

Higher Education Institution Salary System as a Factor of Modernization of Education and Science in Russia

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Abstract: In the paper the problem of low salaries of educational research faculty of higher educational institutions of the Russian Federation is considered. The article presents an analysis of the average salary in the higher education system, articulated reasons for the lag between Russia and other countries. Considered remuneration system of scientific and pedagogical staff of higher educational institutions of Russia. The analysis of changes in wages of scientific and pedagogical staff after implementation of the new pay system for federal districts of the Russian Federation. Universities are given the worst and best performing ratio of average teacher salaries to the average salary in the economy of the region. Measures of governmental policies for the development of education and research quality are described.

Key words: Salaries · Educational research faculty · University · Education · Science · Public policy · The Russian Federation.

INTRODUCTION

Since the reforms of 1992 in Russia the education system has undergone great transformations. Transformation occurred in the field of education management quality as well as in the field of institutions funding [1]. Over the last 20 years, funding for universities has increased [2, 3], but this has not led to a significant increase in salaries of educational research faculty of the Russian Federation and not affected has not made an impact on the development of higher education and science. According to statistics, Russia is the second lowest average wages in the education sector is U.S. \$ 617 and second only to Armenia in which the average wage in the education sector is USD 538. While in countries such as the Czech Republic, Brazil, Japan, France, Argentina, Israel, Norway, the average wage in education ranges from 2495 to 4940 U.S. dollars and in Germany, the Netherlands, Australia, UK, USA, India, South Africa, Italy and Canada from 5141 to 7196 USD [4].

In many of the above mentioned countries, salaries of educational research faculty are composed of several sources: base salary, bonuses, allowances and compensations, which vary at the individual level [5]. In Russia, the system is less developed. For example, as follows from the comparative analysis of salary systems in universities [6] each institution independently forms the list of incentive payments. Almost at all universities there is no formal link between the quality criteria of the educational research faculty activities quality and the results, which a university is focused on and which are reported in the programs, projects and development policies.

MATERIALS AND METHODS

The incentive system of educational research faculty can be with good reason attributed to the problems of development of science and education as in the world as in the Russian Federation [7].

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The arrangement of conditions necessary for highly efficient and productive work [8] in a fundamentally new market environment requires fundamentally new system of social, economic and legal cooperation between the state, employers and employees. Educational research faculty is the primary element of higher schools - the level of specialists training [9, 10, 11, 12] and, consequently, the level of socio-economic development depends on the pedagogical competence of a teacher, his qualifications and culture.

The current situation in higher education is characterized by two main negative trends. The first trend is that many young professionals are not apt to work as faculty members of higher schools because of low salaries and additional expenses connected with obtaining postgraduate education [13] and this leads to the “aging” of educational research faculty [14]. The second trend is that qualified educational research faculties move from the education sector to other sectors of the economy[15] because of insufficient social and financial assessment of their work results and consequently the deterioration of living conditions. Due to low salaries teachers “save energy” in the full time job to hold a second part-time job in other educational institutions. According to the survey: 70% of teachers hold a second part-time job while in other occupations only 10% of employees do so [16].

In the Russian Federation the salary system for educational research faculty was based on the Unified Salary Scale (USS) of compensation for employees of public sector organizations, it was in effect from 1995 to 2008 and revealed significant shortcomings. They were related primarily to the inability of comparability of faculties’ labor in grade of complexity. Grades for compensation were established by director’s order and based on tariff-qualification requirements to positions of employees of educational institutions of the Russian Federation, approved by Resolution of Ministry of Labour of Russia on August 17, 1995 “On approval of grades for compensation and tariff-qualification requirements to positions of employees of educational institutions of the Russian Federation [17], depending on the level of education and work experience qualification.

The salary system based on USS created conditions for evening of compensation for ordinary and complex labour, restrained salaries growth and was not conducive to the inflow of young highly skilled faculties into higher education system. The data presented in Fig. 1 show that the most part of educational research faculty is in the age group of 50 to 59 years.

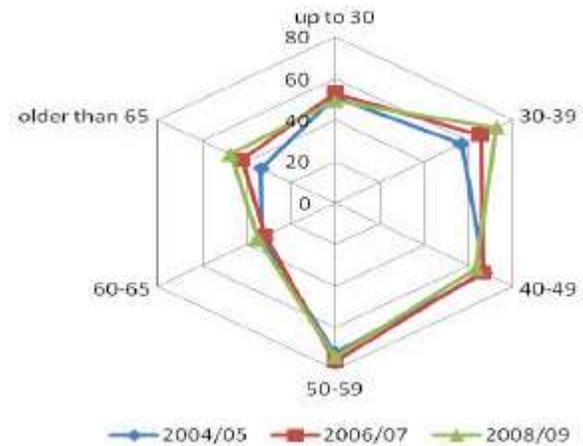


Fig. 1: [18] - Distribution of educational research faculties of state institutions of higher education, according to age groups (thousands)

In the presented salary system the level of personal professional training was not counted. This led to the reduction of professional prestige of teachers, heads of departments, faculty deans.

On December 1, 2008 in accordance with the Resolution of the Government of the Russian Federation¹ 583 dated August 5, 2008 that introduced a new salary system. The new salary system of employees of higher educational institutions provides a significant increase in compensation depending on the level of personal professional education, skills, quality and impact of their work.

The aim of the modern salary system is the acceleration of the incentive effect of compensation on the growth of quality, the scope and number of activities performed by an employee and it all results in an increase in salaries of employees of budgetary institutions [19]. The basic principles of the new salary system are:

- Improvement of employees labour productivity, additional compensation for the amount and quality of the fulfilled work;
- Granting the right to the higher school to make a uniform salary fund replenished from all sources of financing;
- Incentives should make not less than 30% of all the budget of uniform salary fund;
- The correlation of Rector’s salary to the average monthly salary of key personnel for the past year (Rector’s salary cannot exceed the average monthly salaries of key personnel more than 5 times);

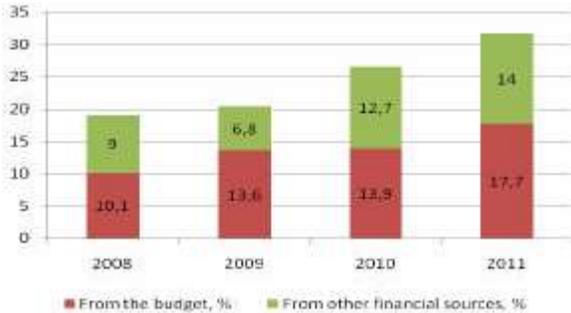


Fig. 2: [20] - Dynamics of changes in average salaries of educational research faculty of higher schools.

- Transfer of the right to impose incentives to stimulate labour quality and productivity of employees to a university rector;
- Granting the right to the Ministry of Education and Science of Russia to allot bonuses from centralizes sources in amount of 5% of budget fund of labour remuneration of heads and employees of subordinate higher schools with correlation to higher schools efficiency indexes specified by the Ministry of Education and Science of Russia.

Analysis of Salary System of Higher Schools Educational Research Faculty:

At present the salary of educational research faculty of a university in accordance with the current salary system is composed of three components such as salary, compensations and incentives. The introduction of a new remuneration system for the period from December 2008 to the present day resulted in 1.7 times increase in the salary of university faculties, actually from 19.1 thousand rubles. to 31.7 thousand rubles (Fig. 2), this salary increase is funded from the budget and other financial sources, which may include receipts from income-generating activities, the cost savings in other cost items.

The Incentive System Is Used:

- To enforce the correlation between remuneration and personal contribution of employees in solving of priority tasks of university in whole and its divisions in particular;
- to form workers' initiatives to exercise creativity in improving the quality of their work.

In Fig. 3 the increase of faculty salaries after the implementation of the new salary system in various federal districts of the Russian Federation is shown,



Fig. 3: [20] - Dynamics of changes in salary of educational research faculty of higher schools accrued from all sources, for the period from December 2010 till December 2011 in Federal Districts of the Russian Federation.

statistics for the period from 2010 till 2011 is given. (Federal Districts of the Russian Federation were established in accordance with the Decree of the President of Russia ' 849 "On the Plenipotentiary of the President of the Russian Federation in the Federal District," dated May 13, 2000. The federal districts are: Central Federal District (CFD), Southern Federal District (SFD), North-West Federal District (NWFD), Far Eastern Federal District (FEFD), Siberian Federal District (SibFD), Ural Federal District (UFD) Volga Federal District (VFD), North Caucasian Federal District (NCFD) (founded in January 2010)).

From Fig. 3 it can be concluded that the average salary of educational research faculty had a tendency to increase in 2011 in comparison with 2010 and the dynamics are different in various districts, from 6.7% in the Far Eastern Federal District to 43.8 % in the North Caucasian Federal District.

Thus, this salary system has led to an increase in salaries of educational research faculty of universities, however, this increase was not significant, with up to 2011 in 149 schools average salary of teachers has remained lower than the average salary in the region, at 41 higher schools the salary educational research faculty does not exceed 70% of the average in a Federal District (Fig. 4).

According to the new Federal Law of Education an educational institution is entitled to set the forms and system of salary payment, allowances, increments, bonuses and other types of financial incentives for educational research faculty within the salary fund available. In this respect a salary system is a system of awarding the workers' productivity and contribution in tangible forms, the quantitative and the qualitative characteristics of labour as well as the amount used to

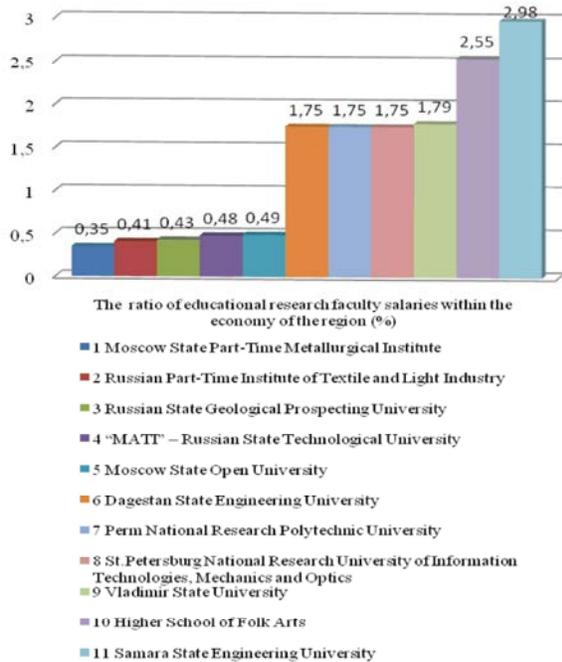


Fig. 4: [20] - Higher educational institutions with higher and lower indicators of the relation of the educational research faculty monthly salaries within the federal district economy in 2011.

reproduce labour force being considered. The whole salary system in Russia is based on the principle of payment enshrined in the Labour Code [21]. According to the principle, a worker's salary depends on how skilled and qualified they are, how challenging their duties are, how much effort is made and what the quality of the work is. There is no limit as to the salary top. The salary fund is a sum of financial awards for the university staff according to their labour quantitative and qualitative characteristics. The budget also includes compensatory payments determined by the working conditions. Besides, the budget encompasses such items as the worked and non-worked time payments, regional compensatory payments, increments, bonuses as well as one-time and regular payments.

The further improvement of the salary system in higher education and science institutions presupposes that the salary of educational research faculty should be at least 30% higher than the current one. To achieve this, additional financial resources essential for introducing new salary systems will be allocated, the rector being responsible for the effective application of the financial resources. The rector is entitled wide powers at determining the staff numbers, allocating the salary

budget, determining official post salaries, allowances, increments, bonuses and other financial incentives. Such powers are entitled on condition that the rector guarantees that the salary fund built by means of the Federal Budget appropriations will really stimulate the quality and effectiveness of all the institution workers' labour.

CONCLUSIONS

To solve the described problems the Russian Federation authorities have passed a number of regulatory acts whose urgency confirms the necessity to improve the system of education and science. For instance, Edict of the President of the Russian Federation '597 dated May 7, 2012 "On Measures of Implementing the State Social Policy" [22], Edict of the President of the Russian Federation '599 dated May 7, 2012 "On Measures of Implementing the State Policy in the Spheres of Education and Science" [23], Programme "Science and Technology Development" for 2013-2020, Programme "Education Development" for 2013-2020 [24] list following the key indicators [25] of the State policy in the sphere of education and science: not fewer than five universities are to get into the world top-100 universities according to the universities' world rating by 2020; the investments into state science financing funds are to be increased up to 25 bln Rub by 2018; the domestic expenses on on research and development are to be increased up to 1.77% of the GDP by 2015; within this share the share of higher schools is to be raised up to 11.4%; the share of Russian scientists publications in in world scientific journals registered in the WEB of Science database is to increase up to 2.44% by 2015; - the average salary of educational research faculty of higher educational institutions of higher professional education is to be increased by 200% of the average regional salary by 2018; not fewer than 800 professional standards are to be developed and approved by 2015; by 2020 the number of highly skilled workers should increase so that made not less than a third of the total number of skilled workers; the data about the state of different levels of mathematical education in the Russian Federation ahving been analysed, the Conception of the Development of Mathematical Education in the Russian Federation should be developed and approved in December 2013.

The measures of increasing the quality of educational activity and scientific research having been stated, the educational institutions of higher vocational education are to take the following actions:

- The salary system regarding the basic salary component is to be improved;
- A list of indicators of the full-time personnel's productivity regarding the determination of the salary stimulating component is to be put forward.

Inference: The new salary system in Russian universities is intended to solve the following crucial tasks:

- To increase the stimulating role of the salary;
- To raise the effectiveness and quality of educational research faculty labour;
- To attract young professionals into the higher professional education system;
- To raise the higher professional education system staff potential;
- To differentiate the labour payment in accordance with the workers' skills and qualifications;
- To consider alterations regarding the status and conditions of financing educational institutions of various levels.

Relying on the regulatory documents passed by the Russian authorities the conclusion can be drawn that the quality of the educational activity and scientific research done by higher school workers will rise. This, in its turn, will result in increasing the quality of training as well as the level of the country social and economic development.

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