

Local salary rates - a 2003-2004 survey of indicative rates

The table below is the result of a survey conducted in 2003-2004 with the help of several local services together with the National Tempus Offices and the National Contact Points.

The table aims to provide indicative staff cost rates which are in keeping with the spirit of the Tempus Programme. The salary paid should be based on the tasks performed, for example the low rate for administrative tasks refer to photocopying and typing whilst the high rate refers to project management activities.

Local rates indicated refer to the gross monthly salary (based on 152 hours per month) in various geographic zones. The data in the table should act as a reference to enable projects to better plan and define staff costs.

Salaries and fees paid from a project should remain within the ranges indicated below. Any divergence from those limits will only be eligible if proved by an official document (i.e. salary slip), which have to be included in the respective report.

For any further questions, we encourage you to consult the Frequently Asked Questions (FAQ) at the section 'Helpdesk' of this site.

N.B. The salary rates for the New Member States are being discussed and will be published at a later stage.

GROSS MONTHLY SALARY (in Euro)				
EUROPEAN UNION	average Academic		average Administrative	
	Low Rate	High Rate	Low Rate	High Rate
Austria	1.500	4.000	1.000	2.500
Belgium				
Denmark				
Finland				
France				
Germany				
Greece				
Ireland				
Italy				
Luxembourg				
The Netherlands				
Portugal				
Spain				
Sweden				
United Kingdom				

GROSS MONTHLY SALARY (in Euro)				
CARDS	average Academic		average Administrative	
	Low Rate	High Rate	Low Rate	High Rate
Albania	300	1.200	200	600
Bosnia and Herzegovina	600	1.300	300	500
Croatia	800	1.400	400	800
Former Yugoslav Republic of Macedonia	500	1.350	400	700
Serbia and Montenegro; Kosovo	400	1.200	250	600

GROSS MONTHLY SALARY (in Euro)				
Tacis	average Academic		average Administrative	
	Low Rate	High Rate	Low Rate	High Rate
Armenia	150	500	150	500
Azerbaijan	150	500	150	500
Georgia	150	500	150	350
Kazakhstan	100	350	50	250
Kyrgyzstan	100	400	50	250
Mongolia	100	350	50	150
Tajikistan	100	350	50	250
Turkmenistan	100	350	50	250
Uzbekistan	100	350	50	250
Belarus	240	840	120	600
Moldova	80	300	80	300
Russian Federation	100	900	110	500
Ukraine	90	450	60	450

GROSS MONTHLY SALARY (in Euro)				
Meda	average Academic		average Administrative	
	Low Rate	High Rate	Low Rate	High Rate
Algeria	600	1.600	500	1.000
Egypt	800	1.800	600	1.000
Jordan	900	2.000	600	1.200
Lebanon	1.000	2.500	400	1.200
Morocco	600	1.600	500	1.000
Palestinian Authority	600	1.600	300	800
Syria	800	1.200	400	800
Tunisia	500	1.500	400	800

