



FENPROF – FEDERAÇÃO NACIONAL DOS PROFESSORES

Sua Referência:

Nossa Referência: FP-178/2018

Data: 14/09/2018

Director for the Directorate of Education and Skills
Mr. Andreas Schleicher
Organisation for Economic Co-operation and Development

edu.contact@oecd.org
2, rue André Pascal
75775 Paris Cedex 16
France

Subject: Request for correction and information about the data concerning teachers' salaries and number of teaching hours in Portugal

Dear Mr. Andreas Schleicher

Director for the Directorate of Education and Skills,

The results of the report “Education at a Glance: OECD Indicators 2018” were known in Portugal on September 11th and the Portuguese media decided to highlight only the data concerning teachers' salaries and teaching hours, reducing them to the statement that in Portugal teachers work fewer hours and earn a lot.

This conclusion was due to the fact that the report assigns wages and working hours to the Portuguese teachers that are not true and that we cannot understand how OECD reached these values.

About the salaries, please note:

- It is not true that a **teachers' starting salary** is annually 28.349 Euros, or 2.024 Euros/month. A teachers' monthly gross salary is 1.518 Euros, which sums up to 21.420 Euros a year. It is a difference of 6.929 Euros!
- It is not true that a **teachers' salary after 15 years of experience** is annually of 36.663 Euros, i.e. 2.618 Euros/month. If all their experience was taken into account and recognized entirely by the government, these teachers would be earning according to ranking 4, corresponding to 1.982 Euros/month (gross salary). Instead, the government insists on not fully accounting for all of the teachers' years of experience. This means that these teachers are still on ranking 1,

therefore with a monthly gross salary of 1.518 Euros, 21.420 Euros a year. A difference of 15.243 Euros!

- It is not true that a **teachers' salary at top of scale** is of 56.401 Euros a year, i.e., 4.028 Euros/month. Their gross salary is 3.364 Euros per month, i.e., 47.096 Euros a year. A difference of 9.305 Euros! As it is also not true that a teacher reaches the top of scale after 34 years of service. It would be so if, as stated above, the Portuguese government would fully account for all of the teachers' years of experience and service. And that does not happen.

In view of the above, it is not clear how the OECD could disclose a document with data that do not correspond to the truth and that was used, in Portugal, to manipulate public opinion, in an extremely delicate moment for the teachers, as they are currently involved in a negotiation and struggle process in defence of their careers, with the government refusing to take the indispensable measures to ensure its rearrangement.

The teaching career's structure comprises ten levels of progression and lasts 34 years. Besides the time of service, teachers have to be evaluated, in each level, with a minimum grade of "Good", attend 50 hours of continuous training per level, be observed by peers in their classrooms in order to advance to the 3rd and 5th steps and wait for a vacancy so that they can advance to the 5th and 7th steps. All of these factors are determinant and mandatory in order to advance in the scale.

It so happens that, in Portugal, career progression in Public Administration was frozen during two periods, totalizing 9 years, 4 months and 2 days, and the government is now refusing to fully account for that time, contrary to what the government did with the remaining public workers. In addition to this loss, between 2007 and 2009, for other reasons, teachers lost another 3 to 5 years. This means that their gross salary doesn't even correspond to the scale. In fact, they are integrated, on average, three levels below the one the law determines.

Also, regarding the purchasing power of teachers in Portugal, the tax burden to which they are subject is very high, with a fiscal average of 24%, plus 11% for their retirement and 3.5% for medical care.

This means that a 1.500 Euros monthly gross salary corresponds to a net salary of around 1000 Euros. And a monthly gross salary of 3.300 Euros (top of scale) corresponds to a net salary of around 1.700 Euros.

We, therefore, request the correction of the data relating to teachers in Portugal and we also request information on which entity provided them or from which documents they were collected.

Also in relation to the working hours, **the calculation that was disclosed is false**. It would be 920 hours if you would only take in consideration the teaching hours determined by law. But you cannot compare only a part of the Portuguese teachers' working hours with the full time schedule of their OECD counterparts. For an honest and correct comparison, when you refer 1178 hours as the OECD average, you should take into account that the full working time of Portuguese teachers' is 1190 hours.

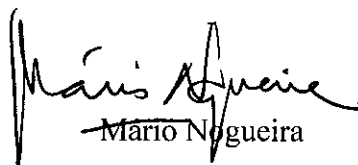
As with wages, also in relation to working hours it is necessary to correct the data. FENPROF thus requests information on where the data the OECD released were based on.

Mr. Director,

The data OECD disclosed have not only distorted these two realities of teaching activity in Portugal (salary and hours) but they were also used to damage the social image of teachers, through the dissemination of false information that teachers in Portugal cannot accept and that has to be corrected. Hence, FENPROF reiterates its request for information on how the OECD collected the data released.

Looking forward to hearing from you,

Kind regards,



Mário Nogueira

FENPROF General Secretary