



FedEE

Federation of European Employers
Fédération des Employeurs Européens

Pay in Europe

A Brief Tutorial

What is Pay in Europe?

- Pay in Europe provides private sector salary data for 32 benchmark positions in 47 European Countries and territories
- All data is in the form of basic gross hourly rates



How do I use Pay in Europe?

First select a benchmark position (Example: R3 – business development executive)

Benchmark pay tables

Key to position description codes

E1	Entry level: service sector (simple duties)	F2	Superintendent (blue-collar)/supervisor (white collar)
E2	Service sector operative (basic skills)	R1	Sales representative/executive
E3	Service/retail sales assistant (product and interpersonal skills)	R2	Senior sales representative/executive
O1	Routine office position (general tasks)	R3	Key account executive/business development executive
O2	Specialist office duties (accounts clerk, purchasing assistant etc.)	P1	Entry level professional (eg. newly-qualified chartered accountant)
O3	Advanced office skills (para/semi-qualified professional)	P2	Career professional (after 3-5 years' practical experience)
S1	Secretarial position	P3	Senior professional (after 7-10 years' practical experience)
S2	Senior secretarial position	P4	Expert professional (with national/international standing)
S3	Secretary to board member or general manager	M1	Middle management (functional)
W1	Unskilled manual worker	M2	Senior management (divisional/regional responsibility)
W2	Semi-skilled manual worker	M3	Head of department: major function (eg. sales, production, etc.)
W3	Skilled manual worker	D1	Director of subsidiary or divisional board/general manager
T1	Entry level technician	D2	Director of main board/managing director (subsidiary)
T2	Senior technician	GM1	Managing director (small-medium sized enterprise)
T3	Principal technician/computer programmer	GM2	Chief executive officer (large enterprise)
F1	Foreman (blue collar)	GM3	Group chief executive officer (major multinational operation)

Now locate the position in a chosen country and decide an appropriate point on the standard (80-120) scale (example: Midpoint for R3 employee in a medium sized Austrian company)

Pay in Europe 2011

Level	Occupational groups by size of organisation		Local currency: euro							
	Medium	Large	Midpoint							
	51-250 employees	>250 employees	80%	85%	90%	95%	100%	105%	110%	115%
1	E1						6.05			
2		E1				6.16	6.48	6.81		
3	E2				6.25	6.60	6.95	7.30	7.64	
4		E2		6.33	6.70	7.07	7.45	7.82	8.19	8.56
5	E3		6.38	6.78	7.18	7.58	7.98	8.38	8.78	9.18
6	W1	E3,W1	6.84	7.27	7.70	8.12	8.55	8.98	9.41	9.83
7	O1,T1,W2	O1,T1,W2	8.36	8.89	9.41	9.93	10.45	10.98	11.50	12.02
8	S1,W3	S1	10.22	10.86	11.50	12.14	12.78	13.42	14.06	14.70
9	O2,T2,S2	O2,T2,W3	12.74	13.54	14.34	15.13	15.93	16.73	17.52	18.32
10	F1,O3,P1,R1,T3	F1,P1,S2,T3	15.88	16.88	17.87	18.86	19.86	20.85	21.84	22.83
11	F2,P2,R2,S3	F2,O3,P2,R1,S3	19.80	21.04	22.28	23.51	24.75	25.99	27.23	28.46
12	R3	R2	22.71	24.13	25.55	26.97	28.39	29.81	31.23	32.65
13	M1,P3	P3,R3	26.05	27.68	29.30	30.93	32.56	34.19	35.82	37.44
14	P4	M1,P4,R3	28.96	30.77	32.58	34.39	36.20	38.01	39.82	41.63
15	M2	M1,P4	32.20	34.22	36.23	38.24	40.25	42.27	44.28	46.29
16		M2	35.81	38.04	40.28	42.52	44.76	47.00	49.23	51.47
17	M3	M2	39.81	42.30	44.79	47.28	49.77	52.25	54.74	57.23
18	M3	M3	44.27	47.03	49.80	52.57	55.33	58.10	60.87	63.63
19		M3	49.22	52.30	55.37	58.45	61.53	64.60	67.68	70.75
20	D1	D1	54.73	58.15	61.57	64.99	68.41	71.83	75.25	78.67
21	D2	D2	64.32	68.34	72.36	76.38	80.40	84.42	88.44	92.46
22	GM1	GM1	75.59	80.31	85.04	89.76	94.48	99.21	103.93	108.66
23	GM2	GM1	88.83	94.38	99.93	105.49	111.04	116.59	122.14	127.69
24	GM2	GM2	104.40	110.92	117.45	123.97	130.49	137.02	143.54	150.07
25	GM3	GM3	122.69	130.36	138.02	145.69	153.36	161.03	168.70	176.36
26		GM3	130.74	138.91	147.08	155.26	163.43	171.60	179.77	187.94
27		GM3	138.79	147.47	156.14	164.82	173.49	182.17	190.84	199.52
28		GM3	146.85	156.03	165.20	174.38	183.56	192.74	201.92	211.09

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Adult gross hourly pay by occupational group in local currency

TABLE 3

BENCHMARK PAY TABLES FOR APRIL 2011: AUSTRIA

Now check to determine if an adjustment is necessary to reflect any regional labour market variations

Regional differences

Lowest remuneration levels

Regions where general pay levels are at least 10% below the median for the country or territory as a whole.

Austria: Burgenland.

Belgium: Hainaut.

Czech Republic: Střední Čechy, Jihozápad, Severozápad, Severovýchod, Jihovýchod, Střední Morava, Moravskoslezsko.

Finland: East Finland, Central Finland, North Finland.

France: Corsica, the districts of Valenciennes, Douai and Avesnes.

Germany: Brandenburg, East Berlin, Mecklenburg-Western Pomerania, Saxony, Saxony-Anhalt, Thuringia.

Greece: East Macedonia, Thrace, Central Macedonia, West Macedonia, Thessaly, Epirus, Ionian Islands, Western Greece, Continental Greece, Peloponnese, Attica, North Aegean, South Aegean, Crete.

Hungary: Közép-Magyarország, Közép-Dunántúl, Nyugat-Dunántúl, Dél-Dunántúl, Észak-Magyarország, Észak-Alföld, Dél-Alföld.

Italy: Apulia, Basilicata, Calabria, Campania, Molise, Sicily, Sardinia.

Ireland: Border, Midlands and Western.

Latvia: Latgales.

Netherlands: Flevoland.

Poland: Dolnośląskie, Kujawsko-Pomorskie, Lubelskie, Lubuskie, Łódzkie, Małopolskie, Mazowieckie, Opolskie, Podkarpackie, Podlaskie, Pomorskie, Śląskie, Świętokrzyskie, Warmińsko-Mazurskie, Wielkopolskie, Zachodniopomorskie.

Portugal: North, Centre, Alentejo, Algarve, Azores, Madeira.

Slovakia: Západné Slovensko, Stredné Slovensko, Východné Slovensko

Spain: Cantabria, Galicia, Asturias Principality, Castile-Leon, Castile-La Mancha, Extremadura, Valencia, Andalusia, region of Murcia, Ceuta-Melilla, Canary Islands.

Sweden: North-Central Sweden, Central Norrland, Upper Norrland.

United Kingdom: South Yorkshire, West Wales & The Valleys, Cornwall, Merseyside, Northern Ireland, Highlands and Islands of Scotland.

Highest remuneration levels

Regions where general pay levels are at least 10% higher than the median for the country or territory as a whole.

Austria: Salzburg, Wien, Vorarlberg.

Belgium: Bruxelles region, Antwerpen.

Bulgaria: Yugozapaden.

Croatia: Zagrebacka regija.

Czech Republic: Praha.

Denmark: Copenhagen and environs.

Finland: Åland, Etelä-Suomi.

France: Ile de France (including Paris), Rhone-Alpes.

Germany: Bremen, Darmstadt, Düsseldorf, Hamburg, Karlsruhe, Mittelfranken, Oberbayern, Stuttgart.

Greece: Attiki, Notio Aigaio.

Hungary: Közép-Magyarország, Nyugat-Dunántul.

Irish Republic: Southern Counties, Eastern counties.

Italy: Bolzano-Bozen, Emilia-Romagna, Lazio, Lombardia.

Latvia: Riga and environs.

Netherlands: Groningen, Noord-Holland, Utrecht.

Poland: Mazowieckie, Śląskie, Wielkopolskie.

Portugal: Lisboa and environs.

Romania: Bucuresti-Ilfov.

Russian Federation: Moscow and St Petersburg.

Slovakia: Bratislavský Kraj.

Spain: Madrid area, Foral de Navarra, Pais Vasco.

Sweden: Stockholm and environs.

Switzerland: Geneva and Zurich.

Turkey: Marmara region.

United Kingdom: Bedfordshire, Berkshire, Buckinghamshire, Cheshire, East and West Sussex, Hertfordshire, Inner London, North-East Scotland, North Somerset, Oxfordshire, Surrey, Wiltshire.

Finally you may wish to

- Convert to an annual wage/salary - by multiplying by the normal weekly working hours and then by 52, or
- Convert to a monthly wage/salary - by dividing the annual salary by 12

Please note that the resulting hourly figure is prior to tax and social security deductions and excludes additions for 13th/14th month payments, variable overtime, holiday and shift premia, commission and bonus payments, the value of share options and benefits in kind.

