



STC India
Salary Survey

2019

STC India 2019 salary survey

About the Survey:

- Duration of data collection: 16th October to 12th November 2019
- Number of valid responses: 650
- Anonymous, web-based, open to all Technical Communicators in India

Key findings:

- The median salary has increased by 9.2% compared to the last year.
- National Capital Region, Pune, and Bangalore are the highest paying areas.
- The Indian salary levels are about 25% of the U.S. salary levels.



Measures used in this report

Base: The total responses in a given category.

Mean: The value computed by averaging the tabulated responses.

10%: Ten percent of the responses were below this value; ninety percent were above this value.

25%: Twenty-five percent of the responses were below this value; seventy-five percent were above this value.

50%: Fifty percent of the responses were below this value; fifty percent were above this value. This is also called the median.

75%: Seventy-five percent of the responses were below this value; twenty-five percent were above this value.

90%: Ninety percent of the responses were below this value; ten percent were above this value.

TrimMean: This value is the mean taken by excluding 10% of data points from the top and bottom tails of a data set. In other words, this is an average of values excluding the extreme cases.

Salary/year of experience: Most of the tables also indicate the measures for salary/year of experience. This parameter is included to compare influence of various factors on the salary on level grounds, i.e. to exclude the effect of experience. If all or most of the survey participants from a specific category have a higher number of years of experience, the average salary in that particular category may be reflected as very high. In such cases, the salary/year of experience parameter will give a more realistic comparison of salaries in related categories.

All the salary figures mentioned in this report are in Indian Rupees unless specifically mentioned otherwise.



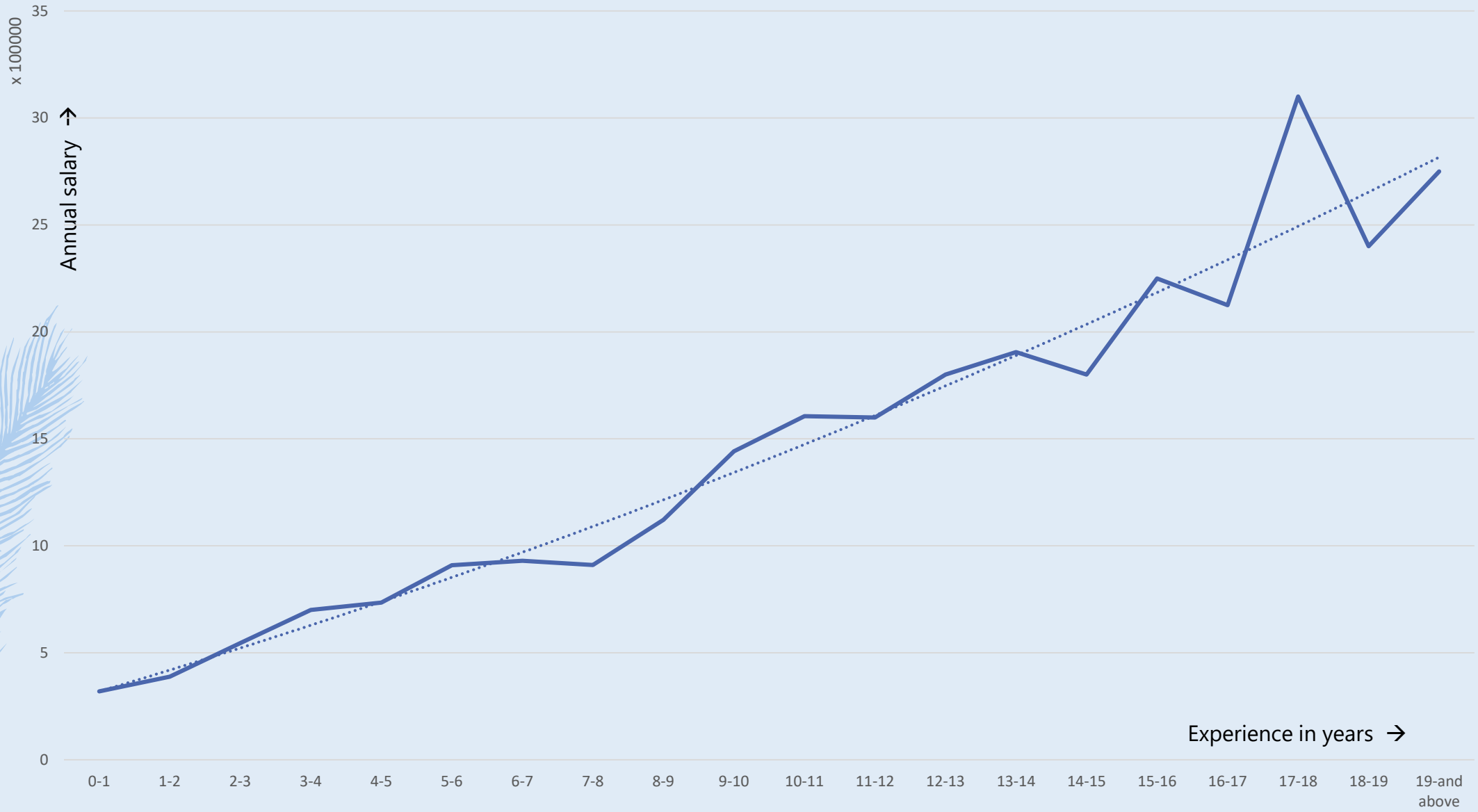
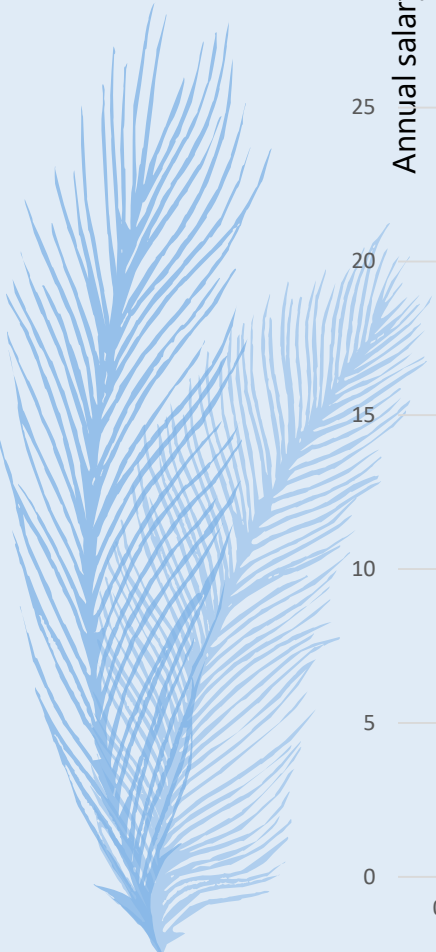
Experience



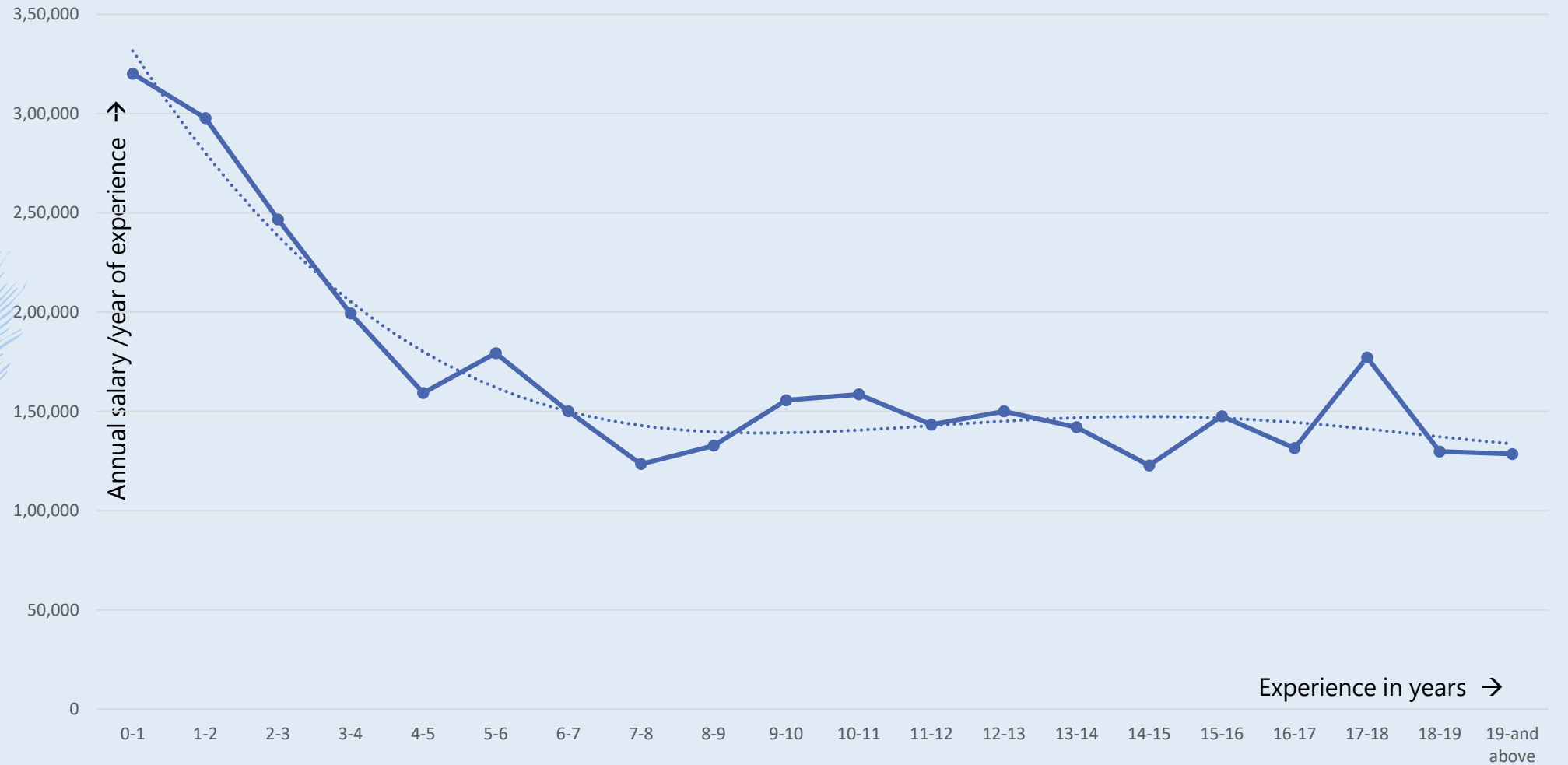
Experience wise data

Experience (Years)	Base	Salary (Rs. per annum)							Salary/year of experience (Rs. per annum)						
		Average	TrimMean	10%	25%	50%	75%	90%	Average	TrimMean	10%	25%	50%	75%	90%
0-1	9	3,52,444	3,52,444	1,50,000	2,46,000	3,20,000	4,60,000	6,50,000	3,52,444	3,52,444	1,50,000	2,46,000	3,20,000	4,60,000	6,50,000
1-2	22	4,29,763	4,21,840	1,50,000	2,44,500	3,88,500	5,55,000	8,19,000	3,38,297	3,36,240	1,68,900	1,94,561	2,97,692	5,00,200	5,53,053
2-3	16	6,26,219	6,26,219	3,00,150	4,50,000	5,45,000	7,82,000	11,08,000	2,63,328	2,63,328	1,33,860	1,74,252	2,46,646	3,05,227	4,49,407
3-4	23	7,43,470	7,14,276	3,39,600	4,50,000	7,00,000	9,25,000	13,20,000	2,24,871	2,15,911	1,04,956	1,50,000	1,99,309	2,83,333	3,80,488
4-5	43	7,49,669	7,32,712	4,07,600	4,90,000	7,35,000	9,00,000	12,00,000	1,73,315	1,69,303	92,929	1,15,592	1,59,231	2,25,000	3,00,000
5-6	46	9,39,151	9,40,618	4,95,500	8,00,000	9,09,280	11,09,250	13,47,900	1,78,207	1,78,067	92,850	1,54,956	1,79,300	2,10,726	2,48,000
6-7	35	9,81,114	9,70,879	5,90,400	7,35,000	9,30,000	11,25,000	14,40,000	1,56,511	1,55,670	96,252	1,20,822	1,50,000	1,83,333	2,28,333
7-8	46	10,25,406	10,13,183	6,34,000	8,00,000	9,10,000	12,12,500	16,00,000	1,40,765	1,39,148	86,368	1,12,613	1,23,433	1,67,857	2,28,015
8-9	71	12,91,608	12,65,110	7,10,000	9,30,000	11,21,000	16,00,000	20,80,000	1,54,546	1,51,285	87,128	1,12,150	1,32,692	1,92,453	2,46,050
9-10	47	15,16,390	15,23,310	10,86,600	12,50,000	14,42,086	19,00,000	20,17,600	1,62,973	1,63,388	1,12,084	1,33,333	1,55,556	2,03,390	2,22,222
10-11	36	15,05,333	14,99,765	9,00,000	11,00,000	16,06,000	17,90,000	21,60,000	1,47,536	1,47,003	85,313	1,10,000	1,58,539	1,71,672	2,07,898
11-12	39	16,87,920	16,81,807	9,00,000	12,53,000	16,00,000	21,00,000	27,00,000	1,49,768	1,49,068	78,261	1,13,909	1,43,284	1,84,286	2,34,783
12-13	40	18,56,350	18,49,167	10,28,000	13,00,000	18,00,000	23,75,000	28,00,000	1,52,257	1,51,662	83,351	1,06,855	1,50,000	1,94,021	2,30,952
13-14	40	20,05,500	19,71,389	12,00,000	15,00,000	19,05,000	24,75,000	30,00,000	1,51,413	1,48,722	88,138	1,11,999	1,41,989	1,85,043	2,25,996
14-15	34	20,47,244	19,47,072	11,50,000	15,45,000	18,00,000	22,75,000	32,25,000	1,42,817	1,35,480	81,910	1,09,583	1,22,727	1,62,006	2,26,355
15-16	23	24,80,797	24,61,905	16,20,000	18,00,000	22,50,000	31,30,000	37,92,000	1,63,854	1,62,670	1,08,000	1,20,000	1,47,541	2,01,935	2,52,800
16-17	12	22,90,417	22,90,417	14,05,000	18,00,000	21,25,000	28,50,000	33,70,000	1,40,852	1,40,852	87,813	1,12,500	1,31,455	1,73,604	2,04,969
17-18	15	30,52,654	30,52,654	15,20,000	22,00,000	31,00,000	33,00,000	52,80,000	1,77,841	1,77,841	86,182	1,25,714	1,77,143	1,94,118	3,07,211
18-19	11	36,05,398	36,05,398	19,40,000	22,00,000	24,00,000	55,00,000	80,45,875	1,98,616	1,98,616	1,05,495	1,22,222	1,29,730	3,05,556	4,46,993
19 +	42	31,68,635	30,45,596	15,00,000	21,50,000	27,50,000	40,00,000	57,10,000	1,53,905	1,45,776	74,352	99,725	1,28,526	1,82,416	2,79,138

Median salary against experience (in INR)



Median salary per year of experience (in INR)



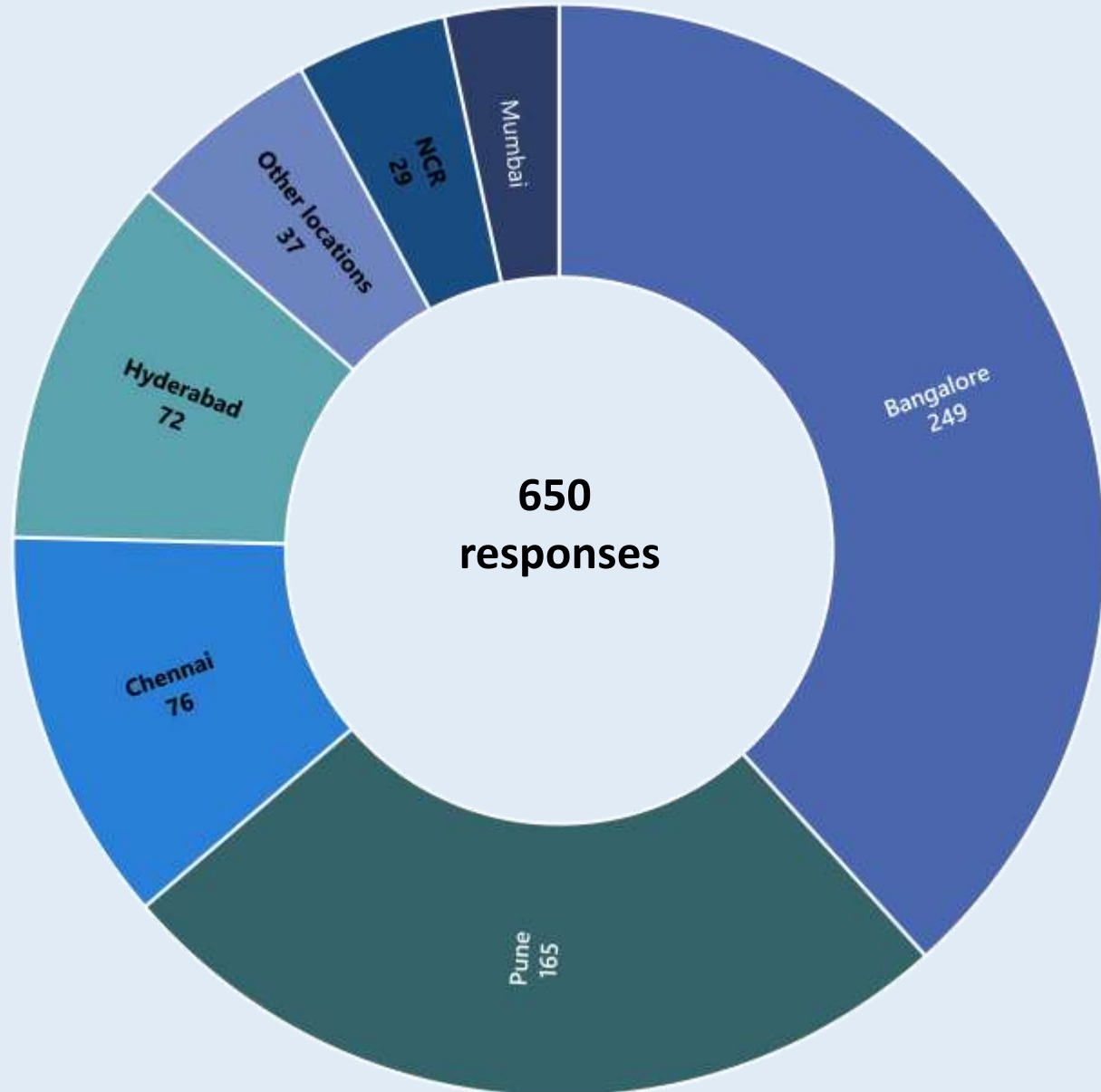
Location



Location wise data

Location	Base	Salary (Rs. per annum)							Salary/year of experience (Rs. per annum)						
		Average	TrimMean	10%	25%	50%	75%	90%	Average	TrimMean	10%	25%	50%	75%	90%
Bangalore	249	16,79,106	15,66,739	7,00,000	9,97,508	15,00,000	21,00,000	30,00,000	1,76,003	1,69,563	1,10,000	1,25,363	1,64,384	2,10,439	2,52,000
Chennai	76	10,13,316	9,87,736	4,42,500	6,25,000	9,45,000	13,00,000	16,80,000	1,20,770	1,12,296	70,412	83,606	1,11,975	1,30,991	1,70,168
Hyderabad	72	15,76,762	15,07,758	5,67,000	9,00,000	14,20,000	21,00,000	27,79,000	1,62,789	1,54,971	96,414	1,21,753	1,50,130	1,87,054	2,22,491
Mumbai	22	11,40,591	11,23,650	4,32,300	5,07,500	10,60,000	15,58,500	22,25,000	1,41,560	1,36,061	77,311	1,00,214	1,19,737	1,44,446	2,93,000
NCR	29	23,63,241	22,38,689	9,00,000	14,50,000	20,00,000	23,30,000	55,00,000	2,01,765	1,93,811	91,603	1,28,008	1,78,571	2,30,791	4,12,743
Pune	165	16,47,679	15,63,273	5,61,600	9,00,000	14,50,000	21,00,000	30,00,000	1,98,031	1,86,862	1,11,119	1,34,106	1,77,300	2,34,647	2,96,471
Other locations	37	8,84,086	8,49,805	2,25,235	4,25,000	7,78,000	11,95,000	16,28,000	1,29,750	1,26,329	76,914	86,335	1,11,429	1,68,375	2,00,465

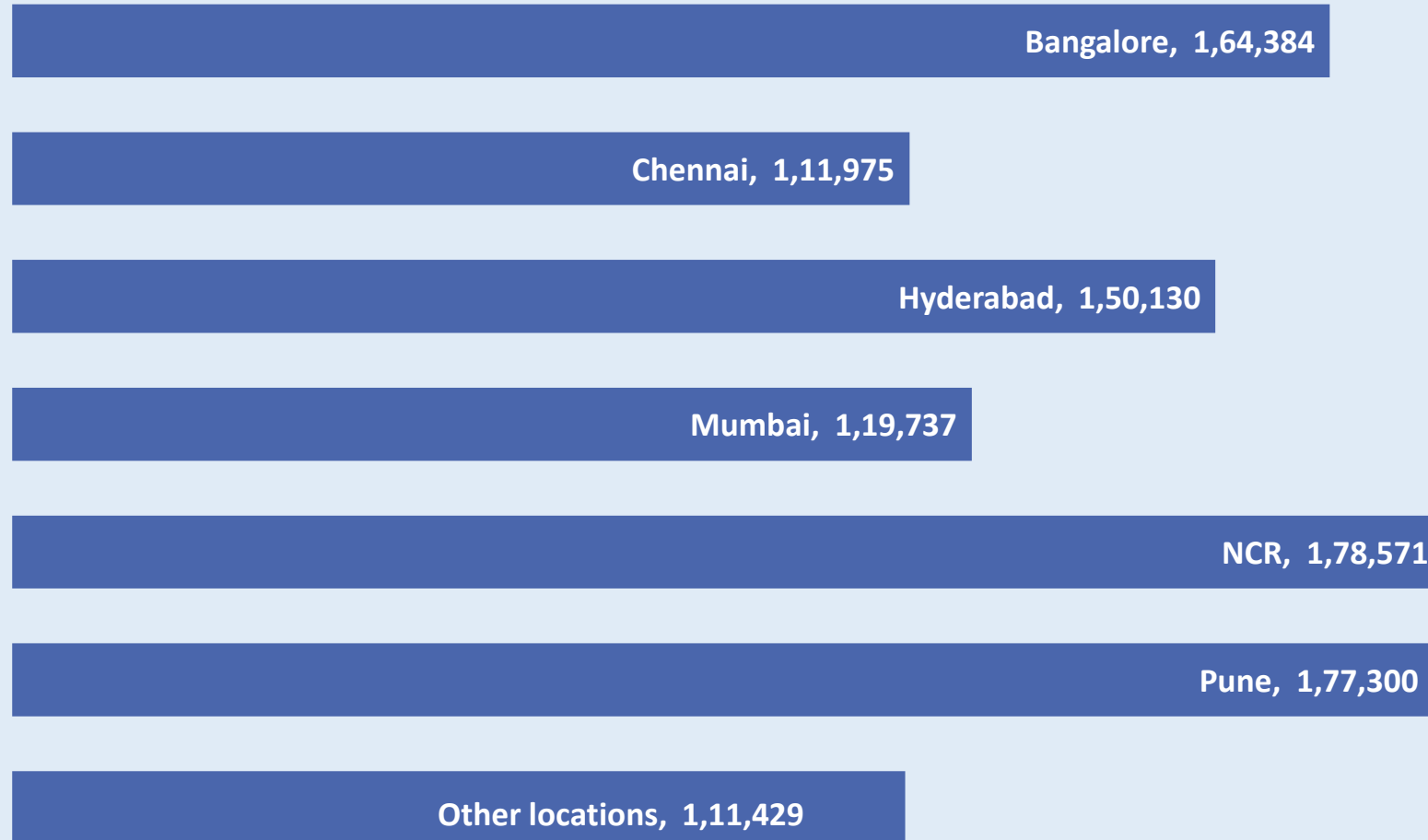
Number of respondents from different locations



Location wise median salary (in INR)



Location wise median salary per year of experience (in INR)



Age



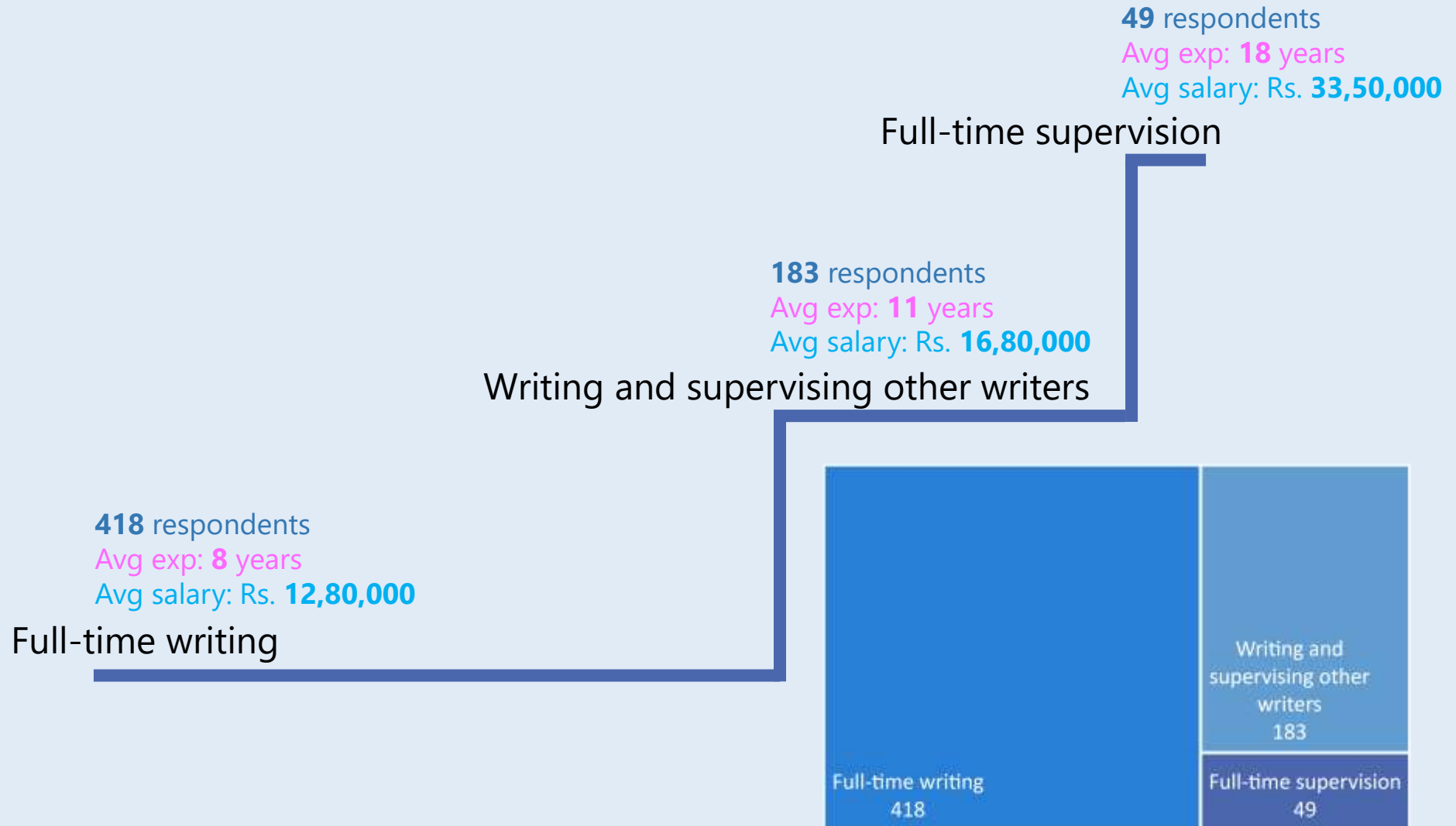
Age wise data

Age (Years)	Base	Salary (Rs. per annum)							Salary/year of experience (Rs. per annum)						
		Average	TrimMean	10%	25%	50%	75%	90%	Average	TrimMean	10%	25%	50%	75%	90%
22-24	11	4,61,984	4,61,984	1,63,164	2,16,000	4,50,000	6,50,000	8,50,000	3,34,890	3,34,890	1,24,176	1,68,750	2,83,333	5,36,842	6,40,000
25-26	27	6,33,155	6,13,287	2,82,835	4,07,000	6,50,000	7,70,000	11,20,000	2,15,756	2,08,907	98,974	1,59,231	1,97,701	2,64,000	3,19,588
27-28	61	8,02,730	7,92,482	3,90,600	5,10,000	7,50,000	10,75,000	13,90,000	1,97,990	1,85,210	1,04,992	1,24,127	1,71,000	2,30,952	3,38,720
29-30	67	10,69,860	10,51,731	5,75,200	7,38,750	9,30,000	14,00,000	17,20,000	1,72,298	1,64,975	93,462	1,17,857	1,65,000	1,97,647	2,90,400
31-33	114	12,16,079	12,01,058	6,30,000	9,00,000	11,00,000	15,05,000	19,84,623	1,59,313	1,55,517	93,432	1,18,686	1,52,228	1,87,540	2,33,172
34-37	124	16,74,668	16,19,236	8,72,500	11,00,000	16,10,000	20,00,000	26,65,100	1,69,152	1,62,553	90,164	1,22,768	1,60,480	2,01,452	2,43,951
38-40	82	18,72,164	17,72,184	8,92,000	12,00,000	17,75,000	22,50,000	28,00,000	1,66,103	1,59,539	96,097	1,18,177	1,48,665	1,96,722	2,52,561
40-45	111	21,84,130	20,75,851	8,00,000	12,50,000	21,00,000	28,50,000	33,80,000	1,56,609	1,51,477	78,616	1,12,500	1,46,667	1,88,235	2,36,290
46-50	32	23,46,708	21,93,155	7,16,400	12,00,000	18,75,000	30,28,245	44,94,000	1,63,367	1,56,592	90,140	1,04,750	1,30,753	2,06,443	2,82,353
50+	21	22,22,619	20,98,684	10,46,000	12,25,000	17,00,000	28,65,000	54,80,000	1,26,982	1,18,920	68,893	76,894	1,04,500	1,45,347	2,60,858

Responsibility



Responsibilities and salary



Comparison and trends



Comparison with last year

Grouping	Base		Mean			Median		
	2018	2019	2018	2019	% Rise	2018	2019	% Rise
Total	471	650	14,79,721	15,48,987	4.7	12,00,000	13,10,000	9.2
Role								
Full-time supervision	36	49	29,51,819	33,45,313	13.3	27,00,000	28,00,000	3.7
Writing and supervising other writers	146	183	16,23,456	16,83,817	3.7	14,00,000	15,00,000	7.1
Full-time writing	289	418	12,23,731	12,79,384	4.5	10,76,000	11,10,500	3.2

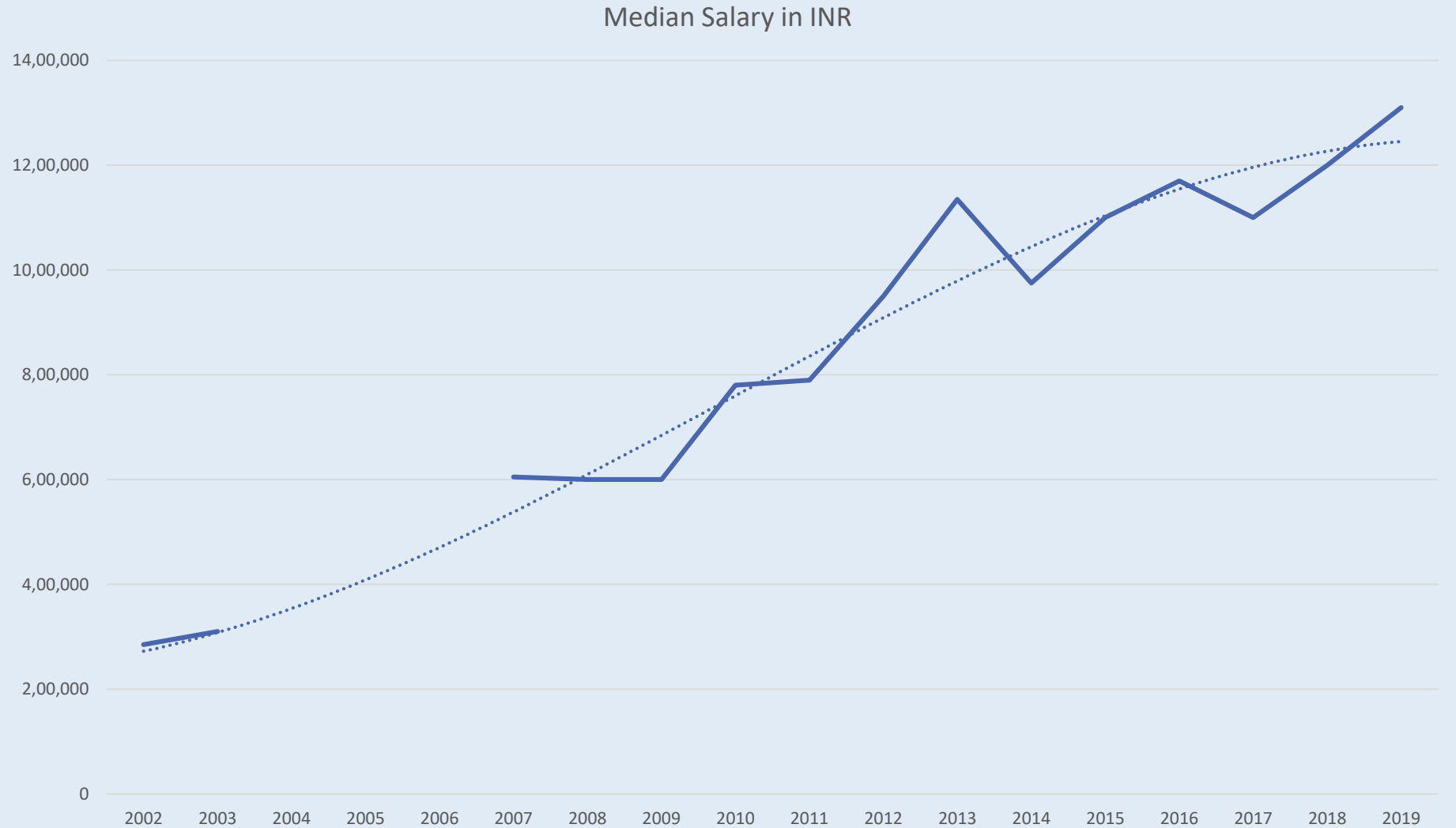


Trends

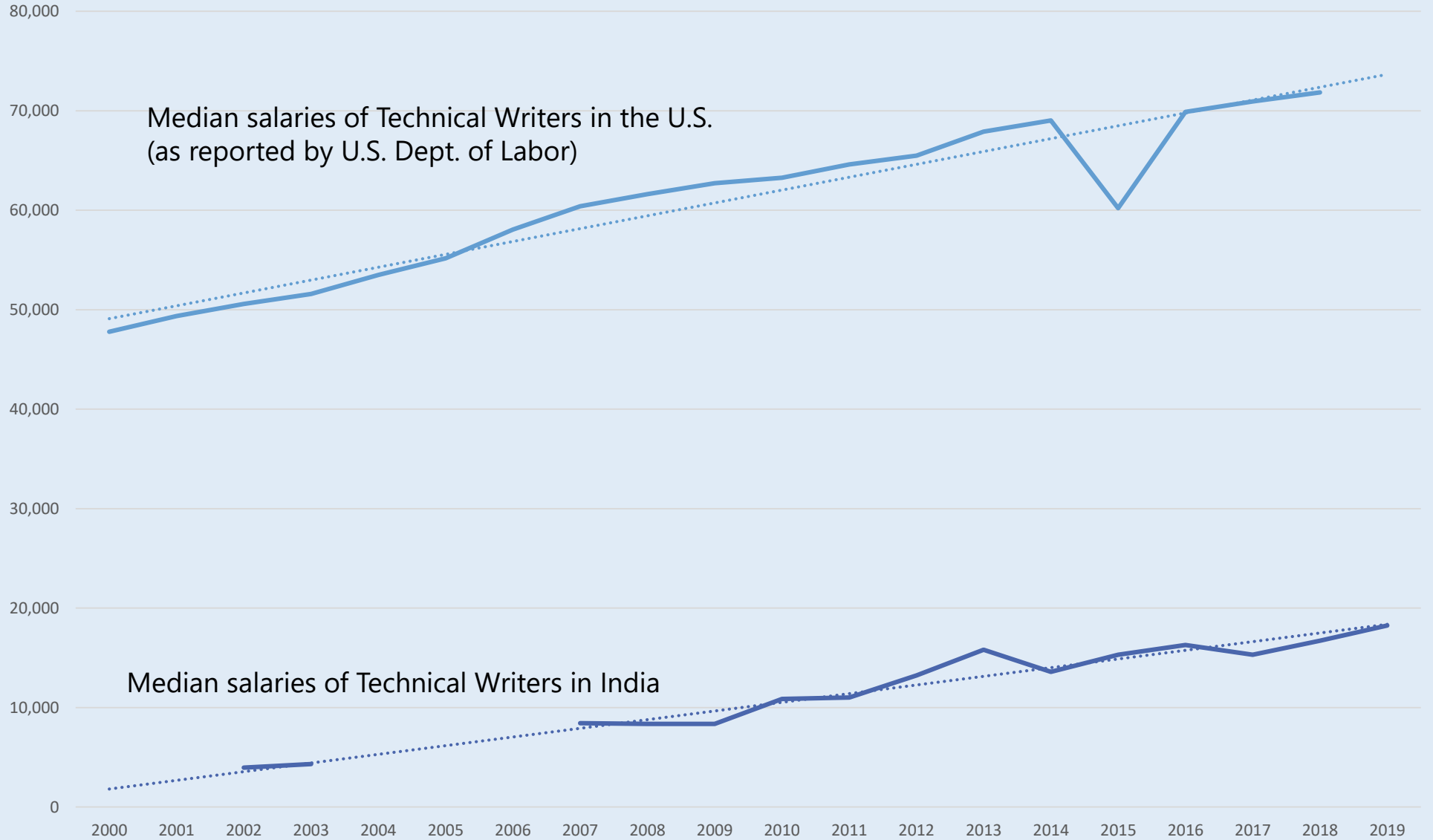


Year	Median Salary in INR	Median Salary in USD (\$1=Rs.71.79)	Median salaries in US as reported by US Dept. of Labor (USD)
2000			47,790
2001			49,370
2002	2,85,000	3,970	50,580
2003	3,10,000	4,318	51,590
2004			53,490
2005	3,65,627	5,093	55,160
2006			58,050
2007	6,05,000	8,427	60,390
2008	6,00,000	8,358	61,620
2009	6,00,000	8,358	62,730
2010	7,80,000	10,865	63,280
2011	7,90,000	11,004	64,610
2012	9,50,000	13,233	65,500
2013	11,35,000	15,810	67,900
2014	9,75,000	13,581	69,030
2015	11,00,000	15,322	60,216
2016	11,69,930	16,297	69,890
2017	11,00,000	15,322	70,930
2018	12,00,000	16,715	71,850
2019	13,10,000	18,248	

Trend: Median salary in India (in INR)



Comparison of trends: Median salary - India and the U.S. (in USD)



Thank you!

Data collection, analysis, and report by: **Paresh Naik**
Report distribution mechanism by: **Vimal Chhutani**

STC India
7 December 2019

For any questions, feedback, or suggestions, please write to pareshnaik@rediffmail.com

