

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

Country profile – Remuneration Poland

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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.

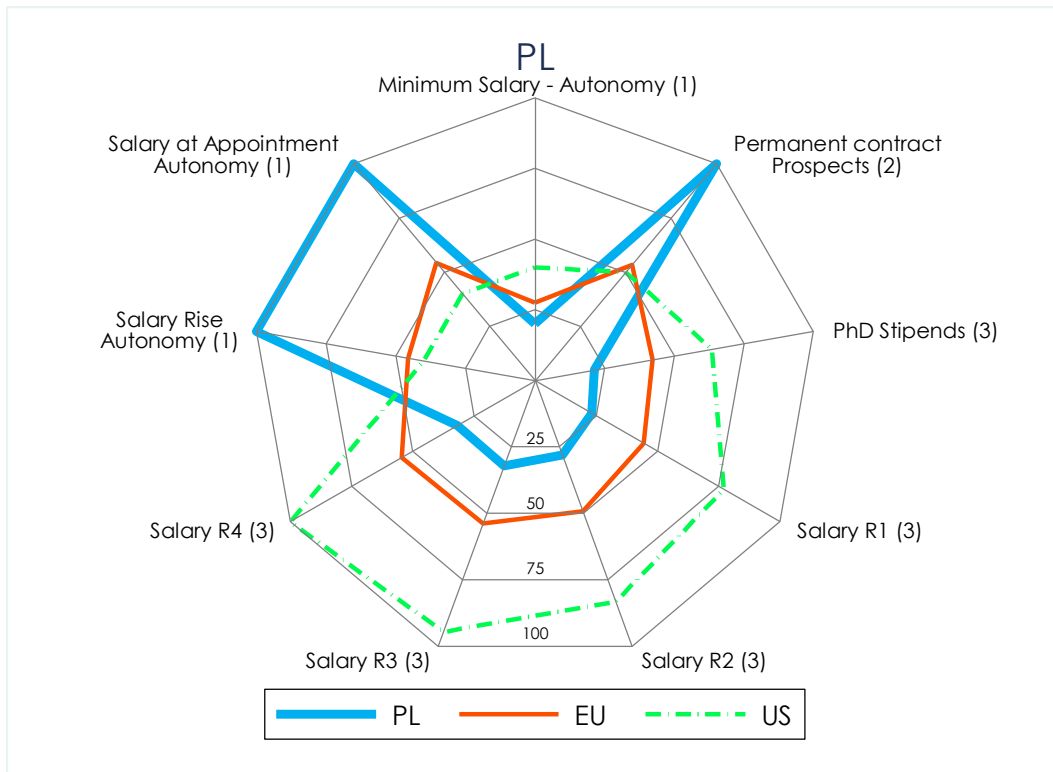
Finally, where available the profiles also contain information on the gross annual and hourly earnings of non-academic researchers based on Eurostat's Structure of Earnings Survey, and a summary table on salary data collected in other studies.

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 | Fixed < 1 year | 13,572 (4,826) | . (.) | . (.) | | | |
| R1 | Assistant ²⁾ | Employee | Permanent | 22,620 (8,043) | . (.) | 37,440 (13,312) | X | X | X |
| R2 | Lecturer ³⁾ | Employee | Permanent | 35,220 (12,523) | . (.) | 59,040 (20,993) | X | X | X |
| R3 | Associate Professor ⁴⁾ | Employee | Permanent | 42,480 (15,104) | . (.) | 84,000 (29,868) | X | X | X |
| R4 | Full Professor ⁵⁾ | Employee | Permanent | 49,740 (17,686) | . (.) | 120,000 (42,668) | X | X | X |

Source: MORE II - Expert Survey; **National currency:** PLN; **Annual Gross Salary:** **Source:** 1) 2012; The Act on academic degrees and academic title & The communication of the Ministry of HE and Science on the minimum remuneration levels for HE institution employees; 2, 3, 4, 5) minimum salaries: 2012; maximum salaries: 2011; Decree of the Minister of HE on salaries and other benefits offered to employees of public HE institutions (minimum salaries: <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20112431447>; maximum salaries: <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20062511852>); **Notes:** ad Stipends: Stipends for PhD candidates depend on the financial situation of the university department. In the past all students attending full-time PhD programmes (but none of the part-time PhD students) have been awarded with a stipend related to teaching obligations. In recent years this practice has changed due to lack of finance available at the departments. Sometimes PhD students do not receive stipends in their first year. After an assessment only the best students are then awarded with a stipend the following years (independently of being part-time or full-time student). Stipends for PhD candidates are always granted for the period of 12 months. There are no constraints related to whether an awardee is working or not. Foreign PhD candidates can benefit from the stipends if they are citizens in the EU, Switzerland, EFTA or EOG, have a refugee status or permanent residence permit in Poland, have a long-term residence permit covering the EU, or benefit from temporary protection at the territory of Poland. Other foreign PhD students might be funded by their home country or by an international stipend programme funded either by their home country or Poland (up to 250% of the minimum salary of a university assistant); **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 85,529 |
| Income bracket in national currency to | 85,528 max |
| Marginal Tax rate | 18.0 32.0 |
| Levy of income tax | The employer automatically deducts the income tax from the gross salary |

| Tax Wedge in % of labour costs | | | |
|--|-------|---|-------|
| Single, no children (average wage) | 34.27 | Married couple, two children (average wage) | 28.41 |
| Single, no children (167% of average wage) | 35.00 | Married couple, two children (167% of average wage) | 30.80 |
| Married couple, no children (133% of average wage) | 33.30 | | |

Tax rate: Source: OECD, 2011*; **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 | Unemployment insurance | National |
| Salary rise | Individual negotiation | Health care insurance | National |
| Minimum salary | National | Retirement pension insurance | National |
| Working time | Individual negotiation | | |
| Relevant factors for salary rise (incl. rank) | Seniority(1) | | |

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) | 1.0 | 1.0 | 3.0 | 2008 | OECD |
| Severance pay (in months) | 0.0 | 0.0 | 0.0 | 2008 | OECD |
| Duration of Compensation in case of Unemployment (in Months) | 12 | 2010 | OECD | | |
| Average Net Replacement Rate in case of Unemployment (in % of previous income for a 40 year old) | | | | | |
| Two-earner married couple, no child | 48 | Two-earner married couple, two children | 50 | | |

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) | 19.79 | 2007* | OECD | Public health spending (% of GDP) | 4.56 | 2007* | OECD |
|-----------------------------------|-------|-------|------|-----------------------------------|------|-------|------|

Insurances usually go beyond what is mandated by law

| | | | |
|--|---|--|----|
| Additional health care insurance | | | |
| Additional health care insurance by university | Never | Do researchers usually have additional private health care insurance? | No |
| 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 | Never | Do researchers usually have additional private retirement pension insurance? | No |
| Additional (private) retirement pension insurance is... | Not 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: According to the data of the Polish Financial Supervision Authority that collects and aggregates data on the activity of Polish insurance companies, almost 10 million Poles had a health insurance in the first quarter of 2012. Private health insurance is often offered as a part of a wider life insurance package. However, there is no data available that would confirm that this type of insurance is popular with researchers in Poland. Additional pension funds are available to researchers on the same basis as to other workers. Although anyone can open an additional pension account (IKE - Indywidualne Konto Emerytalne, Individual Pension Account), this type of insurance is not very popular among Poles. In 2011, only ca. 800 thousand such accounts were active in Poland. This means that this type of insurance is of marginal significance. Although no data is available on the popularity of individual pension accounts with researchers in particular, most probably this type of insurance plays an insignificant role in this group, similarly to the rest of the population; **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 €) | 15,309 | 2011 | Worldbank | Voice and Accountability # | 23 / 46 | 2011 | Worldbank |
| GDP per capita (in €) | 9,672 | 2011 | Worldbank | Political Stability and Absence of Violence # | 13 / 46 | 2011 | Worldbank |
| Human Development Index # | 31 / 46 | 2011* | HDI | Government Effectiveness # | 32 / 46 | 2011 | Worldbank |
| Life expectancy | 76.10 | 2011* | UNDESA | Regulatory Quality # | 26 / 46 | 2011 | Worldbank |
| | | | | Rule of Law # | 32 / 46 | 2011 | Worldbank |
| | | | | Control of Corruption # | 27 / 46 | 2011 | Worldbank |
| Quality of public child care | | | | Quality of Education | | | |
| Net childcare costs (% avg wage) | 5.24 | 2004 | OECD | Average Years of Schooling # | 13 / 45 | 2010 | OECD |
| Childcare fees (% avg wage) | 6.76 | 2004 | OECD | PISA reading score # | 13 / 43 | 2009 | OECD |
| Public spending on childcare and early education (% GDP) | 0.28 | 2007* | OECD | PISA mathematic score # | 20 / 43 | 2009 | OECD |
| Public spending on family benefits (% GDP) | 1.58 | 2007* | OECD | PISA science score # | 15 / 43 | 2009 | OECD |
| Public spending on pre school services (% GDP) | 0.28 | 2007* | OECD | Public expenditures on education (% of GDP) | 5.03 | 2009 | OECD |
| Ratio of child to carer | - | | | Private expenditures on education (% of GDP) | 0.77 | 2009 | OECD |
| 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:** Note: 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 |
|---------------|------------------------|---|-------|-------|--------|--------|--------|--------|--------|--|------|------|------|-------|-------|-------|-------|------------------------------|
| | | Mean | p1 | p5 | p25 | p50 | p75 | p95 | p99 | Mean | p1 | p5 | p25 | p50 | p75 | p95 | p99 | p50 |
| Gender | | | | | | | | | | | | | | | | | | |
| male | 59178 | 20,749 | 2,661 | 6,491 | 12,083 | 17,242 | 25,630 | 46,976 | 75,347 | 11.24 | 2.52 | 4.12 | 6.95 | 10.04 | 13.92 | 22.61 | 35.93 | 25 |
| female | 99121 | 15,879 | 2,363 | 5,851 | 10,746 | 14,314 | 18,444 | 32,045 | 49,408 | 10.65 | 2.76 | 4.02 | 6.67 | 9.93 | 13.91 | 18.85 | 25.09 | 28 |
| Age | | | | | | | | | | | | | | | | | | |
| <20 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 20-29 | 34036 | 12,936 | 1,928 | 3,168 | 8,130 | 10,717 | 14,937 | 27,083 | 43,301 | 7.58 | 2.34 | 3.22 | 4.92 | 6.78 | 9.18 | 13.87 | 21.39 | 20 |
| 30-39 | 52392 | 18,081 | 2,866 | 6,878 | 11,452 | 14,865 | 20,358 | 38,771 | 64,245 | 10.91 | 3.01 | 4.38 | 6.9 | 10.07 | 13.52 | 19.5 | 30.33 | 27 |
| 40-49 | 40143 | 18,797 | 3,510 | 8,401 | 13,296 | 16,362 | 20,860 | 38,388 | 59,981 | 12.69 | 3.64 | 5.3 | 8.76 | 12.71 | 15.85 | 20.74 | 29.32 | 32 |
| 50-59 | 25609 | 20,826 | 3,993 | 8,445 | 13,800 | 17,890 | 24,840 | 45,049 | 66,878 | 12.28 | 3.01 | 5.06 | 8.09 | 11.6 | 15.47 | 22.48 | 33.46 | 28 |
| 60+ | 6098 | 23,245 | 4,046 | 6,947 | 13,895 | 20,578 | 30,748 | 53,632 | 79,319 | 12.68 | 2.51 | 4.39 | 8.11 | 11.79 | 16.02 | 26.64 | 39.60 | 26 |

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.

1.8 Salary data of university researchers by country – A literature survey

| Poland | | | |
|-------------------------|----------------|----------|--|
| Position | Salary (Range) | Currency | Reported salary Year Source Note |
| Assistant Professor | 1127.5 | € | Monthly gross salary 2006/07 Academic Careers Observatory (ACO) maximum |
| Professor | 1758.75 | € | Monthly gross salary 2006/07 Academic Careers Observatory (ACO) maximum |
| Lecturer | 586.25 | € | Monthly gross salary 2006/07 Academic Careers Observatory (ACO) maximum |
| Seniors at universities | 32078 | € | Annual salary 2010 Ates & Brechelmacher (2012 forthcoming) median; at adjusted CPL |
| Juniors at universities | 17375 | € | Annual salary 2010 Ates & Brechelmacher (2012 forthcoming) median; at adjusted CPL |