



**Society for Technical Communication**

*France Chapter*

## 2006 France Salary Survey

The France Chapter of the STC recently surveyed people working as technical communicators in France about their salaries. The survey was Web-based and we sent invitations to all 96 current STC France Chapter members and to over 300 non-members on our e-mail list. We also posted announcements on the STC Forum (Global Issues), and Techwr-I Web site, and encouraged respondents to forward the survey to their colleagues in technical communication, whether or not they are affiliated with the STC. The survey was open from January 28 to February 28, 2006. We received 57 responses.

In contrast to previous years, when the survey was open to technical communicators across Europe, we limited the 2006 survey to full-time salaried employees working as technical communicators in France in order to obtain results that were more relevant to the French market. We plan to carry out another survey later in the year for independent technical communicators and consultants working in France.

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## Salary by Employment Level, Education Level, Sex, Age, and Years Experience

For each category, the following table reports the number of responses, the average salary, and the percentiles. A percentile represents the percent of salaries below the value shown. For example, in the column labeled 10%, ten percent of the salaries are below the salary shown, ninety percent are above. All figures are in Euros. All salaries are gross (before deduction of tax and social security contributions).

Category	Number of Responses	Average Salary	Percentiles				
			10%	25%	50%	75%	90%
<b>Total All Categories</b>	57	42,446 €	32,364 €	36,000 €	40,000 €	50,000 €	56,000 €

### Employment Level

▪ Entry to Mid level, non-supervisory	23	37,838	26,500	33,500	36,000	42,000	50,000
▪ Mid level, supervisory	13	43,502	33,000	36,000	40,000	53,000	56,100
▪ Senior level, non-supervisory	18	44,758	33,000	38,000	43,000	53,900	56,300
▪ Senior level, supervisory	3	59,333	53,000	53,000	55,000	55,000	70,000

### Education Level

▪ Assoc. / Bachelors (high school + 2-5 yrs)	29	40,933	26,500	33,500	40,000	48,000	56,000
▪ Masters (high school + 6-8 yrs)	24	42,617	33,750	36,900	40,500	48,230	53,000
▪ Ph.D. (high school + 9 or more yrs)	4	52,397	38,000	38,000	55,000	56,100	60,487

### Sex

▪ Male	25	43,248	33,750	37,200	40,000	48,000	55,000
▪ Female	32	41,820	32,364	33,500	39,000	50,400	56,100

### Age

▪ 20 to 29	11	34,718	26,400	26,500	33,500	40,000	40,500
▪ 30 to 39	23	44,984	36,000	36,900	42,000	53,000	56,000
▪ 40 to 49	18	41,445	32,364	35,000	38,000	47,500	53,900
▪ 50 or over	5	51,377	40,000	44,000	56,100	56,300	60,487

### Years of Experience in Technical Communication

▪ Less than 2 years	4	35,938	33,750	33,750	35,000	35,000	40,000
▪ 2-5 years	20	36,621	26,400	30,000	34,000	40,500	47,250
▪ 6-10 years	18	43,312	36,000	37,500	40,000	50,000	53,900
▪ 11 years or more	15	50,910	38,000	44,000	55,000	56,300	60,487

## Salary by Job Function, Sector, and French Departmental Code

The following table reports gross salary data in Euros by job function, sector, and French departmental code where the category received a statistically significant number of responses. Categories with fewer responses were included in Other.

Under Job Function, the Other category includes: Editor (2 responses); Teacher (1); Translator (1); Other (3).

Under Sector, the Other category includes: Aeronautics (1 response); Finance (2); Computer hardware (2); Manufacturing (3); Other (4).

The number of responses by French departmental code are: 06 (1 response); 13 (2), 25 (1); 31 (2); 35 (1); 38 (2); 44 (1); 57 (1); 69 (2); 71 (1); 72 (1); 75 (11); 78 (3); 91 (3); 92 (15); 93 (2); 94 (5); 95 (1); not specified (2).

Category	Number of Responses	Avg. Age*	Avg. Exp.*	Average Salary	Percentiles				
					10%	25%	50%	75%	90%
<b>Total All Categories</b>	57	38 yrs	7.2yrs	42,446 €	32,364 €	36,000 €	40,000 €	50,000 €	56,000 €

### Job Function

▪ Technical Writer	35	40 yrs	7.6 yrs	41,665	32,364	35,000	40,000	48,000	56,000
▪ Documentation Manager	10	37 yrs	6.8 yrs	48,608	33,500	36,000	48,230	55,000	56,100
▪ Information Developer	5	37 yrs	6.3 yrs	42,280	30,000	36,000	40,000	50,400	55,000
▪ Other	7	32 yrs	6.8 yrs	37,670	25,000	33,000	38,000	40,488	50,000

### Sector

▪ Computer Software	33	37 yrs	7.7 yrs	47,737	33,000	40,000	44,775	50,000	56,100
▪ Telecommunications	12	42 yrs	7.3 yrs	42,304	33,750	35,000	38,000	50,400	55,000
▪ Other	12	37 yrs	6 yrs	36,289	30,000	32,364	35,000	37,200	40,000

### Departmental Code

▪ Paris Region (75, 92, 93, 94)	33	38 yrs	8.0 yrs	45,025	34,000	39,000	44,775	53,000	56,100
▪ Rest of France	24	38 yrs	6.7 yrs	38,901	28,000	33,000	36,000	43,000	50,400

\* Survey participants indicated their age and years of experience by putting themselves in a group. To calculate an estimated average age and average years of experience, we used the midpoint for each group. For example, we used 25 for all responses in age group 20-29.

## Salary Comparison (2003 & 2006) by Employment Level and Years Experience

The increase in average gross salary since 2003 (2.0%) is lower than inflation in France for the same period (3.9%). The sample base this year is slightly older than in 2003, and has more years of experience.

The table below would indicate a drop in average gross salary at most employment and experience levels except entry level. This increase in entry level salaries perhaps accounts for the slight rise in overall average salary since 2003.

Category	Average Salary 2006	Average Salary 2003
<b>Total All Categories</b>	<b>42,446 €</b>	<b>41,596 €</b>
<b>Employment Level</b>		
▪ Entry level	35,750	29,844
▪ Mid level, non-supervisory	38,151	39,467
▪ Mid level, supervisory	43,502	44,017
▪ Senior level, non-supervisory	44,758	39,443
▪ Senior level, supervisory	59,333	68,915
<b>Years Experience</b>		
▪ Less than 2 years	35,938	28,750
▪ 2-5 years	36,621	38,300
▪ 6-10 years	43,312	48,000
▪ 11 years or more	50,910	52,203

## **Observations for 2006**

### **Average Salary**

The average gross salary (42,446 €) has not significantly increased or decreased since the last survey in 2003.

### **Employment level, Age, Education, and Years of Experience**

As one would expect, results for these categories indicate that salaries are strongly correlated with employment level, age, education, and years of experience.

### **Demographics**

There continue to be more women than men in the response base, although the gap (30% more women) is the smallest it's been in the history of the STC France salary surveys.

### **Sector**

Telecommunications remains the second most popular sector after computer software. Eighty percent of respondents work in these two sectors.

### **Geographic Location**

Sixty eight percent of respondents work in Paris and the surrounding region. This is perhaps largely because many software companies are located in this region, the sector in which most respondents work.

### **Languages**

We also asked respondents to indicate how many languages they speak fluently. All respondents are fluent in at least two languages, with 35% speaking more than two languages. Based on this survey sampling, language skills do not appear to influence salary. However, good foreign language skills remain a common pre-requisite for securing a job as a technical communicator in France.

## STC France Historical Data

This table reports results gathered from STC France salary surveys since 1996. Data on sex, age, years of experience, and sector show changes in demographics for each survey.

	2006	2003	2001	1999	1996
Number of Responses	57	46	30	37	36
<b>Average Gross Salary</b>	42,446 €	41,596 €	50,994 €	38,112 €	34,301 €
% change in salary since last survey	+2.0%	-18.4%	+33.8%	+11.1%	
% inflation since last survey*	3.9%	4.0%	3.4%	2.4%	

### Sex

% Male	44%	36%	41%	37%	41%
% Female	56%	64%	59%	63%	59%

### Age

% 20-29	19%	37%	13%	22%	6%
% 30-39	40%	41%	27%	40%	48%
% 40-49	32%	4%	24%	30%	29%
% 50 and over	9%	17%	36%	8%	17%

### Years Experience

% Less than 2	7%	22%	15%	26%	15%
% 2-5	35%	43%	20%	36%	14%
% 6-10	32%	17%	29%	22%	30%
% 11 or more	26%	17%	36%	16%	14%

### Sector

% Computer Software	58%	68%	51%	58%	48%
% Telecommunications	22%	13%	23%	16%	11%
% Finance	4%	15%	5%	14%	7%
% Other	17%	4%	21%	12%	34%

\*Inflation based on INSEE (Institut National de la Statistique et des Etudes) consumer price index for France. Source: <http://inflation.free.fr/index.php>

## **Observations on Historical Data – Salary Trends**

The sharp rise in the 2001 average salary is likely due, to a large extent, to the demographics of the respondents. Thirty-six percent were over fifty years old with more than eleven years of experience. Since salaries increase with age and experience, the average reflects this change in the sample base, making it difficult to infer any overall salary trend. In addition, the sample base in 2003 was weighted on the younger age categories, thus exaggerating the difference.

To look at salary trends by category (for example, average salary by age group or years of experience) would help us account for differences in the sample base, and give us a clearer picture of the actual trend in salaries.

Future goals:

- Capture and retain salary data by category and year, in order to identify detailed trends.
- Obtain French salary data for other professions, in order to identify meaningful divergences.
- Obtain Technical Communicator salary data for other European countries to enable meaningful comparisons.