

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

Country profile – Remuneration Luxembourg

1	RESEARCHER REMUNERATION IN ACADEMIA	2
1.0	Introduction _____	2
1.1	Main indicators _____	3
1.2	Salaries, stipends and benefits by job positions and employment contract _____	4
1.3	Tax System _____	5
1.4	Labour legislation in the Higher Education Sector _____	5
1.5	Social Security System _____	6
1.6	Quality of Life _____	6
1.7	Gross annual earnings and hourly earnings of non-academic researchers (2006, in PPP €) _____	7

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
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.

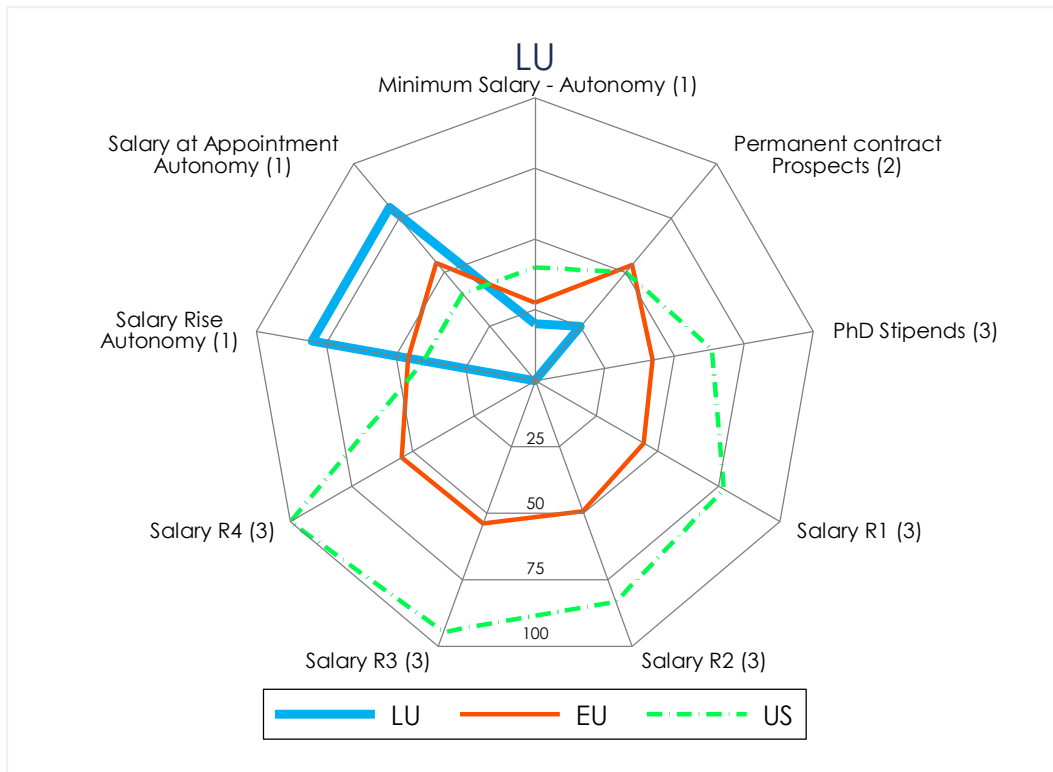
Finally, where available the profiles also contain information on the gross annual and hourly earnings of non-academic researchers based on Eurostat's Structure of Earnings Survey, and a summary table on salary data collected in other studies.

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.

¹ 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 ¹⁾	Stipendiary		.	.	.			
R1	PhD-Candidate ²⁾	Employee	Fixed 1-2 years	(.)	(.)	(.)	X	X	X
R1	Assistant Researcher ³⁾	Employee	Fixed 1-2 years	.	.	.	X	X	X
R2	Post Doc ⁴⁾	Employee	Fixed 1-2 years	(.)	(.)	(.)	X	X	X
R3	Assistant Professor ⁵⁾	Employee	Fixed >4 years	.	.	.	X	X	X
R4	Professeur ⁶⁾	Employee	Permanent	(.)	(.)	(.)	X	X	X

Source: MORE II - Expert Survey; **National currency:** EUR. **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	11,266	13,174	15,082	16,990	18,898	20,806	22,714	24,622
Income bracket in national currency to	11,265	13,173	15,081	16,989	18,897	20,805	22,713	24,621	26,529
Marginal Tax rate	0.0	8.0	10.0	12.0	14.0	16.0	18.0	20.0	22.0
Income bracket in national currency from	26,530	28,438	30,346	32,254	34,162	36,070	37,978	39,886	41,794
Income bracket in national currency to	28,437	30,345	32,253	34,161	36,069	37,977	39,885	41,793	max
Marginal Tax rate	24.0	26.0	28.0	30.0	32.0	34.0	36.0	38.0	39.0

Levy of income tax The employee pays the income tax every month after receiving the salary

Tax Wedge in % of labour costs			
Single, no children (average wage)	34.01	Married couple, two children (average wage)	11.22
Single, no children (167% of average wage)	41.40	Married couple, two children (167% of average wage)	20.90
Married couple, no children (133% of average wage)	26.00		

Tax rate: Source: OECD, 2011*; **Country-specific note:** Not all marginal tax rates and thresholds are shown for Luxembourg. The top marginal rate in 2007 is 38 per cent at a threshold of 36 570 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; University	Unemployment insurance	National
Salary rise	Individual negotiation; University	Health care insurance	National
Minimum salary	National	Retirement pension insurance	National
Working time	National		

Relevant factors for salary rise (incl. rank) Performance(1); Seniority(2)

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

Dismissal of University Researchers					
	9 months tenure	4 years tenure	20 years tenure		
Notice period (in months)	2.0	2.0	6.0	2008	OECD
Severance pay (in months)	0.0	0.0	6.0	2008	OECD

Duration of Compensation in case of Unemployment (in Months)	12	2010	OECD
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Average Net Replacement Rate in case of Unemployment (in % of previous income for a 40 year old)			
Two-earner married couple, no child	74	Two-earner married couple, two children	78

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)	20.65	2007*	OECD	Public health spending (% of GDP)	6.36	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	Always			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 insurance							
Additional retirement pension insurance by university	Always			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 health care insurance can be part of a remuneration package offered by the University. Basic coverage is offered to everybody. People often take a complementary health care insurance, especially when they come from abroad (and when they want to continue their complementary insurance). Additional private retirement pension insurance is idem than for health care insurance; But all this of course depends on the negotiation with the employer. **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 €)	64,650	2011	Worldbank	Voice and Accountability #	5 / 46	2011	Worldbank
GDP per capita (in €)	82,642	2011	Worldbank	Political Stability and Absence of Violence #	4 / 46	2011	Worldbank
Human Development Index #	23 / 46	2011*	HDI	Government Effectiveness #	11 / 46	2011	Worldbank
Life expectancy	80.00	2011*	UNDESA	Regulatory Quality #	2 / 46	2011	Worldbank
				Rule of Law #	7 / 46	2011	Worldbank
				Control of Corruption #	4 / 46	2011	Worldbank
Quality of public child care				Quality of Education			
Net childcare costs (% avg wage)	8.54	2004	OECD	Average Years of Schooling #	39 / 45	2010*	Eurostat
Childcare fees (% avg wage)	32.35	2004	OECD	PISA reading score #	33 / 43	2009	OECD
Public spending on childcare and early education (% GDP)	0.36	2007*	OECD	PISA mathematic score #	25 / 43	2009	OECD
Public spending on family benefits (% GDP)	3.13	2007*	OECD	PISA science score #	33 / 43	2009	OECD
Public spending on pre school services (% GDP)	-			Public expenditures on education (% of GDP)	3.74	2001*	UNESCO
Ratio of child to carer	-			Private expenditures on education (% of GDP)	-		
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; **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 Gross annual earnings and hourly earnings of non-academic researchers (2006, in PPP €)

Subsample	Number of Observations	Gross annual earnings in the reference year								Average gross hourly earnings in the reference month								Annual days of holiday leave p50
		Mean	p1	p5	p25	p50	p75	p95	p99	Mean	p1	p5	p25	p50	p75	p95	p99	
Gender																		
male	3469	54,712	7,301	13,429	35,324	49,659	66,350	105,909	165,025	24.45	10.06	12.35	17.07	21.98	28.28	42.97	63.68	25
female	2069	48,911	6,733	11,572	32,589	45,951	61,917	90,357	125,374	22.7	9.56	11.84	15.87	20.76	26.99	38.92	50.58	25
Age																		
<20	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20-29	1295	32,905	5,446	8,112	20,546	32,743	42,619	58,542	83,852	17.17	8.75	10.41	13.19	15.79	19.31	26.19	38.09	25
30-39	2608	52,594	8,836	17,840	37,123	48,898	61,935	90,816	136,784	23.44	10.95	13.38	17.75	21.63	26.68	36.54	51.47	25
40-49	1247	66,162	12,130	25,272	48,640	62,691	80,522	116,815	165,025	28.47	11.53	14.44	21.66	27.04	33.54	46.5	61.5	25
50-59	354	73,403	-	26,872	47,887	67,027	87,427	136,190	-	32.82	-	15.97	22.62	29.06	38.71	61	-	25
60+	34	78,870	-	-	-	70,830	-	-	-	36.33	-	-	-	31.36	-	-	-	25

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.