

Working Paper

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Comparison of the salary of European armed forces

Is the Bundeswehr with its salary in a European comparison competitive?

Major (GS) René Schulz

The search for and recruitment of foreign experts and specialists is nowadays more the rule than the exception on the German labour market. The problem is also reflected in the personnel situation of many European armed forces.¹ As volunteer armies, many armed forces compete on the free market with industry and public employers for the best applicants. The specialised fields of activity² and the increasing demand for specialists make it difficult to cover the personnel requirements. According to the report of the Bundeswehr Commissioner for the Armed Forces 2018, a quarter of all posts in the Bundeswehr cyber and information branch are unfilled³. On the German labour market, IT specialists with completed training will earn an average of EUR 4 166 per month in 2018 and cyber security experts already earn EUR 6 300 per month gross⁴. Can the Bundeswehr keep up with these salaries or should it open up to foreign citizens, as other states are already doing?⁵

Attractive working and living conditions and good pay are a decisive argument for potential applicants, although salary plays a special role in the choice of career⁶. An empirical survey of the salary structures of 26 European armed forces, taking into account the specific purchasing power parities of the individual countries, is a necessary prerequisite for finding out to what extent higher salaries could be a suitable instrument for reducing the⁷ shortage of skilled workers in the Bundeswehr.

The question arises: Is the salary of German soldiers attractive enough in European comparison to recruit foreign specialists for the Bundeswehr?

Salary of officers

From the perspective of potential applicants, two key figures are important. The starting salary,⁸ which provides information about the possible initial salary of career starters and the average salary, which is an indication of the possible salary development. It is not possible to make a direct comparison of entry level salaries for officers' careers because of the different training models and grades of candidates. The classification OF-1 thus serves as the first point of comparison that all officers of the respective armed forces have to go through. Chart 1 illustrates the range of starting salaries between real wages and taking into account purchasing power parity. Dark blue are those countries that come closest to the arithmetic mean of the respective axis, i.e. where the soldiers quasi-receive the European average salary. The values determined within the framework of the empirical survey do not reflect the exact salaries of the respective armed forces of a country, but serve as a reference for a European comparison.⁹

Only by taking into account the purchasing power parity of the respective country can a higher comparability of real wages be achieved. After all, the attractiveness of working in the armed forces is not determined by the level of pay or salary per se, but by the relative purchasing power in the country of employment. If purchasing power is taken into account, the placement of the states changes. For example, Norway is falling from fifth to twelfth place in the starting salary for officers (OF-1) due to the high cost of living (Chart 1). Switzerland is swapping its top position with Luxembourg because, in a direct comparison, the average income is reduced by more than EUR 4 000 in purchasing power (Chart 2).¹⁰

Luxembourg and Switzerland pay the top salaries of the armed forces analysed, although the size of their army (Luxembourg in about 2 000 active soldiers)¹¹ and the Swiss militia system (only 5% temporary and professional soldiers) mean that¹² they are not fully comparable. Germany belongs to the top third of the entry-level salaries for officers and is ranked behind Italy, Norway, Austria and Denmark without purchasing power parity. Taking purchasing power parity into account, Germany can improve by two places due to the high cost of living in Norway and Denmark. The range of officers' salaries is considerable in European comparison. At the beginning of his career, an officer of the Luxembourg armed forces earns fifteen times as much as his Serbian comrade. If the respective purchasing power is taken into account, he still has six times as much in his pocket (Chart 1).

A similar picture emerges for average salaries in the second chart, with the different salary increases between ranks leading to shifts. The Netherlands, for example, is moving from twelfth to tenth place in terms of real wages, while Italy is slipping up from third to sixth place.

Within the second chart, changes result from the consideration of purchasing power parity, as in the case of Norway and Slovenia. Norway falls from ninth to 14th place and Slovenia moves up from 14th to tenth place. There is a gap in salary structures between the northern and western states on the one hand and those in the south and east on the other, with the exception of Italy. The salaries of the armed forces thus reflect the development of general salaries in the civil economy of the respective states.¹³

In terms of officers' salaries, Germany is one of the leaders in Europe. However, across all career categories, the Bundeswehr comes in seventh place in terms of real entry level salaries for officers. This relationship is reversed as the rank increases. German officers of

higher rank earn very well in a European comparison because their careers include two major salary jumps, namely promotion to colonel (up 1 800 euros) and brigadier general (up 2 400 euros). If the cost of living is taken into account, a German brigadier general (without taking Luxembourg, Denmark and Switzerland into account) is the one who earns most in a European comparison. In the majority of the 26 armed forces, a stronger increase in salaries in the top positions of colonel and brigadier general in relation to promotions to lieutenant colonel can be observed. But in no other country is the salary increase between the rank of lieutenant colonel and brigadier general as high as in Germany, namely almost 75%.¹⁴

Salaries of enlisted and non-commissioned officers

For non-commissioned officers (NCO) and enlisted, there is a greater difference between the salary of the individual countries than for officers. According to the third chart, a Swiss shorter-/longer-service volunteer as an enlisted soldier earns 16 times as much as his Serbian comrade at the beginning of his career and will earn 18 times as much as his Serbian comrade as his rank increases¹⁵. A sergeant from Switzerland will receive 19 times the salary of a sergeant from Bosnia and Herzegovina, and even taking purchasing power parity into account, the wage gap is only partly put into perspective, namely 12 times for enlisted, 7 times for average salaries and 6 times for NCO (Chart 3-5).

Switzerland thus continues to lead the way in terms of salaries, with Luxembourg losing places and falling back to sixth place behind Germany in terms of entry-level salaries for enlisted soldiers (Chart 3). The biggest difference compared to the officers is in Ireland. It falls back to the last place for the starting salary of enlisted, taking into account purchasing power parity, and to the penultimate place for sergeants (Charts 3-4). It should be noted that Ireland has an extensive system of allowances, which was not taken into account due to the uniformity of the data. Further changes in the number of enlisted soldiers take into account the purchasing power parity for Poland, which rises to 11th place, and the Netherlands, which falls to 17th place (Chart 3).

Germany can hold its own in the top group of enlisted and NCO. In terms of entry-level salaries for enlisted soldiers, the Bundeswehr is improving in comparison with officers and is in second place after Switzerland in terms of purchasing power parity (Chart 3). In terms of the entry level salaries of sergeants, the picture is almost identical to that of officers, although in the case of real wages Austria is four places behind Germany (Chart 4). Despite the deterioration in average real wages from fifth to seventh place compared with officers, it retains fourth place based on purchasing power parity (Chart 5).

Conclusion

A comparison of the 26 salary structures shows that Germany is among the top European countries. The salaries of soldiers in the Bundeswehr are in the upper third of all career categories. Taking purchasing power parity into account, Germany can move up to second place for enlisted soldiers and is thus one of the top performers among the European armed forces. Taking into account the required level of education of enlisted soldiers in the Bundeswehr (full-time compulsory schooling fulfilled)¹⁶, the starting salary of 2 187 euros is already above average, because in Germany alone 16% of full-time employees earn less than 2 000 euros gross¹⁷. In the European context, the average gross monthly

earnings of 16 countries in 2014 were significantly lower than the average salary of enlisted soldiers in the Bundeswehr, amounting to EUR 2 410. Therefore, Germany is a very lucrative employer for this target group in a European comparison.

The situation is more differentiated for NCO and officers. In general, the Bundeswehr can make attractive offers with its pay. NCO in Germany earn an average of 2 957 euros gross per month and are thus slightly above the gross monthly earnings per employee from 2018, amounting to 2 948 euros¹⁸. There are, however, exceptions in some important sectors where there is an extreme shortage of skilled workers in Germany, such as the IT sector. Here the Bundeswehr cannot even begin to offer relatively attractive salaries. In 2018, the average salary in Germany for IT specialists who have completed their vocational training was around EUR 4 166 in 2018, which is far above the salary of NCO, even though ancillary wage costs in the civilian sector must be taken into account¹⁹. Officers in the Bundeswehr have generally studied and have an average income of 5 919 euros. The majority of the skilled personnel in the Bundeswehr are below the top ranks of colonel and brigadier general and earn an average salary of 4 539 euros up to the rank of lieutenant colonel. Their earnings are higher than the average income of an employee in Germany, but cannot keep up with the average salary of a cyber security expert of 6 300 euros gross per month.²⁰

Major (GS) René Schulz is Associate in the International Security Division.

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SWP
Stiftung Wissenschaft und Politik
German Institute for International and Security Affairs

Ludwigkirchplatz 3–4
10719 Berlin
Telephone +49 30 880 07-0
Fax +49 30 880 07-100
www.swp-berlin.org
swp@swp-berlin.org

In a European comparison, the Bundeswehr salary structure represents a significant advantage and is well above the arithmetic mean of the respective salaries in all categories, not only when purchasing power parity is taken into account. If Germany were to open the Bundeswehr to foreigners in general, it would compete with Belgium, Denmark, France, Great Britain, Ireland, Luxembourg, Slovakia, Spain and Cyprus for skilled personnel. For people who are not citizens of their own country can already serve in the armed forces of these states. In a first step, the Bundeswehr would probably try to recruit foreigners living in Germany. Due to the considerable differences in salaries compared to the Central and Eastern European states, an opening of the Bundeswehr to foreigners could lead to a migration of skilled workers and specialists from these, often economically weaker states anyway, to Germany²¹. However, this is not a new phenomenon. It is also due to the structural deficits of the countries of origin.²²

In the event of a targeted search for skilled workers and specialists and the consistent opening of the German armed forces to all foreigners, the Bundeswehr could increase its recruitment potential many times over. The restriction to foreigners living only in Germany (with a focus on Poles, Italians and Romanians) is not appropriate due to the proven salary differences. Rather, it increases the criticism of Germany by these states that there are specific enticement attempts. Germany is the European leader for enlisted soldiers and should pay particular attention to the definition of necessary qualifications and recruitment requirements²³. The salary differences within Europe that exist in the civilian working world are reflected in the armed forces. Possible enticement effects are having an impact in both the military and the private sector. It is therefore a European phenomenon, which also affects Germany, among others,²⁴ and therefore does not justify any special or exceptional arrangements for armed forces.

¹ Tibor Szvircsev Tresch, "Challenges in the Recruitment of Professional Soldiers in Europe", Impact strategic 3:76-86, März 2018 <<https://www.ceeol.com/search/view-pdf?id=121301>> (eingesehen am 30.08.2019).

² Streitkräfte im Einsatz: Zur Soziologie militärischer Interventionen, ed. Gerhard Kümmel, Nomos Verlag, 2008, pp. 9-20 und 47-54; Streitkräfte unter Anpassungsdruck, ed. Gerhard Kümmel, Nomos Verlag, 2009.

³ Der Wehrbeauftragte des Deutschen Bundestages, Unterrichtung durch den Wehrbeauftragten Jahresbericht 2018 (60. Bericht), Drucksache 19/7200, < <https://dip21.bundestag.de/dip21/btd/19/072/1907200.pdf> > (eingesehen am 30.08.2019).

⁴ Hans Königes, Der große Gehaltsvergleich in der Informatik < <https://www.computerwoche.de/a/der-grosse-gehaltsvergleich-in-der-informatik,3218378> > (eingesehen am 30.08.2019).

⁵ Wissenschaftlicher Dienst Deutscher Bundestag, Aktenzeichen: WD 2 - 3000 - 115/16 <<https://www.bundestag.de/resource/blob/482692/2de37fc4243bac21eaaf881d3c53461c/WD-2-115-16-pdf-data.pdf>> (eingesehen am 30.08.2019)

Vgl. Rene Schulz, Masterarbeit über die Chancen und Risiken der Integration von Migranten/innen in die Bundeswehr, 2018, Seite 18-19.

⁶ Vgl. René Schulz, Streitkräfte europäischer Denken, Berlin: Stiftung Wissenschaft und Politik 2019, September 2019 (SWP Aktuell 48/2019)

⁷ The selection of countries was not limited to European or military institutions, such as the EU or NATO. All European countries and Turkey were asked for provision of data. For the empirical survey, freely accessible sources that were available on the Internet were evaluated on the one hand and worked together with the most German military attachés in the respective countries within the framework of an official inquiry on the other. The raw data obtained were then subjected to a systematic classification in order to achieve comparability based on the different grades and salary levels. First, the country and force-related ranks were assigned to the NATO standard according to "Standardization Agreement 2116" (STANAG 2116), whereby membership in NATO is not required. Accordingly, enlisted and non-commissioned officers are grouped in NATO rank codes OR-1 (soldier) to OR-9 (sergeant major) and officers in OF-1 (lieutenant and first lieutenant) to OF-10 (marshal). For the present survey, officers were only considered up to the rank of brigadier general, i.e. OF-6.

⁸ In each case the first rank that all soldiers uniformly pass through after their training. For enlisted soldiers (OR-1), for sergeants (OR-6) and for officers (OF-1).

⁹ For the salaries within the individual NATO rank codes, average salary were determined, which can result from the assignment of several ranks of a country to one rank code and the consideration of experience levels, if available. In the last step, monetary allowances were taken into account, which are paid to all soldiers regardless of their position, service or activity. Other monetary or material allowances such as in flight service allowances (navy), flying personnel (air force/army) or free board and lodging could not be taken into account due to the extensive differentiation within the armed forces and among the countries themselves. From the author's point of view, these specific allowances do not play a decisive role for potential applicants, as they are not fully known even to soldiers and are often not publicly available. All salaries have been calculated on a euro basis using official conversion rates and represent gross wages. In the interests of clarity, the various tax systems and the benefits they offer to soldiers have not been taken into account.

¹⁰ For a higher significance of real wages in direct comparison of the respective countries, the purchasing power parity was included in the calculations. This occurs when goods and services in a fictitious shopping basket can be purchased in two countries at the same price. The conversion factors in the following tables are derived from the 2017 data of the Statistical Office of the European Union (EUROSTAT).

¹¹ Raul Amoros, Charting the World's Most Powerful Militaries - Which Countries Dominate the Globe?, August 2019 <<https://howmuch.net/articles/the-worlds-military-spending>> (eingesehen am 30.08.2019).

¹² Robina von Stein, Schweizer Armee sucht Frauen, Juli 2017 <<https://www.faz.net/aktuell/politik/ausland/wehrdienst-mehr-frauen-fuer-die-schweizer-armee-15110043.html>> (eingesehen am 30.08.2019).

¹³ This is consistent with the average gross national income of full-time employees in the countries of the European Union, as collected by EUROSTAT.

¹⁴ See annex.

¹⁵ See annex.

¹⁶ Bundesministerium der Verteidigung, Entdecke die Bundeswehr – Laufbahn der Mannschaften, August 2018

<<https://www.bundeswehrentdecken.de/soldatenberuf/zeitsoldaten/mannschaften>> (eingesehen am 30.08.2019)

¹⁷ Anette Kramme, Schriftliche Frage im April 2019 Arbeitsnummer 137, April 2019,

<https://www.linksfraktion.de/fileadmin/user_upload/PDF_Dokumente/2019/ZimmermZim_Sabine_2019-04-137_-_Antwort.pdf> (eingesehen am 30.08.2019)

¹⁸ J. Rudnicka, Höhe des durchschnittlichen Bruttolohns/ Bruttogehalts im Monat je Arbeitnehmer in Deutschland von 1991 bis 2018, August 2019 <<https://de.statista.com/statistik/daten/studie/161355/umfrage/monatliche-bruttoloehne-und-bruttogehaelter-pro-kopf-in-deutschland/>> (eingesehen am 30.08.2019)

¹⁹ [as Fn 4]

²⁰ [as Fn 16]

²¹ [as Fn 6]

²² Dominique John, Dossier „Arbeitnehmerfreizügigkeit in Europa fair gestalten“ Dokumentation der internationalen Konferenz, Berlin, April 2014 <<https://www.faire-mobilitaet.de/++co++f7c07ec8-3751-11e4-ac72-52540023ef1a>> (eingesehen am 30.08.2019).

²³ Thomas Wiegold, Dauerprüfung: EU-Staatsbürger in die Bundeswehr (m. Nachträgen), Dezember 2018, <<https://augengeradeaus.net/2018/12/dauerpruefung-eu-staatsbuerger-in-die-bundeswehr/>> (eingesehen am 30.08.2019); Markus Becker und Matthias Gebauer, Personalnot bei der Bundeswehr - Von der Leyen will Italiener, Polen und Rumänen anwerben, Dezember 2018,

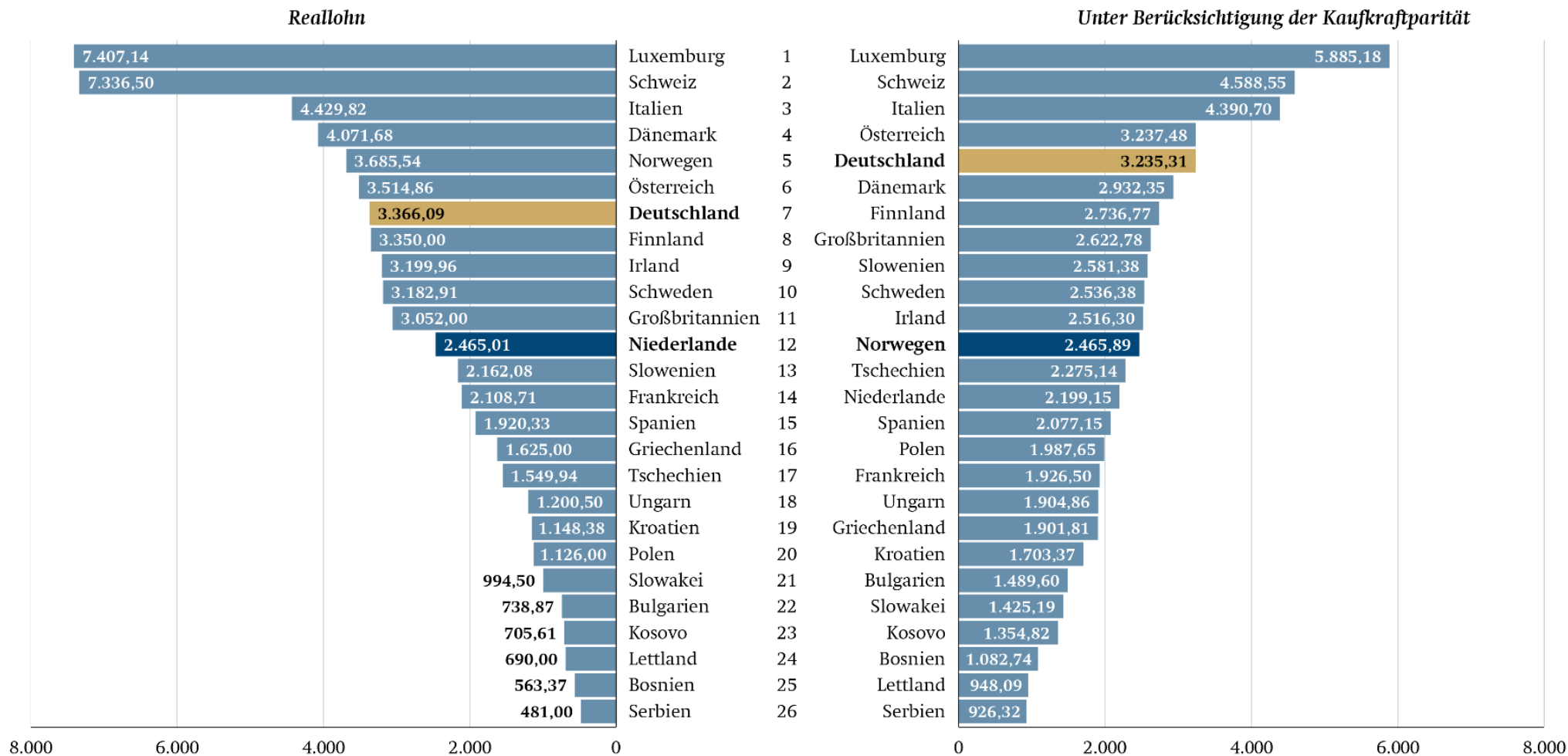
<<https://www.spiegel.de/politik/deutschland/bundeswehr-mit-personalnot-ursula-von-der-leyen-will-italiener-polen-und-rumaenen-anwerben-a-1245523.html>> (eingesehen am 30.08.2019); Deutscher Bundeswehrverband, Debatte um EU-Bürger in der Bundeswehr: Ein Hauch von Sommerloch, Januar 2019 <<https://www.dbwv.de/aktuelle-themen/blickpunkt/beitrag/news/debatte-um-eu-buerger-in-der-bundeswehr-ein-hauch-von-sommerloch/>> (eingesehen am 30.08.2019); Michael Wolffsohn, Jetzt bekommen wir die Quittung, Juli 2018 <<https://www.cicero.de/innenpolitik/bundeswehr-soeldnerarmee-wehrpflicht-abschaffung-michael-wolffsohn>> (eingesehen am 30.08.2019).

²³ Statista Research Department, Durchschnittlicher Bruttomonatsverdienst von Vollzeitbeschäftigten* in den Ländern der Europäischen Union (EU) im Jahr 2014, November 2016 <<https://de.statista.com/statistik/daten/studie/183571/umfrage/bruttomonatsverdienst-in-der-eu/>> (eingesehen am 30.08.2019)

²⁴ Die Welt, Spahn hätte gern ins Ausland abgewanderte deutsche Ärzte zurück, Januar 2019 <<https://www.welt.de/politik/deutschland/article186971892/Jens-Spahn-haette-ins-Ausland-abgewanderte-deutsche-Aerzte-gern-zurueck.html>> (eingesehen am 30.08.2019).

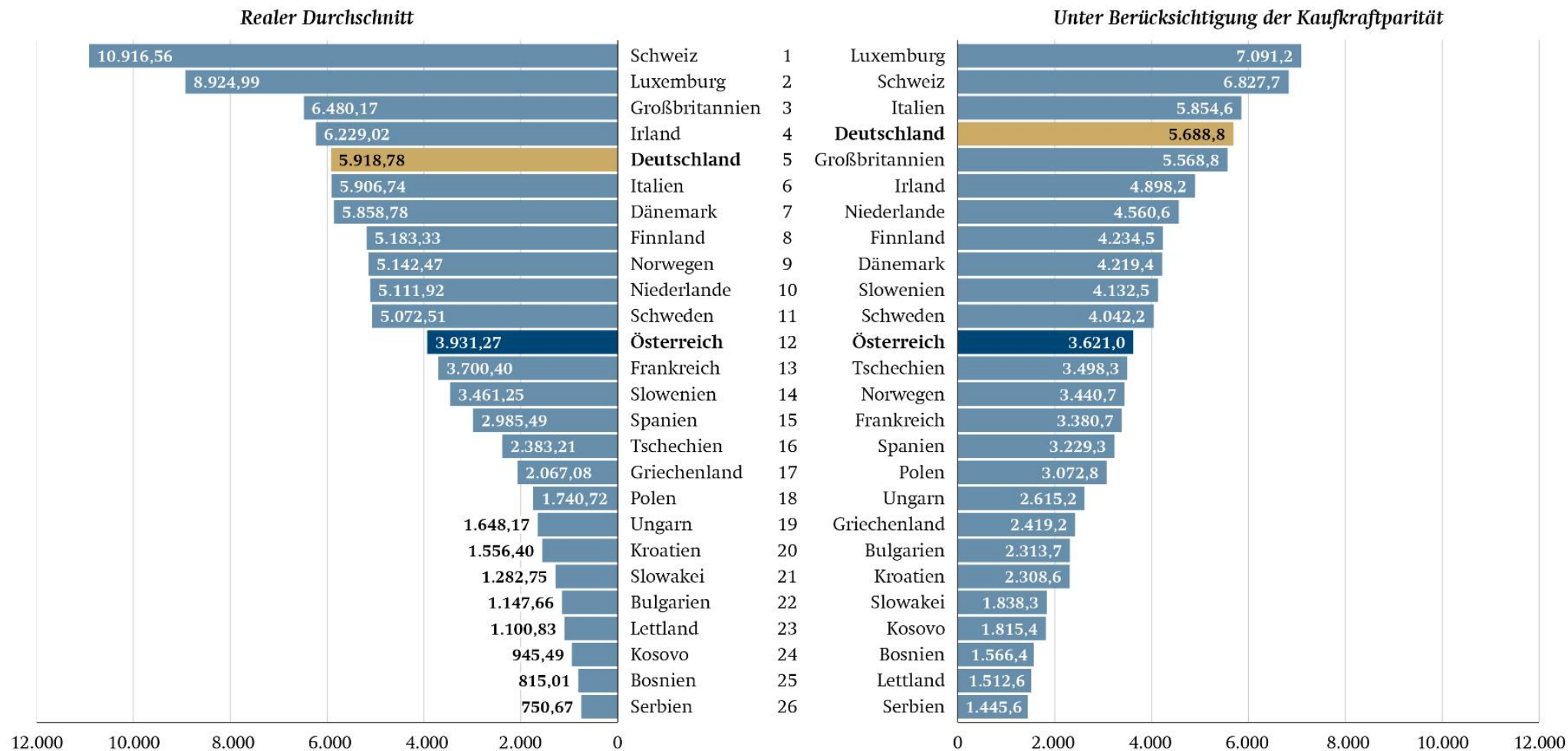
1. Einstiegsbesoldung von Offizieren

Alle Angaben in Euro



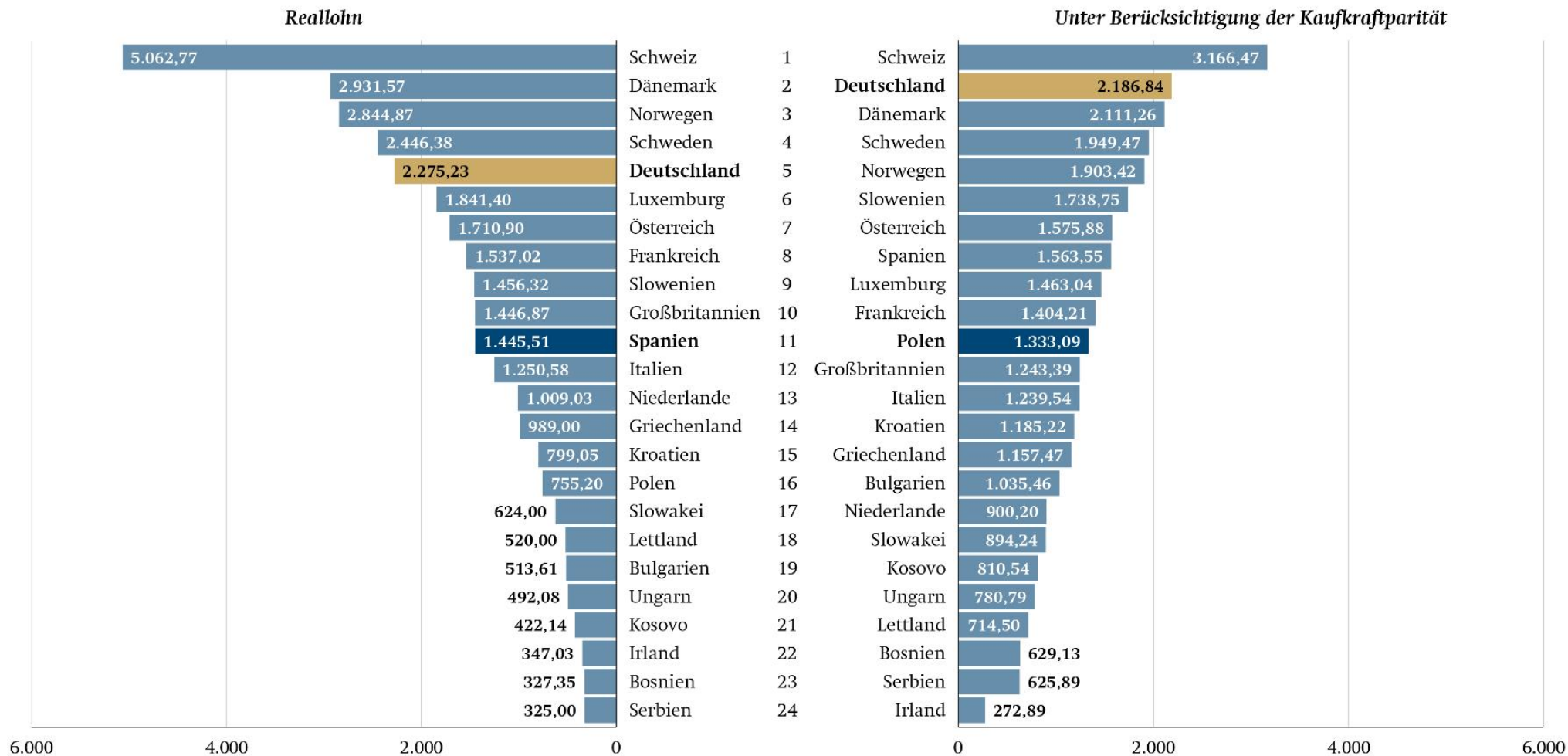
2. Durchschnittliche Besoldung von Offizieren

Alle Angaben in Euro



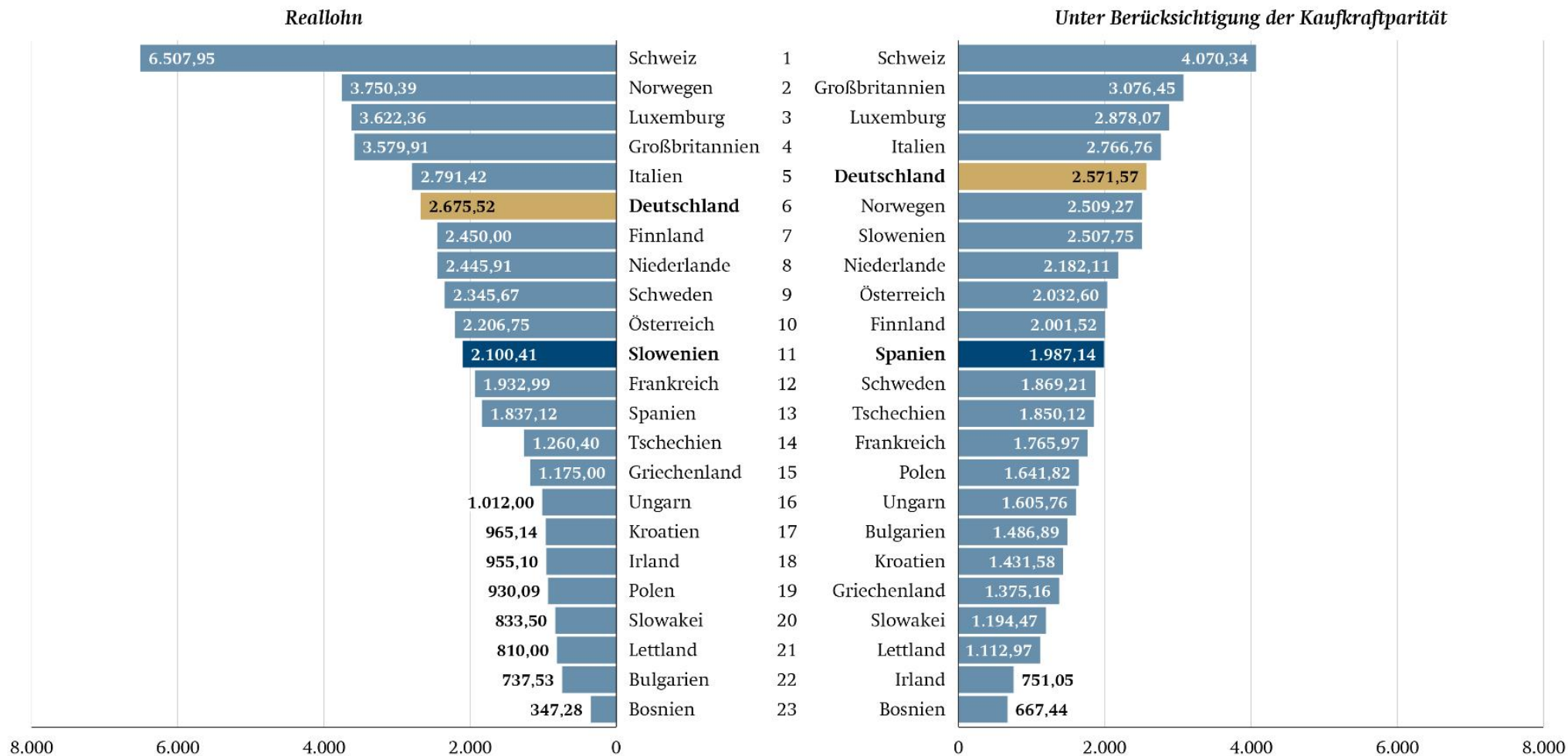
3. Einstiegsbesoldung von Mannschaften

Alle Angaben in Euro



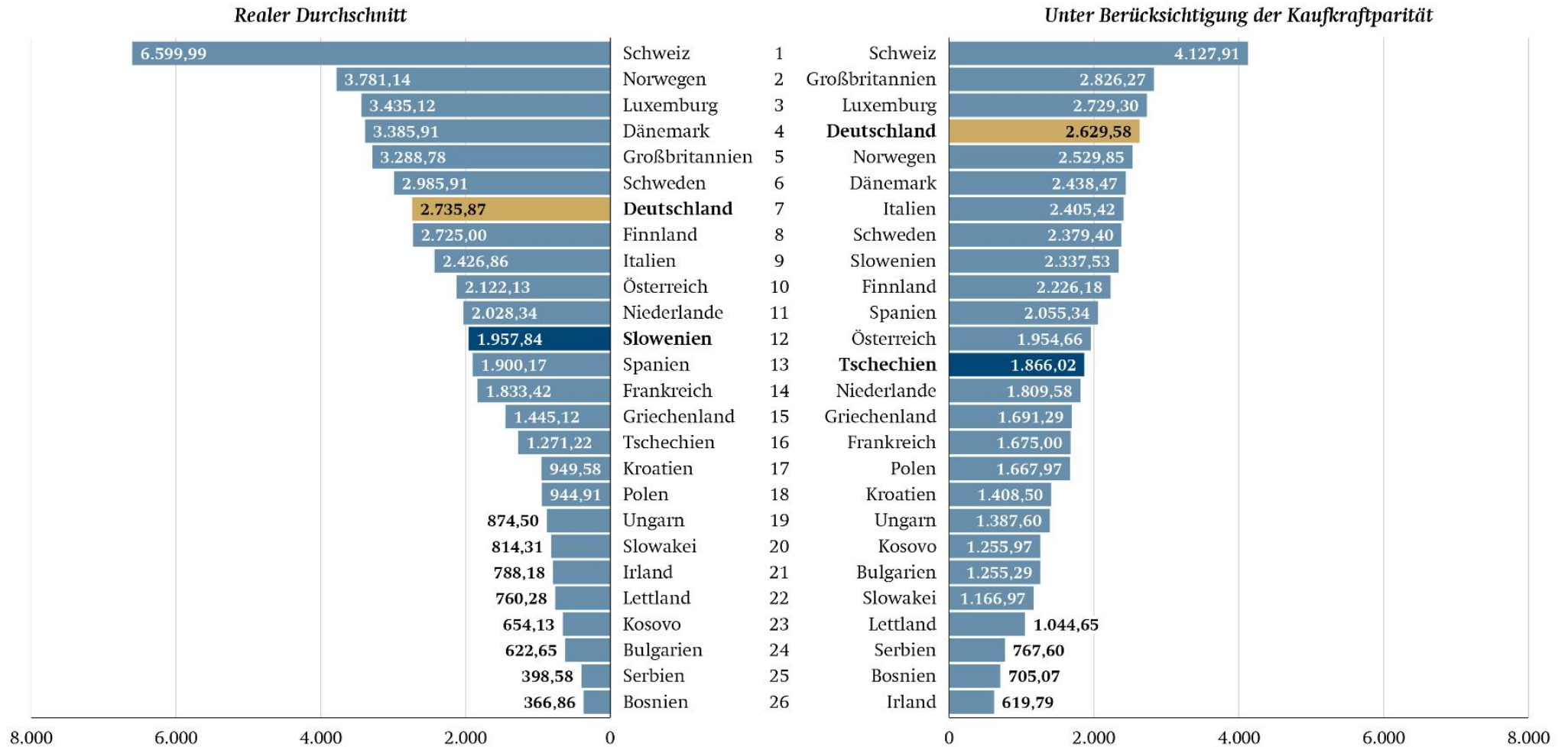
4. Einstiegsbesoldung von Feldwebeln

Alle Angaben in Euro



5. Durchschnittliche Besoldung von Mannschaften und Unteroffizieren

Alle Angaben in Euro



Annex Working Paper No. 5. September 2019

Table 1: Classification of ranks

Rangcode	Rank	Abbreviated form
OR-1	Soldat	S
OR-2	Gefreiter	G
OR-3	Ober-/Hauptgefreiter	OG/HG
OR-4	Stabs-/Oberstabsgefreiter	SG/OSG
OR-5	Unteroffizier/Stabsunteroffizier	U/SU
OR-6	Feldwebel/Oberfeldwebel	F/OF
OR-7	Hauptfeldwebel	HF
OR-8	Stabsfeldwebel	SF
OR-9	Oberstabsfeldwebel	OSF
OF-1	Leutnant/Oberleutnant	L/OL
OF-2	Hauptmann	H
OF-3	Major	M
OF-4	Oberstleutnant	OTL
OF-5	Oberst	O
OF-6	Brigadegeneral	BG
OF-7	Generalmajor	GM
OF-8	Generalleutnant	GL
OF-9	General	G

Table 2 shows the salaries of officers in NATO rank codes OF-1 to OF-6.

Table 3 shows the salaries of officers, taking into account purchasing power parity.

Tables 4 and 5 are based on the same methodology for officers.

The country-specific ranks are assigned to NATO rank codes OR-1 to OR-9.

The enlisted personnel ranks are derived from the rank codes OR-1 to OR-4 and the non-commissioned officers from OR-5 to OR-9.

Cells marked in grey in the tables mean that no data was available or no suitable rank exists for the classification in the respective country.

All values in the tables are in Euro and represent gross wages corresponding to the allocation.

Table 2: Salaries of officers by country and rank

Rank / Country	OF-1 L/OL	OF-2 H	OF-3 M	OF-4 OTL	OF-5 O	OF-6 BG	Average
Bosnia and Herzegovina	563,37	599,36	657,63		793,54	1.461,14	815,01
Bulgaria	738,87	1.023,93	1.103,18	1.202,24	1.341,25	1.476,45	1.147,66
Denmark	4.071,68	4.730,05	5.896,45	6.801,07	7.794,64		5.858,78
Germany	3.366,09	4.178,49	4.940,13	5.673,02	7.478,76	9.876,22	5.918,78
Finland	3.350,00	3.900,00	4.550,00	5.500,00	6.500,00	7.300,00	5.183,33
France	2.108,71	2.903,00	3.301,31	3.976,10	4.531,39	5.381,90	3.700,40
Greece	1.625,00	1.845,00	1.945,00	2.087,50	2.337,50	2.562,50	2.067,08
Great Britain	3.052,00	4.245,00	5.368,00	7.398,00	8.719,00	10.099,00	6.480,17
Ireland	3.199,96	4.252,75	5.301,54	6.253,33	7.615,17	10.751,38	6.229,02
Italy	4.429,82	4.967,60	5.212,95	5.241,30	6.955,69	8.633,08	5.906,74
Kosovo	705,61	812,92	894,37	984,20	1.083,28	1.192,57	945,49
Croatia	1.148,38	1.198,51	1.398,24	1.531,49	1.797,84	2.263,92	1.556,40
Latvia	690,00	845,00	965,00	1.115,00	1.305,00	1.685,00	1.100,83
Luxembourg	7.407,14	8.317,66	8.957,48	9.548,08	10.394,61		8.924,99
Netherlands	2.465,01	3.787,91	4.846,07	5.397,46	6.578,22	7.596,86	5.111,92
Norway	3.685,54	4.235,75	4.897,69	5.402,30	6.087,73	6.545,81	5.142,47
Austria	3.514,86	3.543,23	3.732,05	3.928,95	4.092,03	4.776,50	3.931,27
Poland	1.126,00	1.225,81	1.434,06	1.680,65	2.252,18	2.725,64	1.740,72
Sweden	3.182,91	3.801,21	4.367,00	5.102,85	6.545,69	7.435,44	5.072,51
Switzerland	7.336,50	9.215,04	11.330,22	12.407,63	14.293,42		10.916,56
Serbia	481,00	525,00	633,00	757,00	915,00	1.193,00	750,67
Slovakia	994,50	1.139,50	1.235,00	1.331,00	1.427,50	1.569,00	1.282,75
Slovenia	2.162,08	2.962,64	3.304,93	3.587,82	3.938,69	4.811,35	3.461,25
Spain	1.920,33	2.511,03	2.866,69	3.153,12	3.542,39	3.919,39	2.985,49
Czech Republic	1.549,94	1.900,12	2.149,63	2.399,92	2.899,73	3.399,92	2.383,21
Hungary	1.200,50	1.406,00	1.531,50	1.709,00	1.886,50	2.155,50	1.648,17

Table 3: Salaries of officers with purchasing power parity

Rank / Country	<i>purchasing power parity</i>	OF-1 L/OL	OF-2 H	OF-3 M	OF-4 OTL	OF-5 O	OF-6 BG	<i>Average</i>
Bosnia and Herzegovina	0,52032	1.082,74	1.151,91	1.263,90		1.525,10	2.808,16	1.566,36
Bulgaria	0,49602	1.489,60	2.064,29	2.224,06	2.423,78	2.704,03	2.976,60	2.313,73
Denmark	1,38854	2.932,35	3.406,49	4.246,51	4.898,00	5.613,55		4.219,38
Germany	1,04042	3.235,31	4.016,15	4.748,21	5.452,62	7.188,21	9.492,53	5.688,84
Finland	1,22407	2.736,77	3.186,09	3.717,11	4.493,21	5.310,15	5.963,71	4.234,51
France	1,09458	1.926,50	2.652,16	3.016,05	3.632,53	4.139,84	4.916,86	3.380,66
Greece	0,854449	1.901,81	2.159,29	2.276,32	2.443,09	2.735,68	2.999,01	2.419,20
Great Britain	1,16365	2.622,78	3.648,00	4.613,07	6.357,58	7.492,80	8.678,73	5.568,83
Ireland	1,27169	2.516,30	3.344,17	4.168,89	4.917,34	5.988,23	8.454,40	4.898,22
Italy	1,00891	4.390,70	4.923,73	5.166,91	5.195,01	6.894,27	8.556,84	5.854,58
Kosovo	0,520815	1.354,82	1.560,86	1.717,25	1.889,73	2.079,97	2.289,82	1.815,41
Croatia	0,67418	1.703,37	1.777,73	2.073,99	2.271,63	2.666,71	3.358,03	2.308,58
Latvia	0,727781	948,09	1.161,06	1.325,95	1.532,05	1.793,12	2.315,26	1.512,59
Luxembourg	1,25861	5.885,18	6.608,61	7.116,96	7.586,21	8.258,80		7.091,15
Netherlands	1,12089	2.199,15	3.379,38	4.323,41	4.815,33	5.868,75	6.777,53	4.560,59
Norway	1,49461	2.465,89	2.834,01	3.276,90	3.614,52	4.073,12	4.379,61	3.440,68
Austria	1,08568	3.237,48	3.263,60	3.437,52	3.618,88	3.769,09	4.399,55	3.621,02
Poland	0,5665	1.987,65	2.163,83	2.531,45	2.966,72	3.975,61	4.811,36	3.072,77
Sweden	1,2549	2.536,38	3.029,09	3.479,96	4.066,34	5.216,10	5.925,12	4.042,17
Switzerland	1,59887	4.588,55	5.763,47	7.086,39	7.760,25	8.939,70		6.827,67
Serbia	0,51926	926,32	1.011,05	1.219,04	1.457,84	1.762,12	2.297,50	1.445,65
Slovakia	0,697801	1.425,19	1.632,99	1.769,85	1.907,42	2.045,71	2.248,49	1.838,27
Slovenia	0,837567	2.581,38	3.537,20	3.945,87	4.283,62	4.702,54	5.744,44	4.132,51
Spain	0,924503	2.077,15	2.716,09	3.100,79	3.410,61	3.831,67	4.239,46	3.229,29
Czech Republic	0,68125	2.275,14	2.789,16	3.155,42	3.522,82	4.256,48	4.990,71	3.498,29
Hungary	0,63023	1.904,86	2.230,93	2.430,07	2.711,71	2.993,35	3.420,18	2.615,18

Table 4: Salaries of enlisted and non-commissioned officers

Rank / Country	OR-1 S	OR-2 G	OR-3 OG/HG	OR-4 SG/OSG	OR-5 U/SU	OR-6 F/OF	OR-7 HF	OR-8 SF	OR-9 OSF	Average
Bosnia and Herzegovina	327,35				336,11	347,28	353,39	392,79	444,26	366,86
Bulgaria	513,61	521,15	529,22	536,6	600,33	737,53	763,19	779,57		622,65
Denmark	2.931,57	3.061,00	3.219,22	3.295,24	3.233,60		3.478,25	3.730,64	4.137,73	3.385,91
Germany	2.275,23	2.406,69	2.444,67	2.512,18	2.614,13	2.675,52	2.972,14	3.206,19	3.516,10	2.735,87
Finland						2.450,00	2.600,00	2.800,00	3.050,00	2.725,00
France	1.537,02	1.537,02	1.569,82	1.811,15	1.839,27	1.932,99		2.008,02	2.432,05	1.833,42
Greece	989,00	1.379,00	1.504,00	1.639,00		1.175,00	1.485,00	1.635,00	1.755,00	1.445,13
Great Britain	1.446,87	2.269,68	2.678,94	3.119,64		3.579,91	4.165,28	4.344,46	4.705,50	3.288,78
Ireland	347,04	470,89	633,85	772,26	835,85	955,1	969,56	1.042,99	1.066,10	788,18
Italy	1.250,58	2.122,58	2.288,25	2.591,88	2.389,17	2.791,42		2.634,92	3.346,05	2.426,86
Kosovo	422,14		465,61		513,58		760,16	838,45	924,82	654,13
Croatia	799,05	831,89	865,54	898,51	932,16	965,14	1031,76	1098,39	1123,78	949,58
Latvia	520,00	520,00	550,00	622,50	710,00	810,00	915,00	1.030,00	1.165,00	760,28
Luxembourg	1.841,40	2.344,98	2.741,38	3.878,29	2.884,11	3.622,36	4.134,22	4.311,40	5.157,93	3.435,12
Netherlands	1.009,03	1.734,76	1.828,54	1.828,54	2.023,10	2.445,91	2.333,33	2.525,93	2.525,93	2.028,34
Norway	2.844,87	2.916,53	2.993,76	3.531,58	3.457,37	3.750,39	4.235,75	4.897,69	5.402,30	3.781,14
Austria	1.710,90	1.755,45	1.813,50	1.822,65	2.055,83	2.206,75	2.513,00	2.567,85	2.653,25	2.122,13
Poland	755,20	762,75	877,76	903,09	902,22	930,09	997,69	1.135,89	1.239,47	944,91
Sweden	2.446,38	2.446,38	2.446,38	2.763,81	2.763,81	2.345,67	3.123,56	3.847,57	4.689,62	2.985,91
Switzerland	5.062,77	5.062,77	5.062,77	5.275,36	5.924,64	6.507,95	8.154,33	8.684,31	9.665,00	6.599,99
Serbia	325,00	325,00	353,00				406,00	455,50	527,00	398,58
Slovakia	624,00		669,00	714,50	765,50	833,50	901,50	969,50	1.037,00	814,31
Slovenia	1.456,32	1.596,99	1.808,29	2.049,05	1.651,00	2.100,41	2.348,12	2.330,96	2.279,39	1.957,84
Spain	1445,51	1445,51	1537,05	1701,58	1834,25	1837,12	2045,12	2448,78	2806,57	1.900,17
Czech Republic			965,80	1.020,60	1.080,84	1.260,40	1.350,17	1.440,73	1.780,02	1.271,22
Hungary	492,08		555,33	581,63	942,00	1.012,00	1.054,00	1.158,50	1.200,50	874,51

Table 5: Salaries of enlisted and non-commissioned officers with purchasing power parity

Rank / Country	<i>purchasing power parity</i>	OR-1 S	OR-2 G	OR-3 OG/HG	OR-4 SG/OSG	OR-5 U/SU	OR-6 F/OF	OR-7 HF	OR-8 SF	OR-9 OSF	<i>Average</i>
Bosnia and Herzegovina	0,52032	629,13				645,97	667,44	679,18	754,9	853,82	705,07
Bulgaria	0,49602	1.035,46	1.050,66	1.066,94	1.081,82	1.210,29	1.486,89	1.538,63	1.571,65		1.255,29
Denmark	1,38854	2.111,26	2.204,48	2.318,42	2.373,17	2.328,78		2.504,97	2.686,74	2.979,91	2.438,47
Germany	1,04042	2.186,84	2.313,19	2.349,69	2.414,59	2.512,58	2.571,57	2.856,68	3.081,63	3.379,50	2.629,58
Finland	1,22407						2.001,52	2.124,06	2.287,45	2.491,69	2.226,18
France	1,09458	1.404,21	1.404,21	1.434,18	1.654,65	1.680,34	1.765,97		1.834,51	2.221,90	1.675,00
Greece	0,854449	1.157,47	1.613,91	1.760,20	1.918,20		1.375,16	1.737,96	1.913,51	2.053,96	1.691,29
Great Britain	1,16365	1.243,39	1.950,49	2.302,19	2.680,91		3.076,45	3.579,50	3.733,48	4.043,74	2.826,27
Ireland	1,27169	272,89	370,29	498,43	607,27	657,27	751,05	762,41	820,16	838,33	619,79
Italy	1,00891	1.239,54	2.103,84	2.268,04	2.568,99	2.368,07	2.766,76		2.611,65	3.316,50	2.405,42
Kosovo	0,520815	810,54		894,00		986,11		1.459,56	1.609,88	1.775,72	1.255,97
Croatia	0,67418	1.185,22	1.233,93	1.283,84	1.332,74	1.382,66	1.431,58	1.530,39	1.629,22	1.666,88	1.408,50
Latvia	0,727781	714,5	714,5	755,72	855,34	975,57	1.112,97	1.257,25	1.415,26	1.600,76	1.044,65
Luxembourg	1,25861	1.463,04	1.863,15	2.178,10	3.081,41	2.291,50	2.878,07	3.284,75	3.425,53	4.098,12	2.729,30
Netherlands	1,12089	900,2	1.547,66	1.631,33	1.631,33	1.804,91	2.182,11	2.081,68	2.253,50	2.253,50	1.809,58
Norway	1,49461	1.903,42	1.951,36	2.003,03	2.362,88	2.313,23	2.509,27	2.834,01	3.276,90	3.614,52	2.529,85
Austria	1,08568	1.575,88	1.616,91	1.670,38	1.678,81	1.893,58	2.032,60	2.314,68	2.365,20	2.443,86	1.954,66
Poland	0,5665	1.333,09	1.346,42	1.549,44	1.594,17	1.592,62	1.641,82	1.761,15	2.005,10	2.187,94	1.667,97
Sweden	1,2549	1.949,47	1.949,47	1.949,47	2.202,41	2.202,41	1.869,21	2.489,09	3.066,04	3.737,04	2.379,40
Switzerland	1,59887	3.166,47	3.166,47	3.166,47	3.299,43	3.705,52	4.070,34	5.100,06	5.431,53	6.044,89	4.127,91
Serbia	0,51926	625,89	625,89	679,81				781,88	877,21	1.014,91	767,60
Slovakia	0,697801	894,24		958,73	1.023,93	1.097,02	1.194,47	1.291,92	1.389,36	1.486,10	1.166,97
Slovenia	0,837567	1.738,75	1.906,70	2.158,98	2.446,43	1.971,19	2.507,75	2.803,50	2.783,01	2.721,44	2.337,53
Spain	0,924503	1.563,55	1.563,55	1.662,57	1.840,53	1.984,04	1.987,14	2.212,13	2.648,75	3.035,76	2.055,34
Czech Republic	0,68125			1.417,69	1.498,13	1.586,55	1.850,12	1.981,91	2.114,83	2.612,88	1.866,02
Hungary	0,63023	780,79		881,15	922,89	1.494,69	1.605,76	1.672,41	1.838,22	1.904,86	1.387,60