

- Information Sciences
- Engineering Sciences
- Environment and Geosciences

To determine whether the remuneration of researchers are in line with remunerations in other similar professions per country, the tables of Annex 10: Comparison of researchers remunerations' against the situation of similar professions have been prepared for each country. In this case, the high segregation of data is an influencing factor (per scientific domain, country and gender) and therefore, the results do not have the same reliability as for the rest of the study, and only represent an approximation to the theme.

As an example of the results obtained per country, the tables below show the result for Spain.

| Spain | | | | | | |
|-----------------------------|--|----------|--|--|---|----------|
| Scientific domain | Total Yearly Salary Costs of Researchers (data from the study) | | Equivalent(s) profession(s) defined by ISCO classification | Category with available data in Eurostat | Total Yearly Salary Costs of similar professions (data from Eurostat) | |
| | Male | Female | | | Male | Female |
| Social and Human Sciences | 27.301 € | 16.806 € | 2.4.4 | 2.4 | 46.657 € | 30.443 € |
| Economics | 42.978 € | 33.669 € | 2.4.1 | 2.4 | 46.657 € | 30.443 € |
| Chemistry | 39.091 € | 20.296 € | 2.1.1 | 2.1 | 42.138 € | 31.056 € |
| Physics | 27.197 € | 16.067 € | 2.1.1 | 2.1 | 42.138 € | 31.056 € |
| Life Sciences | 36.523 € | 22.139 € | 2.2.1 | 2.2 | 37.111 € | 28.705 € |
| Mathematics | 45.389 € | 41.107 € | 2.1.2 | 2.1 | 42.138 € | 31.056 € |
| Information Sciences | 26.059 € | 25.893 € | 2.1.3 | 2.1 | 42.138 € | 31.056 € |
| Engineering Sciences | 34.316 € | 25.435 € | 2.1.4 | 2.1 | 42.138 € | 31.056 € |
| Environment and Geosciences | 29.210 € | 14.847 € | 2.1.4 | 2.1 | 42.138 € | 31.056 € |

Table 20 - Comparison of researchers' remuneration per scientific domain against the situation of similar professions in Spain

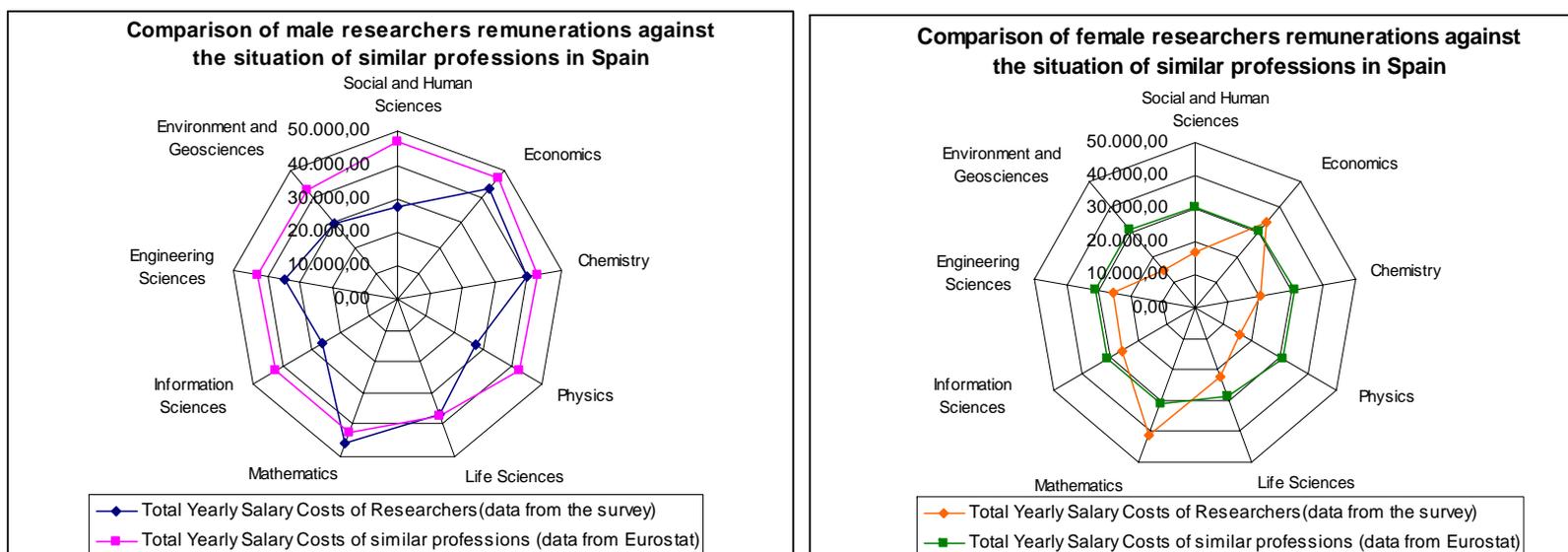


Figure 11 - Comparison of researchers' remunerations per scientific domain against the situation of similar professions in Spain per gender

4 STUDY FINDINGS

Once the situation of researchers' remunerations in EU25 and Associated Countries has been analysed, a number of results out of this work can be figured out.

The total yearly salary has been the main orientation of the study. Figure 12 presents the distribution of countries total yearly salary averages within EU25 and Associated countries in terms of PPS. The data obtained will help the research institutions to design better their schemes and make sure they propose attractive schemes and jobs in comparison to those offered by other institutions, by other geographical locations and by other professions.

The net yearly salaries obtained in the study are more interesting from the point of view of researchers. Salary perceived after deductions is one of the elements of attractive research locations. Others are famous researchers, notoriety, prestige institutions, etc. Institutions designing policy for researchers are keen to promote the best practices for proposing attractive research locations. Knowing where the highest salaries are helps to benchmark attractive research locations. The country attractiveness from the point of view of researchers is represented in Figure 13.

It can be seen in the country attractiveness map (Figure 13) that most of the countries stay in the range between 20.000 EUR and 30.000 EUR. The Eastern countries have the lowest salary and Austria, Cyprus, Israel, Luxembourg, The Netherlands, Switzerland and The United Kingdom present a salary higher than 30.000 EUR.

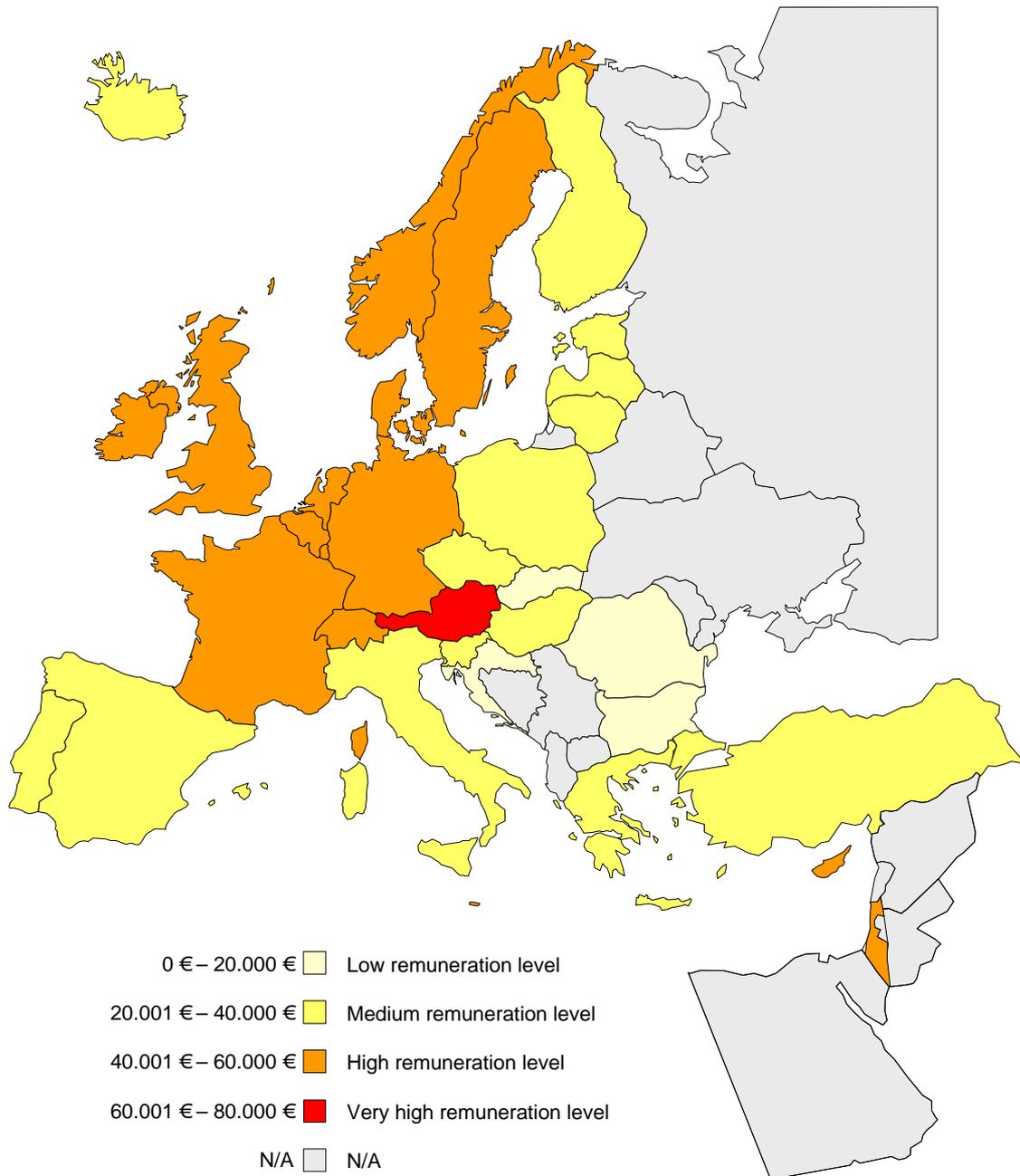


Figure 12 – Total yearly remuneration averages in terms of PPS. Data from Table 10.