

Figure 8 – Progression of a researching career in each country

In Figure 8, we have represented the final position of each country in the ranking of researchers' remuneration averages (more than 15 years of experience) on the x-axis, while the progression of the career appears as a relative position over or below the "Relative increase line". As an example, Portugal (PT) although it is positioned in a medium place in the ranking (15), its position highly over the "relative increase line" implies that the progression of a researcher from early stage to experienced is very attractive. This increase represents an increment of the remuneration of 465,08 % during the researchers' career.

On the other side, France (FR), which is positioned in a better place in the ranking (11), presents a less attractive career for a researcher since it is below the "relative increase line". This increase represents an increment of 166,07 % during the researchers' career.

### 3.2.2 Comparison of researchers' remunerations in the EU25 and associated countries against the situation in other countries

The comparison of the study results against the situation of researchers in other countries (Australia, China, India, Japan and the United States) may allow the Commission to focus better on its objectives and to take appropriate actions in the context of its human resources development policy in Research. The comparison was carried out based on the data obtained from the different information sources in each country (as shown in Table 3). In order to compare all the data obtained, it

was necessary to update it applying the annual inflation rate until 2006 for each case and convert it into Euros applying the exchange rate provided by The European Central Bank (year 2006). This was the case for those averages obtained from some studies considered, and for which data was derived from previous years. The results are presented in the following figure, in EURO, without applying the PPS:

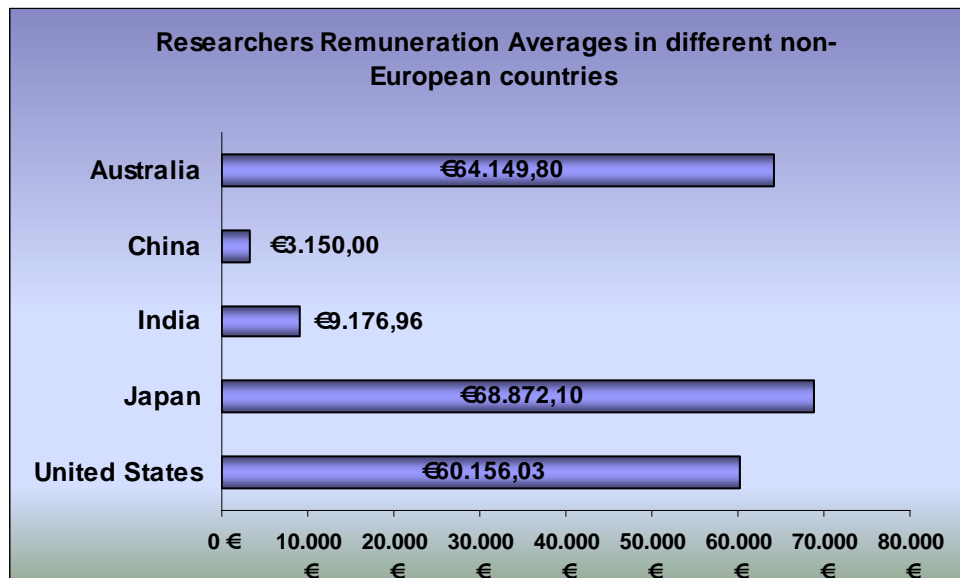


Figure 9 – Researchers' remuneration averages in the different non-European countries

In order to make those figures comparable to the researchers' remunerations in Europe, they were converted into PPS. The corrective coefficients were used to present the following table, where the comparison of the researchers' remunerations in the different non-European countries as Australia, China, India, Japan and the United States (total country average) against the situation in Europe is shown.

<b>Total Yearly Salary Average of researchers in EU25, Associated Countries, Australia, China, India, Japan and United States (2006, N=6110, all currencies in EURO and in terms of PPS)</b>			
	<b>Remuneration average in EURO</b>	<b>Corrective coefficient</b>	<b>Remuneration average in terms of PPS</b>
<b>Austria</b>	62.406	<b>103,1</b>	60.530
<b>Belgium</b>	58.462	<b>104,4</b>	55.998
<b>Cyprus</b>	45.039	<b>89,1</b>	50.549
<b>Czech Republic</b>	19.620	<b>53,1</b>	36.950
<b>Denmark</b>	61.355	<b>140,5</b>	43.669
<b>Estonia</b>	11.748	<b>55,8</b>	21.053
<b>Finland</b>	44.635	<b>121,8</b>	36.646
<b>France</b>	50.879	<b>107,0</b>	47.550
<b>Germany</b>	56.132	<b>105,2</b>	53.358
<b>Greece</b>	25.685	<b>83,3</b>	30.835
<b>Hungary</b>	15.812	<b>57,1</b>	27.692
<b>Ireland</b>	60.727	<b>122,3</b>	49.654
<b>Italy</b>	36.201	<b>106,1</b>	34.120
<b>Latvia</b>	10.488	<b>48,6</b>	21.580
<b>Lithuania</b>	13.851	<b>46,7</b>	29.660
<b>Luxembourg</b>	63.865	<b>113,5</b>	56.268
<b>Malta</b>	28.078	<b>69,6</b>	40.342
<b>Netherlands</b>	59.103	<b>104,2</b>	56.721
<b>Poland</b>	11.659	<b>54,0</b>	21.591
<b>Portugal</b>	29.001	<b>87,0</b>	33.334
<b>Slovakia</b>	9.178	<b>50,2</b>	18.282
<b>Slovenia</b>	27.756	<b>73,1</b>	37.970
<b>Spain</b>	34.908	<b>89,8</b>	38.873
<b>Sweden</b>	56.053	<b>118,9</b>	47.143
<b>United Kingdom</b>	56.048	<b>106,2</b>	52.776
<i>EU 25 Average</i>	37.948 €		40.126 €
<b>Bulgaria</b>	3.556	<b>36,4</b>	9.770
<b>Croatia</b>	16.671	<b>61,6</b>	27.063
<b>Iceland</b>	50.803	<b>150,3</b>	33.801
<b>Israel (*)</b>	42.552	<b>71,4</b>	59.580
<b>Norway</b>	58.997	<b>141,1</b>	41.813
<b>Romania</b>	6.286	<b>46,6</b>	13.489
<b>Switzerland</b>	82.725	<b>138,1</b>	59.902
<b>Turkey</b>	16.249	<b>61,9</b>	26.250
<i>Associated countries average</i>	34.730 €		33.959 €
<b>Australia(*)</b>	64.150	<b>102,9</b>	62.342
<b>China(*)</b>	3.150	<b>22,9</b>	13.755
<b>India(*)</b>	9.177	<b>20,3</b>	45.207
<b>Japan</b>	68.872	<b>111,1</b>	61.991
<b>United States</b>	60.156	<b>95,8</b>	62.793

(\*)The corrective coefficients in those countries are the PPP published by the World Bank. PPP expressed as the local currency unit to international dollar<sup>6</sup>

Table 18 – Country total yearly salary average of researchers in EU25, Associated Countries, Australia, China, India, Japan and USA (2006, N=6.110, all currencies in EURO and in terms of PPS, converted through corrective coefficients)

<sup>6</sup> See [http://devdata.worldbank.org/wdi2006/contents/Table4\\_14.htm](http://devdata.worldbank.org/wdi2006/contents/Table4_14.htm)

The following graphic summarises the results presented in the table above. It represents the deviation of the countries' remuneration average expressed in terms of PPS from the average calculated for EU25.

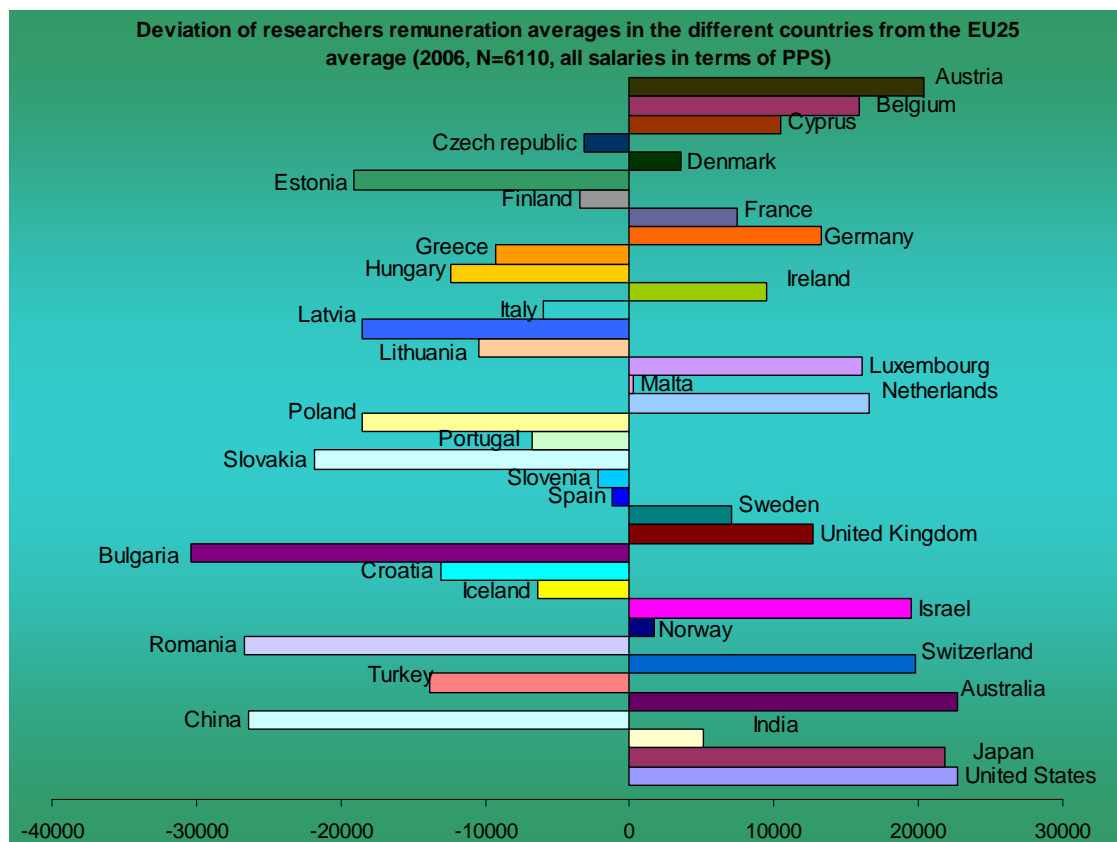


Figure 10 – Deviation of the researchers' remunerations in the different countries from the EU25 average, in terms of PPS

The graphic highlights that the most attractive countries for researchers, in terms of remuneration, are Austria, Israel Switzerland, Australia and the United States. However, it is important to remark that the corrective coefficient of Israel was calculated in 2003, and it may have varied since then.

On the other hand, the corrective coefficient for China, calculated by the World Bank, is based on a 1986 bilateral comparison of China and the United States (Rouen and Kai 1995), employing a different methodology than that used for other countries. Given the rise of the Chinese economy during the last years, its accuracy should be carefully considered<sup>7</sup>.

<sup>7</sup> China is participating in the current round of the International Comparison Program, which should give fresh data by the end of 2007.