

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

Country profile – Remuneration Italy

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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.

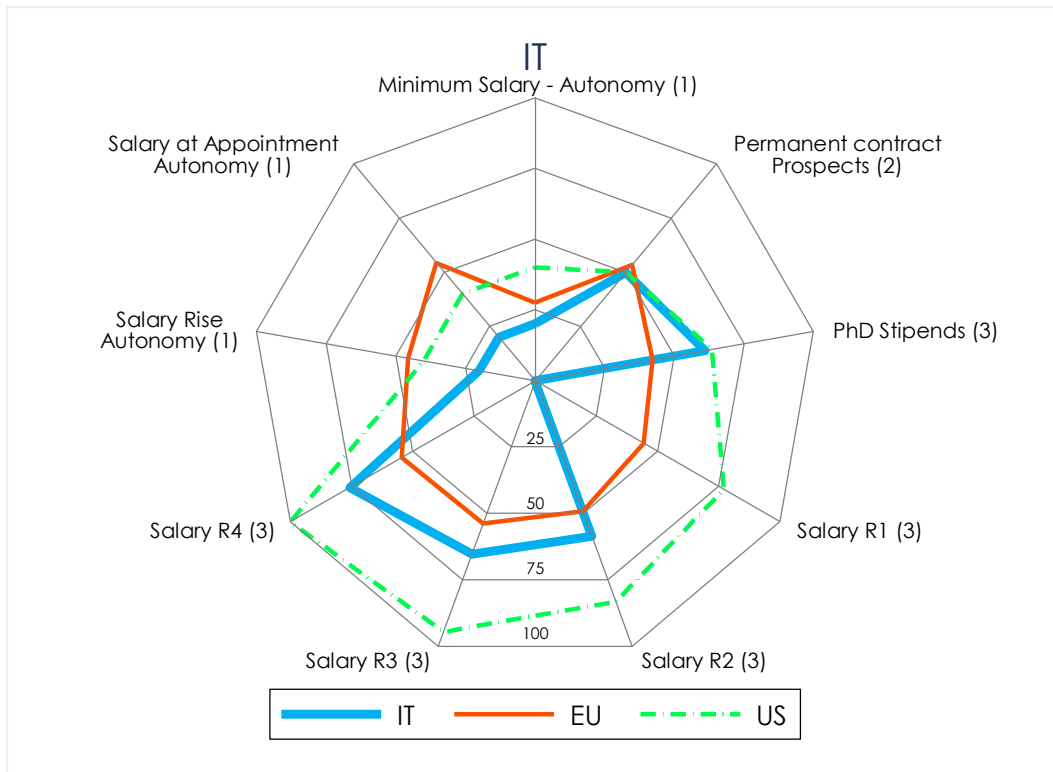
Finally, where available the profiles also contain information on the gross annual and hourly earnings of non-academic researchers based on Eurostat's Structure of Earnings Survey, and a summary table on salary data collected in other studies.

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 2-4 years	16,160 (13,794)	. (.)	. (.)	X		X
R2	Researcher Type A ²⁾	Employee	Fixed 2-4 years	34,898 (29,788)	. (.)	. (.)	X	X	X
R2	Researcher Type B ³⁾	Employee	Fixed 2-4 years	34,898 (29,788)	. (.)	45,367 (38,724)	X	X	X
R3	Associate Professor ⁴⁾	Civil Servant	Permanent	45,346 (38,706)	. (.)	. (.)	X		X
R4	Full Professor ⁵⁾	Civil Servant	Permanent	60,158 (51,349)	. (.)	. (.)	X		X

Source: MORE II - Expert Survey; **National currency:** EUR; **Annual Gross Salary:** **Source:** 1) 2012; Ministry of Education and Research (MIUR); 2, 3, 4) 2012; Interviews; 5) 2012; MORE II - Expert survey; **Notes:** ad Stipends: The minimum amount of PhD stipends is fixed by law. The amount specified there is the same as indicated by the universities surveyed within this project, therefore we assume the minimum also equals the average value. The stipends are not restricted by nationality and awardees might also earn extra money but there are incompatibilities with other scholarships defined by national law and universities might fix a maximum for additional income; **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	15,001	28,001	55,001	75,001		
Income bracket in national currency to	15,000	28,000	55,000	75,000	max		
Marginal Tax rate	23.0	27.0	38.0	41.0	43.0		

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)	46.87	Married couple, two children (average wage)	37.23
Single, no children (167% of average wage)	52.10	Married couple, two children (167% of average wage)	42.10
Married couple, no children (133% of average wage)	43.60		

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)	National	Unemployment insurance	National
Salary rise	National	Health care insurance	National; University
Minimum salary	National	Retirement pension insurance	National
Working time	National		

Relevant factors for salary rise (incl. rank) Performance(1); Seniority(2)

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)	0.5	2.0	4.0	2008	OECD	
Severance pay (in months)	0.0	0.0	0.0	2008	OECD	
Duration of Compensation in case of Unemployment (in Months)	8	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	61	Two-earner married couple, two children	64			

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)	24.86	2007*	OECD	Public health spending (% of GDP)	6.65	2007*	OECD
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Insurances usually go beyond what is mandated by law			
Additional health care insurance			
Additional health care insurance by university	Depends on university; Depends on employee status	Do researchers usually have additional private health care insurance?	No
Covered by researchers' remuneration package (incl. mandatory insurance)	-		
Additional retirement pension insurance			
Additional retirement pension insurance by university	-	Do researchers usually have additional private retirement pension insurance?	No
Additional (private) retirement pension insurance is...	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: The Italian health care system is generally good. It is not rare to purchase additional health care insurance but the majority of researchers in particular at the earliest career stages purchase additional health care insurance. Additional private retirement pension strongly depends on individual conditions. In particular in the earliest career stages it is assumed that they are it is not taken by the majority. In Italy, a new regulation on pension funds with relevant fiscal advantages has been recently introduced. This is supposed to increase the propensity to purchase additional pension funds. **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 €)	23,655	2011	Worldbank	Voice and Accountability #	27 / 46	2011	Worldbank
GDP per capita (in €)	25,945	2011	Worldbank	Political Stability and Absence of Violence #	26 / 46	2011	Worldbank
Human Development Index #	22 / 46	2011*	HDI	Government Effectiveness #	35 / 46	2011	Worldbank
Life expectancy	81.90	2011*	UNDESA	Regulatory Quality #	31 / 46	2011	Worldbank
				Rule of Law #	34 / 46	2011	Worldbank
				Control of Corruption #	36 / 46	2011	Worldbank
Quality of public child care				Quality of Education			
Net childcare costs (% avg wage)	-			Average Years of Schooling #	28 / 45	2010	OECD
Childcare fees (% avg wage)	-			PISA reading score #	25 / 43	2009	OECD
Public spending on childcare and early education (% GDP)	0.62	2007*	OECD	PISA mathematic score #	30 / 43	2009	OECD
Public spending on family benefits (% GDP)	1.40	2007*	OECD	PISA science score #	30 / 43	2009	OECD
Public spending on pre school services (% GDP)	0.47	2007*	OECD	Public expenditures on education (% of GDP)	4.52	2009	OECD
Ratio of child to carer	7.00	2009	OECD	Private expenditures on education (% of GDP)	0.37	2009	OECD
Ratio of children to teaching staff	12.45	2009	OECD				

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	7476	44,502	6,258	17,856	30,058	40,658	52,381	100,668	139,635	23.62	7.43	9.52	15.07	21.74	29.42	47.12	64.69	28		
female	9239	35,524	6,711	17,349	27,307	34,219	40,651	60,222	95,279	21.5	7.4	9.91	16.11	19.7	25.89	32.8	48.87	29		
Age																				
<20	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
20-29	807	21,884	-	6,912	18,212	23,749	27,974	38,943	-	11.37	-	7	9.14	11.02	14.75	21.79	-	21		
30-39	4867	29,977	4,993	14,584	25,206	30,106	38,248	58,395	83,214	16.82	7.16	8.88	12.71	16.66	19.67	28.33	47.23	26		
40-49	5500	38,601	9,325	20,659	29,097	36,090	45,368	80,826	110,218	21.61	8.84	11.05	17.31	19.76	25.35	34.51	49.14	29		
50-59	4814	45,940	14,039	26,337	36,903	41,605	47,618	97,474	132,627	27.08	9.74	14.16	20.65	27.49	31.32	47.11	55.59	29		
60+	727	53,348	-	27,825	39,688	46,387	78,231	134,532	-	31.9	-	15.76	22.39	32.76	45.55	67.87	-	29		

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

Italy						
Position	Salary (Range)	Currency	Reported salary	Year	Source	Note
PhD candidate/student	820 €		Monthly gross salary	2004	Academic Careers Observatory (ACO)	minimum
Post Doc	1500 €		Monthly gross salary	2004	Academic Careers Observatory (ACO)	minimum
Associate Professor	3004 €		Monthly gross salary	2004	Academic Careers Observatory (ACO)	minimum
Associate Professor	6232 €		Monthly gross salary	2004	Academic Careers Observatory (ACO)	maximum
Professor	3969 €		Monthly gross salary	2004	Academic Careers Observatory (ACO)	minimum
Professor	8522 €		Monthly gross salary	2004	Academic Careers Observatory (ACO)	maximum
Researcher	1685 €		Monthly gross salary	2004	Academic Careers Observatory (ACO)	minimum
Researcher	4622 €		Monthly gross salary	2004	Academic Careers Observatory (ACO)	maximum
Seniors at universities	56950 €		Annual salary	2007-08	Ates & Brechelmacher (2012 forthcoming)	median; at adjusted CPL
Juniors at universities	28958 €		Annual salary	2007-08	Ates & Brechelmacher (2012 forthcoming)	median; at adjusted CPL
Tenured Lecture (Ricercatore)	3800 €		Average monthly salary	2010	Altbach et al. (2012)	average
Tenured Lecture (Ricercatore)	4875 €		Average monthly salary	2010	Altbach et al. (2012)	top of the scale
Tenured Lecture (Ricercatore)	4094 €		Average monthly salary	2010	Altbach et al. (2012)	middle of the scale
Tenured Lecture (Ricercatore)	2709 €		Average monthly salary	2010	Altbach et al. (2012)	bottom of the scale
Associate Professor (Professore associato)	5500 €		Average monthly salary	2010	Altbach et al. (2012)	average
Associate Professor (Professore associato)	6562 €		Average monthly salary	2010	Altbach et al. (2012)	top of the scale
Associate Professor (Professore associato)	5468 €		Average monthly salary	2010	Altbach et al. (2012)	middle of the scale
Associate Professor (Professore associato)	3523 €		Average monthly salary	2010	Altbach et al. (2012)	bottom of the scale
Full Professor (Professore ordinario)	7000 €		Average monthly salary	2010	Altbach et al. (2012)	average
Full Professor (Professore ordinario)	9460 €		Average monthly salary	2010	Altbach et al. (2012)	top of the scale
Full Professor (Professore ordinario)	7423 €		Average monthly salary	2010	Altbach et al. (2012)	middle of the scale
Full Professor (Professore ordinario)	4678 €		Average monthly salary	2010	Altbach et al. (2012)	bottom of the scale
Rank 3	5029 PPP US\$		Average monthly salary	2010	Altbach et al. (2012)	public universities
Rank 2	6717 PPP US\$		Average monthly salary	2010	Altbach et al. (2012)	public universities
Top rank	9118 PPP US\$		Average monthly salary	2010	Altbach et al. (2012)	public universities