

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

Country profile – Remuneration Slovenia

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Brussels, October 2012















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. ¹

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
- 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.

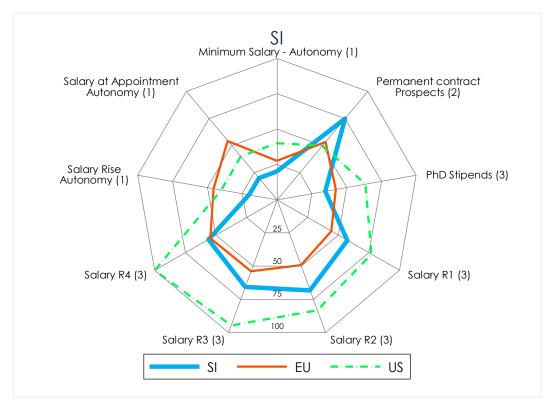
Further information on data collection and results of the study is available in:

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	alary d (in PPP €)	Mandatory insurances			
Rank	Karte	Employnent status	Contract duratic	r rininum	Preside.	waterun	Hegith die	Jne no longer	Persion	
R1	PhD-Candidate ¹⁾	Stipendiary	Other	1,212	5,968	27,654				
R1	Assistant ²⁾	Civil Servant	Fixed 2-4 years	(12,83) 16,480 (173,694)	(6,316) 21,829 (23,006)	(29,269) 271,777 (2,864,308)	х	х	х	
R2	Assistant Professor ³⁾	Civil Servant	Permanent	28,347 (29,876)	35,489 (37,403)	42,631 (44,930)	×	Х	X	
R3	Associate Professor ⁴⁾	Civil Servant	Permanent		40,598 (42,787)	48,708 (51,334)	Х	Х	Х	
R4	Full Professor / Senior Researcher 5)	Civil Servant	Permanent	38,614 (40,696)	45,419 (47,868)	52,225 (55,041)	Х	Х	Х	

Source: MORE II - Expert Survey; National currency: EUR; Annual Gross Salary: Source: 1) 2010; Statistical Office of the Republic of Slovenia; 2, 3, 4, 5) 2012; Collective Agreement, Public Sector Wage System Act, Decree on promotion to salary grades (http://www.mpju.gov.si/en/ legislation_and_documents/valid_regula4tions/); Notes: ad 2) Contracts (lasting 3) years can be renewed 3 times; ad Stipends: Data include also Erasmus grants. The indicated stipends are for students which do not have an employment contract and include national (state) stipends or "Zois stipends" (only for excellent students) - both funded by the state - and corporate stipends paid by the potential employers or local community but subsidized by the national budget up to 50%. Stipends are available for Slovenian nationals, EU citizens and from other countries if they have residence permit. The students should not be older than 26 years, awarded any other stipend, be employed or entitled to unemployment benefits. Stipends are granted for the whole study, but student needs to prove the study success every year; 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\$ = 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	7,635	15,270							
Income bracket in national currency to	7,634	15,269	max							
Marginal Tax rate	16.0	27.0	41.0							

Tax Wedge in % of labour costs	Tax Wedge in % of labour costs										
Single, no children (average wage)	42.35	Married couple, two children (average wage)	22.40								
Single, no children (167% of average wage)	47.30	Married couple, two children (167% of average wage)	33.80								
Married couple, no children (133% of average wage)	40.00										

Tax rate: Source: OECD, 2011*; Country-specific note: For lower income groups an additional general allowance of €3019,83 is deductible when taxable income is lower than €10,200 and of €1047,50 when taxable income is between €10,200 and €11,800; 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.

1.4 Labour legislation in the Higher Education Sector

Institutional levels determining remuneration aspects										
Salary (at appointment)	National	Unemployment insurance	National							
Salary rise	National	Health care insurance	National							
Minimum salary	National	Retirement pension insurance	National							
Working time	National									
Relevant factors for salary rise (incl. rank) Other reasons(1); Seniority(2); Performance(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 month	s tenure	4 years tenure	20 years tenure					
Notice period (in months)	1 business reasons / 1 Incapacity		1 business reasons / 1 Incapacity	2.5 business reasons / 2 Incapacity	2008	OECD			
Severance pay (in months)	0	.0	0.8	6.7	2008	OECD			
Duration of Compensation in case of Unemployment (in Months)	9	2010	OECD						
Average Net Replacement Rate in	case of Un	employmer	it (in % of previous inc	come for a 40 year old)					
Two-earner married couple, no child	69		Two-earne children	er married couple, two	71				

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.

^{*} More recent data available, cf. IDEA et al. 2013, ch. 7.



1.5 Social Security System

Public social spending (% of GDP)	20.26	2007*	OECD	Public health spending (% of GDP)	5.61	2007*	OECD
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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?	Yes							
Covered by researchers' remuneration package (incl. mandatory insurance)	Ambulant treatment; Hospital treatment; Rehabilitation; Drugs/pharmaceuticals									
Additional retirement pension ins	urance									
Additional retirement pension insurance by university	Never	Do researchers usually have additional private retirement pension insurance?	No							
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:. This is difficult to estimate correctly because it is their private choice to save extra money in additional pension funds. However, it is foreseen that that this is going to be the future practice; 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?".

1.6 Quality of Life

Income and Welfare				Governance						
GDP per capita (in PPP €)	19,693	2011	Worldbank	Voice and Accountability #	24 / 46	2011	Worldbank			
GDP per capita (in €)	17,343	2011	Worldbank	Political Stability and Absence of Violence #	20 / 46	2011	Worldbank			
Human Development Index #	18 / 46	2011*	HDI	Government Effectiveness #	27 / 46	2011	Worldbank			
Life expectancy	79.30	2011*	UNDESA	Regulatory Quality #	34 / 46	2011	Worldbank			
				Rule of Law #	23 / 46	2011	Worldbank			
				Control of Corruption #	24 / 46	2011	Worldbank			
Quality of public child care				Quality of Education						
Net childcare costs (% avg wage)	-			Average Years of Schooling #	9 / 45	2010	OECD			
Childcare fees (% avg wage)	-			PISA reading score #	27 / 43	2009	OECD			
Public spending on childcare and early education (% GDP)	0.47	2007*	OECD	PISA mathematic score #	16 / 43	2009	OECD			
Public spending on family benefits (% GDP)	1.80	2007*	OECD	PISA science score #	14 / 43	2009	OECD			
Public spending on pre school services (% GDP)	0.47	2007*	OECD	Public expenditures on education (% of GDP)	5.30	2009	OECD			
Ratio of child to carer	-			Private expenditures on education (% of GDP)	0.68	2009	OECD			
Ratio of children to teaching staff	-									

[#] 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; 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.

^{*} More recent data available, cf. IDEA et al. 2013, ch. 7.

^{*} 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		Gross annual earnings in the reference year								Average gross hourly earnings in the reference month					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	19226	33,783	5,602	13,452	23,920	32,148	44,151	74,104	113,877	15.77	4.11	7.43	11.13	14.79	20.19	32.46	49.52	29
	female	23842	27,813	4,490	9,052	20,483	27,671	35,971	60,161	91,089	13.25	1.52	5.92	9.81	12.8	16.7	26.31	38.71	29
Age																			
	<20	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	20-29	6888	18,387	3,265	5,083	13,888	20,120	24,969	37,193	53,560	9.65	1.34	5.08	8.08	9.82	11.73	17.11	24.19	24
	30-39	15206	28,167	5,807	11,170	21,277	27,585	36,048	58,442	84,207	13.36	1.86	6.74	10.23	12.91	16.65	25.74	37.48	27
	40-49	12383	34,016	8,785	17,098	26,111	33,127	43,935	73,465	113,764	15.76	3.97	8.04	11.96	15.36	20.04	31.21	48.09	30
	50-59	7576	36,286	11,430	18,357	27,829	35,426	48,085	78,589	124,035	16.76	3.94	7.96	12.6	16.42	22.12	33.5	52.06	36
	60+	1015	48,049	15,110	21,509	35,026	49,633	67,658	95,576	189,448	21.58	5.20	9.20	16.01	22.67	29.57	41.32	73.97	37

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

Slovenia			
Position	Salary (Range) Currency	Reported salary Year	Source Note
PhD candidate/student	700 €	Monthly gross salary 2010	Academic Careers Observatory (ACO) min/max
Post Doc	1500 €	Monthly gross salary 2010	Academic Careers Observatory (ACO) min/max
Assistant Professor	2472 €	Monthly gross salary 2010	Academic Careers Observatory (ACO) minimum
Assistant Professor	3008 €	Monthly gross salary 2010	Academic Careers Observatory (ACO) maximum
Associate Professor	2781 €	Monthly gross salary 2010	Academic Careers Observatory (ACO) minimum
Associate Professor	3383 €	Monthly gross salary 2010	Academic Careers Observatory (ACO) maximum
Professor	3253 €	Monthly gross salary 2010	Academic Careers Observatory (ACO) minimum
Professor	3958 €	Monthly gross salary 2010	Academic Careers Observatory (ACO) maximum