

# Teachers' pay: consistently low and unattractive

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## Summary

- The level and structure of teachers' salaries significantly affect overall interest in the teaching profession and play a part in determining the structure of those interested in the profession. The quality of new recruits to the teaching profession in turn determines the long term quality of education and educational results in the given country.
- Salaries for teachers at Czech public primary schools, in a relative comparison with salaries for highly qualified employees, have long been among the lowest in the world's thirty most developed countries. As far as teachers' general skills are concerned, these are still relatively good in the Czech Republic compared to many other countries. This is however undoubtedly determined to a large extent on the high numbers of older teachers in the profession, who began their careers decades ago. Interest in the teaching profession among talented younger Czechs is currently very low.
- The vast majority of university educated employees in the public sector are still paid more than an average teacher's salary. The pay differential in comparison with jobs in the private sector is even higher. Pay would be much higher in alternative professions for female teachers, and even more so for male teachers.
- The most competitive salaries in relative terms are those of the youngest teachers, who over the past eight years have seen a clear, if not substantial improvement. For other age groups, the attractiveness of teachers' salaries has remained at a similarly low level since the year 2006.
- Pay differences between individual teachers are minimal compared with other public sector and certainly private sector employment. Pay rises associated with accumulated teaching experience are also very small. The bonuses teachers receive are also significantly lower in terms of percentage of their salary than is common in other public sector positions, let alone in the private sector.
- Pay differences between male and female teachers are negligible. On the other hand, significant pay differences exist between the genders elsewhere, in both the private and public sphere. These differences are greatest among employees in the age range 30 - 50 years.