



European IP Searcher Salary Survey 2014

Methodology

- Gross Salary vs **Net Salary**
- Possible correction to compare « Apples with Apples » using the **Purchasing Power Parity**

A defined amount of goods which costs 1 US\$ in the USA (\Leftrightarrow reference country), will cost 0.833 € in Belgium

So, in Belgium, with 10,000 € we can purchase:
 $(1 * 10,000) / 0,833 = 12,005$ € amount of goods




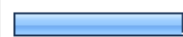

National Comparison ?

Qty of goods we can purchase with X € in country ...	BE	DE	FR	IT	NL	SE/DK	CH	GB
10 K€	12004	1308	11890	13280	16722	1157	7299	14409



<http://data.oecd.org/conversion/purchasing-power-parities-ppp.htm>

- However still **diffcult** to compare, what about:
- Healthcare/retirement support system?
 - National tax adaptations?
 - National infrastructure, what charged vs free?









Age

		Response Percent	Response Count
<25		0.4%	1
25-34		14.3%	37
35-44		34.5%	89
45-54		33.7%	87
>=55		17.1%	44
answered question			258
skipped question			0

Gender





		Response Percent	Response Count
male		51.6%	133
female		48.4%	125
answered question			258
skipped question			0

Country of residence









		Response Percent	Response Count
Belgium		14.0%	36
Denmark		8.5%	22
France		23.3%	60
Netherlands		12.0%	31
Switzerland		2.7%	7
Italy		19.4%	50
United Kingdom		11.8%	30
Ireland		0.0%	0
Sweden		8.5%	22
Norway		0.0%	0

No answer from Germany !

Sector of Activity

		Response Percent	Response Count
Non-Profit Organisation		2.7%	7
Public Sector		10.1%	26
Private Sector		82.9%	214
Semi-Private		4.3%	11
		answered question	258
		skipped question	0

Kind of Activity

		Response Percent	Response Count
Manufacturing Industry		50.4%	130
University/Research Center		4.3%	11
Innovation center		8.5%	22
Law Firm/other professional consultancy		2.7%	7
IP Attorney Firm		14.7%	38
Patent Information Firm		7.8%	20
Library		3.1%	8
Other		8.5%	22
		Other specify	21






Technology Sectors

	Response Percent	Response Count
Pharma-Biotech-Cosmetics	20.5%	53
Chemistry	16.7%	43
Packaging	2.7%	7
Electronics/Electricity	8.5%	22
Mechanics/Automotive	16.7%	43
Food industry	3.5%	9
Agronomy/Agriculture	1.6%	4
Energy	4.7%	12
IT/ITC	1.2%	3
Information Science	3.1%	8
Other	20.9%	54
Other specify		51
answered question		258
skipped question		0







Number of Employees in company

	Response Percent	Response Count
<10	8.9%	23
10 - 249	24.4%	63
250 - 5000	21.7%	56
>5000	45.0%	116
answered question		258

Department

		Response Percent	Response Count
IP		71.3%	184
R&D		16.3%	42
Business		1.2%	3
Marketing		1.6%	4
Other		9.7%	25
	Other specify		22

Number of colleagues doing the same job

		Response Percent	Response Count
0		24.8%	64
1		15.0%	41
2		11.6%	30
3		8.5%	22
4		7.8%	20
>=5		31.4%	81

Highest diploma in Science

		Response Percent	Response Count
High School Diploma (France = bac FR)		5.5%	14
High School + 2 years		4.0%	10
Bachelor of science (France = FR)		17.8%	45
Master of science		42.7%	108
PhD		19.0%	48
Post-PhD		4.0%	10
Non-Applicable		7.1%	18
answered question			253
skipped question			5




Highest diploma in IP

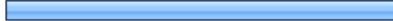

		Response Percent	Response Count
High School Diploma (France = bac FR)		3.2%	8
High School + 2 years		1.6%	4
Bachelor of science (France = FR)		4.0%	10
Master of science		10.3%	26
PhD		2.8%	7
Post-PhD		1.6%	4
Non-Applicable		76.7%	194
answered question			253
skipped question			5

Highest diploma in Information Management





		Response Percent	Response Count
High School Diploma (France = bac FR)		2.0%	5
High School + 2 years		2.8%	7
Bachelor of science (France = FR)		5.5%	14
Master of science		15.4%	39
PhD		1.8%	4
Post-PhD		0.0%	0
Non-Applicable		72.7%	184
answered question			253
skipped question			5

Type of employment

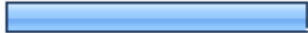







15. Contract			
		Response Percent	Response Count
Permanent position		95.4%	229
Temporary position		2.0%	7
Freelance		1.7%	4
answered question			240
skipped question			18

16. Contractual relationship			
		Response Percent	Response Count
Private sector contract		90.8%	218
Public sector contract		9.2%	22
answered question			240
skipped question			18


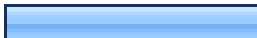


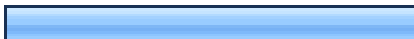

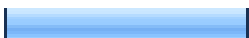
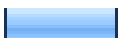
Status

		Response Percent	Response Count
Employee		78.8%	189
Exempt		2.1%	5
Associate		3.8%	9
Manager		15.4%	37
answered question			240
skipped question			18

Who are the customers?

		Response Percent	Response Count
Scientist		48.3%	111
Business development		34.6%	83
Patent attorneys		60.8%	146
Management		37.9%	91
Competitive Intelligence		26.7%	64
R&D		63.3%	152
Other		9.2%	22
Non-Applicable		11.3%	27
	Other specify		14
		answered question	240
		skipped question	18











Main Activities

		Response Percent	Response Count
FTO		62.1%	149
Opposition		32.9%	79
Invalidity		39.2%	94
Patentability		79.6%	191
Alerting/monitoring		53.8%	129
Landscaping		36.3%	87
Legal status		31.7%	76
Other		14.2%	34
		Other specify	37
		answered question	240
		skipped question	18

Working full time / part time?

		Response Percent	Response Count
No: full time		80.8%	194
Yes : >80%		8.3%	20
Yes : 80%		5.0%	12
Yes : 51-79%		4.2%	10
Yes : 50%		0.8%	2
Yes: <50%		0.8%	2
		answered question	240
		skipped question	18

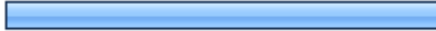
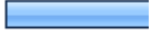

Gross annual salary

		Response Percent	Response Count
< 10K€		0.0%	0
10-20K€		1.7%	4
20-30K€		4.4%	10
30-40K€		14.8%	34
40-50K€		16.2%	37
50-60K€		17.5%	40
60-70K€		16.2%	37
70-80K€		9.6%	22
80-90K€		9.2%	21
90-100K€		4.4%	10
>100K€		6.1%	14
answered question			229
skipped question			29




Net annual salary

		Response Percent	Response Count
< 10K€		0.4%	1
10-20K€		4.8%	11
20-30K€		21.4%	49
30-40K€		32.3%	74
40-50K€		20.5%	47
50-60K€		10.0%	23
60-70K€		4.8%	11
70-80K€		3.1%	7
80-90K€		1.3%	3
90-100K€		0.4%	1
>100K€		0.9%	2
answered question			229
skipped question			29

Are you happy with your job?

		Response Percent	Response Count
Yes		73.4%	168
Partially		24.0%	55
No		2.6%	6
answered question			229
skipped question			29

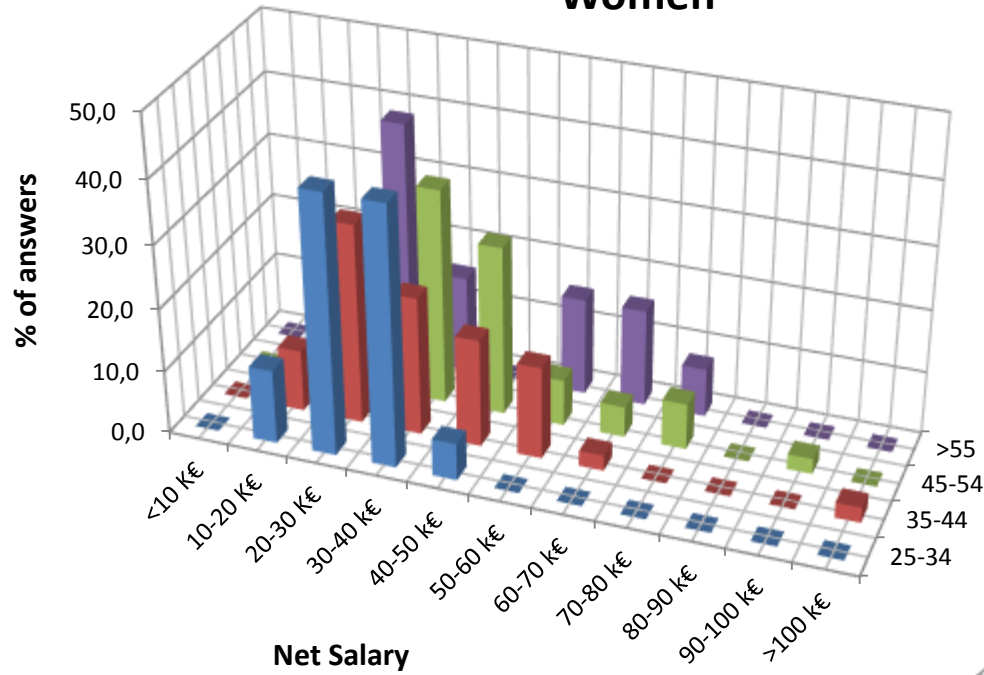
Are you happy with your salary?

		Response Percent	Response Count
Yes		41.0%	94
Partially		46.3%	106
No		12.7%	29
answered question			229
skipped question			29

27. Benefits (more than 1 answer possible)

		Response Percent	Response Count
Bonus		47.8%	109
Prime		15.7%	36
13 month salary		48.5%	111
Participation in company		21.4%	49
Company Car		10.0%	23
Company (cell)phone		33.6%	77
Train/bus subscriptions		11.4%	26
Other products offered by the company		33.6%	77
	Other specify		77
		answered question	229
		skipped question	29

Women

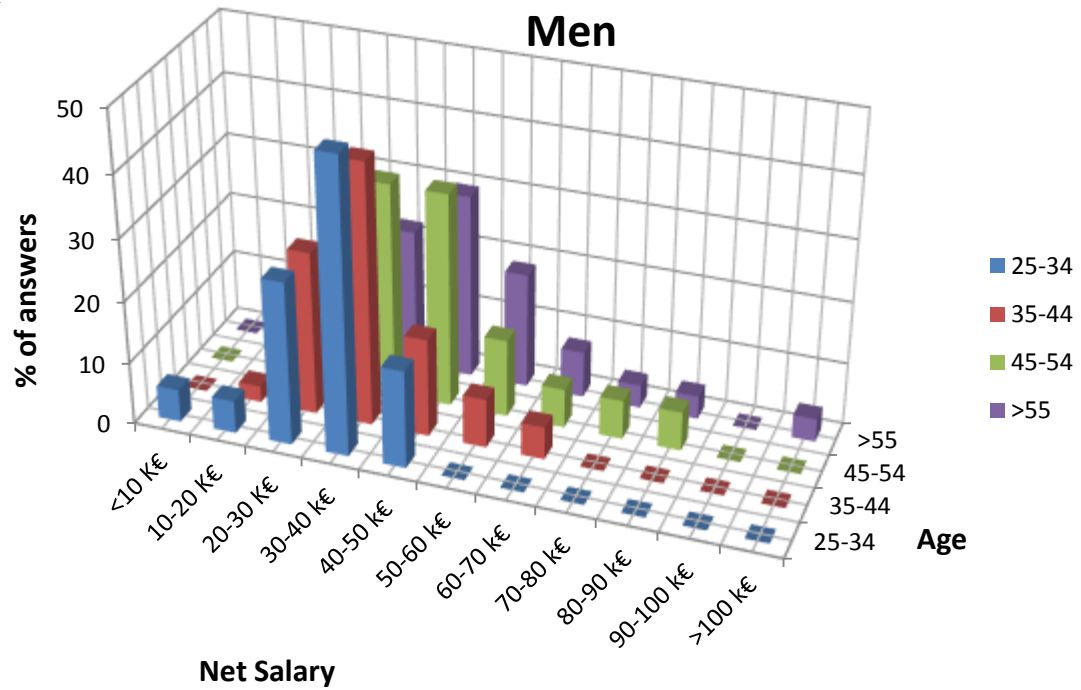


Net Salary per Age

- 25-34
- 35-44
- 45-54
- >55

Age

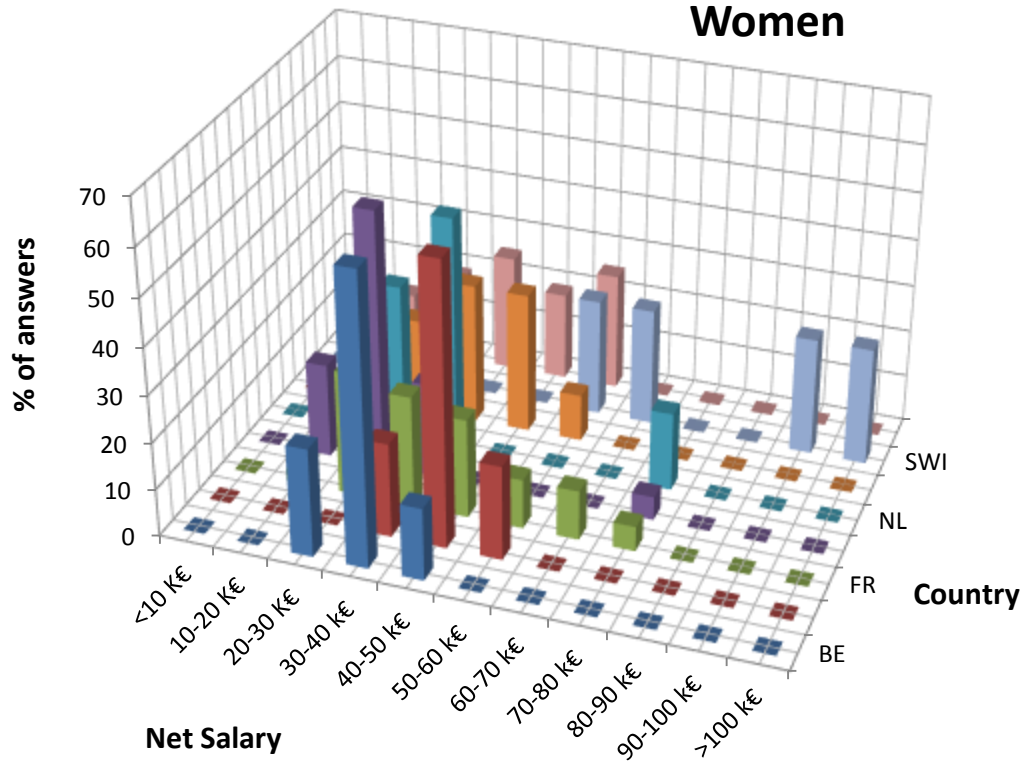
Men



Age

Net Salary

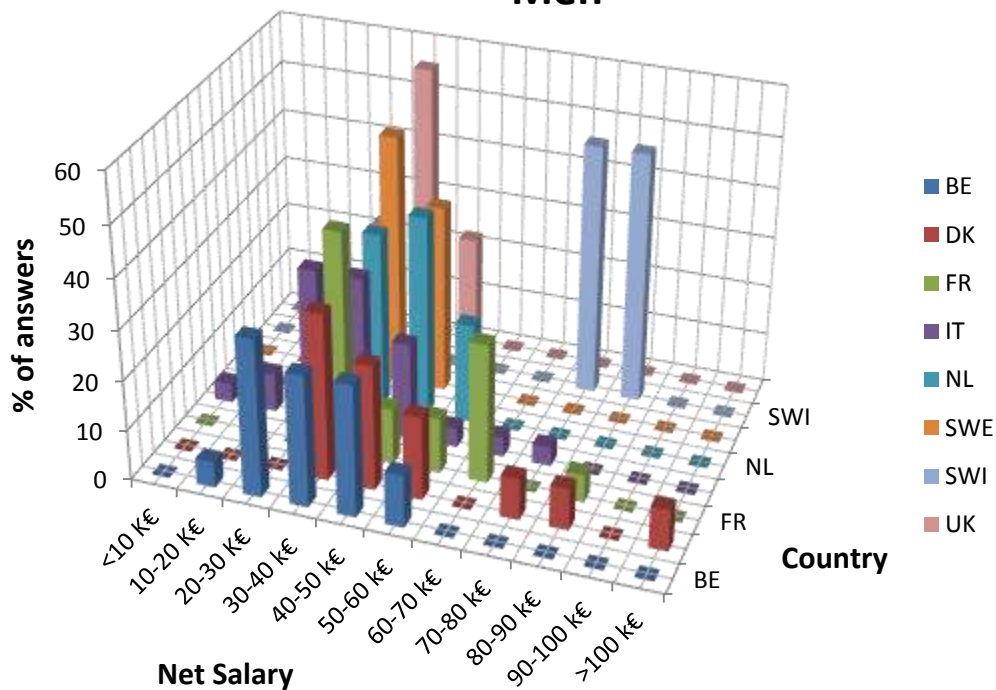
Women



Net Salary per Countries

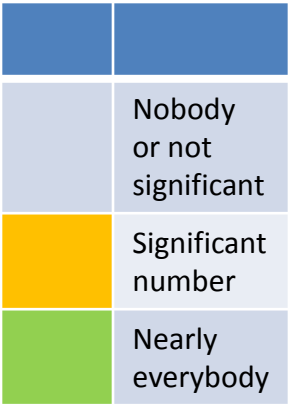
- BE
- DK
- FR
- IT
- NL
- SWE
- SWI
- UK

Men



EXTRAS (as resulting from the free text listing of “other benefits”)

	BE	DK	FR	IT	NL	SE	CH	UK
Bonus (prime)	Nearly everybody	Nearly everybody	Nearly everybody	Nearly everybody	Nearly everybody	Nearly everybody	Nearly everybody	Nearly everybody
Paid Holidays	Nearly everybody	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant
Insurance (eg medical)	Nearly everybody	Nearly everybody	Nobody or not significant	Nearly everybody	Nearly everybody	Nearly everybody	Nobody or not significant	Nearly everybody
13th month salary	Nearly everybody	Nobody or not significant	Nearly everybody	Nearly everybody	Nearly everybody	Nobody or not significant	Nearly everybody	Nobody or not significant
14th month salary	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nearly everybody	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant
Pension Plan	Nearly everybody	Nobody or not significant	Nobody or not significant	Nobody or not significant	Significant number	Nobody or not significant	Nobody or not significant	Nearly everybody
Meal vouchers	Nearly everybody	Nobody or not significant	Nobody or not significant	Nearly everybody	Nobody or not significant	Nobody or not significant	Nearly everybody	Nobody or not significant
Phone	Nearly everybody	Nearly everybody	Nobody or not significant	Nearly everybody	Nearly everybody	Nearly everybody	Nobody or not significant	Nearly everybody
Company Car	Nearly everybody	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant
Train, Bus Subscription	Nearly everybody	Nearly everybody	Nearly everybody	Nobody or not significant	Nearly everybody	Nobody or not significant	Nobody or not significant	Nearly everybody
Flexibility on working time	Nearly everybody	Nearly everybody	Nobody or not significant	Nearly everybody	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant
Profit Sharing, incentives, ...	Nobody or not significant	Nobody or not significant	Nearly everybody	Nearly everybody	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant
Eco-cheques	Significant number	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant
Fruit etc	Nobody or not significant	Significant number	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant
Wellness, massage	Nobody or not significant	Significant number	Nobody or not significant	Nobody or not significant	Nobody or not significant	Significant number	Nobody or not significant	Nobody or not significant
Production Price	Nobody or not significant	Nobody or not significant	Nobody or not significant	Significant number	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant
Company Shop/discounts	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant	Significant number	Significant number
Chocolate Egg at Easter	Nobody or not significant	Nobody or not significant	Nobody or not significant	Significant number	Nobody or not significant	Nobody or not significant	Nobody or not significant	Nobody or not significant



Conclusions?

- Quite typical distribution in view of age and experience.
- Quite similar distribution in each country, though some non-logical variations
 - > **Comparison** between countries is **difficult** to assess
 - > **We do not reach all** of the European patent information professionals (e.g. no answer from Germany)