also calculated according to seniority.

In the pre-university environment, increments are added to the starting salary, most of which are granted according to seniority, hours of management, teaching degrees, etc. As a rule, a beginning teacher is remunerated with approximately 2600 lei, while the salary of a teacher with more than 20 years of experience and teaching degree can reach 4500 lei.

If we consider the salary scale for 2022 (according to portalinvatamant.ro), the situation is as follows:

- Teacher with short-term higher education and teaching degree I - salary between 2647 and 2875 lei.
- Teacher with short-term higher education and teaching degree II - salary between 3655 and 3883 lei.
- Debutant teacher with short-term higher education – the salary starts from 3381 and can reach 3551 lei.
- Debutant teacher with higher education - salary of 3712 lei.
- Teacher with short-term higher education and definitive teaching degree - salary between 3620 and 3791 lei.
- Teacher with long-term higher education and definitive teaching degree - salary between 3746 and 4003 lei.
- Teacher with long-term higher education and teaching degree I - salary between 3394 and 4709 lei
- Teachers with long-term higher education and second degree, salaries are between 3857 and 4227 lei.

As for pre-university professors with managerial positions (guidance and control positions, according to the provisions of the National Education Law No. 1 of 2011), the salaries (respectively the basic salaries, which also include the basic salary related to a teaching norm) of school inspectors and directors of educational units are:

- General school inspector - salary of 8375 lei
- Deputy general school inspector - salary of 7881 lei
- Specialized school inspector, school inspector - salary of 7250 lei
- High school director - salary of 6519 lei
- High school deputy director - salary of 6226 lei
- A secondary school director receives a salary of 6353 lei
- The salary of a primary school director is 6341 lei.

Average net salary from education vs salaries from other economic branches in March 2023

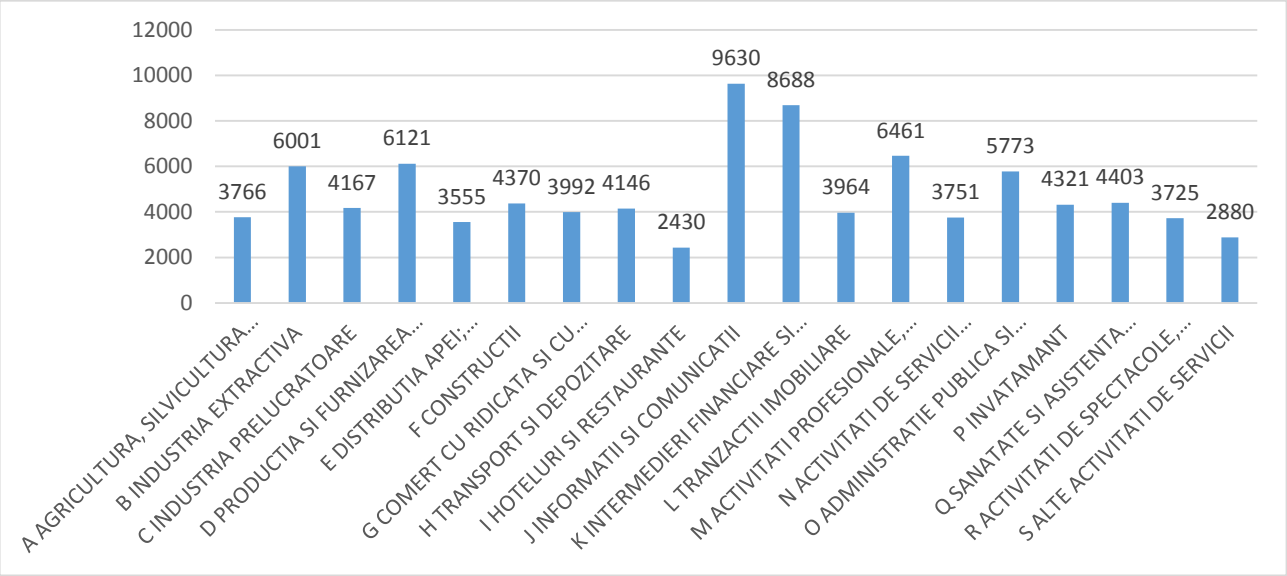
According to the INS (Press Release no. 116 / May 12, 2023), in March 2023, in most activities in the economic sector, the level of the average net salary increased as a result of the granting of occasional bonuses (quarterly, annual, the 13 th salary, for special performances or for the Easter holidays), rights in kind/ nature and financial aid, amounts from the net profit and from other funds (including securities). Also, the increases in average net salary were due to production achievements or higher receipts (depending on contracts/projects).

The most significant increases in the average net salary at the level of CAEN sections/divisions were recorded in insurance, reinsurance and pension fund activities, in the manufacture of other non-metallic mineral products, telecommunications, publishing activities, in waste water collection and purification, research and development, water capture, treatment and distribution, wholesale and retail trade, manufacture of coke oven products and products obtained from crude oil processing, leather tanning and finishing, construction.

The most significant decreases in the average net salary at the level of CAEN sections/divisions were recorded in crude oil and natural gas extraction; in cinematographic, video and television program production activities, audio recordings and music editing activities (including broadcasting and program transmission activities), auxiliary activities for financial intermediation, insurance activities and pension funds.

In the budget sector, in March 2023, the average net salary increased compared to the previous month in education, public administration, health and social assistance, mainly as a result of the granting of vouchers (holiday vouchers)

Figure 1. Average net salary in March 2023, in sectors of the economy



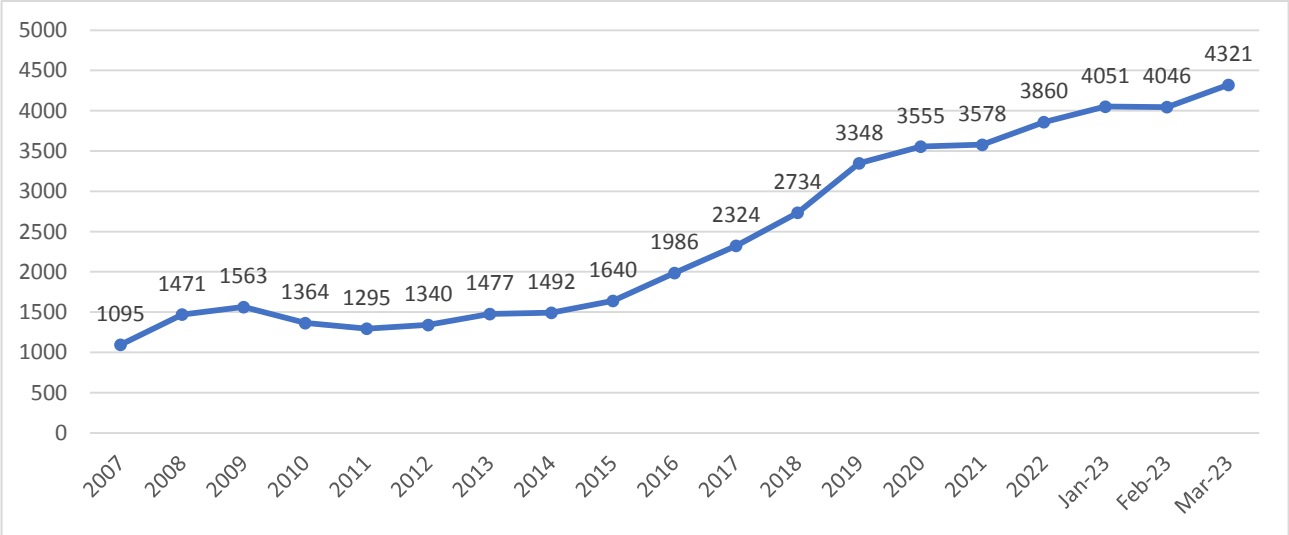
source: INS, online TEMPO databases

3. Average net salary from education vs salaries from other economic sectors in the period 2007-2022 in Romania

If we make a comparison with the other branches, it appears that the average net salary in education (4321 lei) is lower than in IT (9630 lei), financial intermediation (8688 lei), professional and technical activities (6461 lei), production and energy supply electricity (6121 lei), extractive industry (6001 lei), public administration (5773 lei). About the same level of average net earnings is in construction (4370 lei), health (4403 lei), manufacturing industry (4167 lei), or transport and storage (4146 lei). Lower are the salaries in agriculture (3766 lei), water distribution (3,555 lei), wholesale trade (3992 lei), administrative service activities and cultural performances (approx. 3700 lei), as well as hotels and restaurants (2430 lei) and other service activities (2880 lei).

In figure 2 we present the evolution of salaries in education, between 2007 and March 2023. We observe that they registered a level 3 times higher than in 2007, and the year 2019 has a more consistent increase, compared to 2018 (+ 614 ron) . There is also the decline from the financial crisis years 2009-2012, when wages decreased in 2010 and 2011 (25% cut for the budgetary sector), then rose slightly.

Figure 2. Average net income from education in Romania during the period 2007-2022 and the months of January-March 2023, RON

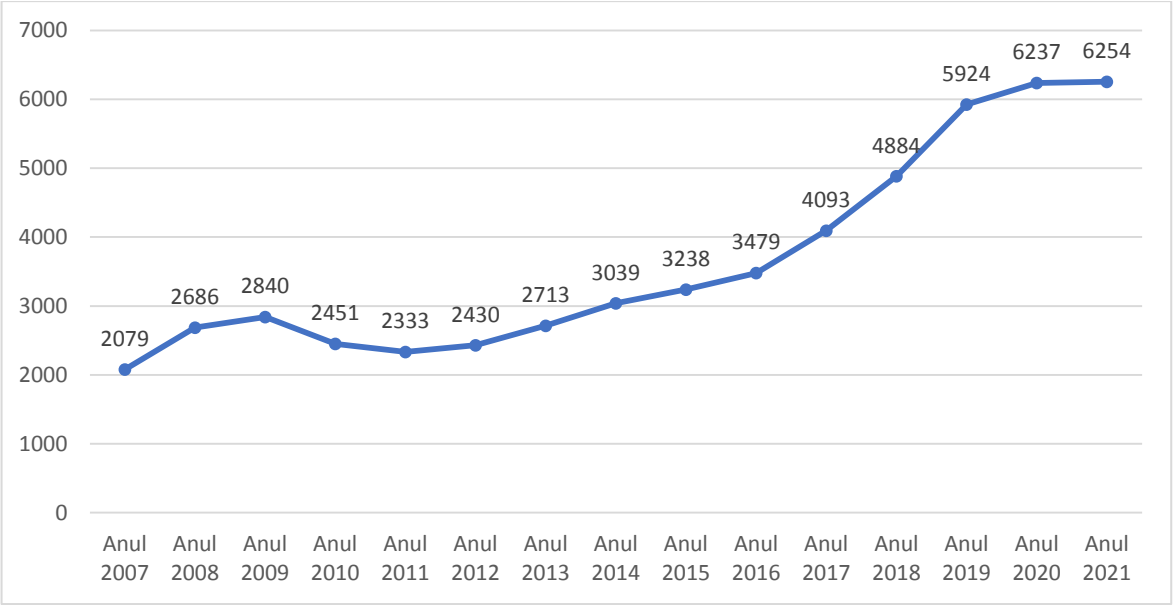


source: INS, online TEMPO databases

4. The average cost of labor per employee, in education, in the period 2008-2021

In figure 3 we present the average monthly labor cost per employee, in education, during the period 2007-2021. In 2021, the level is approximately 3 times higher than that reached in 2008 (2079 lei). A significant increase is recorded in the years 2016-2019, with a maximum reached in 2019, when the cost increased by 1040 lei compared to 2018; afterwards it follows a relatively constant trajectory.

Figura 3. The average monthly labor cost per employee, in education, in the period 2007-2021, Ron



source: INS, online TEMPO databases

Regarding the share of direct expenses of the labor cost in education, in the period 2008-2021 (%), it should be noted that the direct expenses (gross amounts paid directly to employees for the work performed) within the labor cost have a share that exceeds 97%, starting from 2018. Comparatively, in 2008, the share of direct expenses was 77%.

The cost of labor in education, in the period 2007-2021, as stated previously, tripled (from 2079 lei in 2007 to 6254 lei in 2021). Comparatively, in other economic branches, the

cost of labor has increased more than 3 times in agriculture, manufacturing industry, wholesale trade, information and communications (in 2007, the cost of labor here is 3177 ron, in 2021 it will reach 11208 ron), other activities (the cost, in 2007, is 1014 ron, in 2021, 3720 ron). Smaller increases were recorded in cultural activities, real estate transactions (cost of 2143 ron in 2007, in 2021 it becomes 4256 ron), Horeca, water distribution, energy production.

5. Comparative analysis of annual gross salary from education in Romania vs. countries with GDP/capita similar to Romania

Teachers' salaries in Romania are among the lowest in Europe, according to the Eurydice report (2022), The salaries of teachers and school principals in Europe in the school year 2020/2021, similar to us being Montenegro (about 12.150 euro) (non-EU country) and Hungary (between 12.000 – 13.700 euro, depending on the level).

They decreased during the pandemic period (2020-2021), as measures were taken in other countries to change salary policies, to update them in accordance with the new economic situation or collective agreements.

Data from the **2020-2021 period** show that **the annual gross salary for a teacher in Romania** was 12.026 euro (a little over 1000 euro gross per month), in the case of those employed in pre-school education. The amount differs depending on the level of education to which:

12.448 euro per year - teaching staff, grades zero-IV

12.243 euro per year - teachers of grades V-VIII

12.403 euro per year - high school teachers.

Comparatively, for **the period 2019-2020**,

12.101 euro real annual gross salary of preschool education teacher

12.526 euro – primary education teacher

12.381 euro – secondary school teacher

12.481 euro – high school teacher.

At the level of the European Union, according to the report Salaries of teachers and school directors in Europe in the school year 2020/2021 (Eurydice, 2022), the average salary of a teacher is 25.055 euro per year.

On average, school principals in the EU have the following gross salaries:

Preschool level – between 14.630 euro annually and 15.605 euro

Primary school – between 15.493 euro and 15.493 euro

Gymnasium – between 15.493 euro and 17.251 euro

High school – between 17.251 euro and 17.999 euro.

According to the INS, in Romania, there were months when there was a decrease in education salaries during the pandemic (2020-2021), one reason being the reduction of contracts or "hourly" type payments, during the period when educational units were closed/ online school.

During the pandemic, other countries took measures that influenced teachers' salaries.

- Changes in salary policies (France, Germany, Sweden, Italy, Czech Republic, Slovakia, Hungary, Bulgaria)
- Adjusting salaries to "keep up" with inflation (Spain, Portugal, Switzerland)
- Collective agreements (Belgium, Norway, Slovenia)
- Mixed measures (Poland, Finland, Austria, Croatia).

Average annual gross wages, in euro, of public school teachers aged 25 to 64, 2020/2021

In general, the level of the effective average salary of teachers is correlated with the GDP per capita in each country (GDP/capita for the year 2021); thus, where the level of GDP

per capita is higher, the effective average salary of teachers is higher. As a result, the lowest average effective wages are mostly awarded in countries with the lowest GDP per capita – 20.000 euro or less – in Greece, Latvia, Lithuania, Hungary, Romania, Slovakia and Serbia. The highest real wages are paid in countries with the highest GDP per capita – 40.000 euro or more – in Belgium, Denmark, Germany, Ireland, the Netherlands, Austria, Finland, Sweden, Iceland and Norway (Table 2) .

At the EU level, there are educational systems, for all or most levels of education, where the effective average salaries of teachers exceed the level of GDP per capita (table 3). In Germany, Cyprus, the Netherlands, Austria and Portugal, wages are at least 10% above GDP per capita at all levels of education. The same situation is found, with the exception of pre-primary education, in Denmark and Slovenia, in France and Finland in secondary education and in Belgium and Italy only in upper secondary education. Wages for all levels of education are even 35% higher than GDP per capita in Germany, Cyprus and Portugal, and in Austria only upper secondary education.

In contrast, in 7 countries (*Czech Republic, Estonia, Ireland, Hungary, Romania, Sweden and Norway), the level of the average effective salary of teachers at all levels of education is below the level of GDP per inhabitant*. The situation is the same in Latvia at all levels of education except general upper secondary education, in Italy and Iceland at pre-primary and primary education and in Denmark, Malta, Slovakia and Finland at pre-primary education.

Table 1. Average annual gross salaries, in euro, of public school teachers aged 25 to 64,2020/2021

	BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR
ISCED 02	46 540	45 085	48 734	:	16 194	53 640	:	15 156	⊗	17 759	:	37 328	:
ISCED 1	45 406	46 530	48 139	:	20 086	65 227	63 329	19 607	60 369	:	:	36 285	:
ISCED 24	44 494	47 899	47 968	:	19 945	65 648	69 779	19 607	62 573	18 634	:	40 840	:
ISCED 34	55 937	53 616	57 675	:	20 923	76 377	73 557	19 607	62 573	:	:	45 505	:
	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI
ISCED 02	29 490	47 964	12 590	21 120	:	12 027	26 600	54 947	:	:	33 883	12 026	22 298
ISCED 1	29 490	47 964	15 703	:	:	12 596	30 565	54 947	52 526	:	30 881	12 448	27 426
ISCED 24	31 565	47 964	16 724	:	:	:	31 067	66 712	58 724	:	30 078	12 243	27 918
ISCED 34	33 811	47 964	18 269	:	:	13 782	30 928	66 712	67 207	:	32 656	12 403	29 409
	SK	FI	SE	AL	BA	CH	IS	LI	ME	MK	NO	RS	TR
ISCED 02	13 559	35 170	38 073	:	7 344	:	51 036	:	12 159	:	51 425	:	:
ISCED 1	17 938	46 332	43 242	:	7 752	:	55 411	:	12 159	:	56 660	8 417	:
ISCED 24	17 938	51 347	44 976	:	8 160	:	:	:	12 159	:	56 660	:	:
ISCED 34	18 656	57 848	45 786	:	8 976	:	70 470	:	12 159	:	61 631	8 443	:

source: Eurydice, 2022 School Year 2020/2021 School Teachers' and Headmasters' Salaries in Europe report

Note: Pre-primary education (ISCED 02), Primary education (ISCED 1), Upper secondary education (ISCED 3), Post-secondary non-tertiary education, (ISCED 4), Short-term tertiary education (ISCED 5), higher education with bachelor or equivalent level (ISCED 6), Master or higher education of equivalent level, (ISCED 7)

According to table 1, Romania has teachers' annual gross salaries of approximately 12.000 euro, lower than Portugal, where it exceeds 30.000 euro, Lithuania, over 20.000 euro, Slovenia - over 22.000 euro, Malta - over 26.600 euro, salary for pre-primary education , the rest, much larger. Salaries are similar in Latvia (ranging between 12.000-18.000 euro), the Czech Republic (for pre-primary education, for the other types, the salary is higher), Hungary - approximately 12.000 euro.

According to the report, in the period 2020-2021 there was a salary increase, but the increase was, in general, modest or indexed to the inflation index.

• In 10 countries, between the 2014/2015 and 2020/21 school years, entry-level teacher salaries (adjusted for inflation) remained the same or fell. Instead, the biggest increases in the

last 5 years – of more than 30% – are in several of the Central and Eastern European countries (Bulgaria, Czech Republic, Estonia, Latvia, Lithuania and Slovakia).

• Principals are typically paid on a different pay scale than teachers, and their salaries tend to increase with the size of the school. In most education systems there are significant pay differences between school principals, depending on the size or other characteristics of the school, but also on other factors such as professional experience and job responsibilities.

• In the French Community of Belgium and the Czech Republic, the minimum basic salary of school principals is lower than the salary of teachers with 15 years of teaching experience. This is also true at some levels of education or for principals of small schools in several other countries.

Therefore, according to the Eurydyce Report, *official gross annual starting wages in public lower secondary schools* (ISCED 2) ranged between approximately 4.233 euro in Albania, i.e. 352 euro (1763 lei)/month, and 69.076 euro in Luxembourg, i.e. 5756 euro per month (28781 lei) in 2020/2021. Teachers in France and Italy earn half of what those in Germany earn (54.129 euros), approx. 29.000 euro, in Switzerland, 66.972.

Bulgaria had the lowest annual teacher salary among EU countries at 7.731euro. Less than 10.000 euro was also won in other EU countries, such as Latvia, Slovakia, Hungary, Romania and Poland.

Teacher salaries measured by PPS ranged from PPS 7.824 in Albania to PPS 50.357 in Germany. While the starting gross annual salary of teachers is generally between 20.000 and 30.000 PPS, it is still below 20.000 PPS in 10 EU countries: Estonia, Malta, Czech Republic, Romania, Greece, Bulgaria, Poland, Hungary, Latvia and respectively , Slovakia.

Romania, according to Eurydice, *is among the countries at the bottom of the ranking, with a gross salary per year that does not exceed 45.000 lei, which means approximately 3.750 lei per month and can go up to 77.000 lei, namely 6.416 lei per month.*

Thus, ***at the beginning of the journey***, a teacher employed in pre-school or primary school education earns a gross annual salary of 39.504 lei (8.027 euro). ***In the secondary and pre-university cycle***, a beginning teacher earns a gross annual salary of 43.397 lei (8.818 euro).

For those ***with at least 10 years of experience***, the annual gross salary reaches 50.897 lei (10.342 euro) for all teachers, from kindergarten to high school.

Regarding the ratio to the minimum wage, by dividing the teachers' gross salary by the gross minimum wage, the following was found: this ratio is the highest in Germany, namely 2,8, while Poland has the lowest ratio, 1,1, respectively, the starting salary of teachers in Poland is very close to the minimum wage, while teachers starting in German state schools earn almost three times the minimum wage.

In the ***period 2009-2010***, according to the Eurydice report, ***the starting gross annual salaries of teachers*** ranged from 2.743 euro in Romania to 63.895 euro in Luxembourg.

The average in 26 EU countries was 19.563 euro in 2009-2010. However, it was below 5.000 euro in six EU countries, namely Slovakia (4.824 euro), Poland (4.462 euro), Lithuania (4.275 euro) , Latvia (4.166 euro), Bulgaria (2.761 euro) and Romania (2.743 euro).

In other EU countries, it generally ranged between 18.000 euro and 30.000 euro, while starting salaries in Germany and Denmark were above 35.000 euro.

The change in teachers' starting gross annual salaries between 2009-2010 and 2020-21 was the largest in Lithuania, where salaries increased by 269% in these 11 years. Romania and Bulgaria have also seen increases in teachers' salaries in the last decade, of 193 and 180% respectively.

The salary of tenured teachers also increased by 42% in Germany, which already had the second highest salary in 2009-2010. The change below 10% was recorded in six EU countries – Cyprus, Portugal, Spain, Italy, Slovenia and Luxembourg.

According to figure 4, we observe that in the period 2020-2021, the gross annual salaries of teachers, in countries similar to Romania from the perspective of GDP/inhabitant, expressed in PPS (Romania- 16.365 euro), are: Portugal- 25.440 euro, Lithuania- 23.709 euro, Croatia- 21.257 euro, Greece- 15.435 euro, Hungary- 14.465 euro, Poland- 14.338 euro, Bulgaria- 15.159 euro.

Figure 4. Annual gross salaries of teachers in the EU, in the period 2020-2021

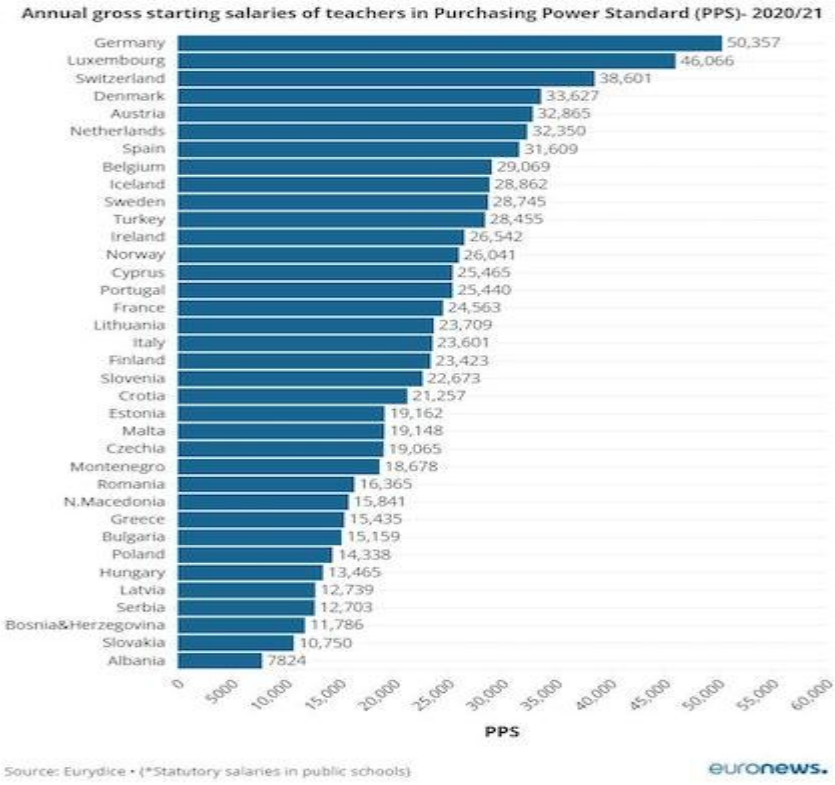


Table 2. Average annual gross effective salaries (EUR) of public school teachers aged 25-64, 2020/2021 (at constant prices) vs GDP/capita

Source: Eurydice	ISCED 02	ISCED 1	ISCED 24	ISCED 34	GDP/ capita
BE fr	46.540	45.406	44.494	55.937	43.680
BE de	45.085	46.530	47.899	53.616	43.680
BE nl	48.734	48.139	47.968	57.675	43.680
BG	m	m	m	m	9.850
CZ	16.194	20.086	19.945	20.923	22.320
DK	53.640	65.227	65.648	76.377	57.350
DE	m	63.329	69.779	73.557	42.920
EE	1	1	1	1	2

	5.156	9.607	9.607	9.607	3.060
IE	m	60.369	62.573	62.573	83.990
EL	17.759		18.634		17.140
ES	m	m	m	m	25.460
FR	37.328	36.285	40.840	45.505	35.970
HR	m	m	m	m	14.710
IT	29.490	29.490	31.565	33.811	30.040
CY	47.964	47.964	47.964	47.964	26.030
LV	12.590	15.703	16.724	18.269	17.450
LT	21.120				19.760
LU	m	m	m	m	114.370
HU	12.027	12.596		13.782	15.870
MT	26.600	30.565	31.067	30.928	28.220
NL	54.947	54.947	66.712	66.712	48.840
AT	m	52.526	58.724	67.207	44.970
PL	m	m	m	m	15.050
PT	33.883	30.881	30.078	32.656	20.530
RO	12.026	12.448	12.243	12.403	12.510
SI	22.298	27.426	27.918	29.409	22.310
SK	13.559	17.938	17.938	18.656	17.820
FI	35.170	46.332	51.347	57.848	43.030
SE	38.073	43.242	44.976	45.786	46.420
AL	m	m	m	m	:
BA	7.344	7.752	8.160	8.976	:
CH	m	m	m	m	78.910
IS	5	5		7	5

	1.036	5.411		0.470	7.800
LI	m	m	m	m	:
ME	12.159	12.159	12.159	12.159	:
MK	m	m	m	m	:
NO	51.425	56.660	56.660	61.631	75.360
RS	m	8.417		8.443	7.780
TR	m	m	m	m	:

source: Eurydice, 2022 School Year 2020/2021 School Teachers' and Headmasters' Salaries in Europe report

Note: Pre-primary education (ISCED 02), Primary education (ISCED 1), Upper secondary education (ISCED 3), Post-secondary non-tertiary education, (ISCED 4), Short-term tertiary education (ISCED 5), Higher education with bachelor or equivalent level (ISCED 6), Master or higher education of equivalent level, (ISCED 7)

According to Table 2, for teachers aged between 25-64 years, from countries with GDP/capita similar to Romania, Slovakia (GDP/capita in 2021 is 12510 euro) presents relatively close salaries for primary education, but the other stages differ, the difference being about 5000 - 6000 euro. The situation is similar for Latvia. Also, Hungary has almost the same situation as Romania, where the salary falls in the range of 12.000-13.780 euro.

Tabel 3. Annual gross statutory salaries (in PPS) for full-time, fully qualified teachers, 2020/2021-euro

Source : Eurydice	ISCED 02	ISCED 1	ISCED 24	ISCED 34	GDP / capita
BE fr	28.134	28.134	28.134	34.977	43.680
BE de	29.864	29.864	29.864	37.419	43.680
BE nl	29.209	29.209	29.209	36.441	43.680
BG	15.159	15.159	15.159	15.159	9.850
CZ	19.065	20.422	20.422	20.422	22.320
DK	33.627	38.766	38.962	36.275	57.350
DE	m	50.357	55.971	58.541	42.920
EE	a	19.162	19.162	19.162	23.060
IE	a	26.542	26.542	26.542	83.990
EL	15.435	15.435	15.435	15.435	17.140
ES	31.609	31.609	35.308	35.308	25.460
FR	24.563	24.563	26.889	26.889	35.970

HR	**m**	**22.796**	**22.796**	**22.796**	14.710
IT	**23.601**	**23.601**	**25.366**	**25.366**	30.040
CY	**25.465**	**25.465**	**25.465**	**25.465**	26.030
LV	**12.739**	**12.739**	**12.739**	**12.739**	17.450
LT	**23.709**	**23.709**	**23.709**	**23.709**	19.760
LU	**46.066**	**46.066**	**52.208**	**52.208**	114.370
HU	**13.465**	**13.465**	**13.465**	**13.465**	15.870
MT	**23.058**	**28.174**	**28.174**	**28.174**	28.220
NL	**32.350**	**32.350**	**34.296**	**34.296**	48.840
AT	**m**	**32.865**	**32.767**	**32.810**	44.970
PL	**15.068**	**15.068**	**15.068**	**15.068**	15.050
PT	**25.440**	**25.440**	**25.440**	**25.440**	20.530
RO	**17.977**	**17.977**	**17.977**	**17.977**	12.510
SI	**22.673**	**22.673**	**22.673**	**22.673**	22.310
SK	**10.750**	**13.319**	**13.319**	**13.319**	17.820
FI	**23.243**	**26.493**	**28.458**	**30.077**	43.030
SE	**28.745**	**29.092**	**29.961**	**30.135**	46.420
AL	**7.824**	**9.224**	**9.586**	**10.130**	:
BA	**11.786**	**12.572**	**13.358**	**15.715**	:
CH	**38.601**	**41.710**	**46.425**	**52.280**	78.910
IS	**28.862**	**28.862**	**28.862**	**27.090**	57.800
LI	**m**	**m**	**m**	**m**	:
ME	**18.678**	**18.678**	**18.678**	**18.678**	:
MK	**15.841**	**16.290**	**16.290**	**17.006**	:
NO	**26.041**	**28.585**	**28.585**	**28.585**	75.360

RS	**12.703**	**14.843**	**14.843**	**14.843**	7.780
TR	**28.455**	**28.455**	**29.391**	**29.391**	:

source: Eurydice, 2022 School Year 2020/2021 School Teachers' and Headmasters' Salaries in Europe report

Note: Pre-primary education (ISCED 02), Primary education (ISCED 1), Upper secondary education (ISCED 3), Post-secondary non-tertiary education, (ISCED 4), Short-term tertiary education (ISCED 5), Higher education with bachelor or equivalent level (ISCED 6), Master or higher education of equivalent level, (ISCED 7)

According to Table 3, full-time, fully qualified teachers have annual gross statutory salaries (in PPS) higher than GDP/capita in Bulgaria, Poland, Lithuania and Portugal. Slovakia, Hungary, have the lowest salary GDP/ inhabitant.

6. Conclusions

Following the analysis carried out, the main ideas derived were:

◄ in Romania, between 2007 and 2022, the average net salary increased approximately 3 times, with inflection points. The period 2010-2011 is noteworthy, when their level decreases, due to the 25% cuts (a measure imposed during the financial crisis), then their increase in the years 2015-2020.

◄ If we refer to the other economic sectors, the average net salary from education (4321 lei) is lower than those from IT (9630 lei), financial intermediation (8688 lei), professional, technical activities (6461 lei), production and supply of electricity (6121 lei), extractive industry (6001 lei), public administration (5773 lei). About the same level of average net earnings is in construction (4370 lei), health (4403 lei), manufacturing industry (4167 lei), or transport and storage (4146 lei). Lower are the salaries in agriculture (3766 lei), water distribution (3555 lei), wholesale trade (3992 lei), administrative service activities and cultural performances (approx. 3700 lei), as well as hotels and restaurants (2430 lei) and other service activities (2880 lei).

◄ the average monthly labor cost per employee, in education, in the period 2007-2021 tripled, with a significant increase being recorded in the years 2016-2019, with a maximum reached in 2019, when the cost increased by 1036 lei compared to the year 2018; afterwards it follows a relatively constant trajectory.

◄ Regarding the comparison with EU member states, but which have GDP/capita similar to our country, for the year 2021, the gross annual salaries of teachers, expressed in PPS (Romania- 16,365 euros), are: Portugal- 25.440 euro, Lithuania- 23.709 euro , Croatia- 21.257 euro, Greece- 15.435 euro, Hungary- 14.465 euro, Poland- 14.338 euro, Bulgaria- 15.159 euro.

◄ In general, the level of the average effective salary of teachers is correlated with the GDP per capita in each country; thus, where the level of GDP per capita is higher, the effective average salary of teachers is higher.

◄ the lowest average effective wages are given, above all, in the countries with the lowest GDP per capita – in Greece, Latvia, Lithuania, Hungary, Romania, Slovakia and Serbia. The highest real wages are paid in the countries with the highest GDP per capita – Belgium, Denmark, Germany, Ireland, the Netherlands, Austria, Finland, Sweden, Iceland and Norway.

◄ In many EU countries, for all or most levels of education, real average teacher salaries are above GDP per capita. In Germany, Cyprus, the Netherlands, Austria and Portugal, wages are at least 10% above GDP per capita at all levels of education. The same situation is found, with the exception of pre-primary education, in Denmark and Slovenia, in France and Finland in secondary education and in Belgium, Italy and Iceland only in upper

secondary education. Wages for all levels of education are even 35% higher than GDP per capita in Germany, Cyprus and Portugal, and in Austria only upper secondary education.

◄ in 7 countries (Czech Republic, Estonia, Ireland, Hungary, Romania, Sweden and Norway), the level of the effective average salary of teachers at all levels of education is below the level of GDP per capita. The situation is the same in Latvia at all levels of education except general upper secondary education, in Italy for pre-primary and primary education, and in Denmark, Malta, Slovakia and Finland for pre-primary education.

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