

Local salary rates – a 2005 survey of indicative rates

EU Member States

- Staff costs refer to any payment made to a person belonging to a consortium institution or working on a regular or recurrent basis for a project (regardless of his or her status). Staff costs can be assigned to categories 1 to 4 of the International Standard Classification of Occupations (ISCO). A list of the occupations included in each of these ISCO categories is given in **Table 1**.
- Staff costs will be calculated on the basis of the actual **daily** salary/fees of the employee/service provider, multiplied by the number of days to be spent on the project. This includes, if necessary, all the normal charges paid by the employer, such as social security contributions and related costs. Staff costs may not exceed the normal costs for each staff category in the country concerned. The following maximum amounts apply:

Staff category 1 (maximum amount 450 euros/day)

Staff category 2 (maximum amount 300 euros/day)

Staff category 3 (maximum amount 250 euros/day)

Staff category 4 (maximum amount 125 euros/day)

- If it is planned to employ or hire the services of staff whose costs exceed these maximum amounts, the necessary explanations should be provided when submitting the application.

Tempus partner countries

- Staff costs will be calculated on the basis of the actual **monthly** salary/fees of the employee/service provider. This includes, if necessary, all the normal charges paid by the employer, such as social security contributions and related costs. Staff costs may not exceed the normal costs for each staff category in the country concerned. **Table 2** shows the indicative rates for each country. The following staff categories apply:

Staff Category A = those with **responsibility** for academic and managerial issues

Staff Category B = those tasked with academic, technical and administrative **assistance**

- If it is planned to employ or hire the services of staff whose costs exceed these maximum amounts, the necessary explanations should be provided when submitting the application.
- For countries where no suggested salary rates are listed for the private sector, please use the public sector rates as indicative of all salaries.

Table 1. Staff categories according to the International Standard Classification of Occupations (ISCO-88 (COM))

STAFF CATEGORY 1

- 100 Legislators, senior officials and managers**
- 110 Legislators and senior officials**
- 111 Legislators and senior government officials
- 114 Senior officials of special-interest organisations
- 120 Corporate managers**
- 121 Directors and chief executives
- 122 Production and operation managers
- 123 Other specialist managers
- 130 Managers of small enterprises**
- 131 Managers of small enterprises

STAFF CATEGORY 2

- 200 Professionals**
- 210 Physical, mathematical and engineering science professionals**
- 211 Physicists, chemists and related professionals
- 212 Mathematicians, statisticians and related professionals
- 213 Computing professionals
- 214 Architects, engineers and related professionals
- 220 Life science and health professionals**
- 221 Life science professionals
- 222 Health professionals (except nursing)
- 223 Nursing and midwifery professionals
- 230 Teaching professionals**
- 231 College, university and higher education teaching professionals
- 232 Secondary education teaching professionals
- 233 Primary and pre-primary education teaching professionals
- 234 Special education teaching professionals
- 235 Other teaching professionals
- 240 Other professionals**
- 241 Business professionals
- 242 Legal professionals
- 243 Archivists, librarians and related information professionals
- 244 Social science and related professionals
- 245 Writers and creative or performing artists
- 246 Religious professionals
- 247 Public service administrative professionals

STAFF CATEGORY 3

- 300 Technicians and associate professionals**
- 310 Physical and engineering science associate professionals**
- 311 Physical and engineering science technicians
- 312 Computer associate professionals
- 313 Optical and electronic equipment operators
- 314 Ship and aircraft controllers and technicians
- 315 Safety and quality inspectors
- 320 Life science and health associate professionals**
- 321 Life science technicians and related associate professionals
- 322 Health associate professionals (except nursing)
- 323 Nursing and midwifery associate professionals
- 330 Teaching associate professionals**
- 331 Primary education teaching associate professionals
- 332 Pre-primary education teaching associate professionals
- 333 Special education teaching associate professionals
- 334 Other teaching associate professionals
- 340 Other associate professionals**
- 341 Finance and sales associate professionals
- 342 Business services agents and trade brokers
- 343 Administrative associate professionals
- 344 Customs, tax and related government associate professionals
- 345 Police inspectors and detectives
- 346 Social work associate professionals
- 347 Artistic, entertainment and sports associate professionals

STAFF CATEGORY 4

- 400 Clerks**
- 410 Office clerks**
- 411 Secretaries and keyboard-operating clerks
- 412 Numerical clerks
- 413 Material-recording and transport clerks
- 414 Library, mail and related clerks
- 419 Other office clerks
- 420 Customer services clerks**
- 421 Cashiers, tellers and related clerks
- 422 Client information clerks

Table 2. Partner country indicative salaries 2005

CARDS countries	Staff Category A				Staff Category B			
	public sector		private sector		public sector		private sector	
<i>monthly salary rate in euros €</i>	<i>min</i>	<i>max</i>	<i>min</i>	<i>max</i>	<i>min</i>	<i>max</i>	<i>min</i>	<i>max</i>
Albania	350	750	1000	1500	250	650	250	800
Bosnia & Herzegovina	600	1250	1000	2500	350	550	500	700
Croatia	800	2250	na	na	700	1050	800	1500
807 fYRoM	500	1250	na	na	400	700	na	na
Serbia & Montenegro	500	1250	500	1300	300	600	300	600
1244 Kosovo	250	500	500	1200	200	400	300	1500

Tacis countries	Staff Category A				Staff Category B			
	public sector		private sector		public sector		private sector	
<i>monthly salary rate in euro €</i>	<i>min</i>	<i>max</i>	<i>min</i>	<i>max</i>	<i>min</i>	<i>max</i>	<i>min</i>	<i>max</i>
Armenia	150	250	250	350	150	200	220	275
Azerbaijan	200	500	200	500	150	500	150	500
Georgia	100	150	300	750	100	120	150	400
Kazakhstan	200	500	250	550	200	300	220	300
Kyrgyzstan	125	375	na	na	100	300	na	na
Tajikistan	125	375	na	na	100	300	na	na
Turkmenistan	125	250	na	na	100	200	na	na
Uzbekistan	100	350	na	na	80	250	na	na
Belarus	125	375	150	500	100	300	100	300
Moldova	100	200	100	250	80	120	80	150
Russian Federation	500	1200	500	1500	200	400	700	1000
Ukraine	440	1300	550	2600	260	700	500	1500

MEDA countries	Staff Category A				Staff Category B			
	public sector		private sector		public sector		private sector	
<i>monthly salary rate in euro €</i>	<i>min</i>	<i>max</i>	<i>min</i>	<i>max</i>	<i>min</i>	<i>max</i>	<i>min</i>	<i>max</i>
Algeria	850	900	na	na	125	160	na	na
Egypt	900	1300	1100	2250	650	1000	800	1200
Jordan	1000	2600	1300	3300	650	1350	650	1650
Lebanon	1000	2500	1250	3300	500	1000	500	1500
Morocco	1600	5000	2000	5000	350	1000	350	5000
Palestinian Authority	700	2300	850	3000	300	1750	300	1750
Syria	1000	1500	1200	2000	400	800	600	1000
Tunisia	600	1250	500	1250	200	1000	200	1000