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Salary Report 2016

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What is INOMICS? A foreword

INOMICS has been offering students and professionals a comprehensive online resource for their academic and career choices since 1998.

In the years that we have been online, we have succeeded in accumulating a unique audience of professionals in economics, business and finance, as well as other disciplines such as marketing, accounting, law, international relations and politics. We represent a unique network of academic, research and private sector institutions interested in recruiting professionals and students in these fields. Through feedback from our users and clients, we know how important it is to have enough information about the job market to make the right career decisions and build recruiting strategies. To gather even deeper insights into the market and to make this information available for INOMICS users, we run an annual survey. Based on the information collected this year we have compiled the Salary Report 2016.

We hope that the information presented in this study will support applicants in making informed career and professional decisions, regardless of their country of residence, educational level or work experience, and that it will also provide recruiters with necessary insights into the current state of the job market. If you have any suggestions or comments about this study, please feel free to get in touch with the INOMICS Team and we will be happy to assist you with any queries.

Kind regards,

Andreas Hoffmann,

CEO, INOMICS GmbH

I. Methodology

The INOMICS Salary Report Survey 2016 was conducted through an anonymous online questionnaire between August and October 2016. It was placed on the INOMICS website, a global online platform for academics and professionals in economics, business and social sciences with more than 150,000 visits a month from 120 countries worldwide. In addition, the questionnaire was circulated through social media channels and was emailed to academic professionals in selected institutions. The data collected was used to compile the worldwide **INOMICS Salary Report 2016**.

This year, we were able to gather the highest number of respondents; more than double compared to the salary report of 2015. In total, answers from 1,959 respondents from 99 countries were used to compile this analysis. All responses used in the analysis were from working professionals. The survey included respondents' demographic profile (i.e. age, gender, nationality), annual salary, years of work experience, salary satisfaction level, main motivations at work, and skills and experiences justifying higher salaries. Most respondents are currently working in universities, with the majority of them being full professors, associate professors or assistant professors.

This report focuses on economics and disciplines related to economics, namely finance & accounting, management, statistics, business administration and marketing. Among these disciplines, 85% of the respondents come from an economics background. Compared to our 2015 Salary Report, this year's report is expanded in scope to include more data from the private sector in order to construct salary comparisons between the private sector and academia.



Unlike previous years, additional questions related to salary were included, such as salary satisfaction level, main motivations at work and skills/experiences justifying higher salaries. Answers to these questions provide meaningful insights for potential applicants and also employers hiring economists.

Considering the substantial salary variation between geographical regions, we analyzed the data focusing on 3 different regional groups: North America, Western Europe and Asia, as well as 3 specific countries within Western Europe: the United Kingdom, Germany and Italy. As we based our results on continental classification, salary differences among countries in

the same continent were overlooked. In addition, when reading this report, it is important to remark that all information presented is based on self-reported data from professionals around the world. Moreover, the reported salaries do not take into account such factors as cost of living or possible conversion errors amongst respondents.

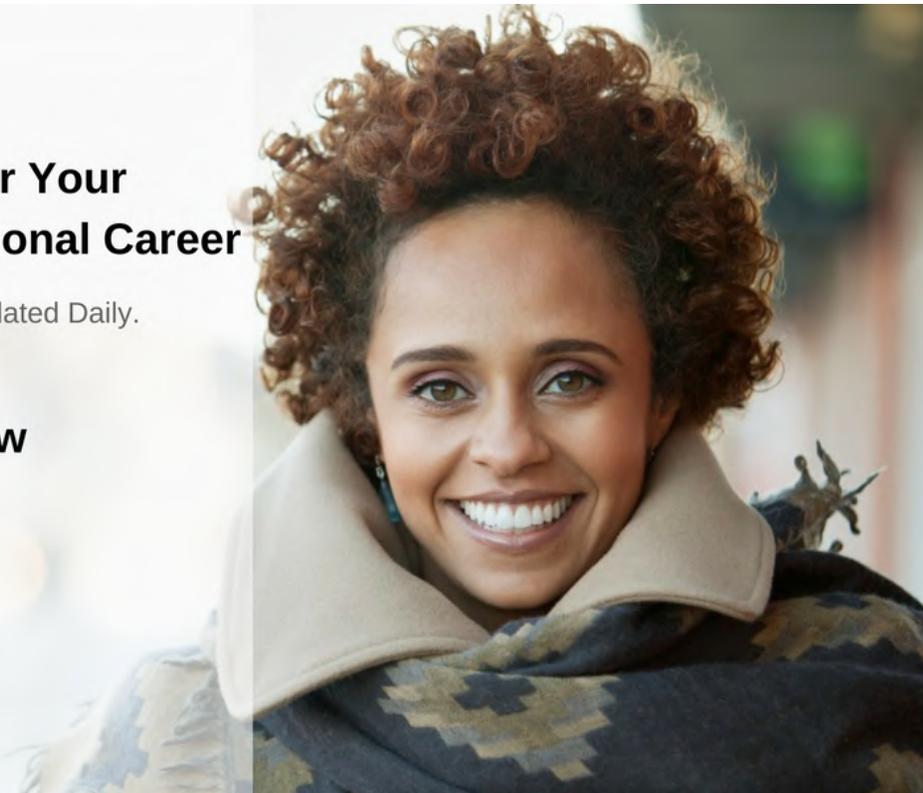
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II. Key Findings

Average Salary by Education Level

- The results from the report suggest that obtaining a PhD or higher degree is profitable. The average salary for people with a PhD or higher degree compared to those with a master's degree is 111% more. This is much greater than the difference between salaries for those with a Bachelor's degree and those with a Master's degree (35% higher).

Average Salary by Position

- Full professors in academia and senior level positions in the private sector earn a comparable salary, while middle level positions in the private sector reported a higher salary than both assistant and associate professors. From this we see that mid-level careers are better financially compensated in the private sector, however salaries become more similar at the highest level of each area.

Average Salary by Years of Experience

- In academia, a noticeable jump in average salary is observed between those with 15 to 20 years of work experience and those with more than 20. The increasing proportion of full professors and the decline in number of assistant/associate professors throughout this period could explain the jump.
- The constant ratio of median salary positions suggests that while in the private sector it is easier to reach a higher salary with 5 to 15 years of experience, achieving higher positions or higher salary beyond the middle level is difficult.

Average Salary by Gender

- Although worldwide results still show the existence of a disparity in salary level based on gender, the extent differs by countries/continents. In North America, it is observed that female full professors even earn slightly more than their male counterparts, suggesting a closing of the gender pay gap in North American academia.

Main Motivation at Work

- Motivation does not only come from financial compensation. In both academia and the private sector respondents perceived personal satisfaction as a stronger motivational force than financial rewards.
- Financial rewards are considered to be a more significant factor for the private sector than for academia, suggesting that respondents in the private sector are more concerned with salary.

Salary Satisfaction Level

- Although salary satisfaction level is similar for people working in mid-level positions and above, respondents in low-level positions from both academia and the private sector express dissatisfaction regarding their salary. This implies that low salary can demotivate respondents in lower positions.

Skills and Experiences Justifying Higher Salary

- Interestingly, for employers looking for professors at any level, student evaluation does not play a key role in justifying higher salary. The competence of professors based on thesis/journal accomplishments is seen to be the main justification, suggesting that for professors, research ability is regarded as more important than pedagogical skills.
- Justification of a higher salary based on years of work experience is more important in the private sector than in academia. Whilst in the private sector the experience gathered with years of work is seen as the most important asset, in academia professors prove their ability through academic writing. This is perhaps likely due to the funding that universities receive for faculty research projects.

III. Salary Report

1. Profile of Respondents

Figure 1. Age

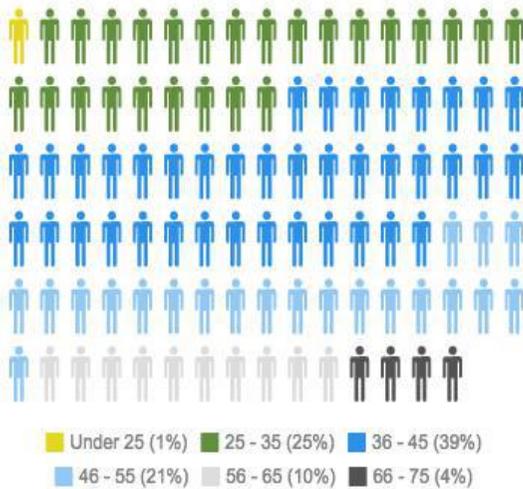


Figure 2. Gender

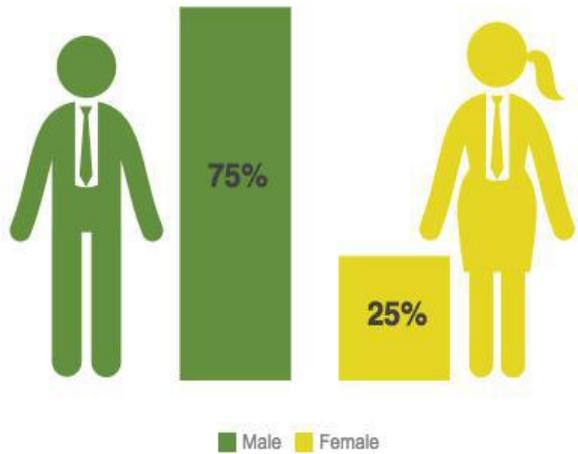


Figure 3. Location



Respondents of the Salary Report Survey 2016 are distributed in terms of age group, with the majority (39%) falling into the 36 – 45 year old bracket. The sample used in the report is predominately represented by men, who account for 75% of the total. This result captures the gender distribution of people with economic background.¹ Locations are distributed as in figure 3. The precise countries breakdown can be found in appendix 1.

¹ Hale, Galina, and Tali Regev. "Gender ratios at top PhD programs in economics." *Economics of Education Review* 41 (2014): 55-70.

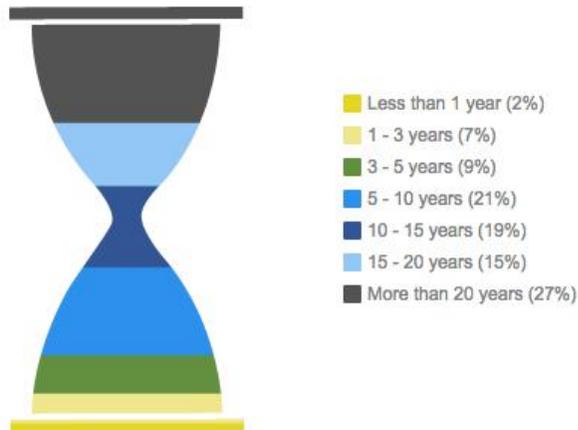
Figure 4. Highest Academic Degree



Figure 5. Disciplines



Figure 6. Years of Work Experience



Respondents from diverse disciplines participated in the survey. However, in order to maintain consistency in our results, we have narrowed down the sample to include just 6 disciplines related to economics for this report. Most of these respondents come from an economics background (85%) followed by finance & accounting (8%).

In the survey we asked respondents to indicate their years of work experience. The distribution was fairly spread from 5 to more than 20 years. The largest group of respondents falls into the bracket of “more than 20 years” experience.

Figure 7. Employer Type

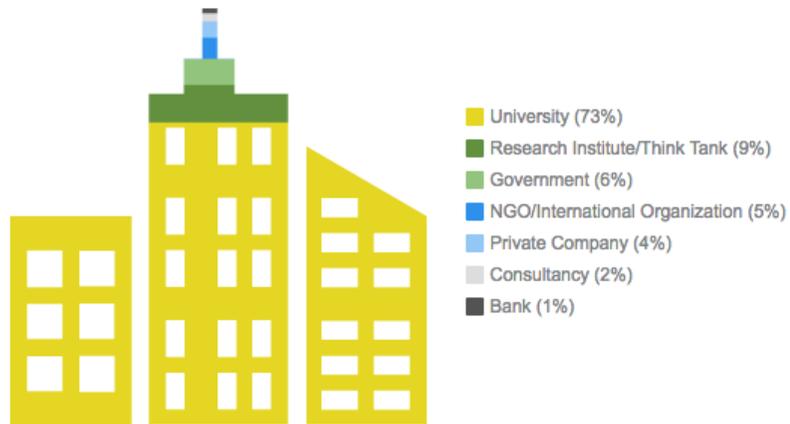


Figure 8. Positions in Academia

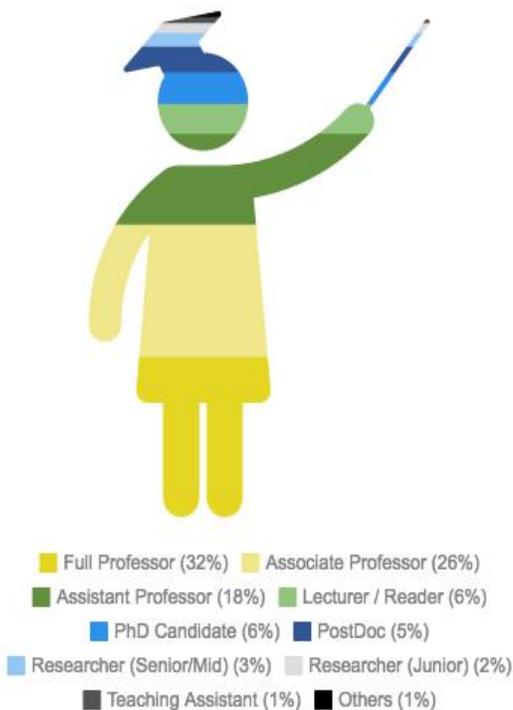
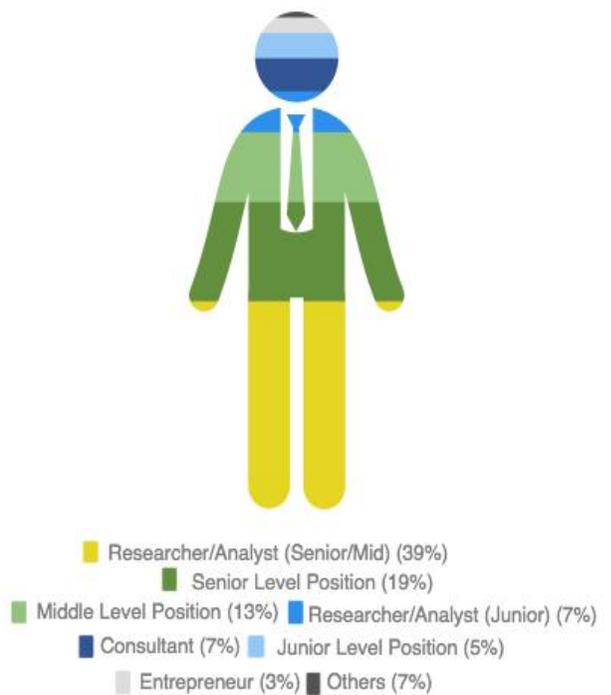


Figure 9. Positions in Private Sector

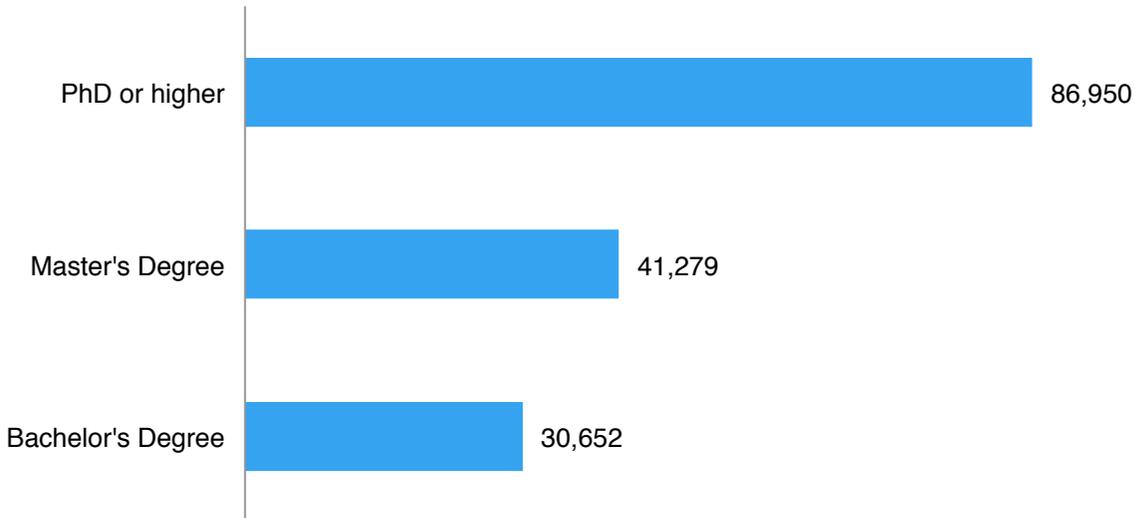


For the purpose of classifying academia and private sector, participants were asked to indicate their type of employer. Results show that 73% of respondents work for a university. What we classify as private sector employers include private companies, NGOs/international organizations, governments, consultancies and banks. Positions in Research institute/Think Tank is also classified as private sector's position except for professors working there. Together people working for such non-university employers account for 27% of respondents.

2. Salaries

2.a Average Salary by Highest Academic Degree

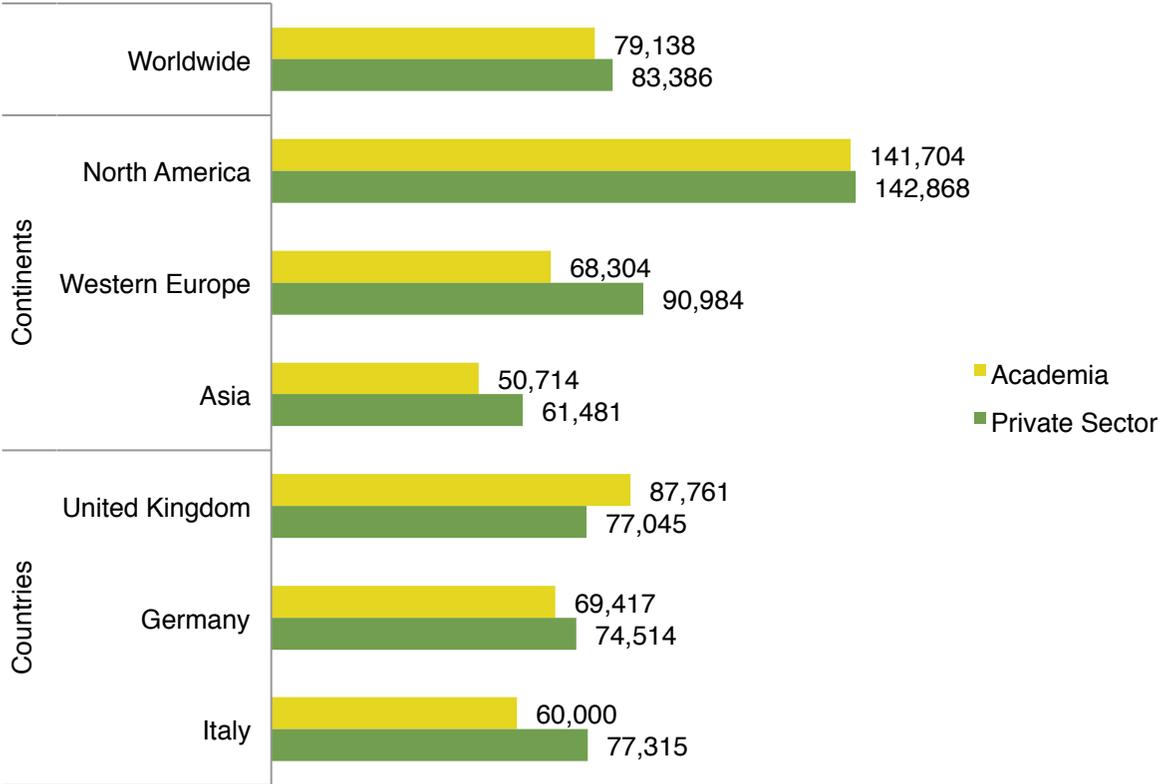
**Figure 10. Average Salary by Highest Academic Degree (Worldwide)
(Annual, Reported in US\$)**



The education level declared by respondents has a positive correlation to average salary. Interesting to note is that the salary for people with a PhD is, on average, more than double than for those with a Master's (111% higher). This jump is much more significant than the difference in salaries for those with a Bachelor's degree and those with a Master's degree, with the latter on average earning just 35% more. This outcome suggests that obtaining a PhD or higher degree is financially beneficial in the long-term.

2.b Average Salary by Academia and Private Sector

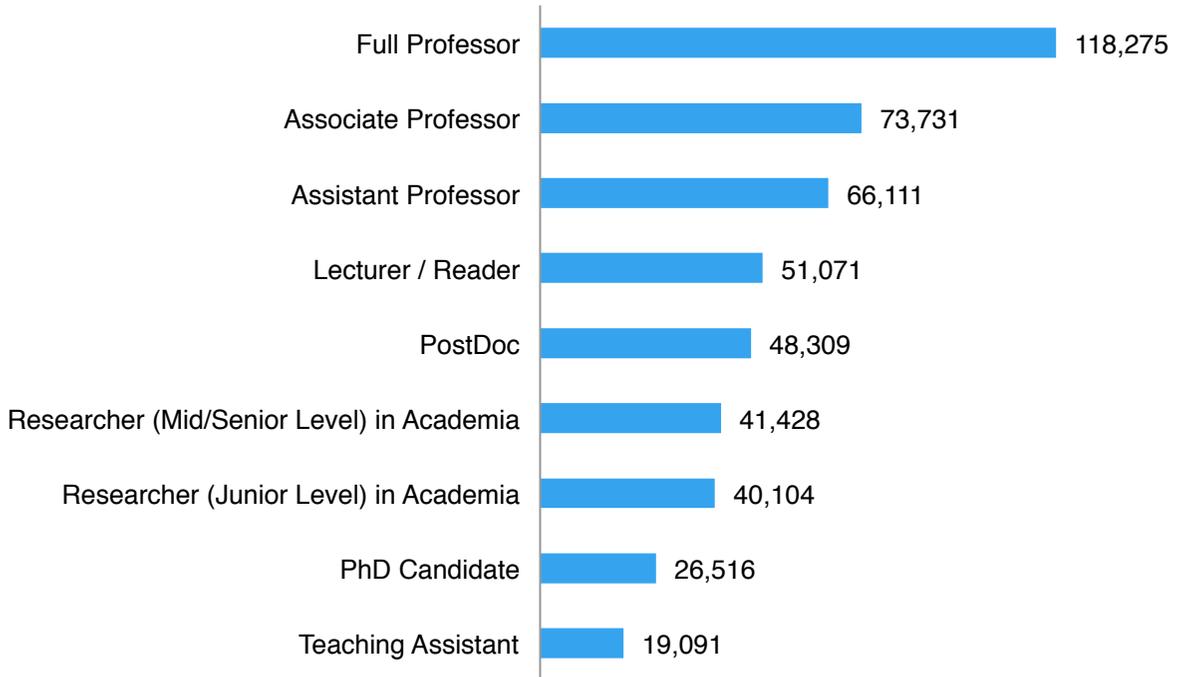
**Figure 11. Average Salary by Academia and Private Sector (Worldwide)
(Annual, Reported in US\$)**



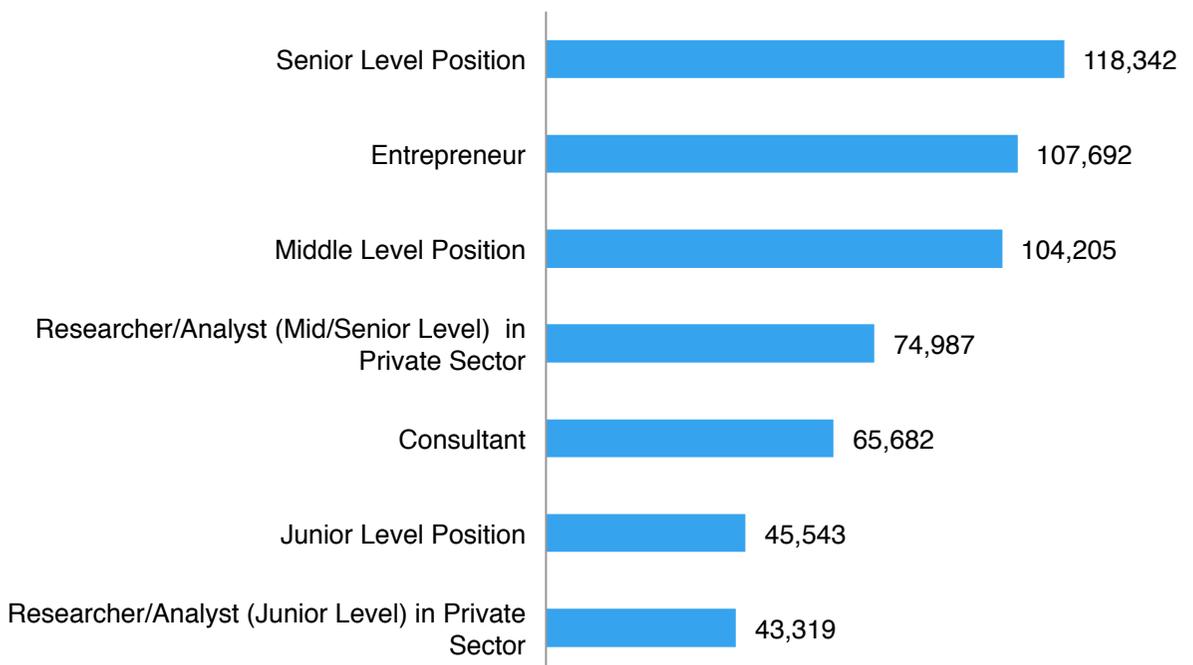
In most countries/continents for which we have data, average salary in the private sector is higher than that in academia, except for the United Kingdom. The gap between academia and the private sector is largest in Western Europe, where people employed in academia receive on average a 25% lower average salary compared to the private sector. North America and Germany appear to have a smaller salary disparity between academia and the private sector. North America has the highest average salary for both sectors across all countries/continents and Asia has the lowest average salary among the regions included in the report.

2.c Average Salary by Position

**Figure 12. Average Salary by Position in Academia (Worldwide)
(Annual, Reported in US\$)**



**Figure 13. Average Salary by Position in Private Sector (Worldwide)
(Annual, Reported in US\$)**



**Figure 14. Average Salary by Position (Selected Continents/Countries)
(Annual, Reported in US\$)**

		North America	Western Europe	Asia	United Kingdom	Germany	Italy
Academia	Full Professor	172,446	99,779	86,397	139,306	112,273	91,458
	Associate Professor	130,610	60,833	53,098	80,000	65,000	60,233
	Assistant Professor	118,214	52,222	45,357	67,391	65,000	40,789
	Lecturer / Reader	97,500	52,500	24,125	66,023	55,000	38,000
	PostDoc	69,000	56,481	38,333	48,333	57,000	25,000
	Researcher (Mid/Senior Level) in Academia	107,500	77,857	16,600	51,667	40,000	41,364
	Researcher (Junior Level) in Academia	85,000	61,000	25,000	45,000	25,000	31,667
	PhD Candidate	31,667	32,500	18,500	30,000	30,833	20,000
	Teaching Assistant	25,000	25,000	13,750	-*	-	10,000
Private Sector	Senior Level Position	170,217	120,833	104,444	128,125	-	123,000
	Entrepreneur	200,000	-	104,000	-	107,500	-
	Middle Level Position	170,000	108,750	56,923	65,000	110,833	108,500
	Researcher/Analyst (Mid/Senior Level) in Private Sector	136,111	82,636	44,833	50,000	71,765	58,667
	Consultant	91,111	86,875	65,833	-	85,000	25,000
	Junior Level Position	59,167	62,188	27,500	-	25,000	25,000
	Researcher/Analyst (Junior Level) in Private Sector	100,500	45,000	37,500	45,000	61,500	-

* = Insufficient data

On a global scale, as expected, the most financially rewarding occupation in academia is full professor and in the private sector is a senior level position. PhD candidates and teaching assistants have the lowest average salary across all positions in both academia and the private sector. All levels of researcher in the private sector reported a higher average salary than those in academia.

- Full professors in academia and senior level positions in the private sector earn on average a comparable salary, while middle level positions in the private sector reported a higher salary than both assistant and associate professors. From this we see that mid-level careers are better financially compensated in the private sector, although average salary levels converge at the highest level of each sector.

- On average, someone working as a researcher/analyst is better financially compensated in the private sector than in academia. The difference is larger in mid/senior level than junior level.
- In terms of salary distribution across countries/continents, North America holds the highest average salary for most positions in both academia and the private sector. This is especially prominent for higher-level positions, such as full professor and senior level private sector positions. For lower level positions however, such as PhD candidate or PostDoc, the salary gap between North America and other countries/continents becomes smaller.



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2.d Average Salary by Years of Experience

Figure 15. Ratio of Positions in Academia by Years of Experience

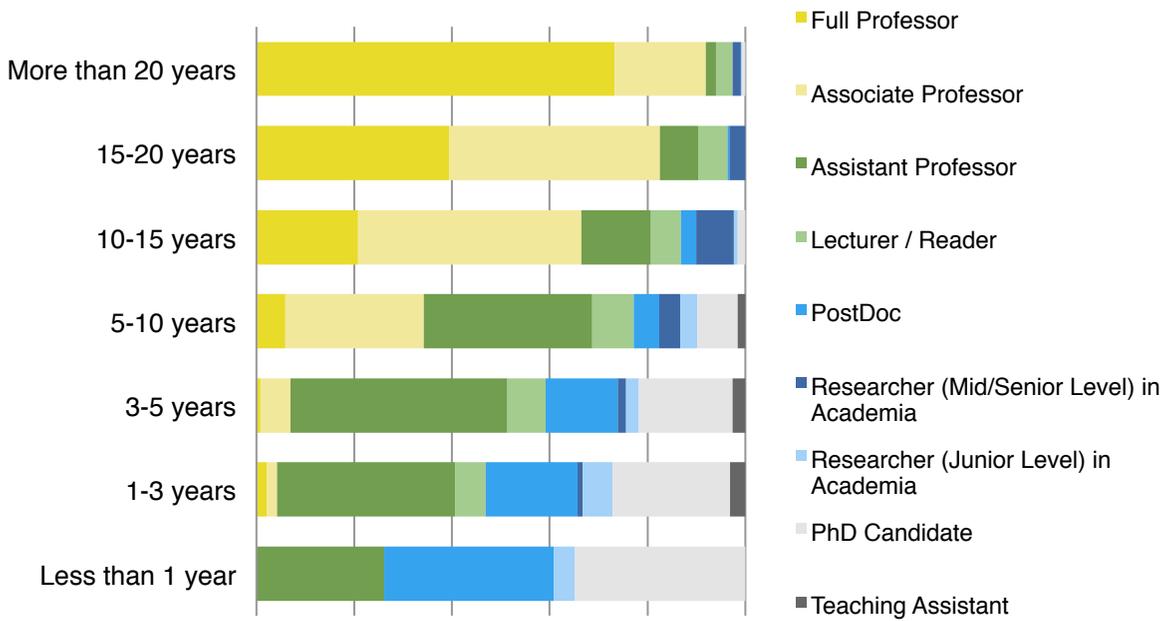
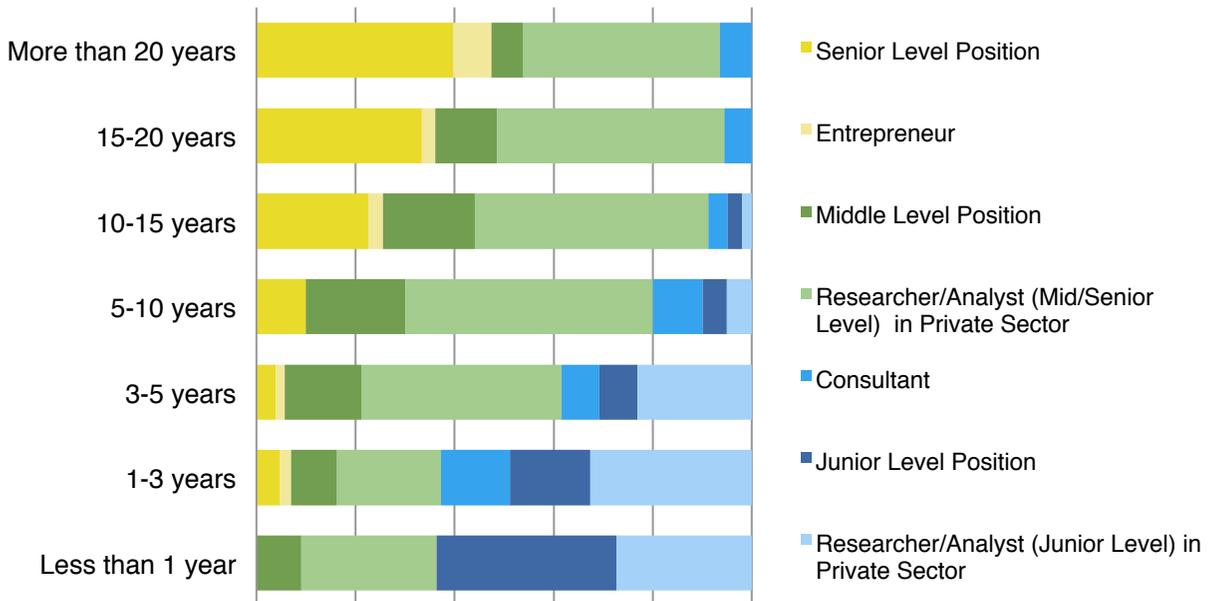
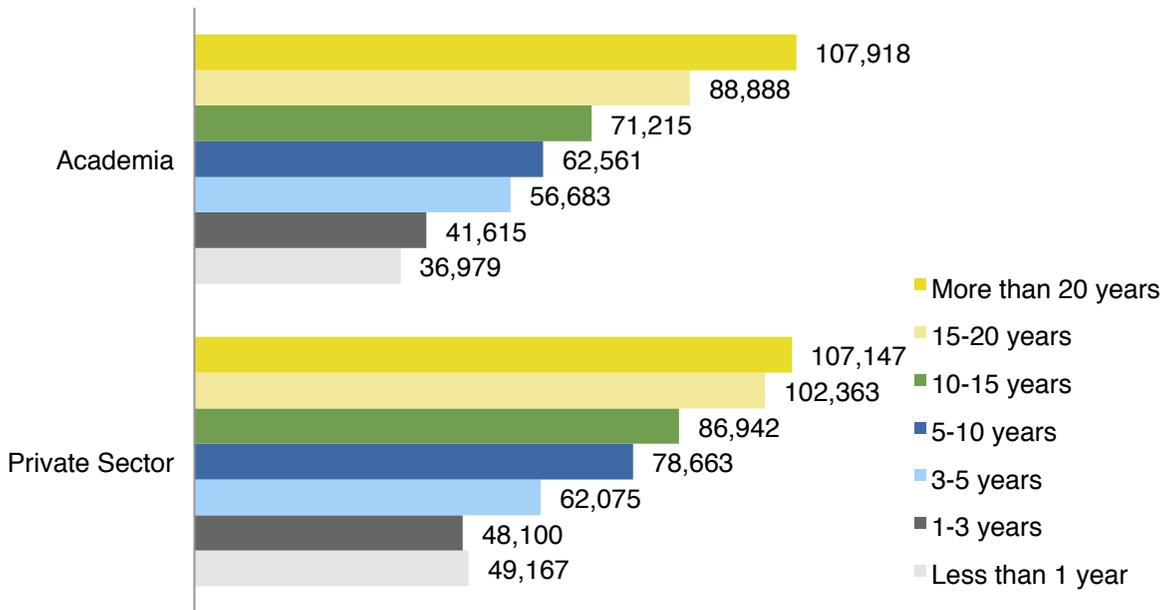


Figure 16. Ratio of Positions in the Private Sector by Years of Experience



A fairly clear pattern appears in the structure of the ratio in academia, with the share of full professors increasing with years of experience, correlating with the decrease in middle level positions like associate and assistant professors, as well as junior positions. In the private sector a clear correlation between the increasing ratio of senior level positions and the decrease in junior level positions can be observed. The proportion of positions with a mid-level salary however, such as middle level positions, researchers/analysts (mid/senior level) and consultants, is fairly consistent in the private sector regardless of the number of years of work experience.

**Figure 17. Average Salary by Years of Experience (Worldwide)
(Annual, Reported in US\$)**



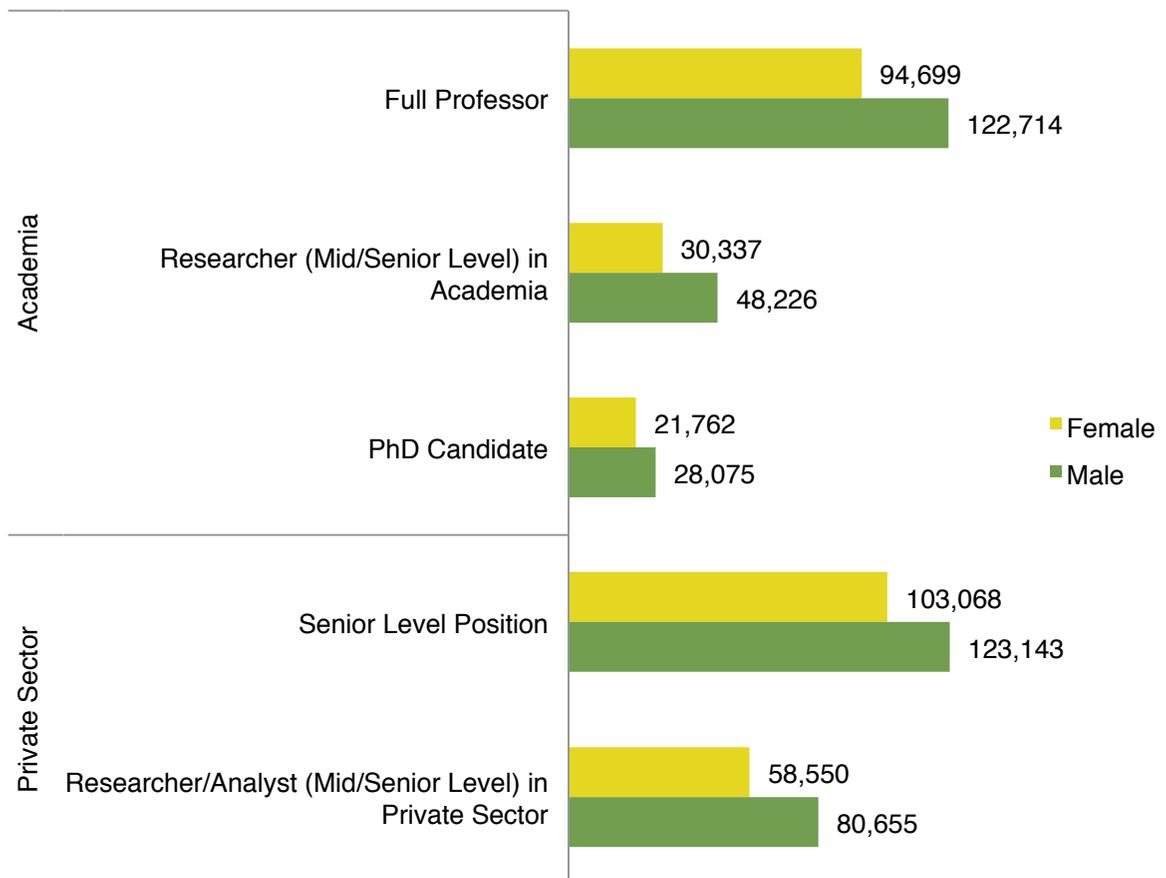
As might be expected, average salary and years of work experience are positively correlated in both academia and the private sector. Respondents with up to 15 – 20 years of experience in the private sector reported a higher average salary than those in academia. In academia however, a noticeable jump in average salary is observed between those with 15 – 20 years of work experience and those with more than 20. The increasing proportion of full professors and the correlating decline in number of assistant/associate professors according to years of experience can explain the jump.

- The pattern suggests that in academia one can expect to receive a corresponding average salary increase with the number of years of work experience.
- A noticeable jump in average salary is observed for people working in academia with between 15 and 20+ years of work experience. Of the countries highlighted in this report, this phenomenon is most visible in North America, the United Kingdom and Germany. (See appendix 2)
- The constant ratio of mid-level salary positions suggests that while in the private sector it is easier to reach this level salary with 5 to 15 years of experience, achieving higher positions or higher salary levels beyond this is relatively difficult.

2.e Average Salary by Gender

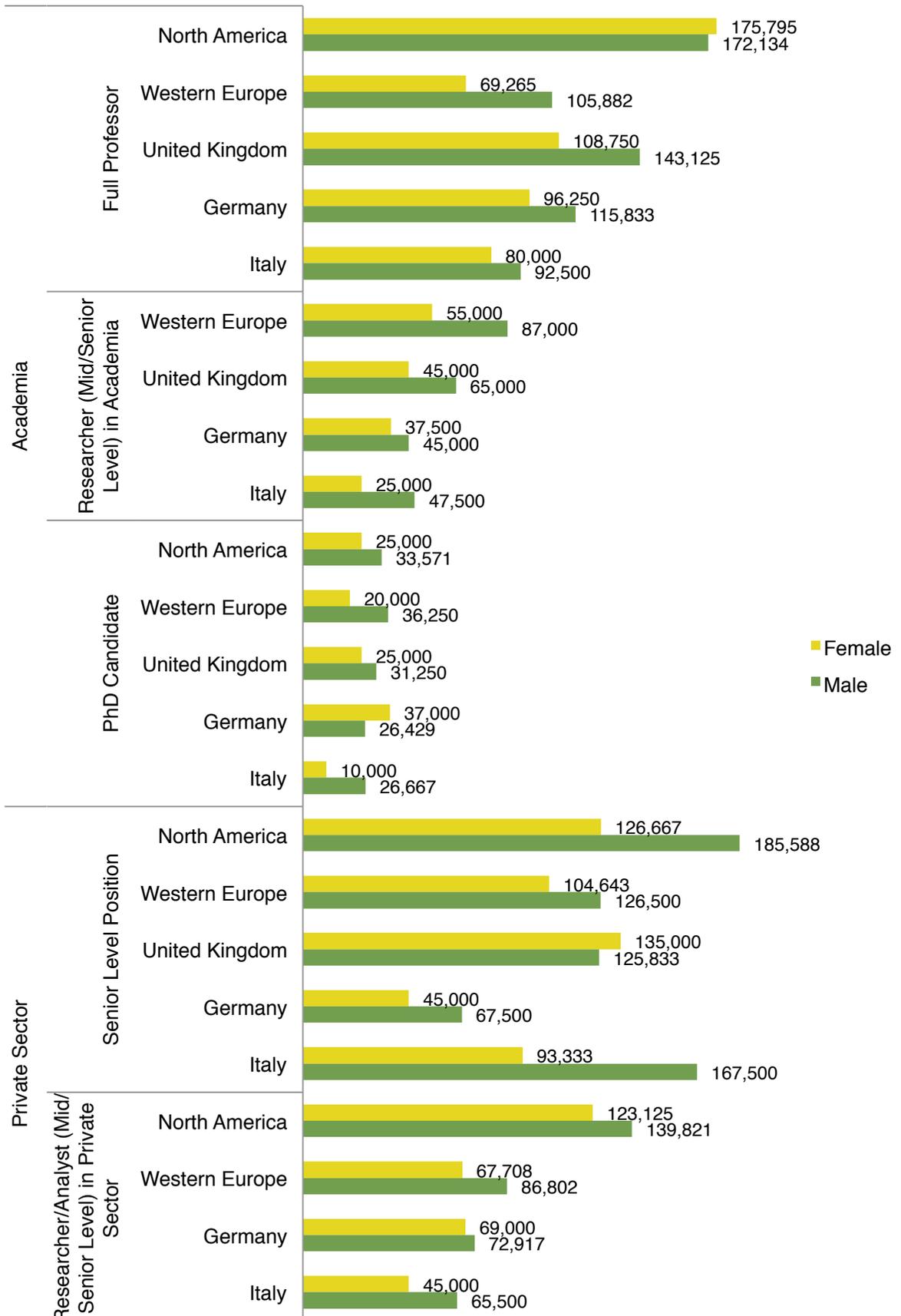
As a larger number of women achieve higher degrees and undertake careers in academia than in the past, salary disparity by gender in the academic labor market has become an interesting topic for both academia and the private sector. In order to examine the gender gap, this report compares female and male salaries for selected positions. In academia these are full professor, researcher (mid/senior level) and PhD candidate, and in the private sector senior level position and researcher (mid/senior level). Positions with insufficient numbers of female respondents are not included in the analysis.

**Figure 18. Average Salary by Gender (Worldwide)
(Annual, Reported in US\$)**



The worldwide average salary of female and male workers in both academia and the private sector illustrates a gender gap. The average difference worldwide is greatest for full professors, with female full professors earning 23% less than male full professors. However, the extent of the gap differs by geographical region and position. A more specific look at gender gap by countries/continents follows in the next graph.

Figure 19. Average Salary of Main Positions by Gender (Selected Continents/Countries) (Annual, Reported in US\$)



- In North America, male respondents in senior level positions in the private sector earn a 47% higher average salary than female respondents. In academia, however, it is observed that female full professors actually earn a slightly higher salary than male full professors, suggesting a closing of the gender pay gap in North American academia.
- In the United Kingdom however, the situation is reversed, with male full professors earning 32% more than their female counterparts, whilst female senior level positions in the private sector have a slightly higher yearly salary than males.
- In other countries for which we have sufficient data, there seems to remain a more traditional pay gap between men and women, although this gap can vary from a few percentage points to a major and noticeable difference.

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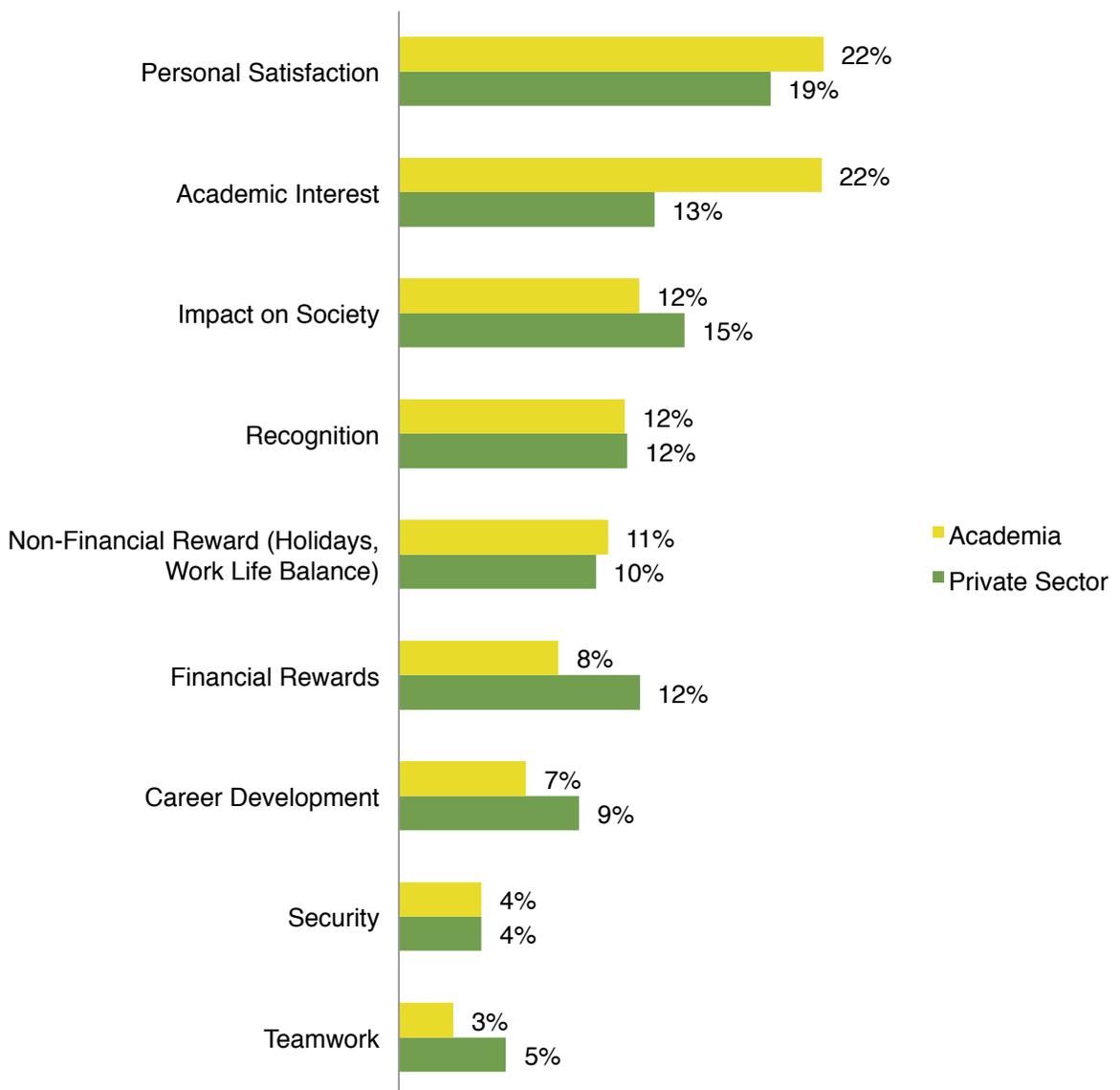


3. Main Motivation at Work

3.a Main Motivation at Work: Worldwide Result

To determine which factors motivate employees, we asked all respondents from academia and the private sector to select their main motivations at work.

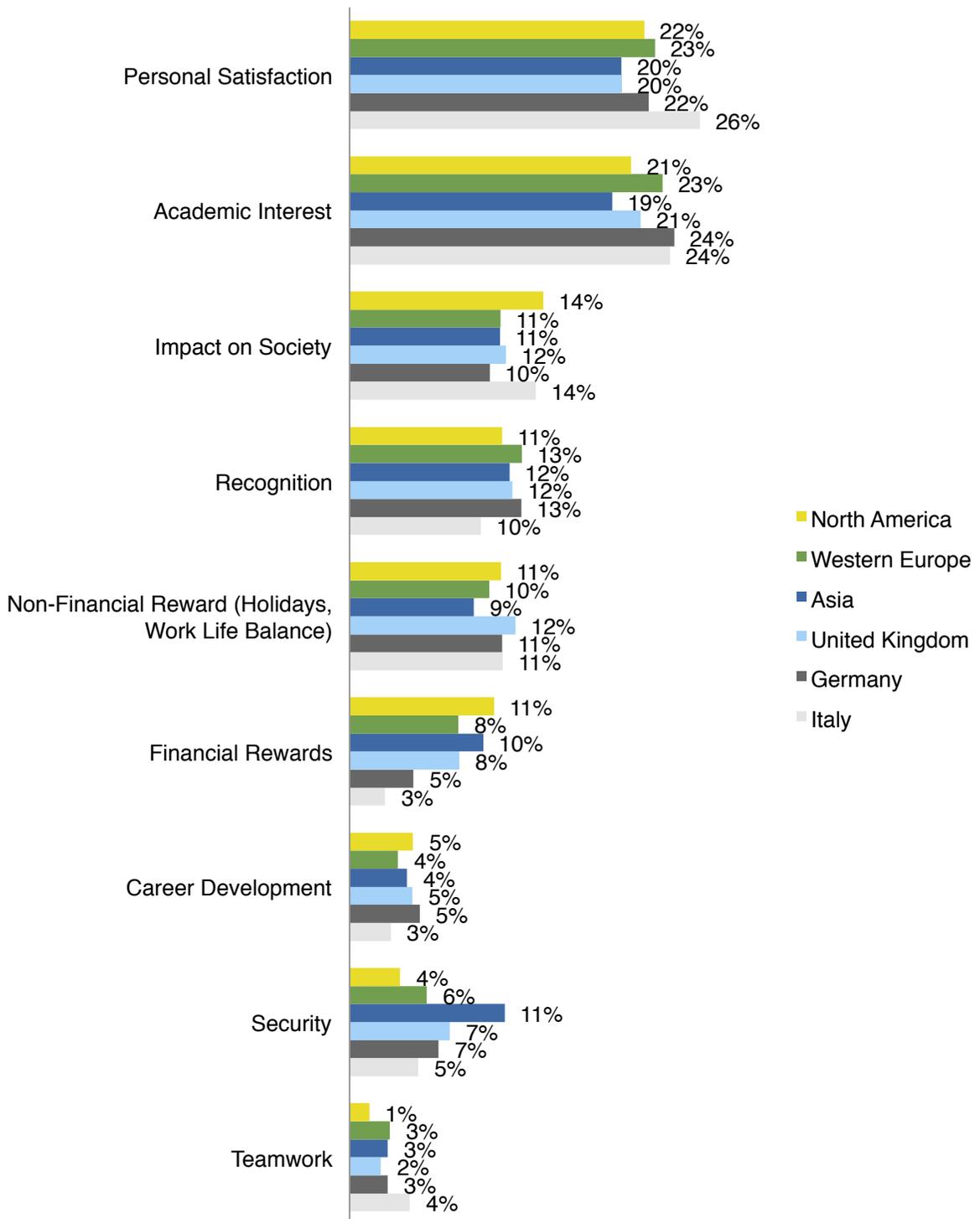
Figure 20. Main Motivations at Work in Academia and Private Sector (Worldwide)



In both academia and the private sector, personal satisfaction was the most important motivation. Respondents in academia also considered academic interest as important as personal satisfaction. On the other hand, the private sector valued the impact their work had on society as the second highest motivation.

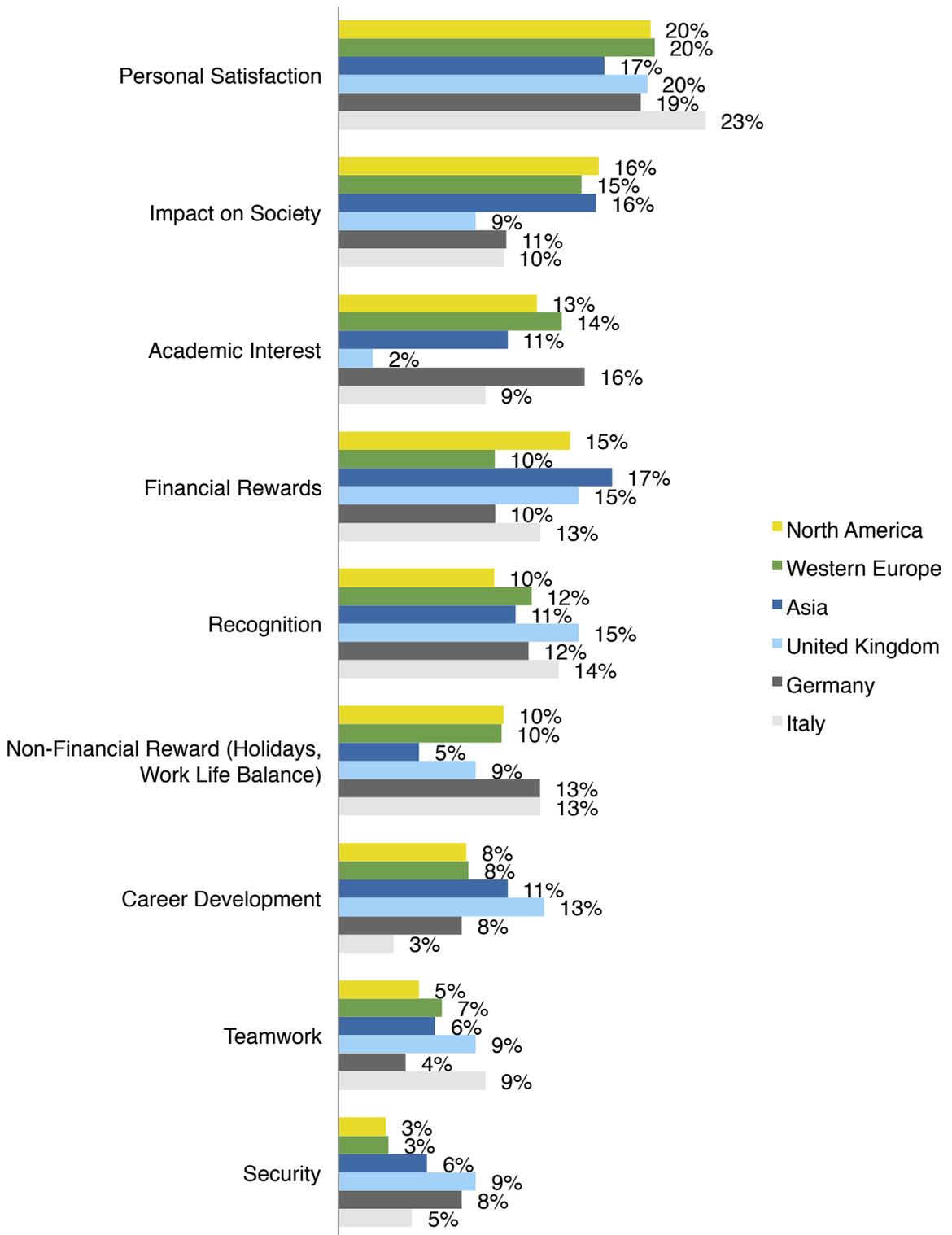
3.b Main Motivation at Work: Result by Continents and Countries

Figure 21. Main Motivations for Academia (Selected Continents/Countries)



When looking at selected countries/continents in academia, most respondents share similar values in regards to their main motivating factors, with a few interesting exceptions. Curiously, motivation as a result of financial rewards was very low among respondents from Germany and Italy. In addition, in Asia, security was as significant a motivation as financial rewards.

Figure 22. Main Motivations for Private Sector (Selected Continents/Countries)



The main motivations for people working in the private sector appear to be different from those for people in academia. In the United Kingdom, very few respondents considered academic interest or impact on society to be the main motivation at work. However, 15% of respondents found recognition to be an important motivation, which is higher than in other countries/continents. In Germany and Italy, non-financial

reward was as at least as motivating as financial reward. Unlike in academia, where it is generally less important, career development is an important factor for people in the private sector not only in Asia but also in the United Kingdom.

- Motivation to work does not only come from financial compensation. In both academia and the private sector respondents perceived personal satisfaction as a stronger motivational force than financial rewards.
- Financial rewards are considered to be a more significant factor by people in the private sector than by those in academia, suggesting that respondents in the private sector are more concerned with salary.
- In academia, more respondents chose non-financial rewards over financial rewards as the main motivation. This is hardly surprising, as in academia we can factor in more significant non-financial rewards such as holidays and work life balance.

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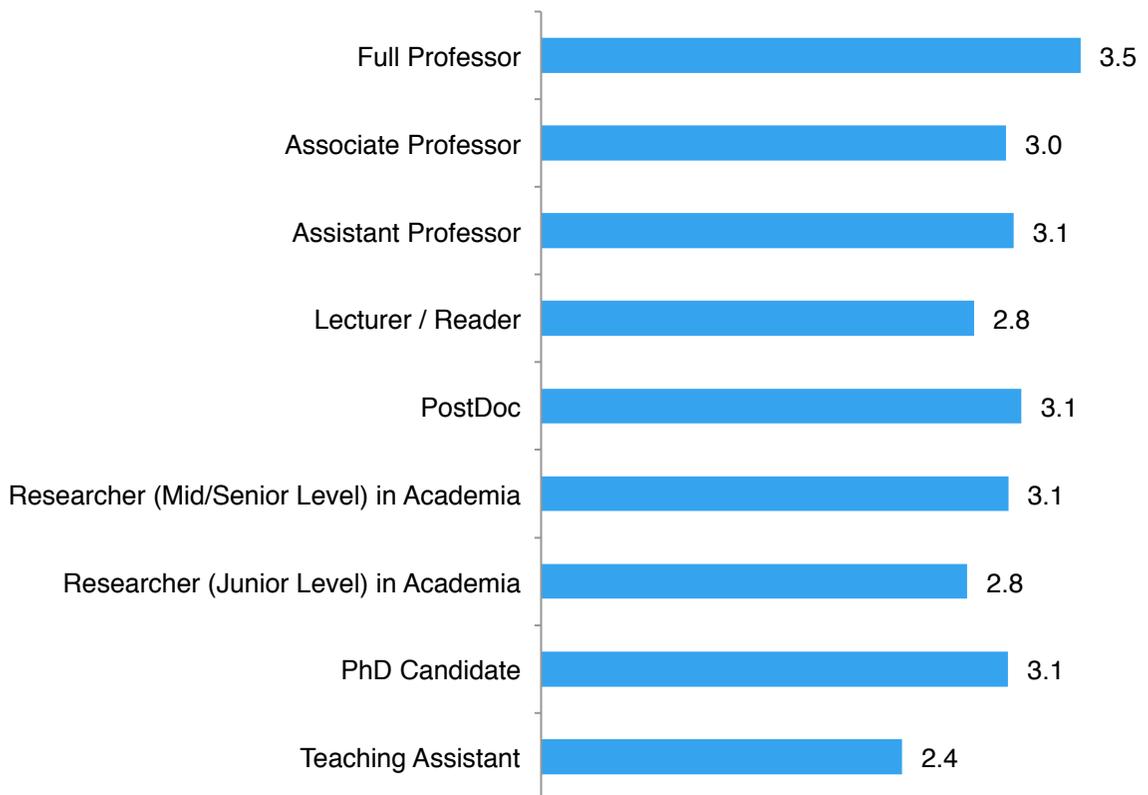


4. Salary Satisfaction Level

4.a Salary Satisfaction Level in Academia

In order to analyze the salary satisfaction level of individual respondents, we included a Likert scale² in the survey, with 1 indicating 'very dissatisfied' and 5 indicating 'very satisfied'.

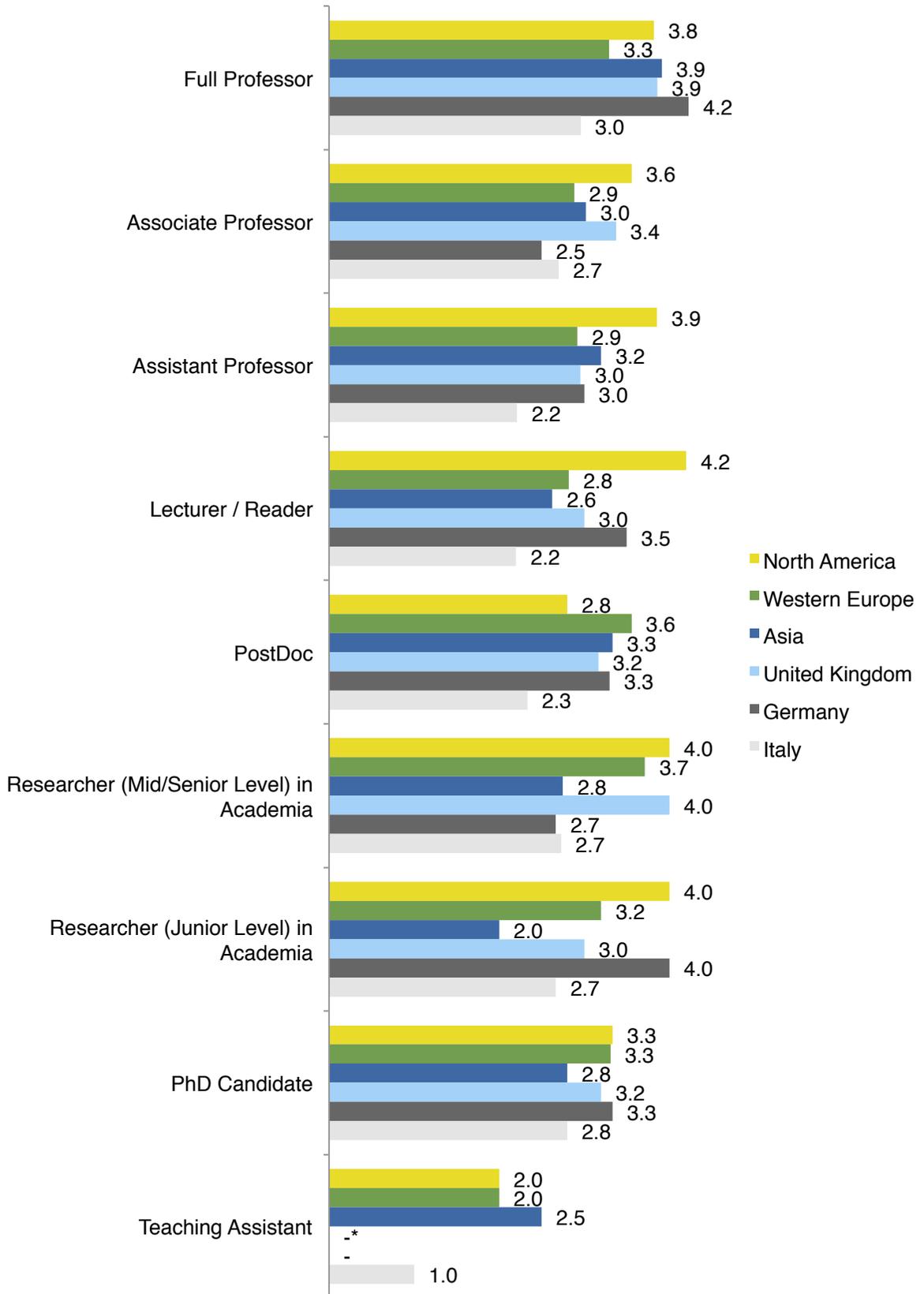
Figure 23. Salary Satisfaction Level in Academia (Worldwide)



In academia, full professors are generally the most satisfied with their salary and the teaching assistants are the least satisfied with the salary. This is a predictable outcome, considering full professors have the highest average salary and teaching assistants the lowest. It is worth noting that salary satisfaction does not equate to job satisfaction, although there may be some connections to fulfillment of main motivations, which could lead to job satisfaction.

² Likert scale is used to measure respondents' attitudes by rating numerical value assigned to level of evaluation.

**Figure 24. Salary Satisfaction Level for Academia
(Selected Continents/Countries)**

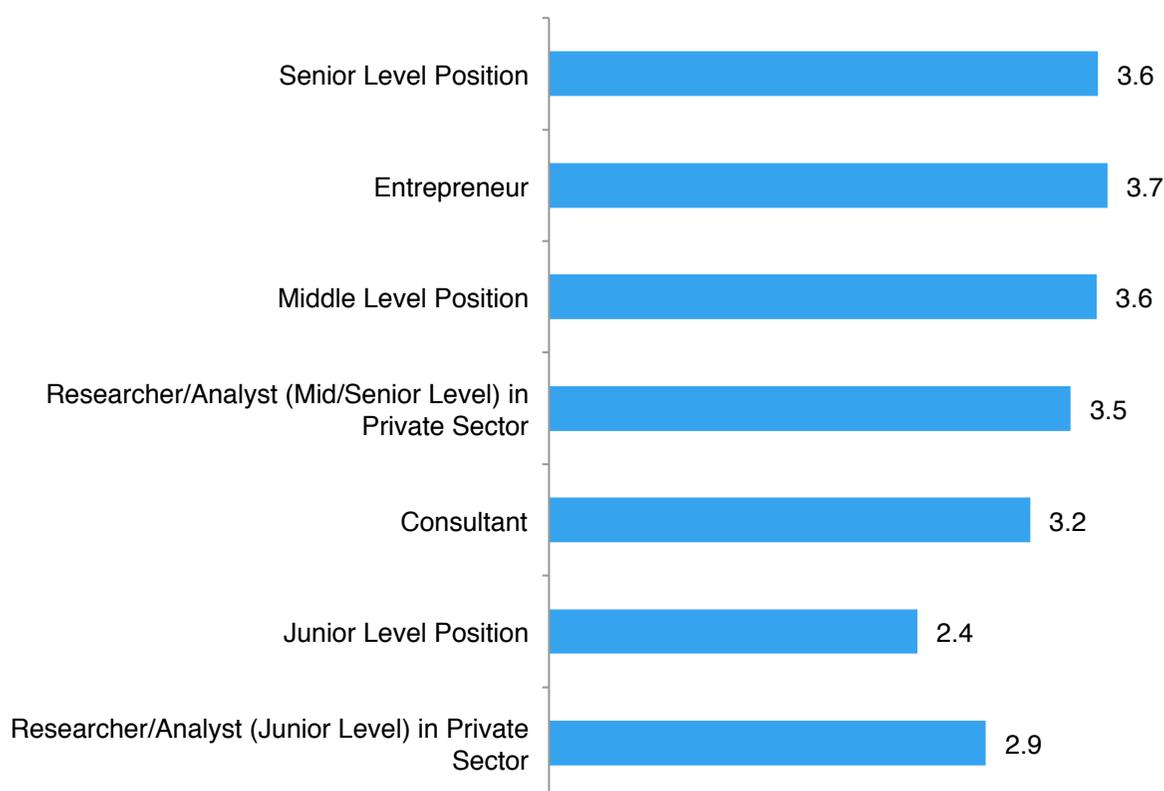


-* = Insufficient data

- Full professors in Germany have the highest satisfaction level among the countries and regions analyzed, despite their lower average salary compared to North America or the UK. This outcome supports our previous finding that only 5% of respondents in Germany consider financial rewards the main motivation at work.
- Not all full professors in different countries/continents reported the highest salary satisfaction level. In North America, Lecturer/Reader has the highest salary satisfaction level. Referring back to Figure 14, Lecturers/Readers earn 43% less than full professors in North America. However, compared to Lecturers/Readers in other countries/continents, those in North America have a significantly higher salary.

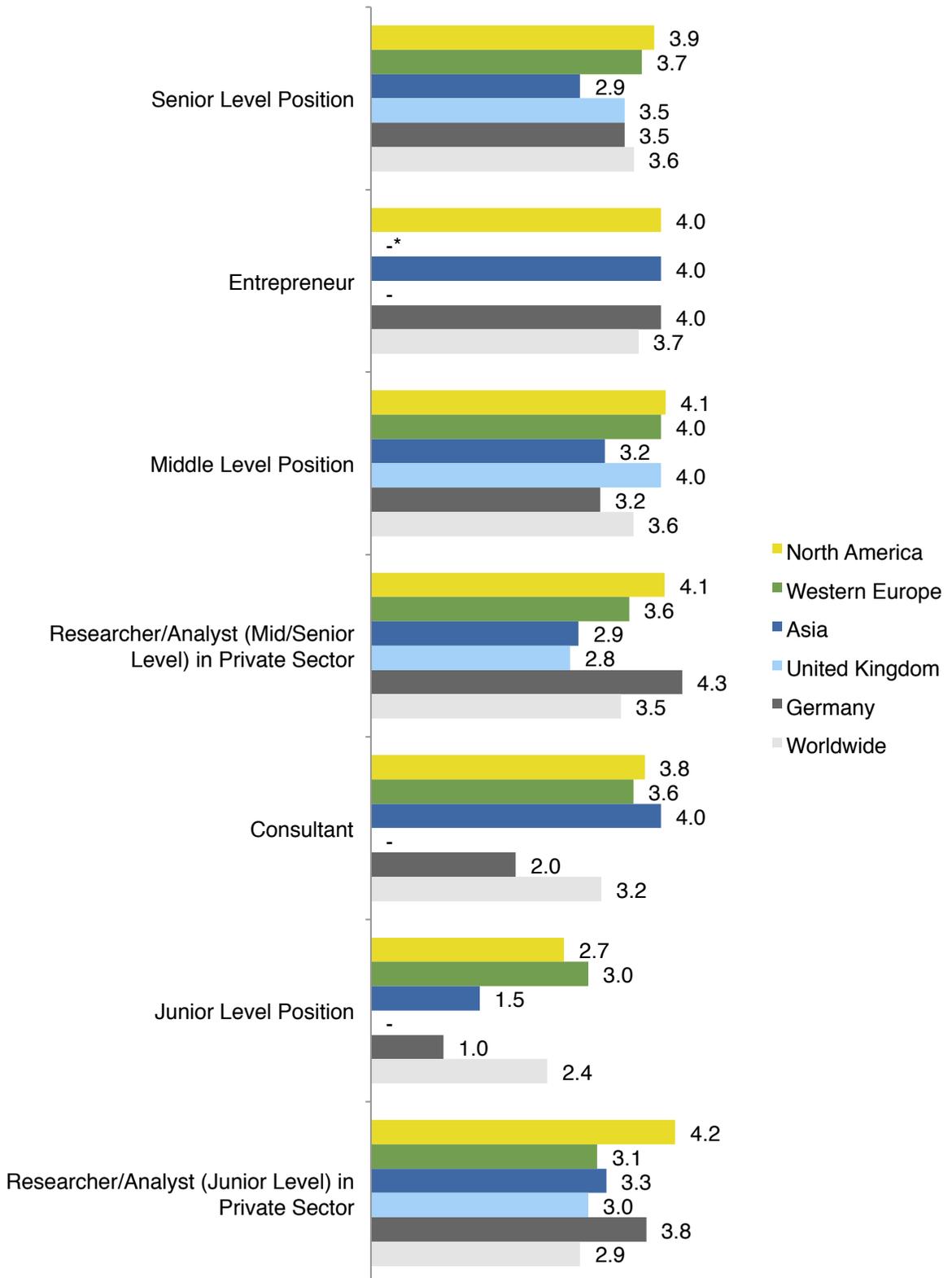
4.b Salary Satisfaction Level in the Private Sector

Figure 25. Salary Satisfaction Level in Private Sector (Worldwide)



On a global scale, in the private sector entrepreneurs reported the highest salary satisfaction level, whilst junior level positions ranked the lowest. However, we cannot conclude a positive correlation between salary satisfaction and position, as all non-junior positions have a comparable level of salary satisfaction.

**Figure 26. Salary Satisfaction Level for Private Sector
(Selected Continents/Countries)**



-* = Insufficient data

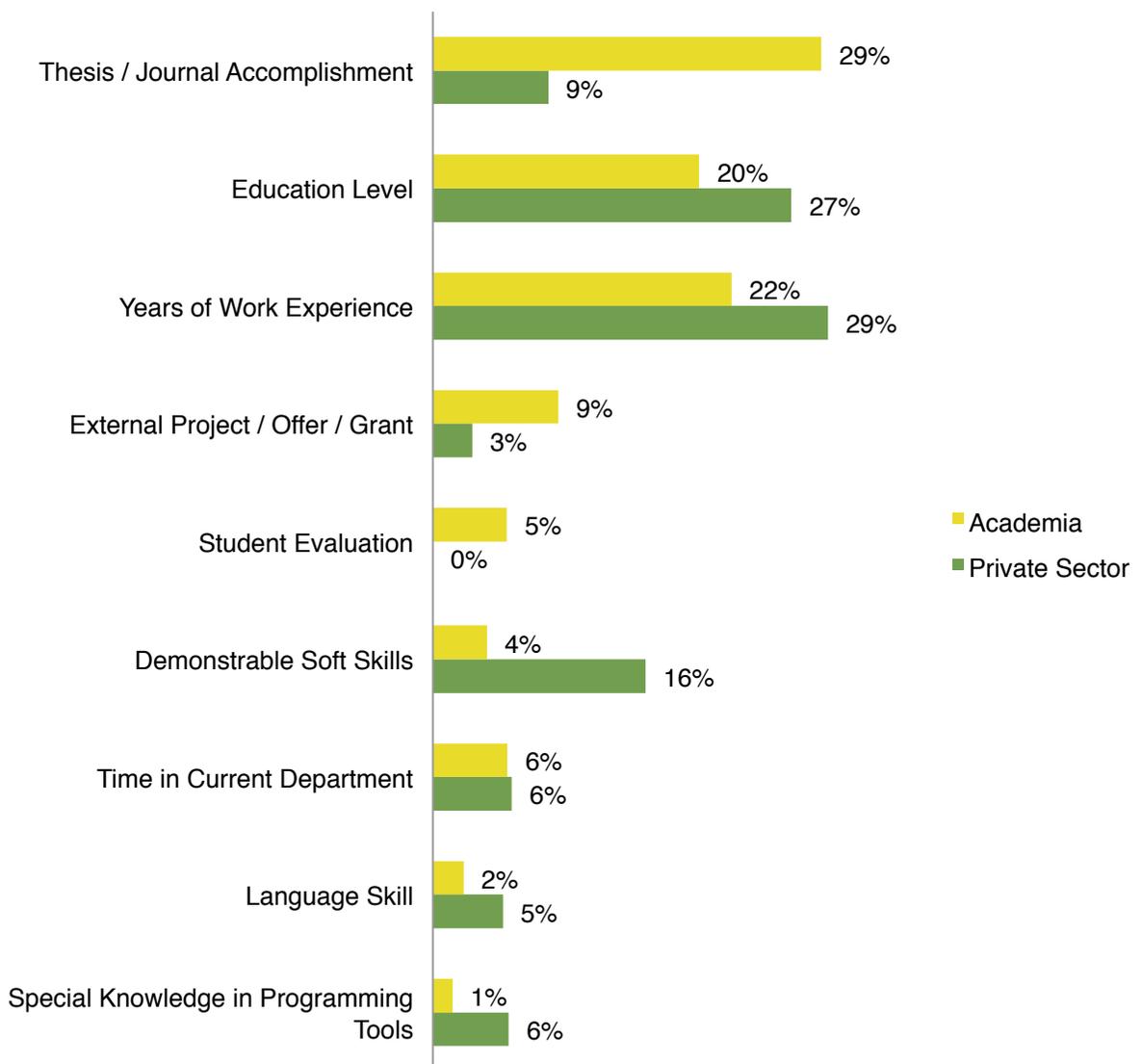
- The level of salary satisfaction of respondents in senior level positions is lower across all countries/continents than that of people working in mid-level positions, even though the average salary of senior level positions is higher. This could result from a perceived imbalance of working hours/effort involved compared to the salary offered at senior level positions.
- Considering that respondents from North America reported the highest average salary, it is likely that this explains why salary satisfaction level is high for all positions in North America.
- Although salary satisfaction is similar for people working in mid-level positions and above, respondents in low-level positions from both academia and the private sector express dissatisfaction regarding their salary. This implies, perhaps not surprisingly, that a low salary is demotivating.
- It is interesting to note that senior level positions and full professors have a similar level of salary satisfaction. This parallels the comparable average salary between the two groups in most countries. On the other hand, middle level positions in the private sector have higher satisfaction scores than their counterparts in academia (assistant/associate professors).

5. Skills and Experiences Justifying Higher Salaries

5.a Skills and Experiences Justifying Higher Salaries: Worldwide Result

Many job applicants in either academia or the private sector may wonder which the important skills and experiences are for justifying higher salaries. The results below are based on responses from senior and mid-level positions in the private sector, and assistant, associate and full professors in academia. We only included answers from high-level positions because they are in a better position to advise about work environment and salary.

Figure 27. Skills and Experiences Justifying Higher Salaries (Worldwide)

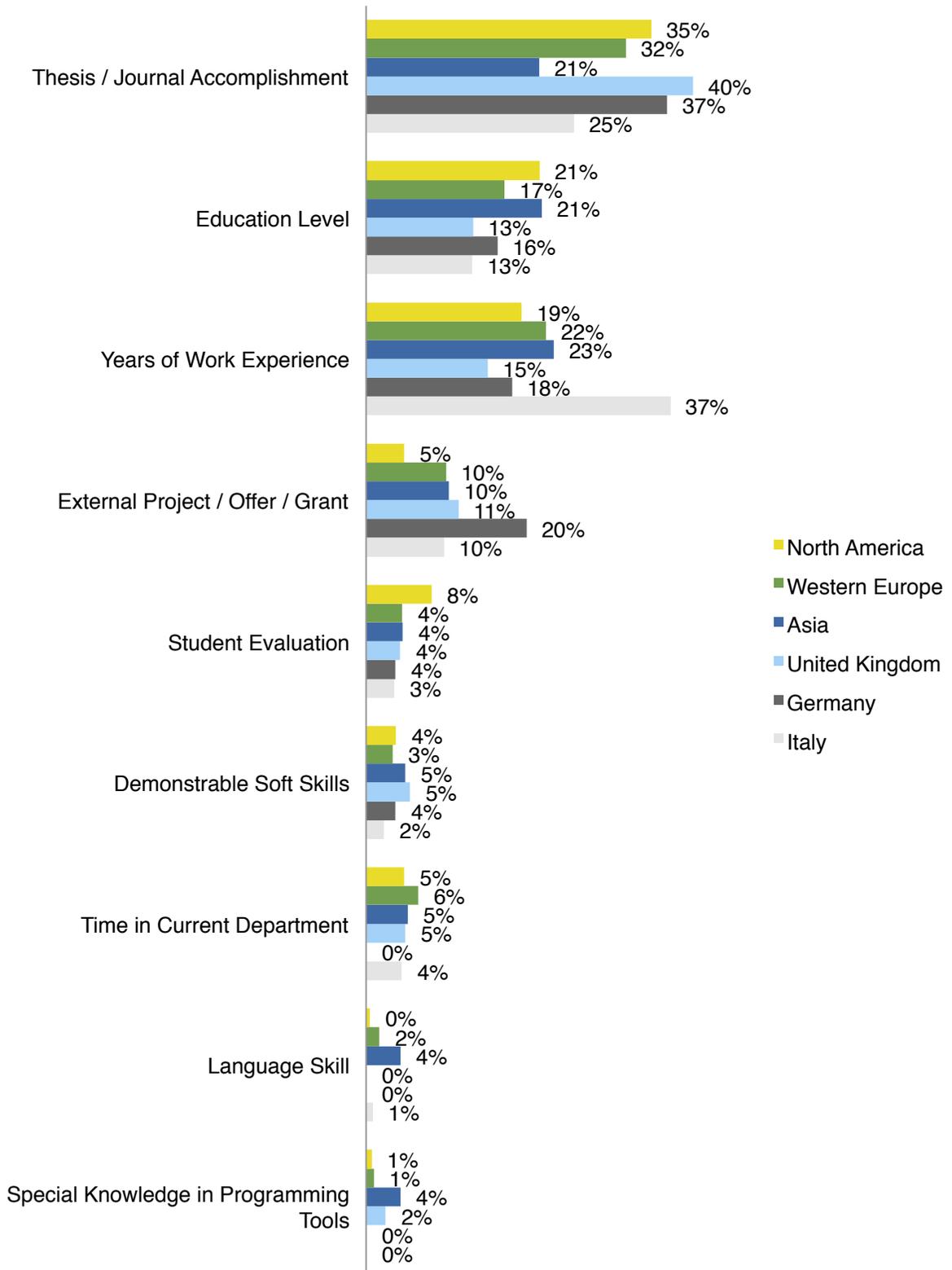


Thesis/journal accomplishment is the most crucial factor influencing higher salaries in academia for all levels of professors. Whereas, one third of respondents in the private sector answered that years experience is the most important factor.

- Some factors that were considered less important in academia, such as demonstrable soft skills, special knowledge in programming tools and language skills, are perceived to be more significant in the private sector. Thus, applicants should prepare their skills according to which type of employer they are interested in working for.
- Interestingly, across all levels of professor, student evaluation is not considered to play a key role in justifying higher salaries. The competence of professors based on thesis/journal accomplishments is seen to be the main justification, suggesting that for professors, research ability is regarded as more important than pedagogical skills.
- Work experience is considered more important in the private sector than in academia when it comes to justifying salary. Whilst in the private sector the experience gathered is seen as the most important asset, in academia professors prove their ability through academic writing. This could be due to the funding universities receive for faculty research projects.

5.b Skills and Experiences Justifying Higher Salaries: Result by Continents and Countries

Figure 28. Skills and Experiences Justifying Higher Salaries in Academia (Selected Continents/Countries)

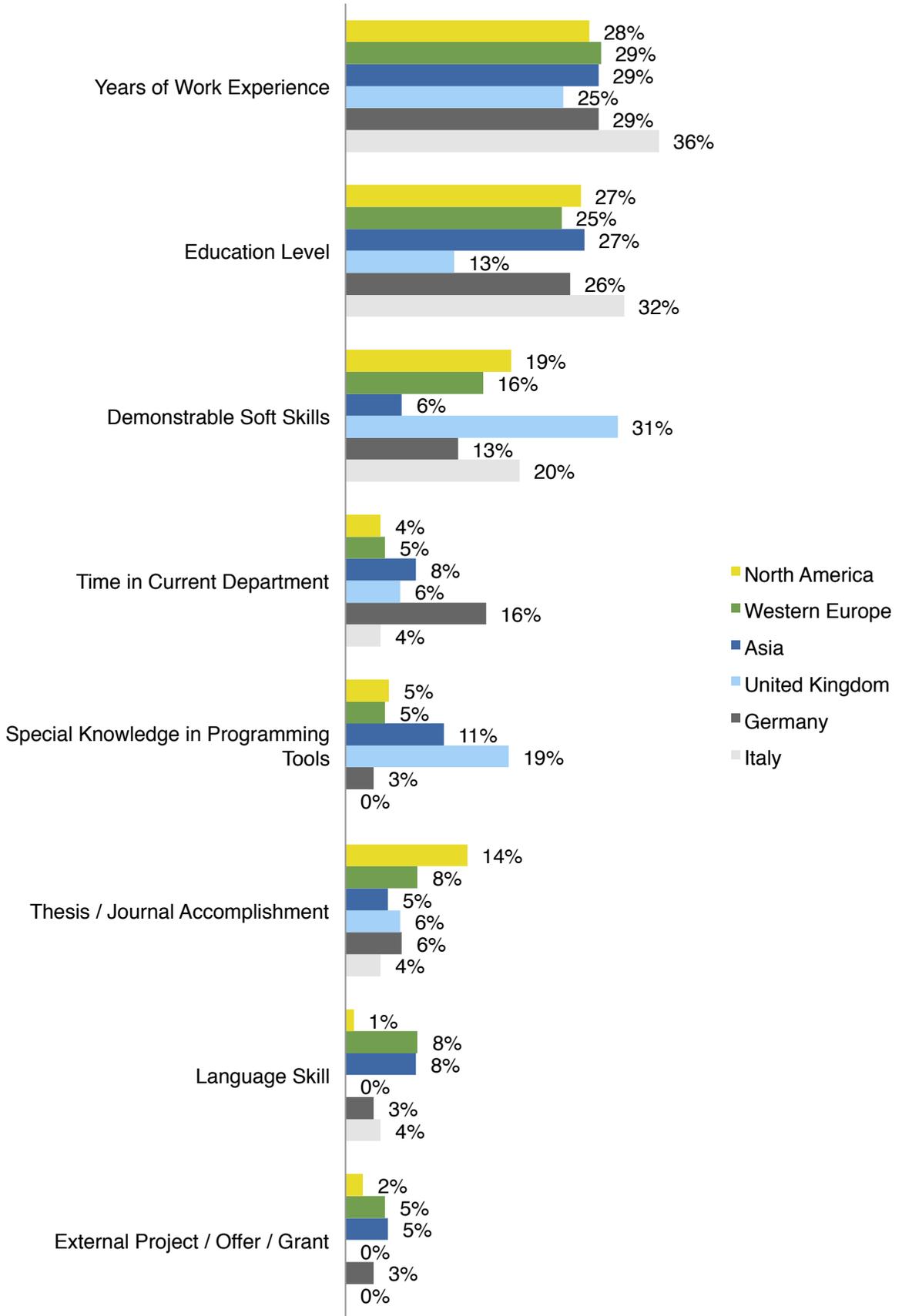


In most of the countries/continents analyzed and across all levels of professors, thesis/journal accomplishments are the most crucial factor influencing higher salaries. The exception to this is in Italy, where experience is seen as a much more significant influence than in other countries.

- Education level is more important in Asia and North America than in Europe. It is possible that this indicates a more defined, or arguably traditional hierarchy in the university systems in those regions. .
- External projects/grants/offers are especially important in Germany. This could result from the fact that remuneration for professors in Germany is set according to the so-called W salary scale³, so further income is dependent on external offerings.

³ W Salary Scale (Besoldungsordnung W) is a salary scale for scholars in Germany.

Figure 29. Skills and Experiences Justifying Higher Salaries in Private Sector (Selected Continents/Countries)



Special knowledge in programming tools is important for economists working in senior/mid-level positions in the United Kingdom and Asia. Language skills are also more important in the private sector than in academia, particularly in Asia and Western Europe. In Asia, 81% of respondents who highlighted language skills added that English is the most important language when it comes to salary. In Western Europe, 52% of those who think language skills are important mentioned English as the most important.

- Work experience is the most important factor for higher salaries in Italy, in both academia and the private sector. We can assume from this result that in Italy one can expect a higher salary in direct correlation to the number of years of work experience.
- The fact that English is the most important language skill in Asia reflects the increasing demand for courses taught in English. English is also important in Western Europe but not so much as in Asia. Almost half of the respondents in Western Europe selected other languages such as German or French, implying that in Western Europe, there are chances to develop your career with other European languages.

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IV. Conclusion

The annual INOMICS Salary Report provides key understandings about salary in regard to different factors such as location, position and type of employer. This year, we expanded our survey by asking main motivation at work, salary satisfaction level and skills/experiences justifying higher salaries.

The key findings of our report provide helpful indicators for those who are considering whether to pursue their career in academia or the private sector. Based on our findings, academic careers suit those more motivated by working within their field of interest than by financial rewards, since until reaching full professor, salaries in academia are typically lower than the private sector.

It is also interesting to note that while some continents/countries show a salary disparity based on gender, there were exceptions. For example, in North America, female full professors reported slightly higher average salaries than their male counterparts. This outcome indicates a positive adjustment of the gender pay gap in North American academia.

Finally, for the first time we also asked our respondents about the skills and experiences that justify higher salaries. The professors who responded to this question selected thesis/journal accomplishments as clearly the strongest factor. From this result, we could assume that professors' research ability is more highly prized than pedagogical skills. These key understandings can provide useful information for students, professionals and recruiters both within and outside of academia.

We recognize the possibility for further study as a result of this report, for example in comparison with other disciplines, more detailed analysis in other countries/regions, and analysis of the results by different dimensions, and using different techniques. We hope that our report is nevertheless informative and useful in its current form for both job seekers and employers in understanding the current state of the worldwide job market for economists.

If you have any questions or comments about the Salary Report 2016 or suggestions for future studies from INOMICS, please contact us at info@inomics.com.

V. Appendix

Appendix 1. Number of Respondents per Question

Question	Number of Respondents
Region/Country of Respondents	
Western Europe (EU15 +NO + CH)	875
Italy	181
United Kingdom	128
France	107
Spain	105
Germany	99
BENELUX (Belgium, Netherlands, Luxembourg)	69
Scandinavia (Sweden, Denmark, Norway, Finland)	67
Others (Switzerland, Portugal, Greece, Austria, Ireland)	119
North America	411
United States	349
Canada	62
Asia	215
India	36
Turkey	27
Others (Pakistan, China, Japan, Malaysia, South Korea, Philippines, Indonesia, Singapore, Thailand, Vietnam, Georgia, United Arab Emirates, Azerbaijan, Bangladesh, Israel, Lebanon, Saudi Arabia, Hong Kong S.A.R., China, Iran, Myanmar, Nepal, Afghanistan, Cambodia, Kazakhstan, Oman, Taiwan)	152
Eastern & Southeastern Europe	172
Russia	34
Romania	32
Poland	16
Bulgaria	14
Others (Ukraine, Czech Republic, Hungary, Croatia, Albania, Macedonia, Estonia, Serbia, Cyprus, Slovakia, Lithuania, Montenegro, Latvia, Bosnia and Herzegovina, Belarus)	76
Central & South America	142
Brazil	34
Colombia	32
Others (Mexico, Chile, Peru, Uruguay, Bolivia, Ecuador, Guyana, Nicaragua, Panama)	76
Africa	78
Nigeria	19
South Africa	12
Others (Tunisia, Ethiopia, Ghana, Algeria, Cameroon, Egypt, Tanzania, Malawi, Uganda, Angola, Burkina, Faso, Ivory Coast, Kenya, Somalia, South Sudan, Zambia, Zimbabwe)	47
Australia & Oceania	66
Australia	58
New Zealand	8

Age of Respondents	
Under 25 Years Old	21
25 - 35	483
36 - 45	759
46 - 55	415
56 - 65	199
66 - 75	75
76 Years or Older	7
Gender of Respondents	
Male	1468
Female	486
Others	5
Respondents' Type of Employer	
University	1427
Research Institute / Think Tank	182
Government	125
NGO / International Organization	91
Private Company	79
Consultancy	33
Bank	14
Others	8
Positions of Respondents in Academia	
Full Professor	475
Associate Professor	388
Assistant Professor	261
Lecturer / Reader	85
PhD Candidate	85
PostDoc	68
Researcher (Mid/Senior Level)	50
Researcher (Junior Level)	24
Teaching Assistant	11
Others	17
Positions of Respondents in Private Sector	
Researcher / Analyst (Mid/Senior Level)	195
Senior Level Position	92
Middle Level Position	66
Researcher / Analyst (Junior Level)	36
Consultant	33
Junior Level Position	23
Entrepreneur	13
Others	37

Appendix 2. Average Salary by Year of Experience

Figure 30. Average Salary in Academia by Years of Experience (Selected Continents/Countries) (Annual, Reported in US\$)

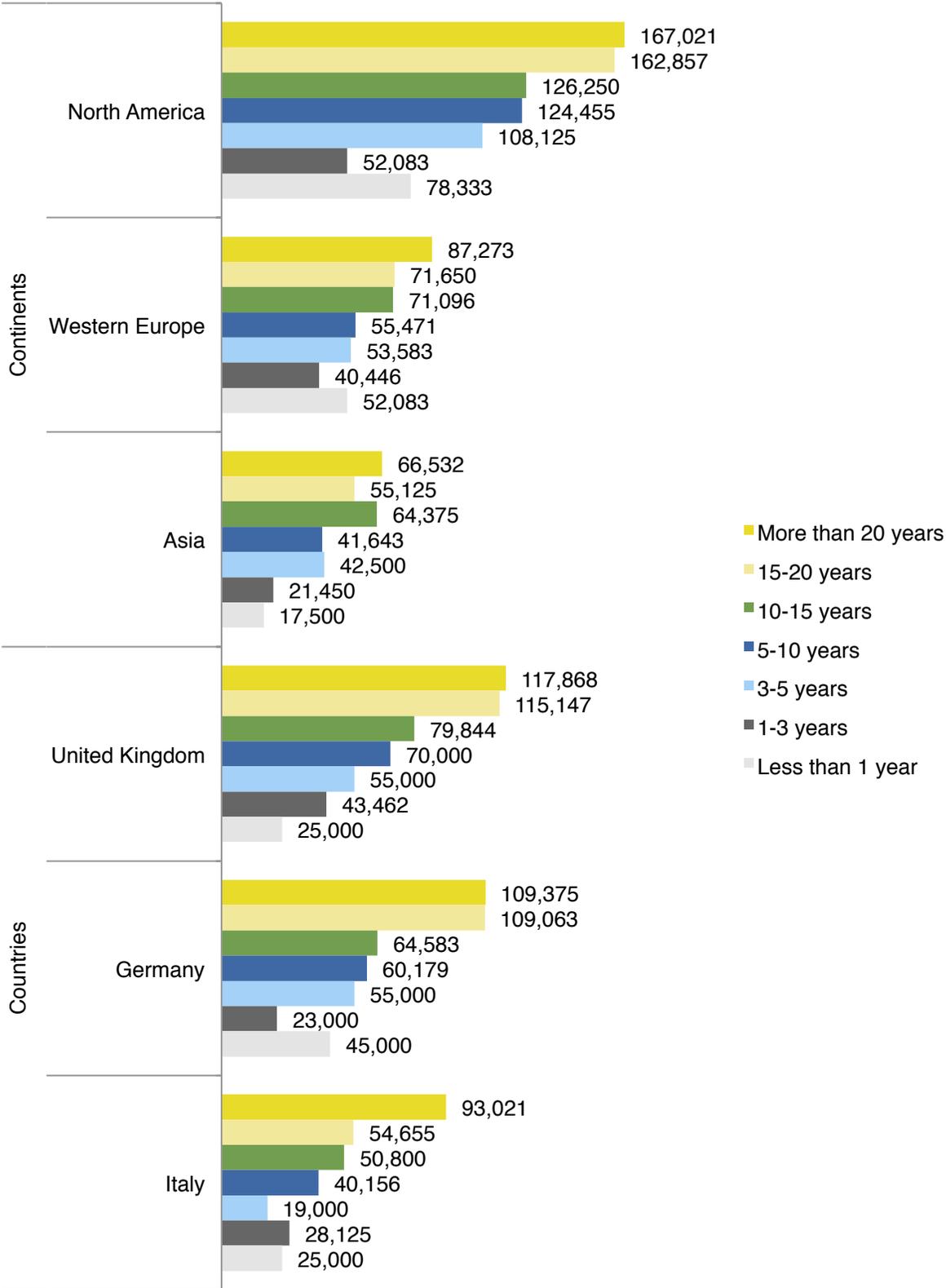
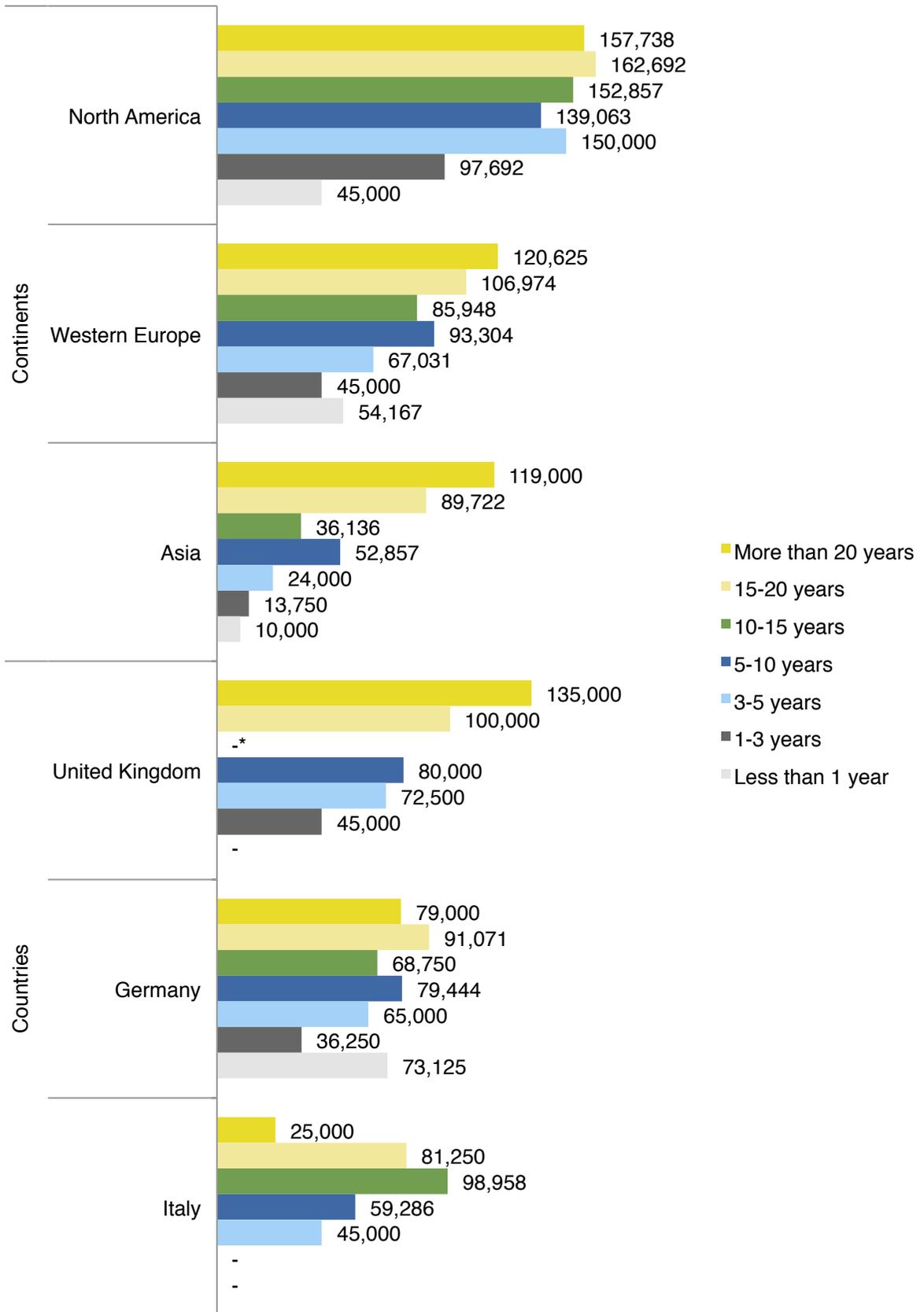


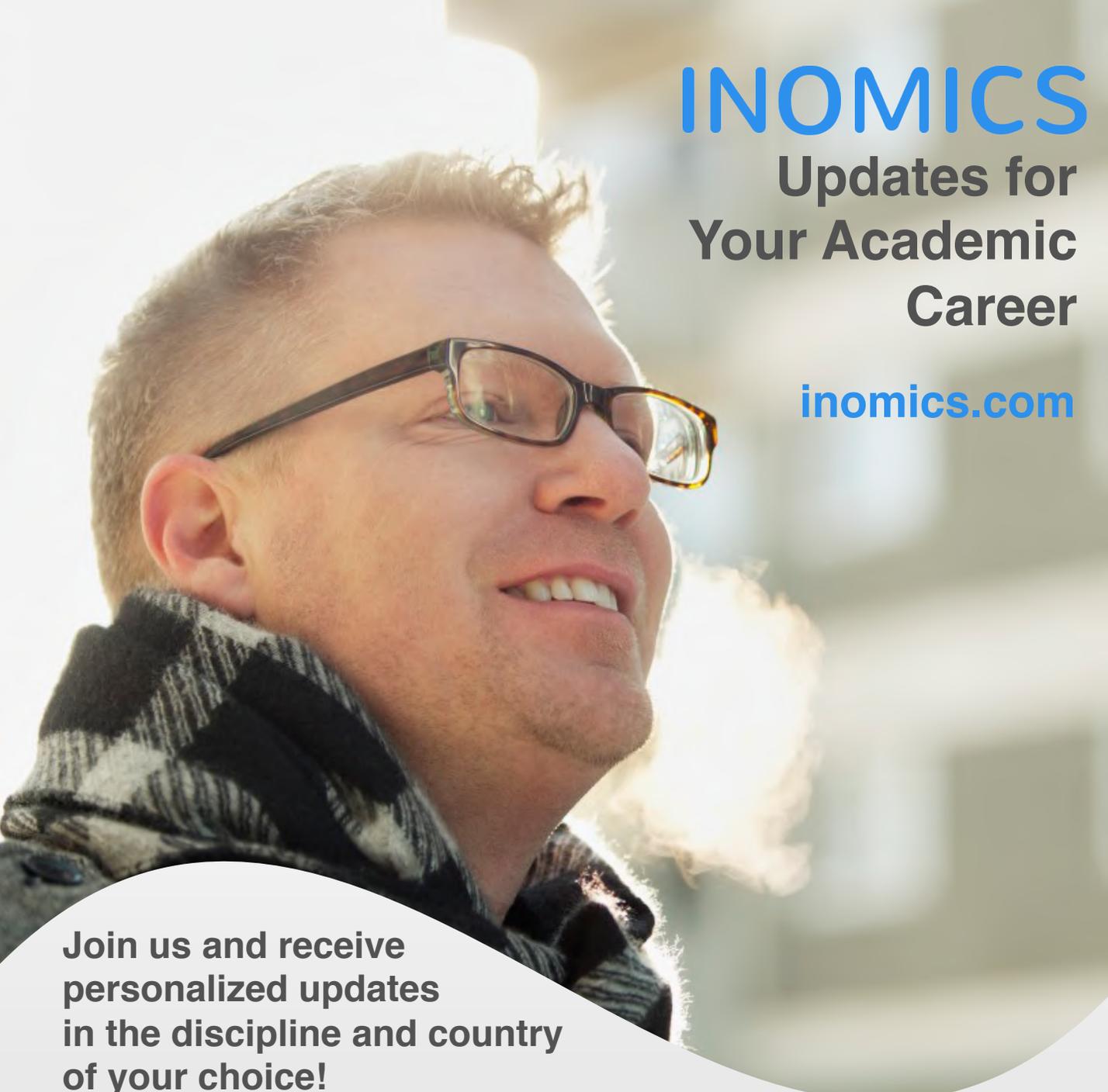
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-* = Insufficient data

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