

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

Country profile– Remuneration Croatia

1	RESEARCHER REMUNERATION IN ACADEMIA	2
1.0	Introduction _____	2
1.1	Main indicators _____	3
1.2	Salaries, stipends and benefits by job positions and employment contract _____	4
1.3	Tax System _____	5
1.4	Labour legislation in the Higher Education Sector _____	5
1.5	Social Security System _____	6
1.6	Quality of Life _____	6

Brussels, October 2012



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.

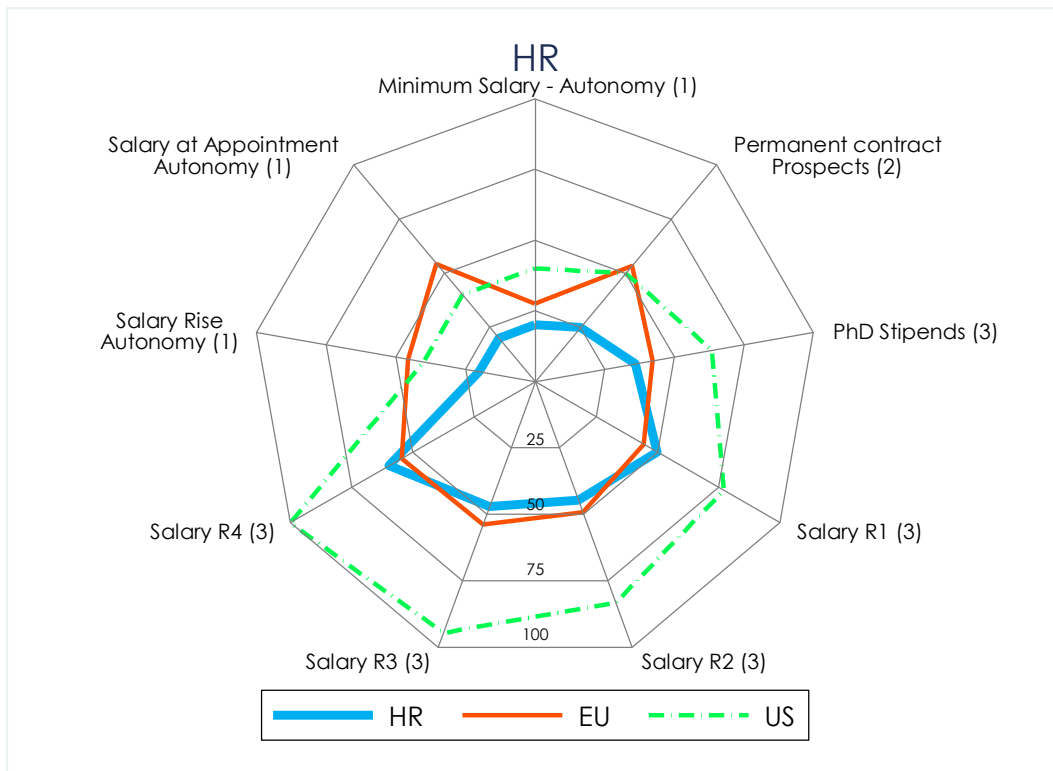
Finally, where available the profiles also contain information on the gross annual and hourly earnings of non-academic researchers based on Eurostat's Structure of Earnings Survey, and a summary table on salary data collected in other studies.

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	Other	.	.	90,000 (14,423)			
R1	Junior Researcher ²⁾	Employee	Fixed >4 years	.	98,820 (15,836)	.	X		X
R2	Senior Assistant ³⁾	Employee	Fixed >4 years	.	133,200 (21,345)	.	X	X	X
R3	Assistant Professor ⁴⁾	Civil Servant	Fixed >4 years	.	156,360 (25,057)	.	X	X	X
R3	Associate Professor ⁵⁾	Civil Servant	Fixed >4 years	.	188,292 (30,174)	.	X	X	X
R4	Full Professor ⁶⁾	Civil Servant	Permanent	.	296,892 (47,577)	.	X	X	X

Source: MORE II - Expert Survey; National currency: HRK; Annual Gross Salary: Source: 1) 2011; Croatian Science Foundation (http://www.hrzz.hr/doc/natjecaji_2011/CSF_Call_Fellowships_July%202011.pdf); 2, 3, 4, 5, 6) 2012; MORE II - Expert Survey; Notes: ad 6) At the age of 65 retirement is obligatory but an extension of the contract for another 5 years is possible; ad Stipends: Stipends for PhD candidates are awarded by the Croatian Science Foundation to either PhD students employed by Croatian universities or research institutes or PhD students from foreign research institutes carrying out a research project within an accredited doctoral study program in Croatia. The maximum amount is without supplements and is awarded between 3 and 12 months. The value of the stipends that covers monthly living expenses of the PhD candidate abroad or in Croatia depending on family status, children and host country. Scholarship decreases if the candidate receives full pay or part pay from the home institution and/or has another scholarship. In case of negative evaluation of the study the awarded stipends are terminated; 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 2011 using the unit labour costs index of the AMECO database.

1.3 Tax System

Taxes			
Income bracket in national currency from	0	26,401	105,601
Income bracket in national currency to	26,400	105,600	max
Marginal Tax rate	12.0	25.0	40.0

Levy of income tax The employer automatically deducts the income tax from the gross salary

Tax Wedge in % of labour costs			
Single, no children (average wage)	-	Married couple, two children (average wage)	-
Single, no children (167% of average wage)	-	Married couple, two children (167% of average wage)	-
Married couple, no children (133% of average wage)	-		

Tax rate: Source: MORE II - Expert Survey; **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; Sector/collective agreements	Unemployment insurance	National
Salary rise	National; Sector/collective agreements	Health care insurance	National
Minimum salary	National; Sector/collective agreements	Retirement pension insurance	National
Working time	Sector/collective agreements		

Relevant factors for salary rise (incl. rank) Other reasons(1); Seniority(2); Performance(3)

Source: MORE II - Expert Survey based on question "Please indicate the institutional level at which the following aspects of public university researchers are determined?"; Country-specific comment: The positions of head of department, dean and vice dean have additional bonuses during their mandate.

Dismissal of University Researchers			
	9 months tenure	4 years tenure	20 years tenure
Notice period (in months)	-	-	-
Severance pay (in months)	-	-	-
Duration of Compensation in case of Unemployment (in Months)	-		
Average Net Replacement Rate in case of Unemployment (in % of previous income for a 40 year old)			
Two-earner married couple, no child	-	Two-earner married couple, two children	-

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)	-		Public health spending (% of GDP)	-	
Insurances usually go beyond what is mandated by law					
Additional health care insurance					
Additional health care insurance by university	Always		Do researchers usually have additional private health care insurance?	Yes	
Covered by researchers' remuneration package (incl. mandatory insurance)	Ambulant treatment; Hospital treatment; Rehabilitation; Drugs/pharmaceuticals				
Additional retirement pension insurance					
Additional retirement pension insurance by university	Always		Do researchers usually have additional private retirement pension insurance?	-	
Additional (private) retirement pension insurance is...	Very important				

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?"; Country-specific comment: Additional health care is optional and depends on individual decision. Some drugs /pharmaceuticals, participation in specialists' treatment and hospital day rate are not covered with compulsory health care; The pension system in Croatia is organized in three pillars, two of them compulsory (the first is a solidarity fund and the second an individual pension fund). The third is optional and matter of individual choice. No data are available on the exact use of these systems; **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?".

1.6 Quality of Life

Income and Welfare				Governance			
GDP per capita (in PPP €)	14,390	2011	Worldbank	Voice and Accountability #	36 / 46	2011	Worldbank
GDP per capita (in €)	10,408	2011	Worldbank	Political Stability and Absence of Violence #	29 / 46	2011	Worldbank
Human Development Index #	35 / 46	2011*	HDI	Government Effectiveness #	33 / 46	2011	Worldbank
Life expectancy	76.60	2011*	UNDESA	Regulatory Quality #	36 / 46	2011	Worldbank
				Rule of Law #	35 / 46	2011	Worldbank
				Control of Corruption #	35 / 46	2011	Worldbank
Quality of public child care				Quality of Education			
Net childcare costs (% avg wage)	-			Average Years of Schooling #	36 / 45	2010*	Eurostat
Childcare fees (% avg wage)	-			PISA reading score #	31 / 43	2009	OECD
Public spending on childcare and early education (% GDP)	-			PISA mathematic score #	35 / 43	2009	OECD
Public spending on family benefits (% GDP)	-			PISA science score #	32 / 43	2009	OECD
Public spending on pre school services (% GDP)	-			Public expenditures on education (% of GDP)	4.33	2009*	Eurostat
Ratio of child to carer	-			Private expenditures on education (% of GDP)	0.36	2009*	Eurostat
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.