

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

## Country profile – Remuneration Germany

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# 1 RESEARCHER REMUNERATION IN ACADEMIA

## 1.0 Introduction

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

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

The profiles are structured as follows:

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

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

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

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

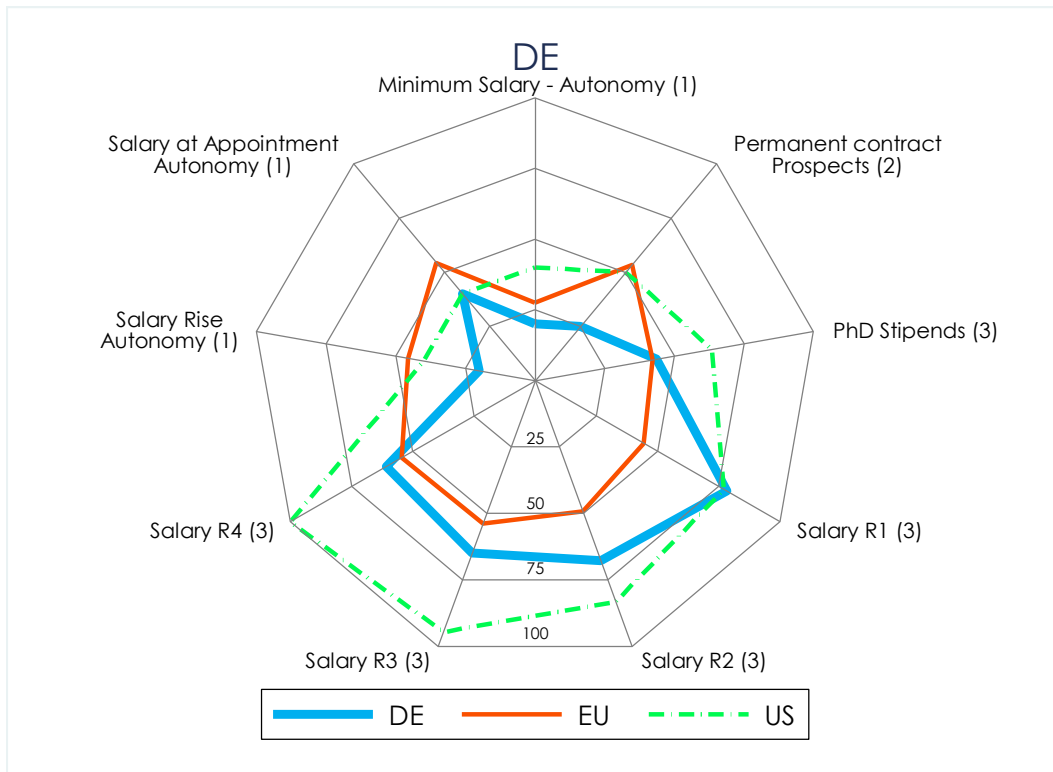
Further information on data collection and results of the study is available in:

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

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<sup>1</sup> 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

Rank	Name	Type of contract		Annual Gross Salary in national currency and (in PPP €)			Mandatory insurances		
		Employment status	Contract duration	Minimum	Average	Maximum	Health care	Unemployment	Pension
R1	PhD-Candidate <sup>1)</sup>	Stipendiary	Fixed 2-4 years	13,200 (11,231)	. (.)	17,600 (14,974)			
R1	Assistant <sup>2)</sup>	Employee	Fixed 1-2 years	38,244 (32,539)	. (.)	44,712 (38,042)	X	X	X
R2	Assistant / Staff Scientist <sup>3)</sup>	Employee	Fixed 2-4 years	38,244 (32,539)	. (.)	58,812 (50,038)	X	X	X
R2	Junior Lecturer <sup>4)</sup>	Civil Servant	Fixed >4 years	42,307 (35,996)	. (.)	47,122 (40,092)	x	x	X
R3	Junior Professor <sup>5)</sup>	Civil Servant	Fixed >4 years	42,307 (35,996)	. (.)	47,122 (40,122)	x	x	X
R3	Senior Researcher / Research Group Leader <sup>6)</sup>	Employee	Fixed >4 years	52,700 (44,838)	. (.)	64,400 (54,793)	X	X	X
R3	Staff Scientist <sup>7)</sup>	Employee	Fixed 2-4 years	41,472 (35,285)	. (.)	64,368 (54,765)	X	X	X
R4	Full Professor <sup>8)</sup>	Civil Servant	Permanent	48,328 (41,118)	. (.)	66,347 (56,449)	x	x	X
R4	Full Professor <sup>9)</sup>	Employee	Permanent	57,990 (49,339)	. (.)	79,616 (67,739)	X	X	X

Source: MORE II - Expert Survey; National currency: EUR; Annual Gross Salary: Source: 1) 2012; DFG ([http://www.dfg.de/foerderung/faq/grako\\_faq/fragen\\_zur\\_foerderung/index.html](http://www.dfg.de/foerderung/faq/grako_faq/fragen_zur_foerderung/index.html)); 2, 3, 7) 2012; Collective labour agreement TVL (Tarifvertrag der Länder); 4) 2012; Jahresbesoldung der Hochschullehrer ([http://www.hochschulverband.de/cms1/fileadmin/redaktion/download/pdf/infocenter/W-Besoldung\\_sonderzahlung\\_ohne.pdf](http://www.hochschulverband.de/cms1/fileadmin/redaktion/download/pdf/infocenter/W-Besoldung_sonderzahlung_ohne.pdf)); 5) 2012; DHV Besoldungsstufe W1 ([http://www.hochschulverband.de/cms1/fileadmin/redaktion/download/pdf/infocenter/W-Besoldung\\_sonderzahlung\\_ohne.pdf](http://www.hochschulverband.de/cms1/fileadmin/redaktion/download/pdf/infocenter/W-Besoldung_sonderzahlung_ohne.pdf)); 6) 2012; Collective labour agreement; 8) 2012; DHV Besoldungsstufen W2+W3 ([http://www.hochschulverband.de/cms1/fileadmin/redaktion/download/pdf/infocenter/W-Besoldung\\_sonderzahlung\\_ohne.pdf](http://www.hochschulverband.de/cms1/fileadmin/redaktion/download/pdf/infocenter/W-Besoldung_sonderzahlung_ohne.pdf)); Civil servant plus 20% for healthcare, unemployment etc.; 9) 2012; DHV Besoldungsstufen W2+W3 ([http://www.hochschulverband.de/cms1/fileadmin/redaktion/download/pdf/infocenter/W-Besoldung\\_sonderzahlung\\_ohne.pdf](http://www.hochschulverband.de/cms1/fileadmin/redaktion/download/pdf/infocenter/W-Besoldung_sonderzahlung_ohne.pdf)); Notes: ad 8, 9) Maximum salaries are unlimited due to performance-based extras and negotiations. The indicated maximum is equal to highest minimum based on collective agreements; ad Stipends: There are no restrictions on nationality; 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 2011 using the unit labour costs index of the AMECO database.

### 1.3 Tax System

Taxes						
Income bracket in national currency from	0	8,005	-	250,731		
Income bracket in national currency to	8,004	-	-	max		
Marginal Tax rate	0.0	14.0	-	45.0		
Levy of income tax	The employer automatically deducts the income tax from the gross salary					

Tax Wedge in % of labour costs			
Single, no children (average wage)	49.05	Married couple, two children (average wage)	32.63
Single, no children (167% of average wage)	51.5	Married couple, two children (167% of average wage)	41.4
Married couple, no children (133% of average wage)	44.9		

**Tax rate:** Source: OECD, 2011\*; Country-specific note: Germany applies a formula rather than a tax schedule to taxable income above a threshold amount. The first statutory tax rate above the basic threshold in 2010 of 8,004 Euros is 14.0 percent, while the top marginal rate is 45.0 per cent applying to taxable income above 250,730 Euros; **Levy of income tax:** Source: MORE II - Expert Survey based on question "Please indicate how personal income tax is usually levied?"; **Tax Wedge in % of labour costs:** Source: OECD, 2010\*; Note: Income tax plus employee and employer contributions less cash benefits in % of the labour costs for selected personal circumstances.

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

### 1.4 Labour legislation in the Higher Education Sector

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

Source: MORE II - Expert Survey based on question "Please indicate the institutional level at which the following aspects of public university researchers are determined?"; Country-specific comment: Salary rises depend on individual negotiation.

Dismissal of University Researchers					
	9 months tenure	4 years tenure	20 years tenure		
Notice period (in months)	0.9	1.0	7.0	2008	OECD
Severance pay (in months)	0 personal reason / 0.4 operational reasons	0 personal reason / 2 operational reasons	0 personal reason / 10 operational reasons	2008	OECD
Duration of Compensation in case of Unemployment (in Months)	12	2010	OECD		
Average Net Replacement Rate in case of Unemployment (in % of previous income for a 40 year old)					
Two-earner married couple, no child	79		Two-earner married couple, two children	83	

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

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

## 1.5 Social Security System

Public social spending (% of GDP)	25.16	2007*	OECD	Public health spending (% of GDP)	7.85	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?	No		
Covered by researchers' remuneration package (incl. mandatory insurance)	Ambulant treatment; Hospital treatment; Rehabilitation; Drugs/pharmaceuticals						
Additional retirement pension insurance							
Additional retirement pension insurance by university	Depends on university; Depends on employee status; Depends on contract			Do researchers usually have additional private retirement pension insurance?	Yes		
Additional (private) retirement pension insurance is...	Important						

**Additional health care/retirement pension insurances by university:** Source: MORE II - Expert Survey based on question "Do universities provide the following social security insurances for university researchers, exceeding what is mandated by law?"; **Do researchers usually have additional private health care/retirement pension insurance?** Source: MORE II - Expert Survey based on questions "Do researchers usually purchase additional health care insurance/pension funds, beyond what is already provided in the remuneration package?"; Country-specific comment: Additional to compulsory health insurance, the possibility of voluntary supplementary health insurance exist. Usually, civil servants are insured via private health insurance and receive additional government aid (Beihilfe). There are government subsidies for private old-age provision **Covered by researchers' remuneration package (incl. mandatory insurance):** Source: MORE II - Expert Survey based on question "Please indicate the extent to which health care is compulsorily covered by researchers' remuneration packages in your country."; **Additional (private) retirement pension insurance is...:** Source: MORE II - Expert Survey based on question "How important is additional (private) retirement pension insurance for researchers in order to maintain their personal standard of living after retirement?".

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

## 1.6 Quality of Life

Income and Welfare				Governance			
GDP per capita (in PPP €)	28,169	2011	Worldbank	Voice and Accountability #	15 / 46	2011	Worldbank
GDP per capita (in €)	31,386	2011	Worldbank	Political Stability and Absence of Violence #	19 / 46	2011	Worldbank
Human Development Index #	8 / 46	2011*	HDI	Government Effectiveness #	16 / 46	2011	Worldbank
Life expectancy	80.40	2011*	UNDESA	Regulatory Quality #	12 / 46	2011	Worldbank
				Rule of Law #	16 / 46	2011	Worldbank
				Control of Corruption #	13 / 46	2011	Worldbank
Quality of public child care				Quality of Education			
Net childcare costs (% avg wage)	9.15	2004	OECD	Average Years of Schooling #	15 / 45	2010	OECD
Childcare fees (% avg wage)	9.15	2004	OECD	PISA reading score #	18 / 43	2009	OECD
Public spending on childcare and early education (% GDP)	0.39	2007*	OECD	PISA mathematic score #	12 / 43	2009	OECD
Public spending on family benefits (% GDP)	2.71	2007*	OECD	PISA science score #	10 / 43	2009	OECD
Public spending on pre school services (% GDP)	0.33	2007*	OECD	Public expenditures on education (% of GDP)	4.53	2009	OECD
Ratio of child to carer	-			Private expenditures on education (% of GDP)	0.80	2009	OECD
Ratio of children to teaching staff	13.87	2009	OECD				

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

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

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

Germany						
Position	Salary (Range)	Currency	Reported salary	Year	Source	Note
Junior Professor	3683	PPP\$	Average monthly salary	2005-06	Altbach et al. (2008)	Academic year
Full Professor	5108	PPP\$	Average monthly salary	2005-06	Altbach et al. (2008)	Academic year
Assistant Professor	3149.94-3405.34	€	Monthly gross salary	2007	Academic Careers Observatory (ACO)	average
Associate Professor	3598.28-3890.03	€	Monthly gross salary	2007	Academic Careers Observatory (ACO)	average
Professor	4369.34-4723.61	€	Monthly gross salary	2007	Academic Careers Observatory (ACO)	average
Seniors at universities	67179	€	Annual salary	2007-08	Ates & Brechelmacher (2012 forthcoming)	median; at adjusted CPL
Juniors at universities	40307	€	Annual salary	2007-08	Ates & Brechelmacher (2012 forthcoming)	median; at adjusted CPL
Junior Professor	3405	€	Average gross monthly salary	2008	Altbach et al. (2012)	
Associate Professor	3890	€	Average gross monthly salary	2008	Altbach et al. (2012)	
Full Professor	6108	€	Average gross monthly salary	2008	Altbach et al. (2012)	
Full Professor	4724	€	Average gross monthly salary	2008	Altbach et al. (2012)	
Rank 5	4885	PPP US\$	Average monthly salary	2010	Altbach et al. (2012)	public universities
Rank 4	4927	PPP US\$	Average monthly salary	2010	Altbach et al. (2012)	public universities
Rank 3	4326	PPP US\$	Average monthly salary	2010	Altbach et al. (2012)	public universities
Rank 2	5184	PPP US\$	Average monthly salary	2010	Altbach et al. (2012)	public universities
Top rank	6383	PPP US\$	Average monthly salary	2010	Altbach et al. (2012)	public universities