



a teacher with 17 years of education, since the top of the payscale was reached in the fifteenth year of experience recognized for salary purposes.

The reader can compare Québec with OECD countries by considering the data presented in Tables 1 to 8 below. These tables contain salary data on teachers in elementary as well as lower and upper secondary schools (general and vocational programs). At the bottom of each table we have included the average for the OECD countries considered as well as an average calculated by excluding those countries having particularly low salary levels (Hungary, Mexico, Czech Republic, and Turkey). **This adjusted average is used in comparisons between Québec and OECD countries.**

It is important to note that Canada did not provide data to the OECD for these indicators and this explains the absence of Canadian data in this bulletin. We do know, however, that the average salary of teachers in Québec school boards is lower than that of their counterparts in most other Canadian provinces.<sup>1</sup> We estimate that in 1998-1999 the average salary of teachers in Québec (\$44 095) was approximately 17% lower than that of teachers in the rest of Canada.

### Teaching Time

Teaching time is calculated on the annual number of hours that a teacher devotes to classroom teaching. For the purposes of this indicator, the time teachers spend on other tasks is not considered. This may include time allotted to course preparation, individual work with students, professional development and staff meetings. It is not, therefore, an indicator of teachers' total workload. Tables 5 to 8 indicate teachers' number of teaching hours per year for elementary and secondary education, for each country considered and Québec.

In 1997-1998, the annual number of teaching hours for elementary school teachers was 10% lower in Québec (738) than the OECD country mean (817). At the secondary school level, the annual teaching time was also lower in Québec (615 in general education programs and 635 in vocational programs) than in the OECD countries. At the lower secondary school level, the average for OECD countries was 717 hours, while for general education and vocational programs at the upper secondary school level, teaching time was 659 and 700 hours respectively. Thus for upper secondary school general education programs, the teaching time was 7% lower in Québec (615) than the average of OECD countries (659).

### Starting Salary

The starting salary for Québec teachers (\$32 305) was 24% higher than the average starting salaries for elementary teachers in OECD countries (\$25 965), 19% higher than those for lower secondary teachers (\$27 052), 12% higher than those for teachers in general education programs at the upper secondary school level (\$28 778) and 16% higher than those of teachers in vocational programs at the upper secondary school level (\$27 791). See Tables 1 to 4.

By dividing teachers' starting salary by the number of teaching hours, we obtain the salary cost per hour of teaching. The starting salary per teaching hour for Québec teachers in elementary schools in 1997-1998 (\$44) was 33% higher than the average starting salary for elementary teachers in OECD countries (\$33). At the secondary school level, the starting salary per teaching hour for Québec teachers was \$53, which

1. See the British Columbia Ministry of Education document entitled *Inter-Provincial Education Statistics Project* (available on the Internet at <http://www.bced.gov.bc.ca/statistics/interprovincial/>), as well as the Ministère de l'Éducation document *Education Indicators* (section 1.9): *Average Salary of Teachers in School Boards*. This document is available on the Internet at <http://www.meq.gouv.qc.ca/STAT/indic00/indic00a.htm>

was 36% higher than that of lower secondary school teachers in OECD countries, 15% higher than that of teachers in upper secondary school general education programs and 13% higher than that of teachers in vocational programs (Tables 5 to 8).

In upper secondary school general education programs, only teachers in the following countries had starting salaries per teaching hour higher than those of Québec teachers: Denmark, Germany, Korea, Spain and Switzerland (Table 7).

### **Salary After 15 Years of Experience**

If we consider teachers with 15 years of experience, the salary of Québec teachers (\$49 340) was 37% higher than the average salary of elementary school teachers in OECD countries (\$36 047), 31% higher than that of lower secondary school teachers (\$37 733), 20% higher than that of teachers in upper secondary school general education programs (\$41 018) and 28% higher than that of teachers in upper secondary school level vocational programs (\$38 568). See Tables 1 to 4.

Based on salary per teaching hour, elementary school teachers in Québec with 15 years of experience earned an hourly rate (\$67) that was 52% higher than the average rate for elementary school teachers in OECD countries (\$44). In lower secondary school, the difference was 48% in favour of Québec teachers (\$80 in Québec compared to the OECD country mean of \$54), while in upper secondary school general education and vocational programs the difference was 21 and 28% respectively in favour of Québec teachers (Tables 5 to 8).

In general education programs at the upper secondary school level, only teachers with 15 years of experience in the following countries had salaries per teaching hour higher than those in Québec: Denmark, Finland, Korea and Switzerland (Table 7).

This significant difference between Québec and the OECD country mean may be explained by the following factors: a lower number of annual teaching hours in Québec, a higher annual statutory salary in Québec and the fact that Québec teachers reach the top of their payscale in the fifteenth year of experience recognized for salary purposes.

The time required for teachers in the OECD countries to reach their maximum salary varies greatly. For some countries, this time is short (8 years in Australia and New Zealand, for example), while for others, many more years are required (approximately 40 years in Korea and Spain). The average for teachers in OECD countries was 26 years (except in upper secondary school vocational programs, where it was 30 years<sup>1</sup>) (Tables 1 to 4).

The following indicator allows us to measure salary progression in the payscales for different countries, after 15 years of experience.

### **The Ratio of Salaries After 15 Years of Experience to Starting Salaries**

If the salary of teachers with 15 years of experience is compared with their starting salary, an average ratio of 1.4 is obtained for elementary and lower secondary teachers in the OECD countries (Tables 1 to 4). This means that the average statutory salary for teachers with 15 years of experience was about 40% higher than that for teachers at the beginning of their careers.

1. The average for upper secondary school vocational programs is higher possibly because several countries (including those with time periods lower than the average for other types of education) could not provide data on this subject.

In Québec, this ratio was 1.5 in 1997-1998, which signifies a more rapid salary progression than the OECD country average.

### **Maximum Salary**

The maximum salary for Québec teachers with 17 years of education (\$49 340) was 9% higher than the average maximum salaries for elementary school teachers in the OECD countries (\$45 127) and 9% higher than those for lower secondary school teachers (\$45 356). It was, however, 5% lower than those for teachers in general education programs at the upper secondary school level in OECD countries (\$51 727) and 2% lower than those of teachers in vocational programs at the same level (\$50 506) (Tables 1 to 4).

The maximum salary per teaching hour for Québec elementary school teachers is \$67, which was 22% higher than that of elementary school teachers in OECD countries (\$55). In lower secondary school, the difference was 18% in favour of Québec teachers (\$80 as compared to \$68, the OECD country average). In upper secondary school, the maximum salary per teaching hour for Québec teachers was lower than the average for the OECD countries: 4% lower in general education programs and 5% lower in vocational programs (Tables 5 to 8).<sup>1</sup>

Regarding general education programs at the upper secondary school level, approximately half of the countries considered pay higher maximum salaries per teaching hour than those received by Québec teachers (Table 7).

### **The Ratio of Starting Salaries to Per Capita GDP**

By calculating the ratio of teacher salaries to the per capita GDP, we can gain an idea of the standard of living supported by the teaching profession. If we consider first of all the starting salary for teachers as the numerator in this ratio, the OECD country mean was 1.0 for elementary school, lower secondary school and for upper secondary school vocational programs. The ratio is 1.1 for upper secondary school general education programs (Tables 1 to 4). This indicates that on average the starting salary of teachers in the OECD countries is close to the value of the per capita GDP.

In Québec, this ratio was 1.2, indicating that the starting salary for Québec teachers was about 20% higher than the per capita GDP.

### **The Ratio of Salaries After 15 Years of Experience to Per Capita GDP**

If we now consider salaries after 15 years of experience as the numerator of the ratio, the OECD country mean was between 1.4 and 1.6 according to teaching level considered. In Québec, this ratio was 1.9, indicating that the salaries for Québec teachers after 15 years of experience was about double the per capita GDP. In comparison, considering upper secondary school general education programs, 5 OECD countries have a ratio greater or equal to that of Québec: Germany, Korea, The

1. It is useful to note that the averages calculated for OECD countries are arithmetic averages. It would have been possible to directly calculate the salary per teaching hour by dividing the average yearly salary for teachers by the average number of teaching hours per year. However, we chose to do the calculation by adding the salaries per teaching hour for the countries considered and dividing this sum by the number of countries (method used by the OECD). We address this issue because results may vary slightly according to the calculation method used. Thus, as noted in the text, the maximum salary per teaching hours for Québec upper secondary school teachers is slightly lower than the OECD country average. However, if we had calculated the salary per teaching hour by dividing the average annual salary of the teachers by the average number of teaching hours per year, the maximum salary per teaching hour for Québec teachers would have been slightly higher than the OECD country average.

Netherlands, Spain and Switzerland. The other 17 countries for which we have data have lower ratios (Table 3).<sup>1</sup>

### Conclusion

These indicators reveal the pattern of certain aspects of the condition of teachers in Québec in 1997-1998. In relation to the OECD country mean, teachers in Québec earn higher salaries both at the entry level and after 15 years of experience. Salaries for Québec teachers at the elementary and lower secondary school levels are particularly favoured.

However, when considering the maximum salary, this advantage is less pronounced, and according to some indicators, Québec falls below OECD country averages. This is the case in upper secondary school where the maximum salary of Québec teachers having 17 years of education was 5% lower than teachers in upper secondary school general education programs in OECD countries.

The differences observed, according to the chosen indicator and the teaching level considered, are the result of salary policies in the regions studied. In Québec, standard payscales are established for all teaching levels (preschool, elementary school and secondary school) and for each type of educational program. In the OECD countries, one usually sees differences in the payscales favouring teachers at the upper secondary school level as opposed to those at the elementary and lower secondary school levels.

Furthermore, Québec teachers climb the payscale rapidly and attain a maximum salary after 15 years. On average, teachers in the OECD countries have slower salary progressions, but they continue to receive salary increases over a longer period of time. They thus reach a maximum salary after an average of 26 years of service (except for in upper secondary school vocational programs where the average is 30 years).

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#### Glossary<sup>2</sup>

##### Teaching Time

Teaching time is defined as the total number of hours per year during which a full-time teacher is responsible for teaching a group or class of students. The total number of hours per year is calculated from the number of teaching hours per day multiplied by the number of class days per year, or based on the number of teaching hours per week multiplied by the number of weeks teaching is provided.

##### Statutory Salaries (annual base salary)

Starting salaries refer to the average gross salary per year for a full-time teacher with the minimum level of training necessary to be fully qualified at the beginning of his or her teaching career. Salaries at 15 years of experience refer to the scheduled salary per year of a full-time classroom teacher with the minimum level of training necessary to be fully qualified and with 15 years of experience. The maximum salaries refer to the scheduled maximum salary (top of the salary scale) per year of a full-time classroom teacher with the minimum level of training to be fully qualified for his or her job.

1. Note that when we compare Québec with the OECD countries, we exclude those in which the salaries are particularly low (Hungary, Mexico, Czech Republic and Turkey)

2. For more information, see the definitions given by the OECD in its publication: *Education at a Glance: OECD Indicators* (2000 edition).

**Other [Education Statistics Bulletins](#) available:**

### Purchasing Power Parity (PPP)

Purchasing Power Parity exchange rates (PPP) are the currency exchange rates that equalize the purchasing power of different currencies. This means that a given sum of money, when converted into different currencies at the PPP rates, will buy the same basket of goods and services in all countries. In other words, PPPs are the currency conversion rates which eliminate the differences in price levels among countries.

- Lespérance, André. *Level of Graduation Upon Leaving the Education System*, **No. 1, November 1997**.
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- St-Germain, Claude. *The Linguistic Situation in the Education Sector, 1997-98*, **No. 13, March 1999**.
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- Foucault, Diane. *Québec's Education System and the International Standard Classification of Education*, **No. 18, September 2000**.

**Table 1 Annual statutory salaries for teachers in public elementary schools in Québec and OECD countries for 1997-1998 (PPP-converted Canadian dollars)**

	Starting Salary (in \$)	Salary after 15 years of experience (in \$)	Maximum salary (in \$)	Ratio of salaries after 15 years of experience to starting salaries	Number of years from starting salary to maximum salary	Ratio of starting salaries to per capita GDP	Ratio of salaries after 15 years of experience to per capita GDP
Australia	30 136	42 296	42 296	1.4	8	1.2	1.6
Austria	24 320	31 038	48 503	1.3	34	0.9	1.1
Belgium (Flemish)	22 238	30 583	36 539	1.4	27	0.8	1.1
Belgium (French)	24 257	33 318	40 028	1.4	27	0.9	1.2
Czech Republic	8 216	10 922	14 588	1.3	32	0.5	0.7
Denmark	29 668	36 245	36 245	1.2	10	1.0	1.2
England	26 182	39 855	59 227	1.5	n/a	1.0	1.6
Finland	23 364	27 522	28 314	1.2	20	0.9	1.1
France	23 478	31 704	47 162	1.4	34	0.9	1.2
Germany	33 502	44 591	45 647	1.3	28	1.2	1.7
Greece	22 542	27 703	33 347	1.2	33	1.3	1.6
Hungary	6 989	10 058	14 645	1.4	40	0.5	0.8
Ireland	25 975	41 824	47 152	1.6	23	0.9	1.5
Italy	22 734	27 439	33 282	1.2	35	0.9	1.1
Japan	25 604	48 172	61 812	1.9	31	0.9	1.7
Korea	28 237	46 676	77 482	1.7	41	1.6	2.7
Mexico	11 734	14 557	22 620	1.2	11	1.2	1.5
The Netherlands	28 754	34 290	41 500	1.2	25	1.1	1.3
Norway	22 875	27 920	30 051	1.2	28	0.7	0.9
New Zealand	23 224	37 719	37 719	1.6	8	1.1	1.8
Portugal	19 209	30 736	56 092	1.6	29	1.1	1.7
Scotland	22 984	38 208	38 208	1.7	11	0.9	1.5
Spain	29 604	34 597	43 821	1.2	42	1.4	1.7
Sweden	21 015	26 967	n/a	1.3	n/a	0.8	1.0
Switzerland	37 872	49 953	59 054	1.3	25	1.2	1.6
Turkey	n/a	n/a	n/a	1.2	20	n/a	n/a
United States	29 423	39 721	49 323	1.4	30	0.8	1.1
<b>Country average</b>	<b>24 005</b>	<b>33 254</b>	<b>41 786</b>	<b>1.4</b>	<b>26</b>	<b>1.0</b>	<b>1.4</b>
<b>Adjusted country average (without Hungary, Mexico, Czech Republic and Turkey)</b>	<b>25 965</b>	<b>36 047</b>	<b>45 127</b>	<b>1.4</b>	<b>26</b>	<b>1.0</b>	<b>1.4</b>
<b>Québec</b>	<b>32 305</b>	<b>49 340</b>	<b>49 340</b>	<b>1.5</b>	<b>15</b>	<b>1.2</b>	<b>1.9</b>
<b>Difference (Québec - OECD Countries [without Hungary, Mexico, Czech Republic and Turkey])</b>							
<b>absolute</b>	<b>6 340</b>	<b>13 293</b>	<b>4 213</b>				
<b>%</b>	<b>24</b>	<b>37</b>	<b>9</b>				

n/a : Not available.

Sources : OECD. *Education at a Glance: OECD Indicators 2000*;  
 Direction des statistiques et des études quantitatives, ministère de l'Éducation du Québec.

Note: In the OECD publication, the data on average salaries are in US dollars. For the purposes of the above table, the data are expressed in Canadian dollars based on the Purchasing Power Parity exchange rates (PPPs) between Canada and the United States, as calculated by the OECD.

**Table 2 Annual statutory salaries for teachers in public lower secondary schools in Québec and OECD countries for 1997-1998 (PPP-converted Canadian dollars)**

	Starting Salary (in \$)	Salary after 15 years of experience (in \$)	Maximum salary (in \$)	Ratio of salaries after 15 years of experience to starting salaries	Number of years from starting salary to maximum salary	Ratio of starting salaries to per capita GDP	Ratio of salaries after 15 years of experience to per capita GDP
Australia	30 136	42 296	42 296	1.4	8	1.2	1.6
Austria	25 237	33 280	52 152	1.3	34	0.9	1.2
Belgium (Flemish)	22 767	32 658	40 059	1.4	27	0.8	1.2
Belgium (French)	24 856	35 656	43 993	1.4	27	0.9	1.3
Czech Republic	8 216	10 922	14 588	1.3	32	0.5	0.7
Denmark	29 668	36 245	36 245	1.2	10	1.0	1.2
England	26 495	44 442	60 825	1.7	nd	1.0	1.7
Finland	24 156	32 670	34 056	1.4	20	0.9	1.3
France	26 400	34 626	49 922	1.3	34	1.0	1.3
Germany	38 313	45 178	50 458	1.2	28	1.4	1.7
Greece	23 234	28 455	34 100	1.2	33	1.4	1.7
Hungary	6 989	12 938	14 645	1.9	40	0.5	1.0
Ireland	27 246	42 268	47 596	1.6	22	1.0	1.5
Italy	24 679	30 133	36 884	1.2	35	1.0	1.2
Japan	25 604	48 172	61 812	1.9	31	0.9	1.7
Korea	28 237	46 676	77 482	1.7	41	1.6	2.7
Mexico	14 935	17 196	30 979	1.2	11	1.5	1.7
The Netherlands	29 832	36 690	45 584	1.2	24	1.1	1.4
Norway	22 875	27 920	30 051	1.2	28	0.7	0.9
New Zealand	23 224	37 719	37 719	1.6	8	1.1	1.8
Portugal	19 209	30 736	56 092	1.6	29	1.1	1.7
Scotland	22 984	38 208	38 208	1.7	11	0.9	1.5
Spain	32 160	37 583	47 710	1.2	42	1.6	1.8
Sweden	21 501	27 939	n/a	1.3	nd	0.8	1.1
Switzerland	44 597	60 051	69 139	1.3	23	1.4	1.9
Turkey	n/a	n/a	n/a	1.2	20	n/a	n/a
United States	28 790	38 248	50 811	1.3	30	0.8	1.0
<b>Country average</b>	<b>25 090</b>	<b>34 958</b>	<b>44 136</b>	<b>1.4</b>	<b>26</b>	<b>1.0</b>	<b>1.4</b>
<b>Adjusted country average (without Hungary, Mexico, Czech Republic and Turkey)</b>							
	<b>27 052</b>	<b>37 733</b>	<b>45 356</b>	<b>1.4</b>	<b>26</b>	<b>1.0</b>	<b>1.4</b>
<b>Québec</b>	<b>32 305</b>	<b>49 340</b>	<b>49 340</b>	<b>1.5</b>	<b>15</b>	<b>1.2</b>	<b>1.9</b>
<b>Difference (Québec - OECD Countries [without Hungary, Mexico, Czech Republic and Turkey])</b>							
<b>absolute</b>	<b>5 253</b>	<b>11 607</b>	<b>3 984</b>				
<b>%</b>	<b>19</b>	<b>31</b>	<b>9</b>				

n/a : Not available.

Sources: OECD. *Education at a Glance: OECD Indicators 2000*;  
 Direction des statistiques et des études quantitatives, ministère de l'Éducation du Québec.

Note: In the OECD publication, the data on average salaries are in US dollars. For the purposes of the above table, the data are expressed in Canadian dollars based on the Purchasing Power Parity exchange rates (PPPs) between Canada and the United States, as calculated by the OECD.

**Table 3 Annual statutory salaries for teachers in public upper secondary schools (general education sector) in Québec and OECD countries for 1997-1998 (PPP-converted Canadian dollars)**

	Starting Salary (in \$)	Salary after 15 years of experience (in \$)	Maximum salary (in \$)	Ratio of salaries after 15 years of experience to starting salaries	Number of years from starting salary to maximum salary	Ratio of starting salaries to per capita GDP	Ratio of salaries after 15 years of experience to per capita GDP
Australia	30 136	n/a	n/a	n/a	8	1.2	n/a
Austria	26 798	35 819	58 717	1.3	34	1.0	1.3
Belgium (Flemish)	28 153	42 075	50 800	1.5	25	1.0	1.5
Belgium (French)	31 319	46 264	56 093	1.5	25	1.1	1.6
Czech Republic	9 108	12 098	16 187	1.3	32	0.6	0.7
Denmark	32 523	47 860	47 860	1.5	13	1.1	1.6
England	26 495	44 442	60 825	1.7	n/a	1.0	1.7
Finland	n/a	34 056	36 234	n/a	20	n/a	1.3
France	26 400	34 626	49 922	1.3	34	1.0	1.3
Germany	41 129	50 634	56 032	1.2	27	1.5	1.9
Greece	23 234	28 455	34 100	1.2	33	1.4	1.7
Hungary	8 810	12 938	16 679	1.5	40	0.7	1.0
Ireland	27 246	42 268	47 596	1.6	22	1.0	1.5
Italy	24 679	30 133	38 718	1.2	35	1.0	1.2
Japan	25 604	48 201	63 681	1.9	31	0.9	1.7
Korea	28 237	46 676	77 482	1.7	41	1.6	2.7
Mexico	n/a	n/a	n/a	n/a	n/a	n/a	n/a
The Netherlands	30 121	51 234	60 747	1.7	24	1.1	1.9
Norway	25 136	30 255	32 643	1.2	28	0.8	0.9
New Zealand	23 224	37 719	37 719	1.6	8	1.1	1.8
Portugal	19 209	30 736	56 092	1.6	29	1.1	1.7
Scotland	22 984	38 208	38 208	1.7	11	0.9	1.5
Spain	34 547	40 392	51 507	1.2	39	1.7	2.0
Sweden	23 444	30 125	n/a	1.3	n/a	0.9	1.2
Switzerland	53 424	70 753	80 475	1.3	23	1.7	2.3
Turkey	n/a	n/a	n/a	1.2	20	n/a	n/a
United States	29 077	41 454	50 810	1.4	30	0.8	1.1
<b>Country average</b>	<b>27 126</b>	<b>38 643</b>	<b>48 658</b>	<b>1.4</b>	<b>26</b>	<b>1.1</b>	<b>1.5</b>
<b>Adjusted country average (without Hungary, Mexico, Czech Republic and Turkey)</b>	<b>28 778</b>	<b>41 018</b>	<b>51 727</b>	<b>1.4</b>	<b>26</b>	<b>1.1</b>	<b>1.6</b>
<b>Québec</b>	<b>32 305</b>	<b>49 340</b>	<b>49 340</b>	<b>1.5</b>	<b>15</b>	<b>1.2</b>	<b>1.9</b>
<b>Difference (Québec - OECD Countries [without Hungary, Mexico, Czech Republic and Turkey])</b>							
<b>absolute</b>	<b>3 527</b>	<b>8 322</b>	<b>-2 387</b>				
<b>%</b>	<b>12</b>	<b>20</b>	<b>-5</b>				

n/a : Not available.

Sources: OECD. *Education at a Glance: OECD Indicators 2000*;  
Direction des statistiques et des études quantitatives, ministère de l'Éducation du Québec.

Note: In the OECD publication, the data on average salaries are in US dollars. For the purposes of the above table, the data are expressed in Canadian dollars based on the Purchasing Power Parity exchange rates (PPPs) between Canada and the United States, as calculated by the OECD.

**Table 4 Annual statutory salaries for teachers in public upper secondary schools (vocational education sector) in Québec and OECD countries for 1997-1998 (PPP-converted Canadian dollars)**

	Starting Salary (in \$)	Salary after 15 years of experience (in \$)	Maximum salary (in \$)	Ratio of salaries after 15 years of experience to starting salaries	Number of years from starting salary to maximum salary	Ratio of starting salaries to per capita GDP	Ratio of salaries after 15 years of experience to per capita GDP
Australia	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Austria	26 032	34 317	55 506	1.3	34	0.9	1.2
Belgium (Flemish)	n/a	n/a	n/a	n/a	26	n/a	n/a
Belgium (French)	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Czech Republic	9 109	12 099	16 190	1.3	32	0.6	0.7
Denmark	n/a	n/a	n/a	n/a	n/a	n/a	n/a
England	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Finland	17 622	23 364	24 552	1.3	20	0.7	0.9
France	26 400	34 626	49 922	1.3	34	1.0	1.3
Germany	41 247	50 810	56 208	1.2	27	1.5	1.9
Greece	23 234	28 455	34 100	1.2	33	1.4	1.7
Hungary	9 003	13 232	19 226	1.5	40	0.7	1.0
Ireland	27 246	42 268	47 596	1.6	22	1.0	1.5
Italy	24 679	30 133	38 718	1.2	35	1.0	1.2
Japan	25 604	48 201	63 681	1.9	31	0.9	1.7
Korea	28 237	46 676	77 482	1.7	41	1.6	2.7
Mexico	n/a	n/a	n/a	n/a	n/a	n/a	n/a
The Netherlands	30 008	45 584	53 299	1.5	23	1.1	1.7
Norway	22 875	27 920	30 051	1.2	28	0.7	0.9
New Zealand	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Portugal	19 209	30 736	56 092	1.6	29	1.1	1.7
Scotland	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Spain	32 331	37 385	46 398	1.2	39	1.6	1.8
Sweden	21 865	29 153	n/a	1.3	n/a	0.9	1.1
Switzerland	48 994	66 004	73 169	1.3	22	1.6	2.1
Turkey	n/a	n/a	n/a	1.2	20	n/a	n/a
United States	29 077	41 454	50 810	1.4	30	0.8	1.1
<b>Country average</b>	<b>25 709</b>	<b>35 690</b>	<b>46 647</b>	<b>1.4</b>	<b>30</b>	<b>1.0</b>	<b>1.5</b>
<b>Adjusted country average (without Hungary, Mexico, Czech Republic and Turkey)</b>	<b>27 791</b>	<b>38 568</b>	<b>50 506</b>	<b>1.4</b>	<b>31</b>	<b>1.1</b>	<b>1.5</b>
<b>Québec</b>	<b>32 305</b>	<b>49 340</b>	<b>49 340</b>	<b>1.5</b>	<b>15</b>	<b>1.2</b>	<b>1.9</b>
<b>Difference (Québec - OECD Countries [without Hungary, Mexico, Czech Republic and Turkey])</b>							
<b>absolute</b>	<b>4 514</b>	<b>10 772</b>	<b>-1 166</b>				
<b>%</b>	<b>16</b>	<b>28</b>	<b>-2</b>				

n/a : Not available.

Sources: OECD. *Education at a Glance: OECD Indicators 2000*;  
 Direction des statistiques et des études quantitatives, ministère de l'Éducation du Québec.

Note: In the OECD publication, the data on average salaries are in US dollars. For the purposes of the above table, the data are expressed in Canadian dollars based on the Purchasing Power Parity exchange rates (PPPs) between Canada and the United States, as calculated by the OECD.

**Table 5** Number of teaching hours per year and salary per teaching hour for teachers in public elementary schools in Québec and OECD countries for 1997-1998 (PPP-converted Canadian dollars)

	Number of teaching hours per year	Salary per teaching hour (\$)		
		Starting	after 15 years	Maximum
Australia	893	34	47	47
Austria	678	36	46	72
Belgium (Flemish)	781	28	39	47
Belgium (French)	854	28	39	47
Czech Republic	724	11	15	20
Denmark	644	46	56	56
England	760	34	52	78
Finland	656	36	42	43
France	899	26	35	52
Germany	781	43	57	58
Greece	780	29	36	43
Hungary	583	12	17	25
Ireland	915	28	46	52
Italy	748	30	37	44
Japan	n/a	n/a	n/a	n/a
Korea	644	44	72	120
Mexico	800	15	18	28
The Netherlands	975	29	35	43
Norway	713	32	39	42
New Zealand	985	24	38	38
Portugal	850	23	36	66
Scotland	975	24	39	39
Spain	788	38	44	56
Sweden	n/a	n/a	n/a	n/a
Switzerland	883	43	57	67
Turkey	432	n/a	n/a	n/a
United States	958	31	41	51
<b>Country average</b>	<b>788</b>	<b>30</b>	<b>41</b>	<b>51</b>
<b>Adjusted country average (without Hungary, Mexico, Czech Republic and Turkey)</b>	<b>817</b>	<b>33</b>	<b>44</b>	<b>55</b>
<b>Québec</b>	<b>738</b>	<b>44</b>	<b>67</b>	<b>67</b>
<b>Difference (Québec - OECD Countries [without Hungary, Mexico, Czech Republic and Turkey])</b>				
<b>absolute</b>	<b>-79</b>	<b>11</b>	<b>23</b>	<b>12</b>
<b>%</b>	<b>-10</b>	<b>33</b>	<b>52</b>	<b>22</b>

n/a : Not available.

Sources: OECD. *Education at a Glance: OECD Indicators 2000*;  
Direction des statistiques et des études quantitatives, ministère de l'Éducation du Québec.

Note: In the OECD publication, the data on average salaries are in US dollars. For the purposes of the above table, the data are expressed in Canadian dollars based on the Purchasing Power Parity exchange rates (PPPs) between Canada and the United States, as calculated by the OECD.

**Table 6** Number of teaching hours per year and salary per teaching hour for teachers in public lower secondary schools in Québec and OECD countries for 1997-1998 (PPP-converted Canadian dollars)

	Number of teaching hours per year	Salary per teaching hour (\$)		
		Starting	after 15 years	Maximum
Australia	802	38	53	53
Austria	651	39	51	80
Belgium (Flemish)	691	33	47	58
Belgium (French)	733	34	49	60
Czech Republic	695	12	16	21
Denmark	644	46	56	56
England	798	33	56	76
Finland	485	50	67	70
France	629	42	55	79
Germany	732	52	62	69
Greece	629	37	45	54
Hungary	555	13	23	26
Ireland	735	37	58	65
Italy	612	40	49	60
Japan	n/a	n/a	n/a	n/a
Korea	502	56	93	154
Mexico	832	18	21	37
The Netherlands	910	33	40	50
Norway	611	37	46	49
New Zealand	985	24	38	38
Portugal	629	31	49	89
Scotland	917	25	42	42
Spain	545	59	69	88
Sweden	n/a	n/a	n/a	n/a
Switzerland	860	52	70	80
Turkey	360	n/a	n/a	n/a
United States	964	30	40	53
<b>Country average</b>	<b>700</b>	<b>36</b>	<b>50</b>	<b>63</b>
<b>Adjusted country average (without Hungary, Mexico, Czech Republic and Turkey)</b>	<b>717</b>	<b>39</b>	<b>54</b>	<b>68</b>
<b>Québec</b>	<b>615</b>	<b>53</b>	<b>80</b>	<b>80</b>
<b>Difference (Québec - OECD Countries [without Hungary, Mexico, Czech Republic and Turkey])</b>				
<b>absolute</b>	<b>-102</b>	<b>14</b>	<b>26</b>	<b>12</b>
<b>%</b>	<b>-14</b>	<b>36</b>	<b>48</b>	<b>18</b>

n/a : Not available.

Sources: OECD. *Education at a Glance: OECD Indicators 2000*;  
Direction des statistiques et des études quantitatives, ministère de l'Éducation du Québec.

Note: In the OECD publication, the data on average salaries are in US dollars. For the purposes of the above table, the data are expressed in Canadian dollars based on the Purchasing Power Parity exchange rates (PPPs) between Canada and the United States, as calculated by the OECD.

**Table 7** Number of teaching hours per year and salary per teaching hour for teachers in public upper secondary schools (general education sector) in Québec and OECD countries for 1997-1998 (PPP-converted Canadian dollars)

	Number of teaching hours per year	Salary per teaching hour (\$)		
		Starting	after 15 years	Maximum
Australia	802	38	n/a	n/a
Austria	616	43	58	95
Belgium (Flemish)	644	44	65	79
Belgium (French)	671	47	69	84
Czech Republic	666	14	18	24
Denmark	500	65	96	96
England	798	33	56	76
Finland	428	n/a	80	85
France	611	43	57	82
Germany	688	60	74	81
Greece	629	37	45	54
Hungary	555	16	23	30
Ireland	735	37	58	65
Italy	612	40	49	63
Japan	n/a	n/a	n/a	n/a
Korea	486	58	96	159
Mexico	n/a	n/a	n/a	n/a
The Netherlands	910	33	56	67
Norway	505	50	60	65
New Zealand	874	27	43	43
Portugal	512	38	60	110
Scotland	n/a	n/a	n/a	n/a
Spain	545	63	74	95
Sweden	n/a	n/a	n/a	n/a
Switzerland	676	79	105	119
Turkey	360	n/a	n/a	n/a
United States	943	31	44	54
<b>Country average</b>	<b>642</b>	<b>43</b>	<b>61</b>	<b>77</b>
<b>Adjusted country average (without Hungary, Mexico, Czech Republic and Turkey)</b>	<b>659</b>	<b>46</b>	<b>66</b>	<b>83</b>
<b>Québec</b>	<b>615</b>	<b>53</b>	<b>80</b>	<b>80</b>
<b>Difference (Québec - OECD Countries [without Hungary, Mexico, Czech Republic and Turkey])</b>				
<b>absolute</b>	<b>-44</b>	<b>7</b>	<b>14</b>	<b>-3</b>
<b>%</b>	<b>-7</b>	<b>15</b>	<b>21</b>	<b>-4</b>

n/a : Not available.

Sources: OECD. *Education at a Glance: OECD Indicators 2000*;  
Direction des statistiques et des études quantitatives, ministère de l'Éducation du Québec.

Note: In the OECD publication, the data on average salaries are in US dollars. For the purposes of the above table, the data are expressed in Canadian dollars based on the Purchasing Power Parity exchange rates (PPPs) between Canada and the United States, as calculated by the OECD.

**Table 8** Number of teaching hours per year and salary per teaching hour for teachers in public upper secondary schools (vocational education sector) in Québec and OECD countries for 1997-1998 (PPP-converted Canadian dollars)

	Number of teaching hours per year	Salary per teaching hour (\$)		
		Starting	after 15 years	Maximum
Australia	n/a	n/a	n/a	n/a
Austria	629	41	55	88
Belgium (Flemish)	947	n/a	n/a	n/a
Belgium (French)	1 008	n/a	n/a	n/a
Czech Republic	666	14	18	24
Denmark	680	n/a	n/a	n/a
England	n/a	n/a	n/a	n/a
Finland	n/a	n/a	n/a	n/a
France	611	43	57	82
Germany	696	59	73	81
Greece	629	37	45	54
Hungary	555	16	24	35
Ireland	n/a	n/a	n/a	n/a
Italy	612	40	49	63
Japan	n/a	n/a	n/a	n/a
Korea	497	57	94	156
Mexico	n/a	n/a	n/a	n/a
The Netherlands	875	34	52	61
Norway	589	39	47	51
New Zealand	n/a	n/a	n/a	n/a
Portugal	512	38	60	110
Scotland	n/a	n/a	n/a	n/a
Spain	545	59	69	85
Sweden	n/a	n/a	n/a	n/a
Switzerland	726	67	91	101
Turkey	486	n/a	n/a	n/a
United States	943	31	44	54
<b>Country average</b>	<b>678</b>	<b>41</b>	<b>56</b>	<b>75</b>
<b>Adjusted country average (without Hungary, Mexico, Czech Republic and Turkey)</b>	<b>700</b>	<b>45</b>	<b>61</b>	<b>82</b>
<b>Québec</b>	<b>635</b>	<b>51</b>	<b>78</b>	<b>78</b>
<b>Difference (Québec - OECD Countries [without Hungary, Mexico, Czech Republic and Turkey])</b>				
<b>absolute</b>	<b>-65</b>	<b>6</b>	<b>17</b>	<b>-4</b>
<b>%</b>	<b>-9</b>	<b>13</b>	<b>28</b>	<b>-5</b>

n/a : Not available.

Sources: OECD. *Education at a Glance: OECD Indicators 2000*;  
Direction des statistiques et des études quantitatives, ministère de l'Éducation du Québec.

Note: In the OECD publication, the data on average salaries are in US dollars. For the purposes of the above table, the data are expressed in Canadian dollars based on the Purchasing Power Parity exchange rates (PPPs) between Canada and the United States, as calculated by the OECD.