

ELPS Members Salary Survey

November 2021

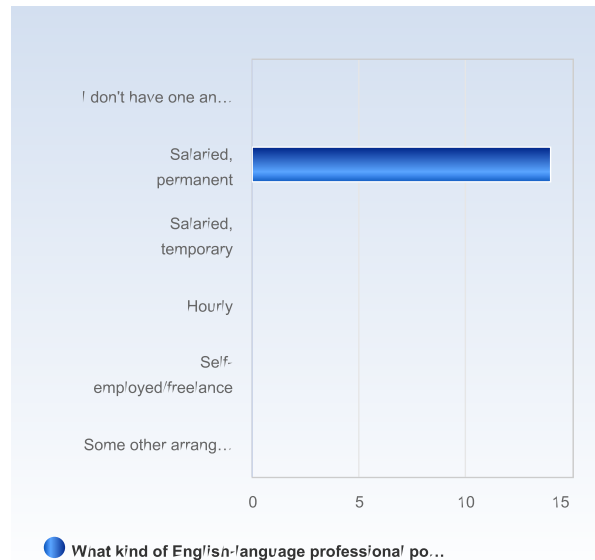
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What kind of English-language professional position at a Swedish higher education institution do you have?

What kind of English-language professional position at a Swedish higher education institution do you have?	Number of responses
I don't have one and should not actually be responding to this survey	0 (0,0%)
Salaried, permanent	14 (100,0%)
Salaried, temporary	0 (0,0%)
Hourly	0 (0,0%)
Self-employed/freelance	0 (0,0%)
Some other arrangement (please specify)	0 (0,0%)
Total	14 (100,0%)



	Mean	Standard Deviation	Coefficient of Variation	Min	Lower Quartile	Median	Upper Quartile	Max
What kind of English-language professional position at a Swedish higher education institution do you have?	1,0	0,0	0,0 %	1,0	1,0	1,0	1,0	1,0

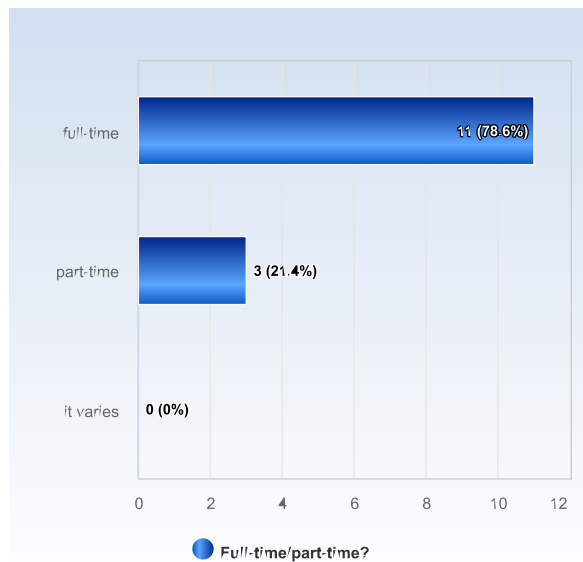
Comment

Working 80% at the moment but have been promised full-time work from 1 January 2022.

I have a permanent position but not as an English-language professional. I do, however, write articles and texts in English both for our intranet and for our web site.

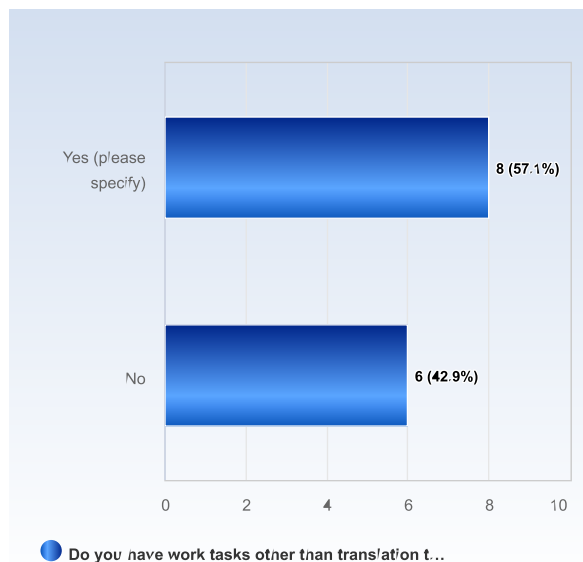
Full-time/part-time?

Full-time/part-time?	Number of responses
full-time	11 (78,6%)
part-time	3 (21,4%)
it varies	0 (0,0%)
Total	14 (100,0%)



Do you have work tasks other than translation to English and/or editing in English at your higher education institution?

Do you have work tasks other than translation to English and/or editing in English at your higher education institution?	Number of responses
Yes (please specify)	8 (57,1%)
No	6 (42,9%)
Total	14 (100,0%)



Comment

teaching (staff competence development) surveys

Various communication tasks, web-editing, photography, social media.

Communications, project management

Translation EN-SV-EN,

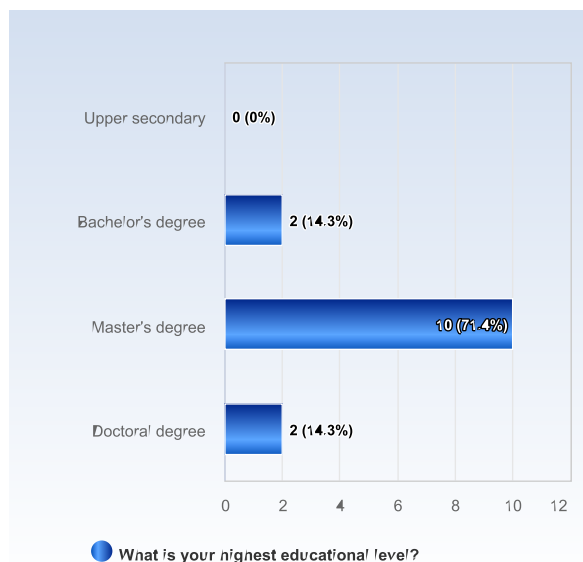
Writing in English is just a small part of my work.

Consultation on procurement of external translating/editing services and evaluation of such services. Language advice. Occasional translation to Swedish.

I also do En-Sv translation/editing and am also the contact person for plain language at the university.

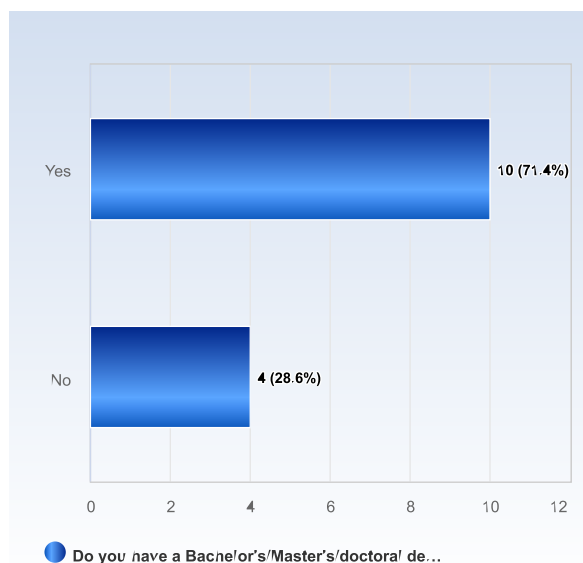
What is your highest educational level?

What is your highest educational level?	Number of responses
Upper secondary	0 (0,0%)
Bachelor's degree	2 (14,3%)
Master's degree	10 (71,4%)
Doctoral degree	2 (14,3%)
Total	14 (100,0%)



Do you have a Bachelor's/Master's/doctoral degree in English/translation/something related?

Do you have a Bachelor's/Master's/doctoral degree in English/translation/something related?	Number of responses
Yes	10 (71,4%)
No	4 (28,6%)
Total	14 (100,0%)



How many years of experience as an English-language professional do you have? Use this format: 9

How many years of experience as an English-language professional do you have? Use this format: 9

15

26

10

17

12

10

10

17

15

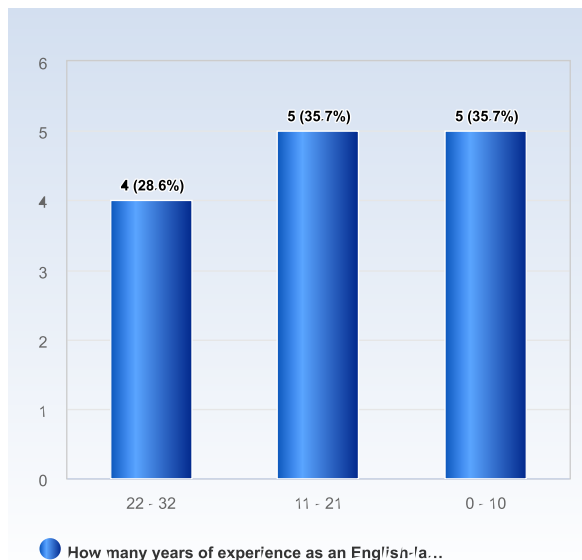
3

28

30

6

23



	Mean	Standard Deviation	Coefficient of Variation	Min	Lower Quartile	Median	Upper Quartile	Max
How many years of experience as an English-language professional do you have? Use this format: 9	15,9	8,3	52,1 %	3,0	10,0	15,0	20,0	30,0

How many years have you held this position at your higher education institution? Use this format: 4

How many years have you held this position at your higher education institution? Use this format: 4

6

11

9

8

6

10

1

6

15

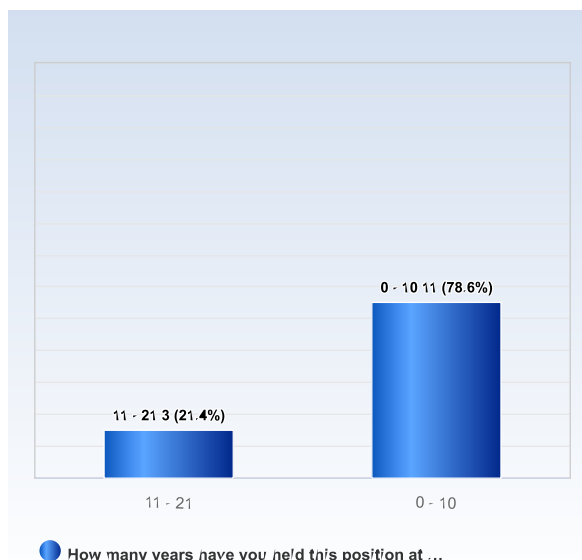
3

5

5

6

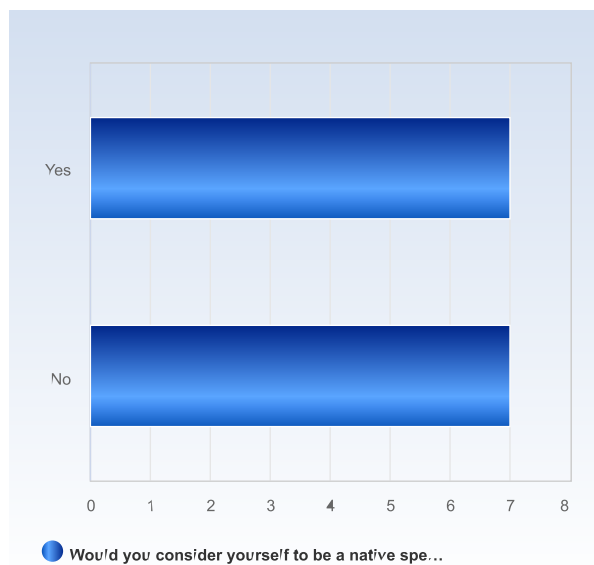
14



	Mean	Standard Deviation	Coefficient of Variation	Min	Lower Quartile	Median	Upper Quartile	Max
How many years have you held this position at your higher education institution? Use this format: 4	7,5	4,0	52,8 %	1,0	5,5	6,0	9,5	15,0

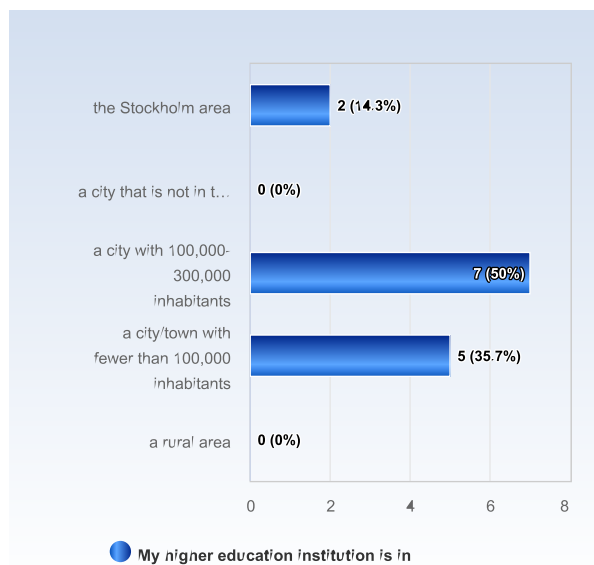
Would you consider yourself to be a native speaker of English?

Would you consider yourself to be a native speaker of English?	Number of responses
Yes	7 (50,0%)
No	7 (50,0%)
Total	14 (100,0%)



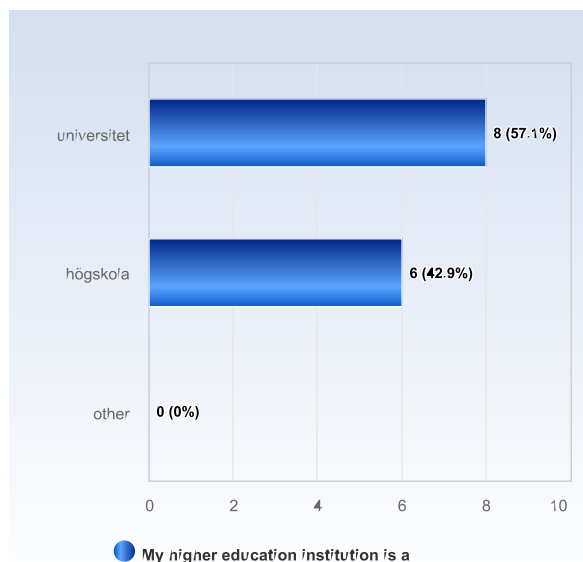
My higher education institution is in

My higher education institution is in	Number of responses
the Stockholm area	2 (14,3%)
a city that is not in the Stockholm area but that has more than 300,000 inhabitants	0 (0,0%)
a city with 100,000-300,000 inhabitants	7 (50,0%)
a city/town with fewer than 100,000 inhabitants	5 (35,7%)
a rural area	0 (0,0%)
Total	14 (100,0%)



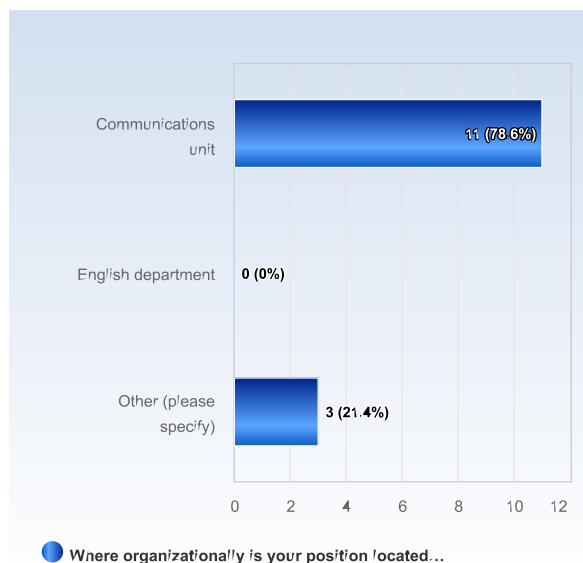
My higher education institution is a

My higher education institution is a	Number of responses
universitet	8 (57,1%)
högskola	6 (42,9%)
other	0 (0,0%)
Total	14 (100,0%)



Where organizationally is your position located at your higher education institution?

Where organizationally is your position located at your higher education institution?	Number of responses
Communications unit	11 (78,6%)
English department	0 (0,0%)
Other (please specify)	3 (21,4%)
Total	14 (100,0%)



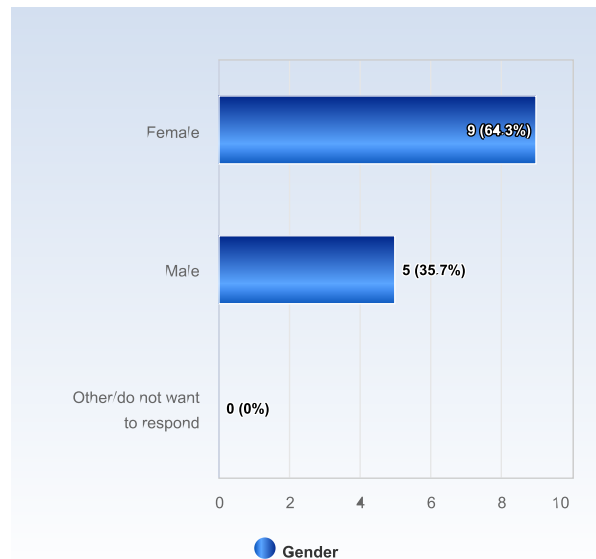
Comment

I am positioned in a "school" (institution): this houses our language departments.

For the moment, I belong to another unit involved in collaboration and student recruitment, but will probably move to the Communications unit in a year or so.

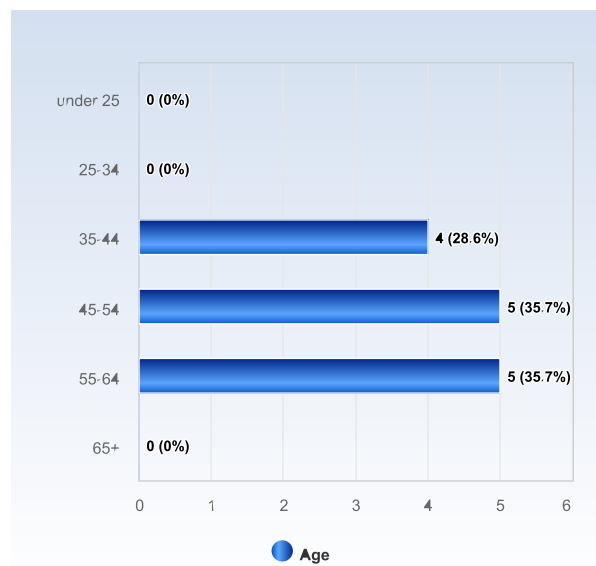
Gender

Gender	Number of responses
Female	9 (64,3%)
Male	5 (35,7%)
Other/do not want to respond	0 (0,0%)
Total	14 (100,0%)



Age

Age	Number of responses
under 25	0 (0,0%)
25-34	0 (0,0%)
35-44	4 (28,6%)
45-54	5 (35,7%)
55-64	5 (35,7%)
65+	0 (0,0%)
Total	14 (100,0%)



If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000

If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000
35000
35600
36200
36200
36400
36400
37000
37700
37700
39000
39350
41000
48600
54300

	Mean	Standard Deviation	Coefficient of Variation	Min	Lower Quartile	Median	Upper Quartile	Max
If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000	39317,9	5498,9	14,0 %	35000,0	36300,0	37350,0	39175,0	54300,0

If you or your department receives an hourly rate for your translations in some or all cases, what is it (in SEK)? Use this format: 300

If you or your department receives an hourly rate for your translations in some or all cases, what is it (in SEK)? Use this format: 300

367

570

800

675

-

If you or your department receives an hourly rate for your editing work in some or all cases, what is it (in SEK)? Use this format: 300

If you or your department receives an hourly rate for your editing work in some or all cases, what is it (in SEK)? Use this format: 300

367

570

800

675

-

If you or your department is paid by the word for your translations in some or all cases, what is your rate (in SEK)? Use this format: 8.5

If you or your department is paid by the word for your translations in some or all cases, what is your rate (in SEK)? Use this format: 8.5

1.75

2

-

If you or your department is paid by the word for your editing work in some or all cases, what is your rate (in SEK)? Use this format: 8.5

If you or your department is paid by the word for your editing work in some or all cases, what is your rate (in SEK)? Use this format: 8.5

-

What else would you like to say that the questions did not cover?

What else would you like to say that the questions did not cover?

Our university is likely to stop charging for translation services from 2022.

We debit certain departments for non prioritised work but I am not sure how much as it is not regulated by the Communications department. My current employer is deemed a "högskola" at the moment but we should get university status from January 1, 2022.

Re questions 15-18: The "customers" are not charged; instead costs for translation are included in the overhead costs.

I am an authorised translator (Kammarkollegiet).

1

¹ Questions that would have been good to include:

- what percentage of the respondent's position is devoted to translation/editing
- whether the respondent is an authorized translator (Kammarkollegiet)
- HEI focus area (technical, more general, large language departments)
- Public/private sector HEI

Assessing normality regarding the salary variable

- “Normal” is used to describe a symmetrical, bell-shaped curve, which has the greatest frequency of scores in the middle with smaller frequencies towards the extremes
- Makes for good charts and graphs

Descriptives

		Statistic	Std. Error	
If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000	Mean	39317,8571	1469,65279	
	95% Confidence Interval for Mean	Lower Bound	36142,8653	
		Upper Bound	42492,8490	
	5% Trimmed Mean	38725,3968		
	Median	37350,0000		
	Variance	30238310,440		
	Std. Deviation	5498,93721		
	Minimum	35000,00		
	Maximum	54300,00		
	Range	19300,00		
	Interquartile Range	3562,50		
	Skewness	2,107	,597	
	Kurtosis	4,020	1,154	

Extreme Values

		Case Number	ID	Value
If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000	Highest	1	11 11	54300,00
		2	9 9	48600,00
		3	2 2	41000,00
		4	5 5	39350,00
		5	12 12	39000,00
	Lowest	1	7 7	35000,00
		2	3 3	35600,00
		3	13 13	36200,00
		4	6 6	36200,00
		5	8 8	36400,00 ^a

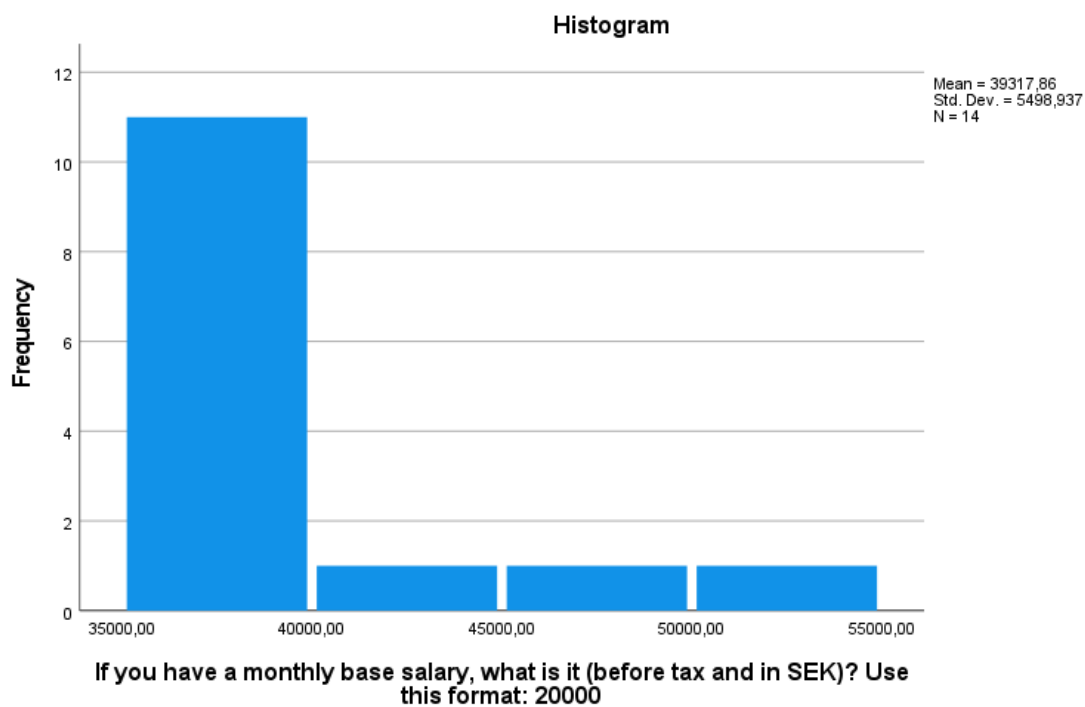
a. Only a partial list of cases with the value 36400,00 are shown in the table of lower extremes.

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000	,283	14	,003	,704	14	,000

a. Lilliefors Significance Correction

If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000



If you have a monthly base salary, what is it (before tax and in SEK)? U

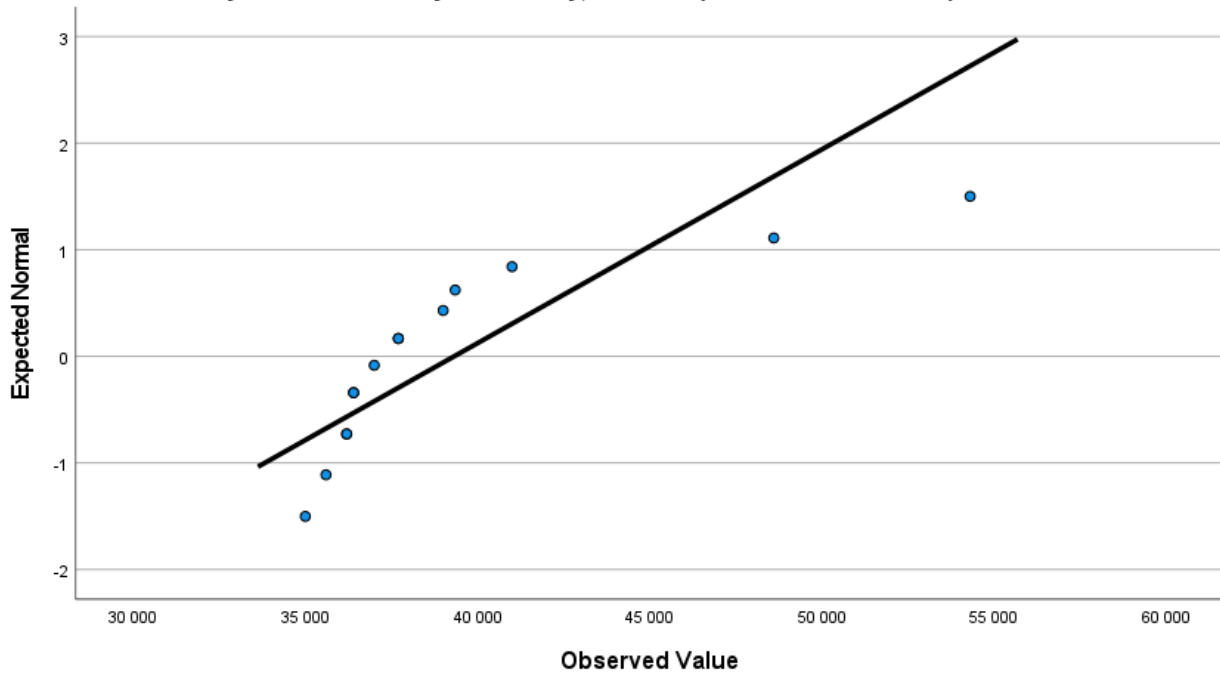
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Frequency      Stem & Leaf
      ,00         3 .
     11,00       3 . 55666677799
      1,00       4 . 1
      2,00 Extremes (>=48600)
  
```

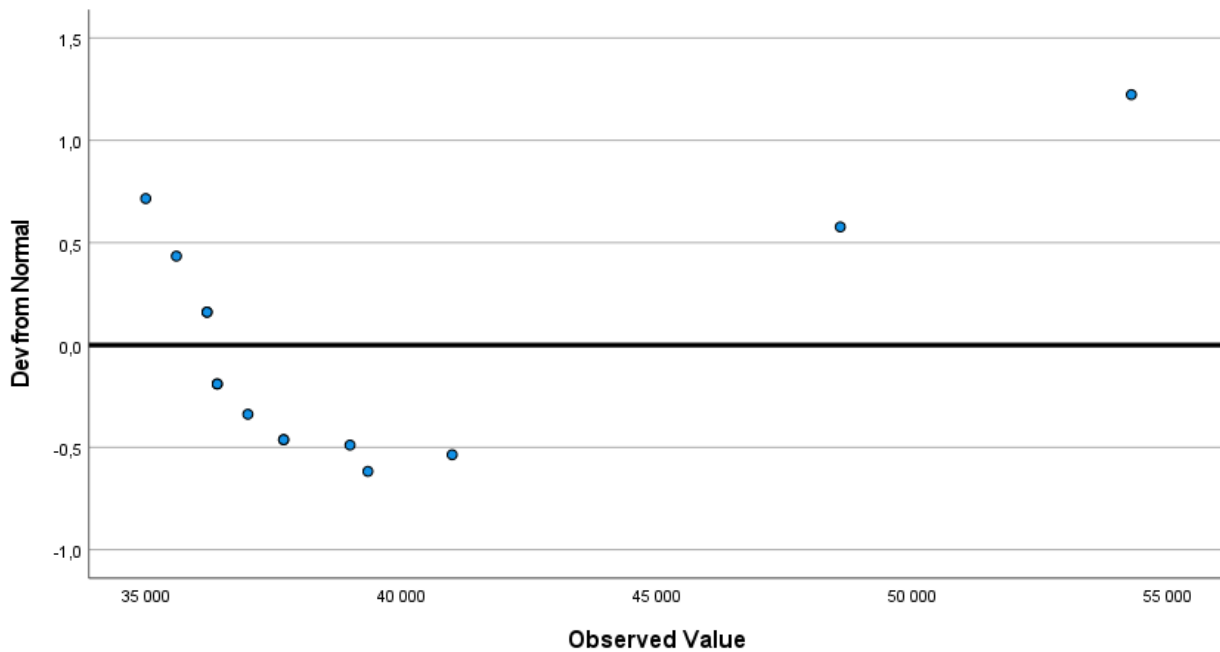
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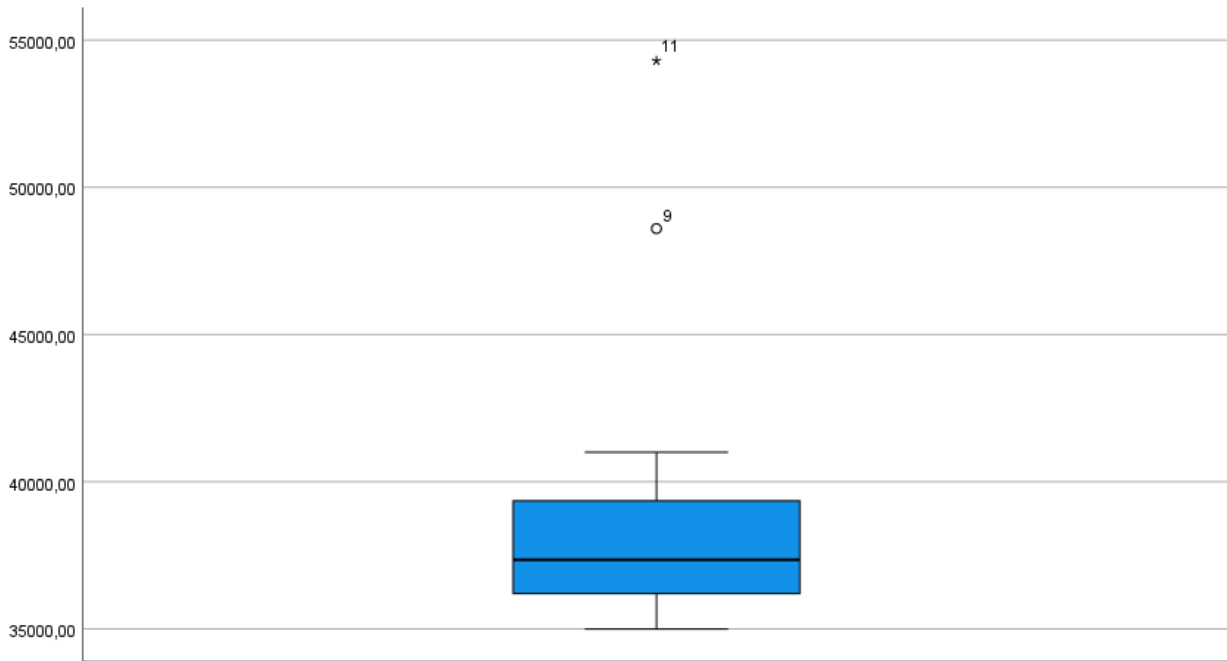
Stem width: 10000,00
Each leaf: 1 case(s)
  
```

Normal Q-Q Plot of If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000



Detrended Normal Q-Q Plot of If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000



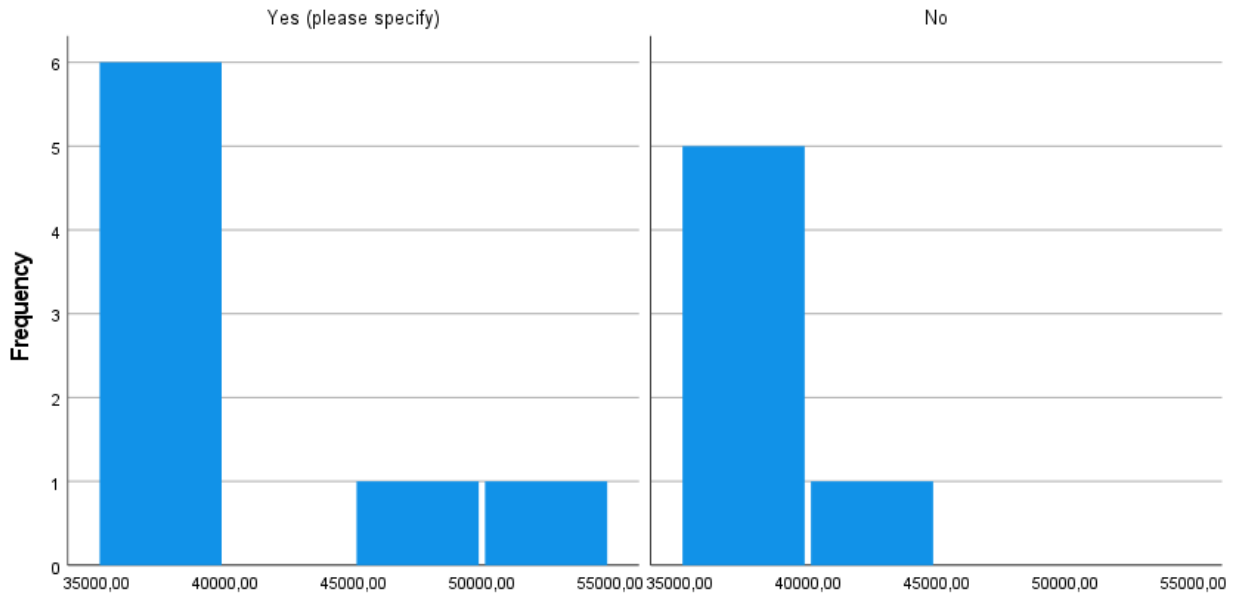


If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000

- Two statistical outliers with significantly higher salaries than a normal distribution would indicate
- Average of the “bottom” 12 survey respondents: 37295

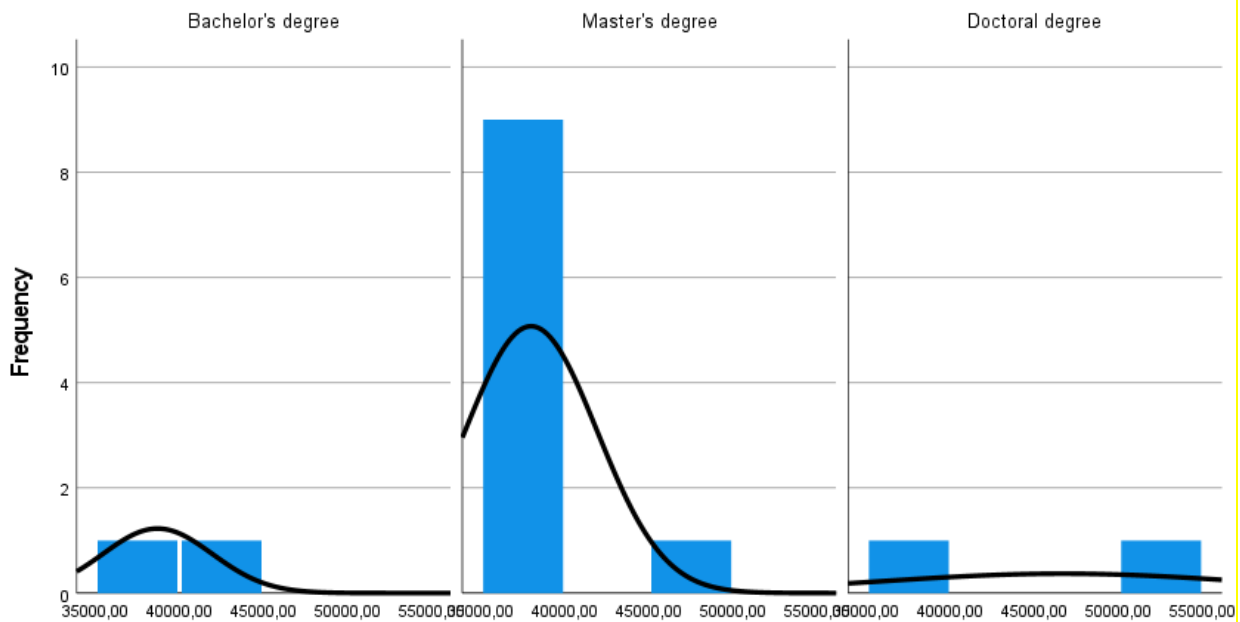
Histograms (to display the distribution of salary data)

Do you have work tasks other than translation to English and/or editing in English at your higher education institution?



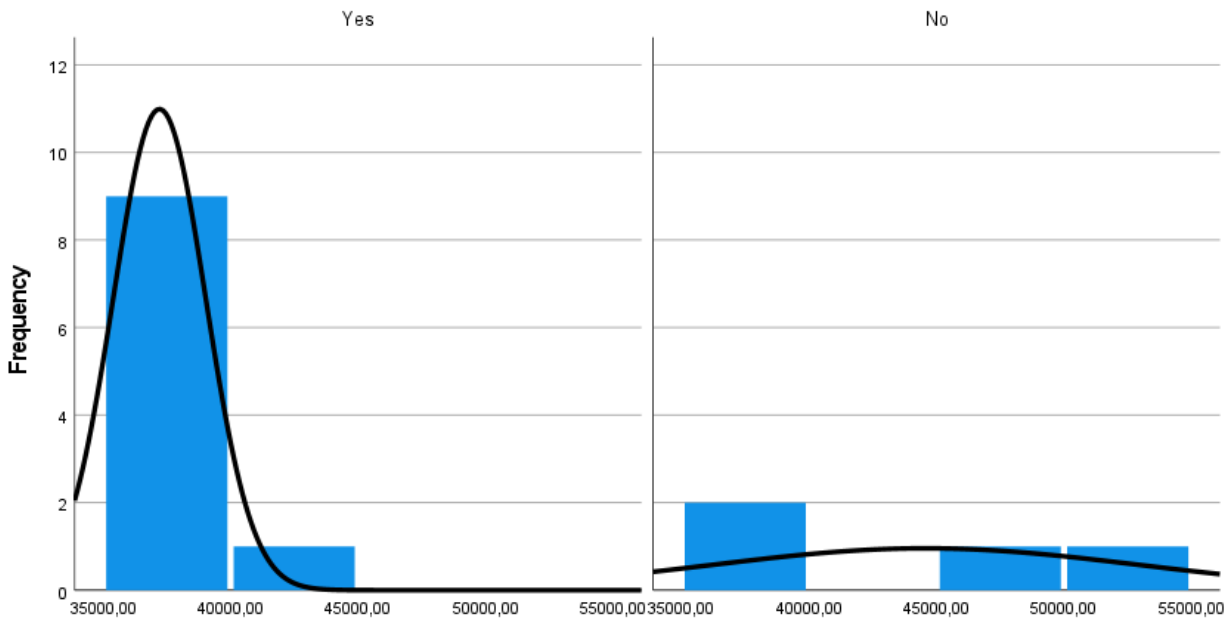
If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000

What is your highest educational level?



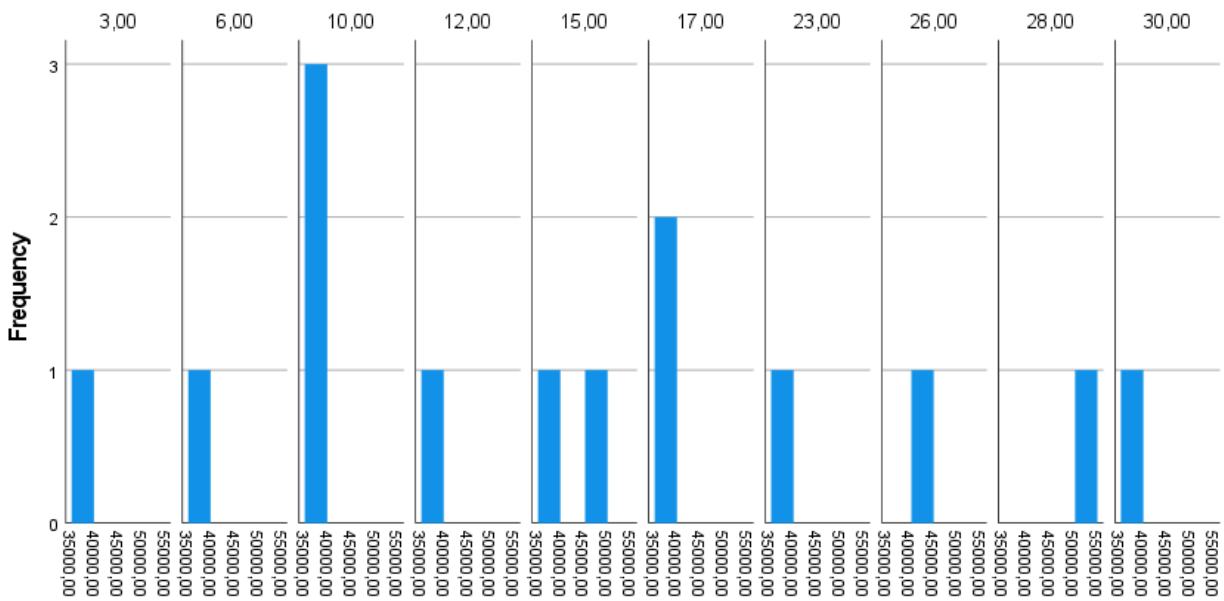
If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000

Do you have a Bachelor's/Master's/doctoral degree in English/translation/something related?



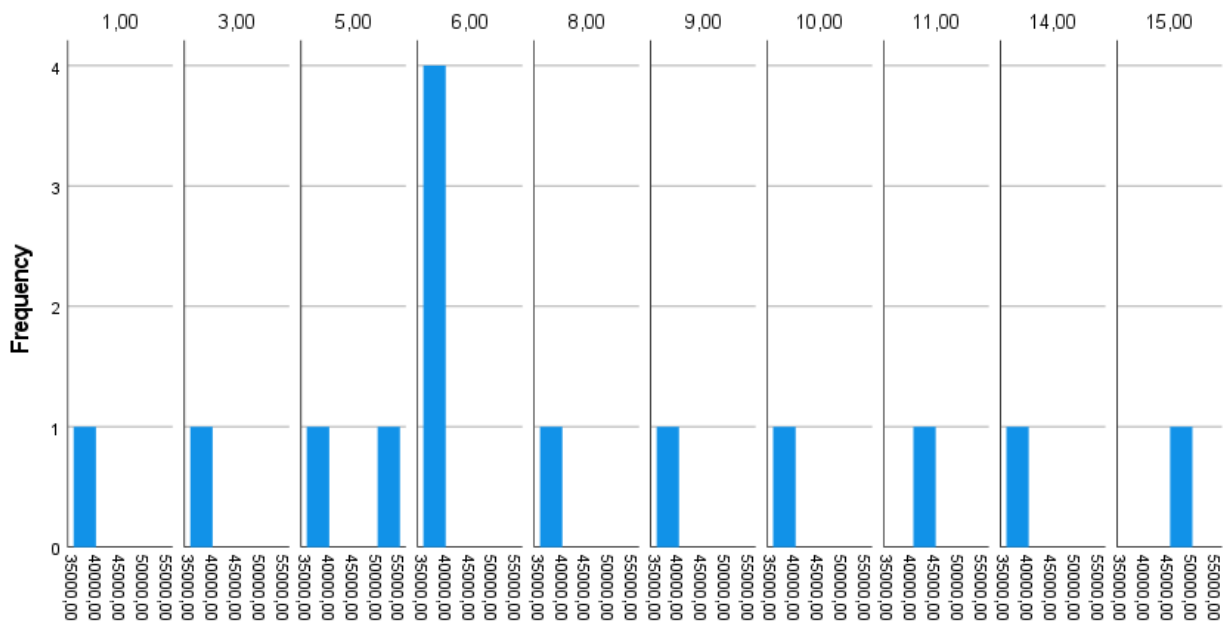
If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000

How many years of experience as an English-language professional do you have? Use this format: 9



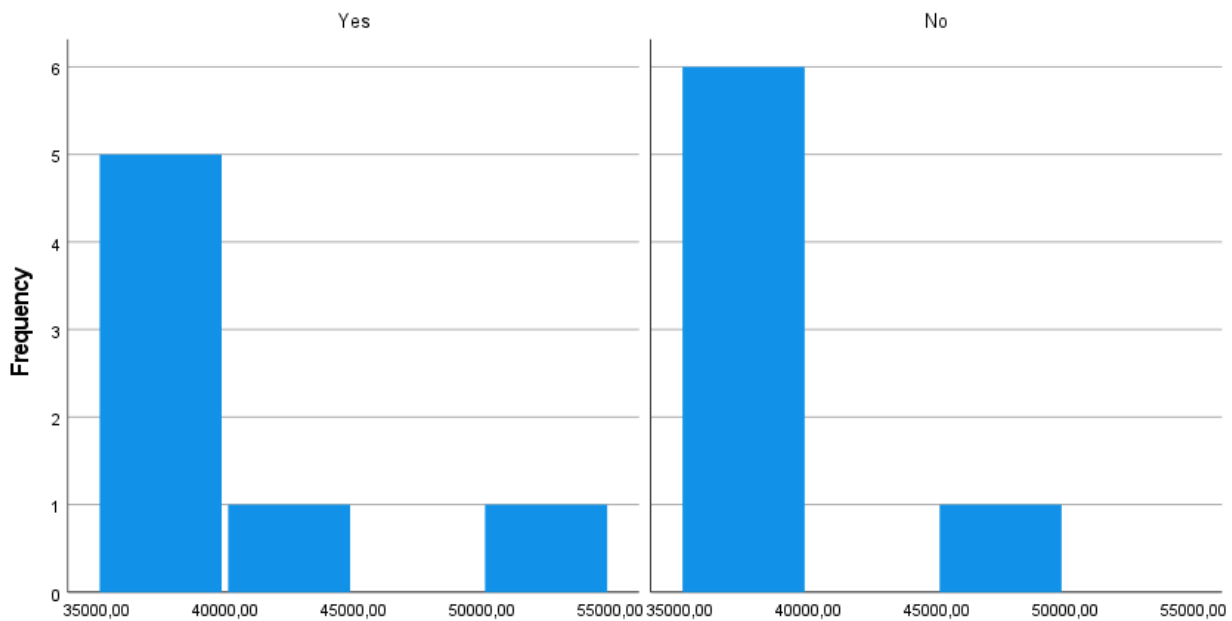
If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000

How many years have you held this position at your higher education institution? Use this format: 4



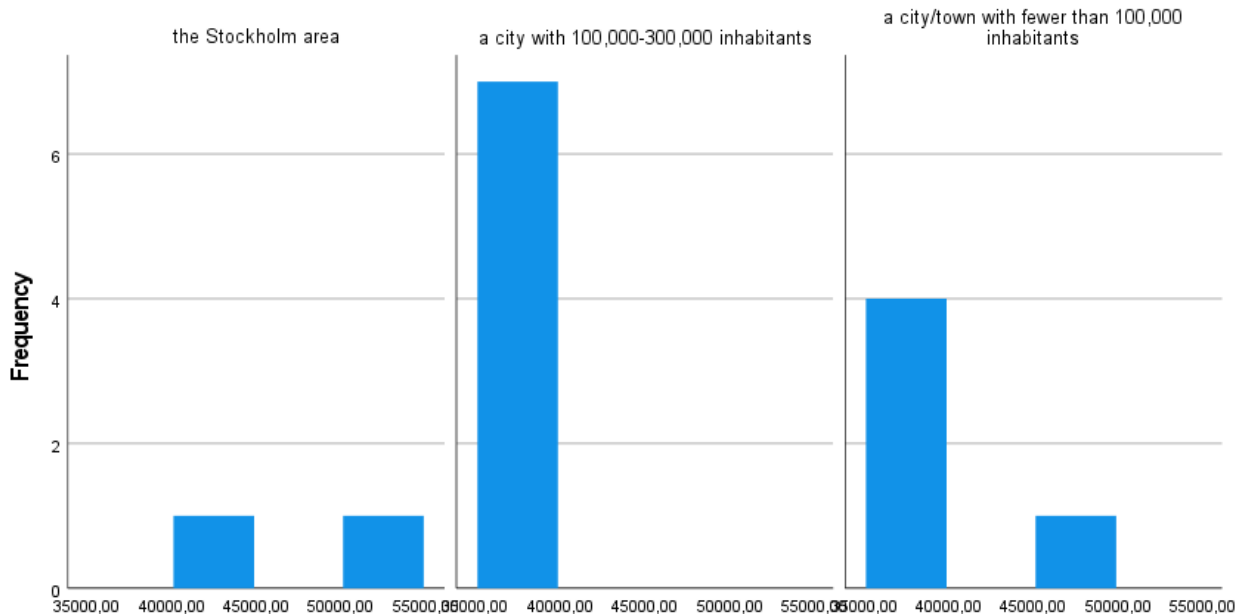
If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000

Would you consider yourself to be a native speaker of English?



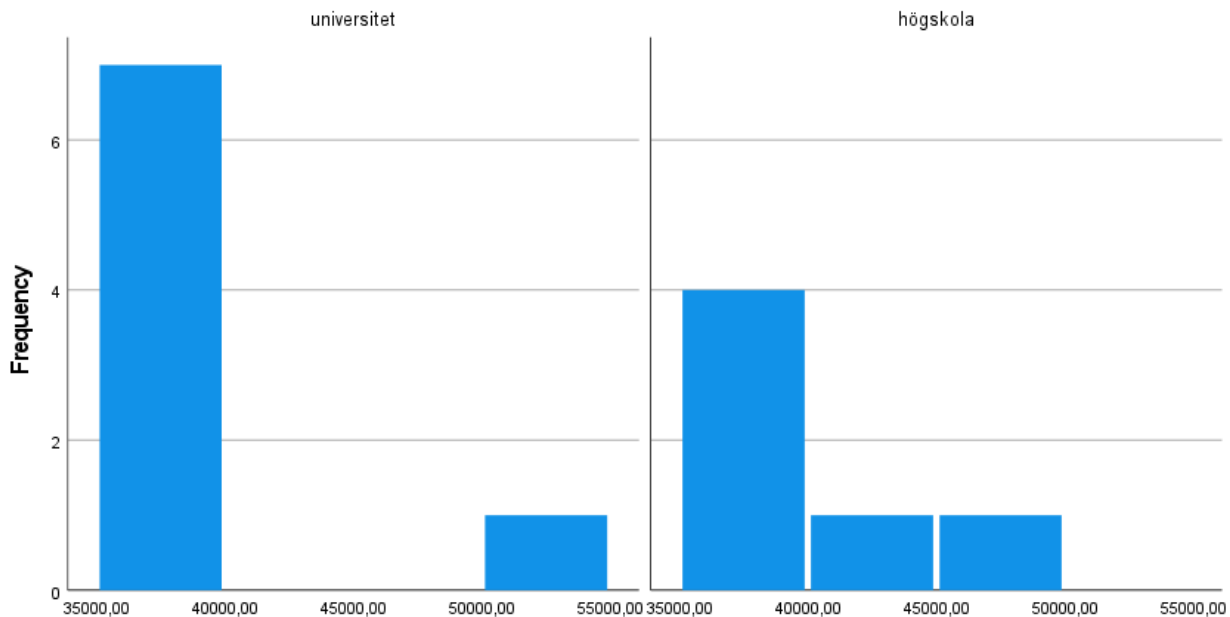
If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000

My higher education institution is in



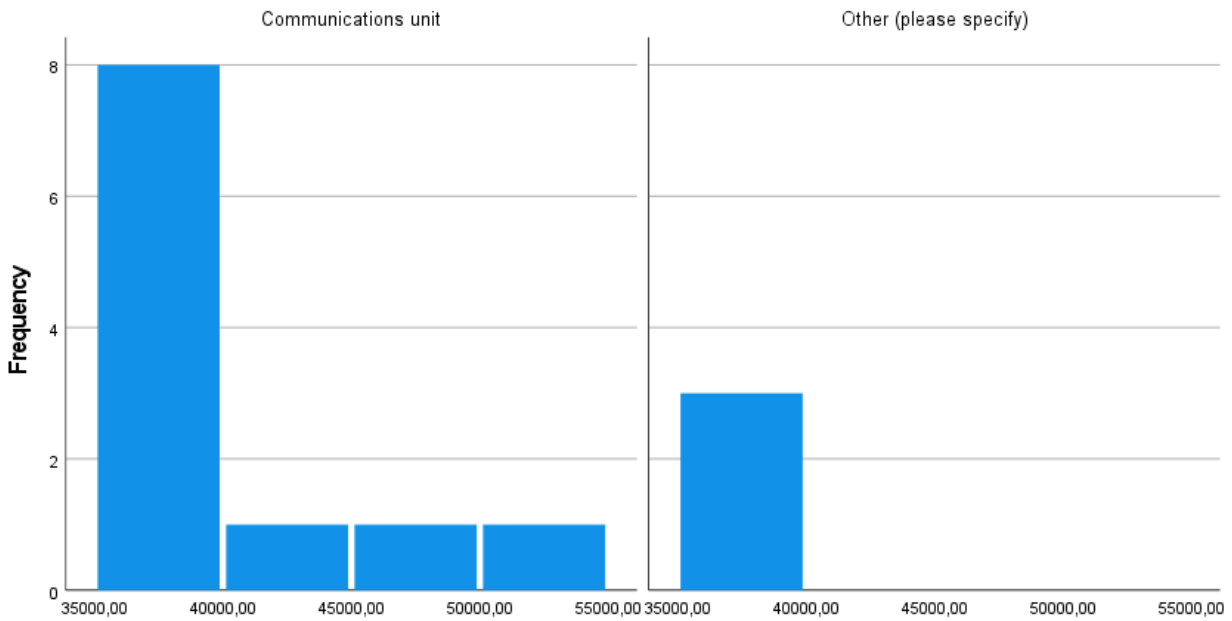
If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000

My higher education institution is a



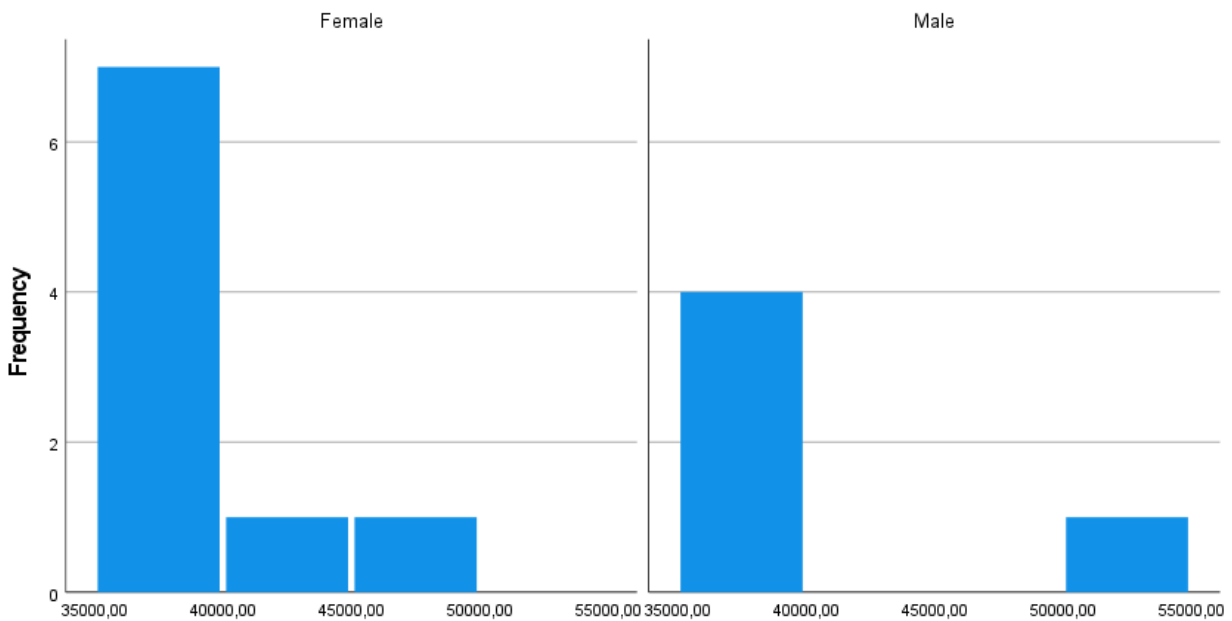
If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000

Where organizationally is your position located at your higher education institution?

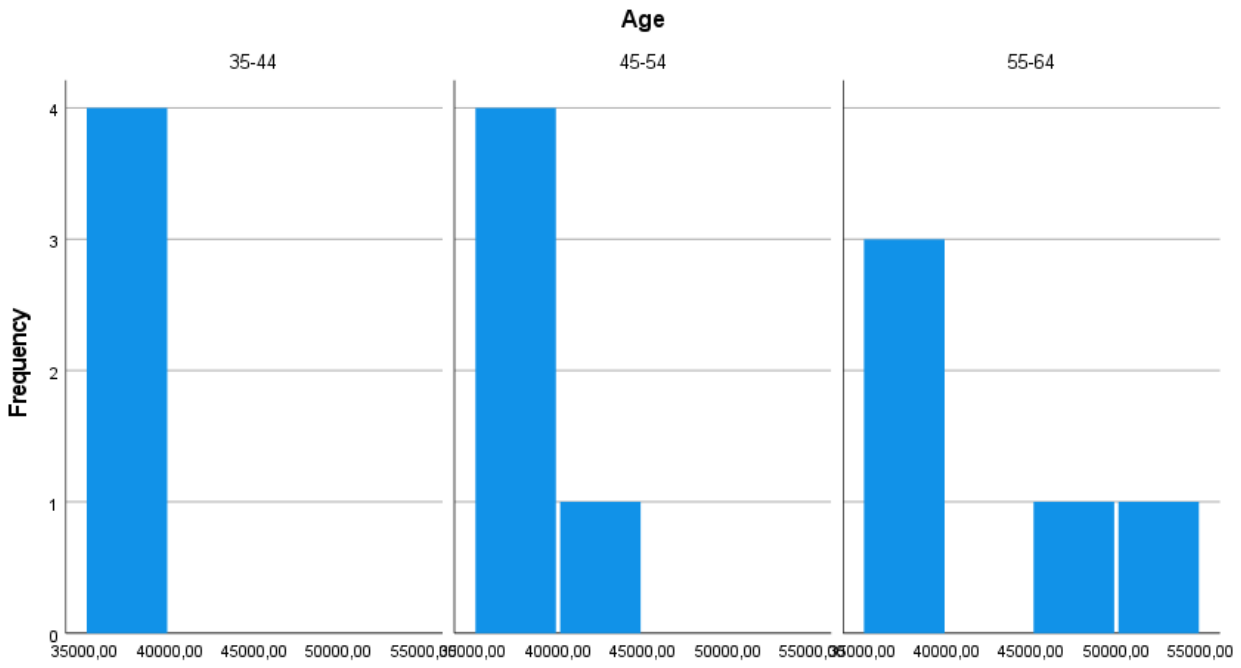


If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000

Gender



If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000



If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000

Statistical analyses (to compare groups/correlations)

Bayesian Estimates of Coefficients^{a,b,c}

Parameter	Mode	Posterior	Variance	95% Credible Interval	
		Mean		Lower Bound	Upper Bound
What is your highest educational level? = Bachelor's degree	38700,000	38700,000	14821180,556	31035,507	46364,493
What is your highest educational level? = Master's degree	37975,000	37975,000	2964236,111	34547,335	41402,665
What is your highest educational level? = Doctoral degree	46650,000	46650,000	14821180,556	38985,507	54314,493

- a. Dependent Variable: If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000
- b. Model: What is your highest educational level?
- c. Assume standard reference priors.

Bayesian Estimates of Coefficients^{a,b,c}

Parameter	Mode	Posterior	Variance	95% Credible Interval	
		Mean		Lower Bound	Upper Bound
Age = 35-44	36887,500	36887,500	7869218,750	31302,697	42472,303
Age = 45-54	37520,000	37520,000	6295375,000	32524,801	42515,199
Age = 55-64	43060,000	43060,000	6295375,000	38064,801	48055,199

- a. Dependent Variable: If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000
- b. Model: Age
- c. Assume standard reference priors.

Bayesian Estimates of Coefficients^{a,b,c}

Parameter	Mode	Posterior	Variance	95% Credible Interval	
		Mean		Lower Bound	Upper Bound
My higher education institution is in = the Stockholm area	47650,000	47650,000	11541555,556	40886,458	54413,542
My higher education institution is in = a city with 100,000-300,000 inhabitants	36750,000	36750,000	3297587,302	33134,735	40365,265
My higher education institution is in = a city/town with fewer than 100,000 inhabitants	39580,000	39580,000	4616622,222	35302,360	43857,640

- a. Dependent Variable: If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000
- b. Model: My higher education institution is in
- c. Assume standard reference priors.

If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000 * Full-time/part-time?

If you have a monthly base salary, what is it (before tax and in SEK)?

Use this format: 20000

Full-time/part-time?	Mean	N	Std. Deviation
full-time	39822,7273	11	6002,55627
part-time	37466,6667	3	3139,00196
Total	39317,8571	14	5498,93721

If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000 * Do you have work tasks other than translation to English and/or editing in English at your higher education institution?

If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000

Do you have work tasks other than translation to English and/or editing in English at your higher education institution?	Mean	N	Std. Deviation
Yes (please specify)	40543,7500	8	6999,97130
No	37683,3333	6	2099,92063
Total	39317,8571	14	5498,93721

If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000 * Would you consider yourself to be a native speaker of English?

If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000

Would you consider yourself to be a native speaker of English?	Mean	N	Std. Deviation
Yes	39971,4286	7	6616,82559
No	38664,2857	7	4553,81839
Total	39317,8571	14	5498,93721

If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000 * My higher education institution is a

If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000

My higher education institution is a	Mean	N	Std. Deviation
universitet	39443,7500	8	6146,85968
högskola	39150,0000	6	5065,86616
Total	39317,8571	14	5498,93721

If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000 * Where organizationally is your position located at your higher education institution?

If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000

Where organizationally is your position located at your higher education institution?

	Mean	N	Std. Deviation
Communications unit	39959,0909	11	6089,86117
Other (please specify)	36966,6667	3	750,55535
	39317,8571	14	5498,93721

If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000 * Gender

If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000

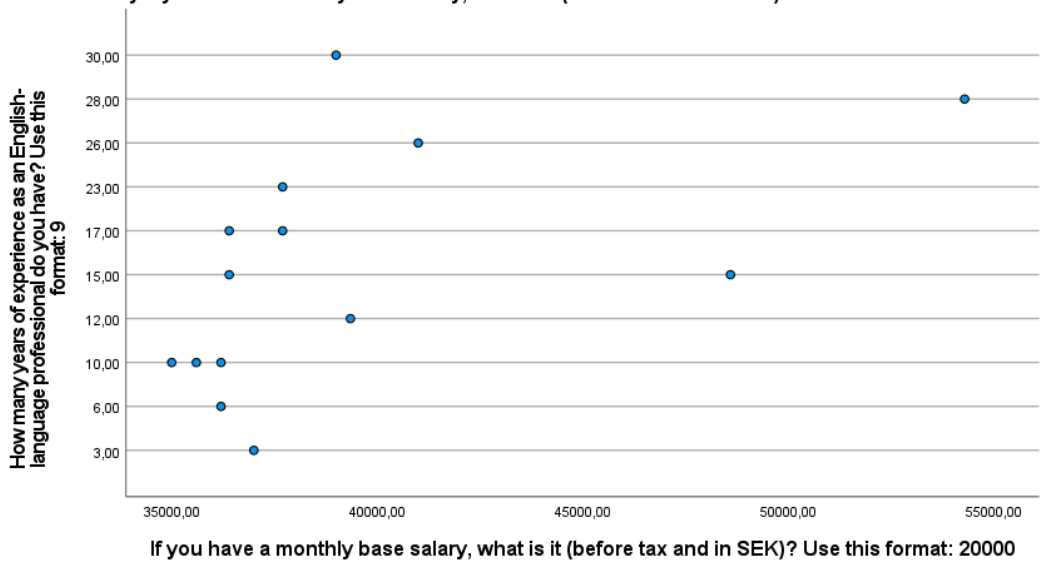
Gender	Mean	N	Std. Deviation
Female	38772,2222	9	4089,55309
Male	40300,0000	5	7934,10360
Total	39317,8571	14	5498,93721

Correlations

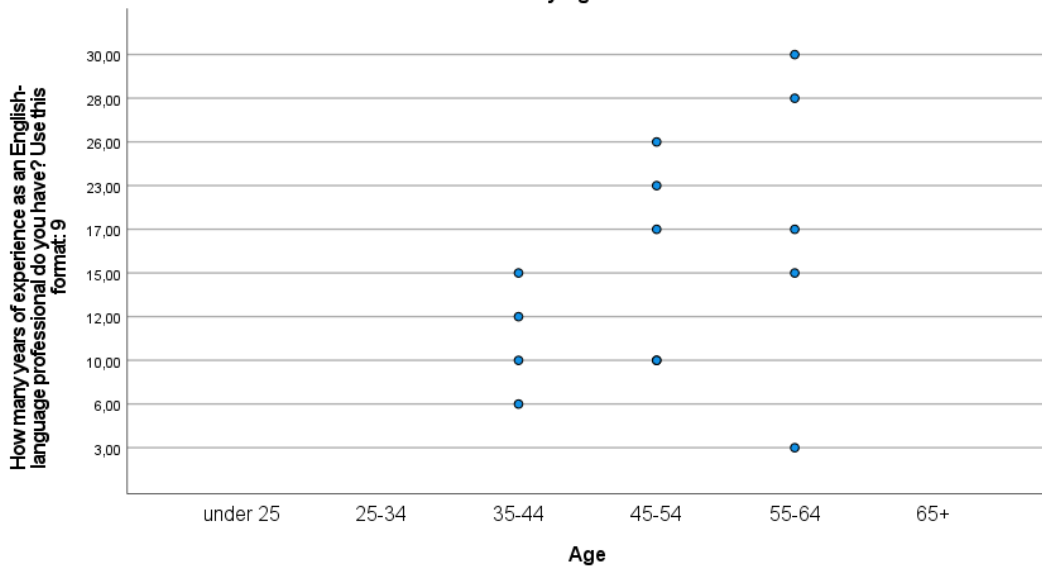
- Salary and years of experience as an English-language professional are **possibly moderately** correlated (not statistically significant)
- Salary and age are **possibly moderately** correlated (not statistically significant)
- Salary and years at the HEI are **possibly weakly** correlated (not statistically significant)
- Salary and gender are **possibly weakly** correlated (not statistically significant)
- Age and years of experience are **possibly weakly** correlated (not statistically significant)

		Correlations				
		If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000	Age	Gender	How many years have you held this position at your higher education institution? Use this format: 4	How many years of experience as an English-language professional do you have? Use this format: 9
If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000	Pearson Correlation	1	,480	,138	,233	,505
	Sig. (2-tailed)		,082	,638	,422	,065
	N	14	14	14	14	14
Age	Pearson Correlation	,480	1	,120	-,012	,384
	Sig. (2-tailed)	,082		,683	,968	,175
	N	14	14	14	14	14
Gender	Pearson Correlation	,138	,120	1	-,254	,220
	Sig. (2-tailed)	,638	,683		,381	,451
	N	14	14	14	14	14
How many years have you held this position at your higher education institution? Use this format: 4	Pearson Correlation	,233	-,012	-,254	1	,243
	Sig. (2-tailed)	,422	,968	,381		,403
	N	14	14	14	14	14
How many years of experience as an English-language professional do you have? Use this format: 9	Pearson Correlation	,505	,384	,220	,243	1
	Sig. (2-tailed)	,065	,175	,451	,403	
	N	14	14	14	14	14

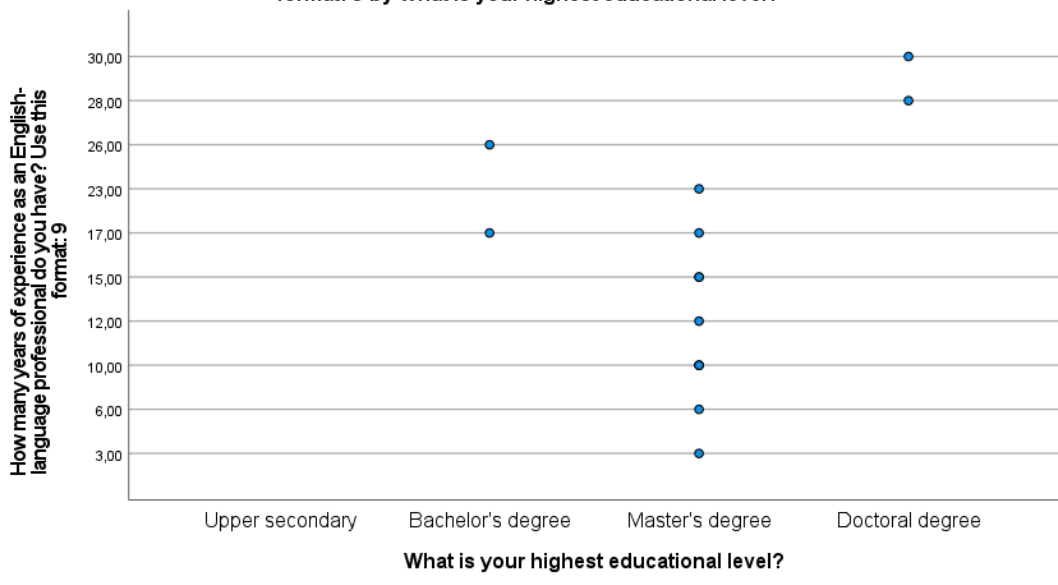
Scatter Plot of How many years of experience as an English-language professional do you have? Use this format: 9 by If you have a monthly base salary, what is it (before tax and in SEK)? Use this format: 20000



Scatter Plot of How many years of experience as an English-language professional do you have? Use this format: 9 by Age



Scatter Plot of How many years of experience as an English-language professional do you have? Use this format: 9 by What is your highest educational level?



Results suggest

This survey had a small number of self-selected respondents and there were several outliers regarding salary data. With that said, the results can be interpreted to suggest that **higher salaries** for English-language professionals at Swedish HEIs may relate in some way to the following factors:

- **More significant factors** (more than 2000 SEK difference in average salary)
 - Personal
 - Holding a doctoral degree
 - Having other work tasks than translation/editing
 - Being 55-64 years of age
 - NOT having a degree in English/translation
 - Being male
 - Being employed full-time
 - Organizational
 - The HEI is located in the Stockholm area
 - The position is located organizationally as part of the Communications unit

- **Less significant factors**
 - Personal
 - Being a native speaker of English (between 1000 and 2000 SEK difference in average salary)
 - Number of years at the HEI
 - Years of experience

- **Insignificant factors** (the results of this survey do not indicate that salaries may relate in some way to the following factors)
 - Personal
 - Holding a Bachelor's vs. Master's degree
 - Organizational
 - Increasing population size for areas smaller than Stockholm (in fact, cities/towns with fewer than 100,000 had the higher salaries in this survey compared to cities with 100,000-300,000 inhabitants)
 - Högskola vs. universitet

Salary calculator suggestion

This survey suggests that an average of the following average salaries for the following categories could possibly be a meaningful starting point for salary discussions for an English-language professional position at a Swedish higher education institution.

- Educational level (Bachelor's/Master's vs. doctoral level)

Bachelor's/Master's degree	38337
Doctoral degree	46650

- City/area size (Stockholm area vs. areas under 300,000 inhabitants)²

Stockholm area	47650
areas with fewer than 300,000 inhabitants	38165

- Position includes work tasks other than editing/translation

Yes	40543
No	37683

As an example, for a translator with a Master's degree who works at an HEI in a city of 100,000 inhabitants and who has work tasks other than English translation/editing (e.g. social media, language training and advising, consultation on procurement of external translating/editing services, translation to Swedish), you would take the average salary for those categories, i.e. 38337, 38165, and 40543, and average them and thus arrive at a suggested base monthly salary of 39015 SEK.

Salary range suggestion

According to the results of this survey, the base salary range for English-language professionals at Swedish higher education institutions would thus most reasonably be considered to be **38061 – 44947 SEK** per month as of November 2021 (these numbers the averages of all of the lowest and all of the highest salaries in each above category of educational level, city size, and work tasks).

Questions or comments?

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² No data for cities that are not in the Stockholm area but that have more than 300,000 inhabitants or for rural areas