

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

Country profile – Remuneration Israel

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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.

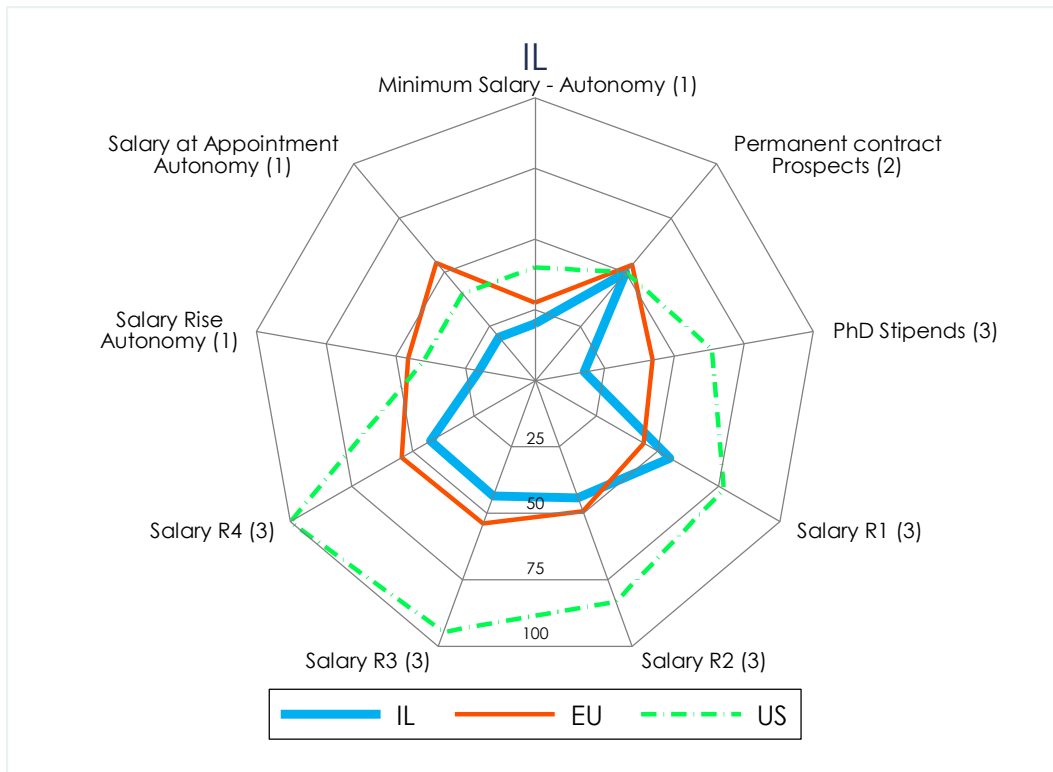
Finally, where available the profiles also contain information on the gross annual and hourly earnings of non-academic researchers based on Eurostat's Structure of Earnings Survey, and a summary table on salary data collected in other studies.

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	18,000 (2,871)	32,400 (5,168)	48,000 (7,656)			
R1	Lecturer ²⁾	Employee	Fixed < 1 year	99,384 (15,851)	138,672 (22,118)	177,972 (28,386)	X	X	X
R2	Senior Lecturer ³⁾	Employee	Fixed < 1 year	101,004 (16,110)	154,836 (24,696)	208,680 (33,284)	X	X	X
R3	Associate Professor ⁴⁾	Employee	Permanent	110,472 (17,620)	180,564 (28,799)	250,668 (39,981)	X	X	X
R4	Full Professor ⁵⁾	Employee	Permanent	121,776 (19,423)	241,944 (38,589)	362,124 (57,758)	X	X	X

Source: MORE II - Expert Survey; **National currency:** ILS; **Annual Gross Salary:** **Source:** 1) 2011; University information; 2, 3, 4, 5) 2011; Israeli Higher Education Council salary tables; **Notes:** ad Stipends: PhD candidates awarded with a stipend above the average amount indicated are not allowed to work elsewhere; **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 to 2011 using the unit labour costs index of the AMECO database.

1.3 Tax System

Taxes						
Income bracket in national currency from	0	60,841	103,921	168,841	254,881	482,761
Income bracket in national currency to	60,840	103,920	168,840	254,880	482,760	max
Marginal Tax rate	10.0	14.0	23.0	30.0	33.0	45.0
Levy of income tax	-					

Tax Wedge in % of labour costs			
Single, no children (average wage)	20.20	Married couple, two children (average wage)	16.85
Single, no children (167% of average wage)	29.00	Married couple, two children (167% of average wage)	14.00
Married couple, no children (133% of average wage)	16.90		

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
Minimum salary	National	Retirement pension insurance	National
Working time	National; Sector/collective agreements		
Relevant factors for salary rise (incl. rank)	Performance; Seniority		

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)	0.45 Salaried workers / 0.3 wage workers	1 month Salaried workers / 1 month wage workers	1 month Salaried workers/ 1 month wage workers	2008	OECD
Severance pay (in months)	0.0	4.0	20.0	2008	OECD
Duration of Compensation in case of Unemployment (in Months)	6	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	78		Two-earner married couple, two children	78	

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)	15.52	2007*	OECD	Public health spending (% of GDP)	4.32	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	-			Do researchers usually have additional private health care insurance?	-		
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?	-		
Additional (private) retirement pension insurance is...	-						

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?"; **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 €)	19,996	2011	Worldbank	Voice and Accountability #	33 / 46	2011	Worldbank
GDP per capita (in €)	22,473	2011	Worldbank	Political Stability and Absence of Violence #	46 / 46	2011	Worldbank
Human Development Index #	15 / 46	2011*	HDI	Government Effectiveness #	24 / 46	2011	Worldbank
Life expectancy	81.60	2011*	UNDESA	Regulatory Quality #	18 / 46	2011	Worldbank
				Rule of Law #	28 / 46	2011	Worldbank
				Control of Corruption #	26 / 46	2011	Worldbank
Quality of public child care				Quality of Education			
Net childcare costs (% avg wage)	-			Average Years of Schooling #	33 / 45	2010	OECD
Childcare fees (% avg wage)	-			PISA reading score #	32 / 43	2009	OECD
Public spending on childcare and early education (% GDP)	0.74	2007*	OECD	PISA mathematic score #	36 / 43	2009	OECD
Public spending on family benefits (% GDP)	1.99	2007*	OECD	PISA science score #	36 / 43	2009	OECD
Public spending on pre school services (% GDP)	0.65	2007*	OECD	Public expenditures on education (% of GDP)	5.84	2009	OECD
Ratio of child to carer	-			Private expenditures on education (% of GDP)	1.33	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; **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 Salary data of university researchers by country – A literature survey

Israel						
Position	Salary (Range)	Currency	Reported salary	Year	Source	Note
Associate Professor	3597	€	Monthly gross salary	2007	Academic Careers Observatory (ACO)	average
Professor	4733	€	Monthly gross salary	2007	Academic Careers Observatory (ACO)	average
Lecturer	2650	€	Monthly gross salary	2007	Academic Careers Observatory (ACO)	average
Senior Lecturer	3029	€	Monthly gross salary	2007	Academic Careers Observatory (ACO)	average
Lecturer	13920	NIS	Monthly salary	2009	Altbach et al. (2012)	top of scale
Lecturer	13065	NIS	Monthly salary	2009	Altbach et al. (2012)	middle of scale
Lecturer	12946	NIS	Monthly salary	2009	Altbach et al. (2012)	bottom of scale
Senior Lecturer	16279	NIS	Monthly salary	2009	Altbach et al. (2012)	top of scale
Senior Lecturer	16024	NIS	Monthly salary	2009	Altbach et al. (2012)	middle of scale
Senior Lecturer	14487	NIS	Monthly salary	2009	Altbach et al. (2012)	bottom of scale
Associate Professor	19621	NIS	Monthly salary	2009	Altbach et al. (2012)	top of scale
Associate Professor	17648	NIS	Monthly salary	2009	Altbach et al. (2012)	middle of scale
Associate Professor	16802	NIS	Monthly salary	2009	Altbach et al. (2012)	bottom of scale
Full Professor	28183	NIS	Monthly salary	2009	Altbach et al. (2012)	top of scale
Full Professor	23634	NIS	Monthly salary	2009	Altbach et al. (2012)	middle of scale
Full Professor	20431	NIS	Monthly salary	2009	Altbach et al. (2012)	bottom of scale
Rank 4	3525	PPP US\$	Average monthly salary	2010	Altbach et al. (2012)	public universities
Rank 3	4323	PPP US\$	Average monthly salary	2010	Altbach et al. (2012)	public universities
Rank 2	4762	PPP US\$	Average monthly salary	2010	Altbach et al. (2012)	public universities
Top rank	6377	PPP US\$	Average monthly salary	2010	Altbach et al. (2012)	public universities