Editors' Association of Canada | Association canadienne des réviseurs
2022 Membership Survey: Highlights

Overview

In late February 2022, the Editors' Association of Canada (Editors Canada) sent an invitation and survey link to 1,159 members (including student affiliates) to participate in the 2022 Membership Survey between February 22 and March 8, 2022. Members and student affiliates received a link to either an English (n=1,049) or French (n=110) version of the survey depending on the language preference selected in their membership profiles. The questions were identical in both versions of the survey, and the surveys were administered through Google Forms.

The survey collected the following kinds of information from members:

- demographic characteristics
- editing experience and professional training
- employment status and the type of editing work engaged in during the previous year
- self-employed / freelance editors' fee structures and rates
- Hours and income / revenue for in-house employees and freelance editors

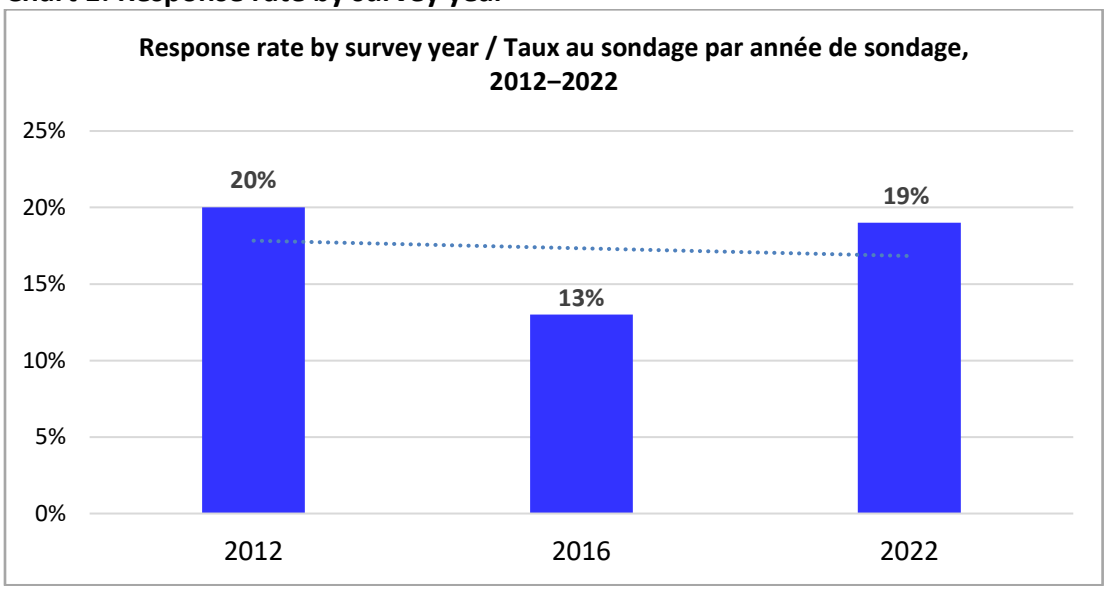
The survey primarily consisted of multiple choice and multiple response items. The survey also included skip patterns and several open-ended questions, including an opportunity to provide general feedback either on the survey or about Editors Canada in general. A summary of the main themes covered in the questions are explored in this report.

Overall, 191 members and 29 student affiliates completed at least some portion of the survey for a total of 220 respondents, yielding a response rate of 19% of members who would have received the invitation and survey link via a bulk email blast[1] (N=1,159). The survey response rate is calculated by dividing the number of surveys returned by the number of invitations sent out and includes partially completed surveys. **Note:** For the sake of brevity and in the interest of minimizing wordiness and awkward syntax, this report will use the terms "member" and "membership type" as shorthand for "type of fee level" and, unless otherwise indicated, will also include student affiliates. This is because although student affiliates are not members under the association's bylaws, they are included in the data analysis.

The response rate for the 2022 membership survey was 6% higher than the response rate for the 2016 membership survey (2022 survey: 19% vs 2016 survey: 13%). The trend in survey response rates from 2012 to 2022 is shown in Chart 1, below:

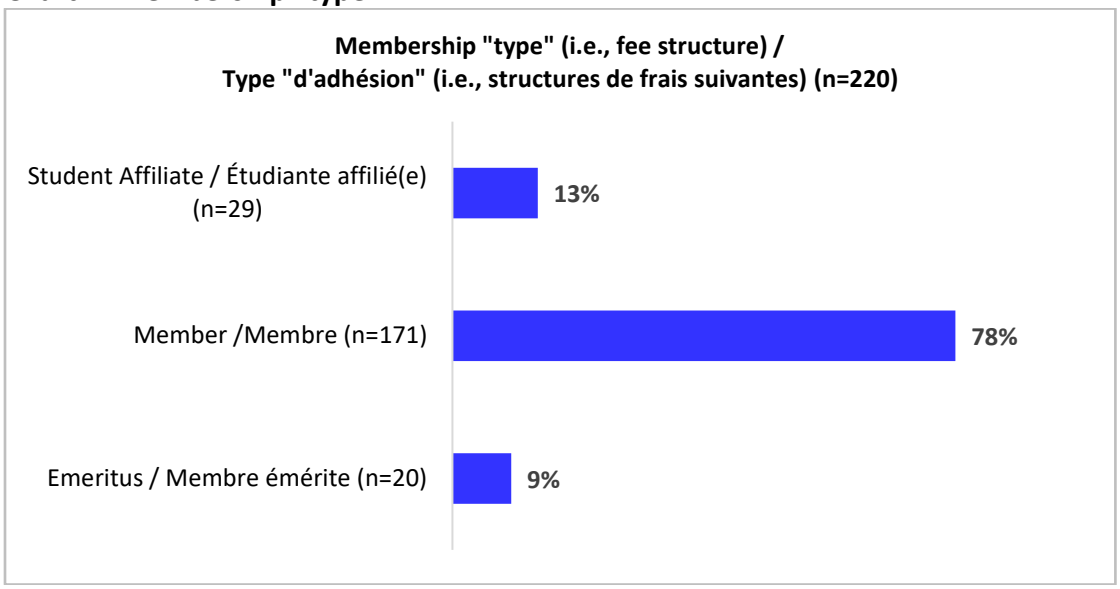
[1] Members and student affiliates have the option of choosing not to receive bulk emails (i.e., communications sent out as a mass email blast to all members); in February 2022, 94% of members (N=1,218) received the invitation to participate in the survey.

Chart 1: Response rate by survey year



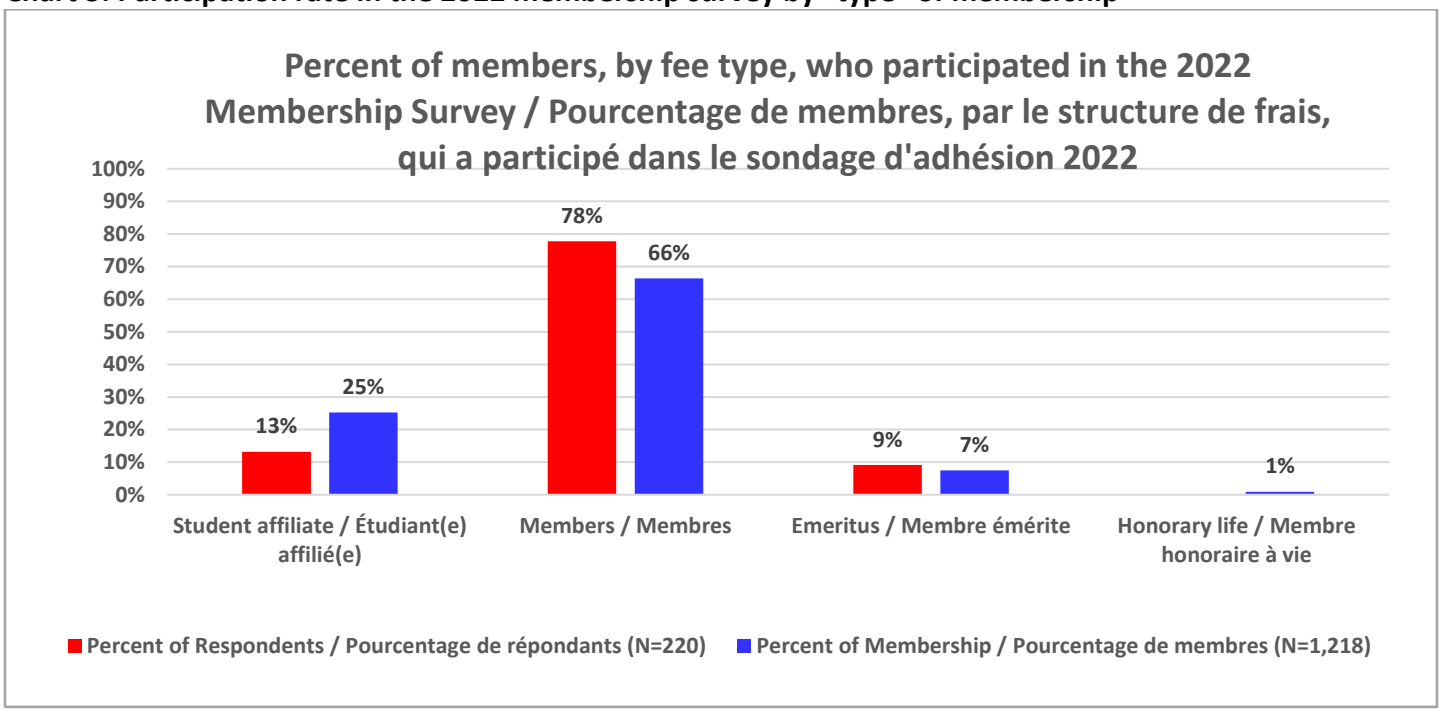
A breakout of respondents by membership "type" (i.e., fee structure) is summarized in the following chart:

Chart 2: Membership "type"



When analyzed by "membership type," honorary life members were not represented at all among survey respondents (although they represent just under 1% of Editors Canada members). As with the 2016 membership survey, student affiliates were underrepresented among the 2022 membership survey respondents: Student affiliates comprise approximately 25% of Editors Canada "members" but comprised only 13% of the survey respondents in 2022. Individuals in the members fee category were moderately overrepresented among survey participants (approximately 78% of respondents compared to 66% of Editors Canada members) and Emeritus members were slightly overrepresented (approximately 9% of the survey respondents compared to 7% of Editors Canada members). The results are displayed in Chart 3, below:

Chart 3: Participation rate in the 2022 membership survey by "type" of membership



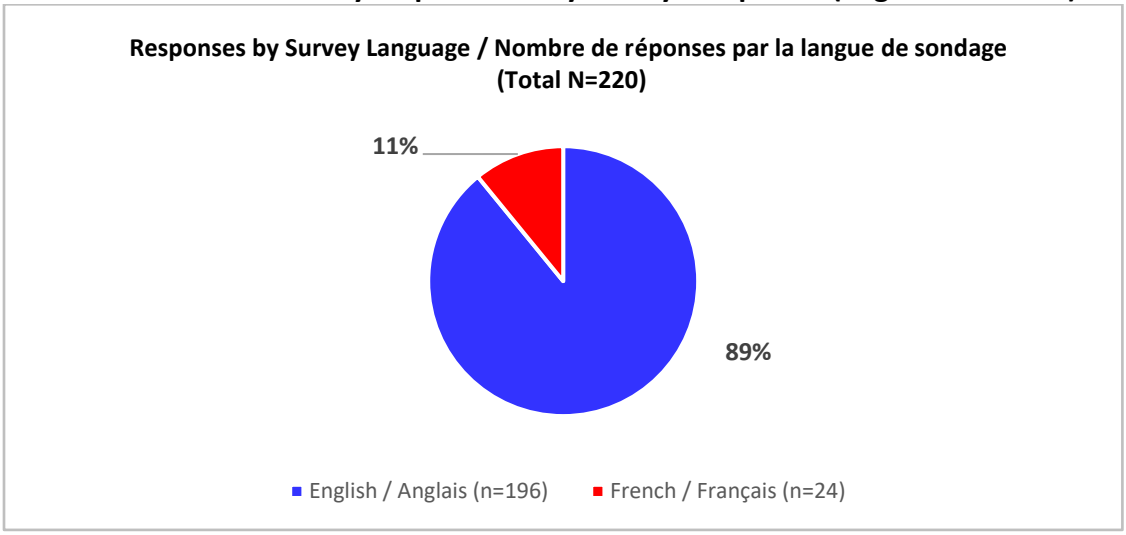
Overall, 1,159 invitations to participate in either an English or French language version of the survey, based on members' and student affiliates' language preference indicated in their membership information (see Table 1, below, for the frequency distribution). As shown in Table 1, below, there was a slightly higher response rate *within* the group who received a French-language version of the survey (24/110 or 22%) than among the group who participated in the English-language version of the survey (196/1049 or 19%).

Table 1: Response rates by survey language

Survey language/ Langue de sondage	Number of survey invitations sent out/ Nombre des invitations pour le sondage	Percent of total invitations sent out to members/ Pourcentage des invitations total	Responses / Réponses	Response rate *within* survey language / Taux de réponses par la langue
English / Anglais	1,049	91%	196	19%
French / Français	110	9%	24	22%
Total	1,159	100%	220	19%

Responses from both the English and French language surveys were combined into one data set. An analysis of response rates overall show that members who completed the French (n=24) survey comprise approximately 11% of the total survey respondents (N=220), as seen in the chart below:

Chart 4: Breakout of survey respondents by survey completed (English or French)



Some Explanatory Notes about the Numbers

Why totals sometimes exceed 100%

For **single choice items**, where respondents could select only one response from the choices available, the number of responses and respondents are identical, and the response percentage will never exceed 100%.

For **multiple response items,** where respondents could select more than one response, the number of responses may exceed the number of respondents. In these cases, the percent reported indicates the percentage of individuals who answered the question and selected a particular response category. The total will exceed 100%.

Starting this year, percentages in both the graphics and text are rounded

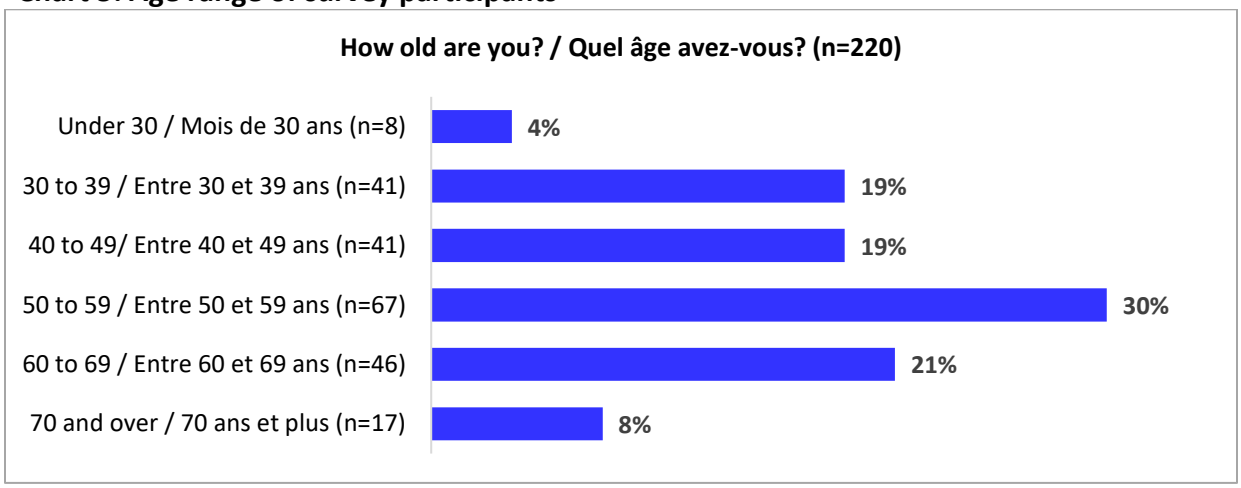
The online survey tool previously used (SurveyMonkey) to produce many of the charts in the membership survey reports automatically displayed percentages with one decimal place. To maintain consistency in style, all charts and tables showed percentages with one decimal place. As we are no longer using SurveyMonkey, it makes sense to simply round all percentages reported to the nearest whole number.

Section 1: Demographic Information / Section 1: Données démographiques

Of the 220 respondents who provided information about their age,

- 22% were under 40 years of age (n=49);
- 49% were between 40 and 59 years of age (n=108); and
- 29% were 60 years of age or older (n=63).

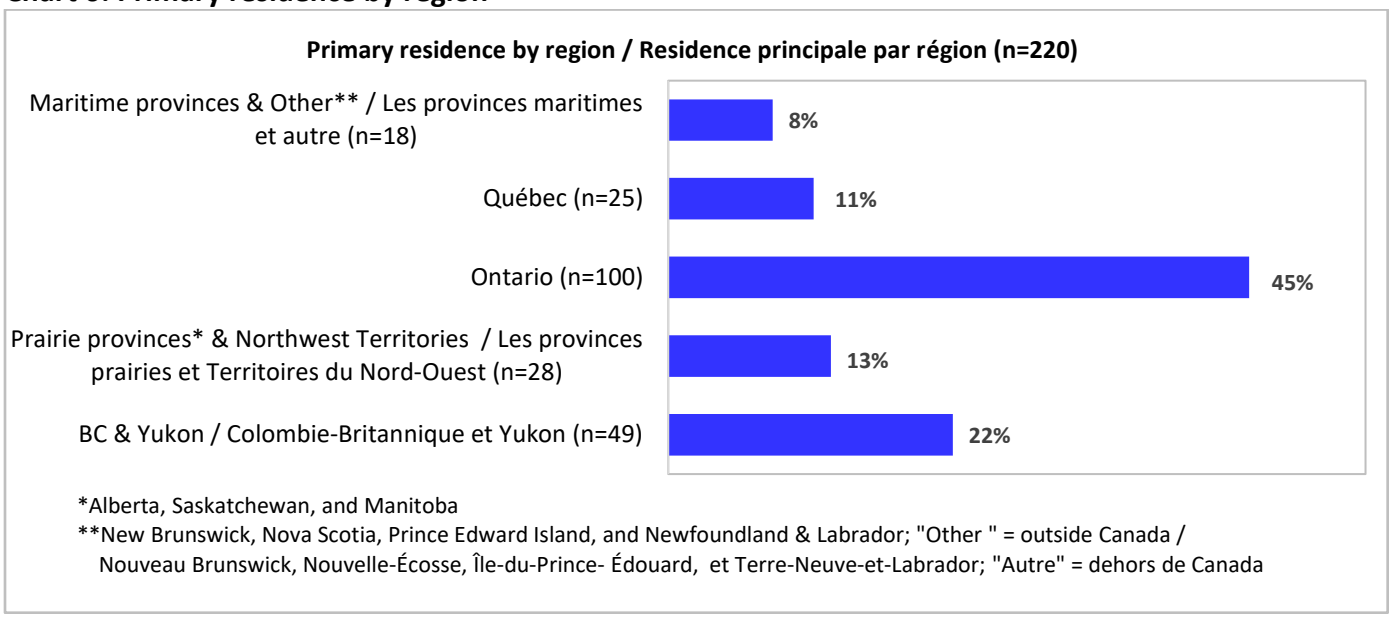
Chart 5: Age range of survey participants



Of the 220 individuals who responded to the question "Where is your primary residence?",

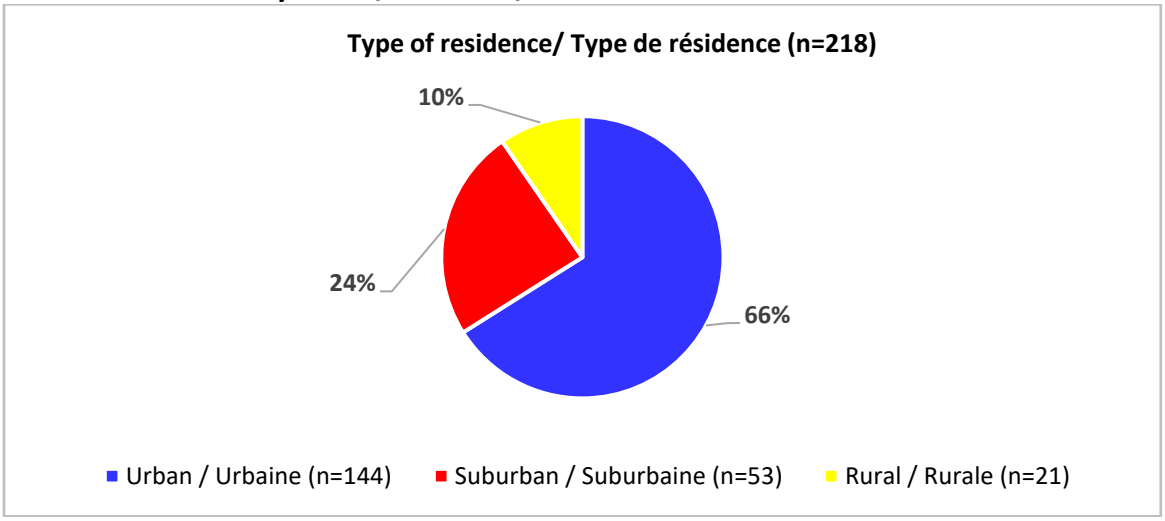
- 45% (n=100) indicated they live in Ontario;
- 22% (n=49) live in British Columbia or Yukon (46 in British Columbia, 3 in Yukon);
- 11% (n=25) live in Quebec;
- 13% (n=28) live in the prairie provinces or the Northwest Territories (19, in Alberta, 4 in Saskatchewan, 4 in Manitoba, and 1 in the Northwest Territories); and
- 8% (n=18) live in the Atlantic region or outside Canada (1 in New Brunswick, 11 in Nova Scotia, 2 in Newfoundland and Labrador, 2 in Prince Edward Island, and 2 outside Canada).

Chart 6: Primary residence by region



Of the 218 respondents who provided information about the type of area they live in, 66% reported living in an urban area, 24% (n=53) indicated they live in a suburban area and 10% (n=21) reported they live in a rural area.

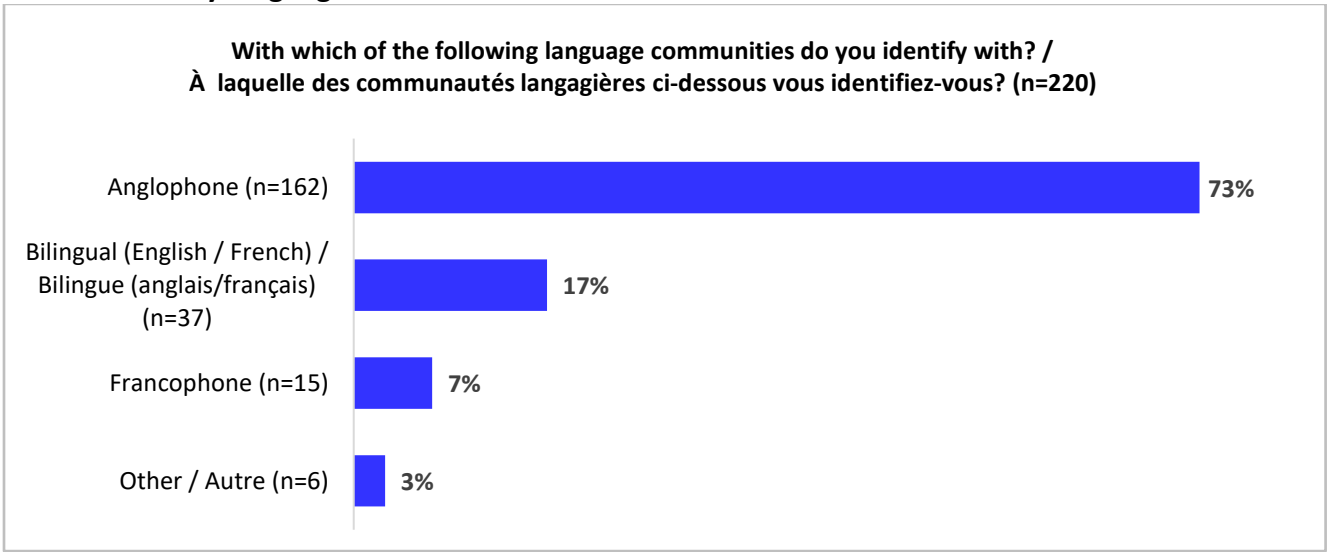
Chart 7: Residence by urban/suburban/rural locales



Most respondents (73%, n=162) identified themselves as Anglophones. In addition,

- 17% (n=37) of respondents identified themselves as bilingual (English/French);
- 7% (n=15) identified themselves as Francophones; and
- 3% (n=6) identified with another language community such as Spanish, Russian, Polish, Malay, or Chinese (Mandarin).

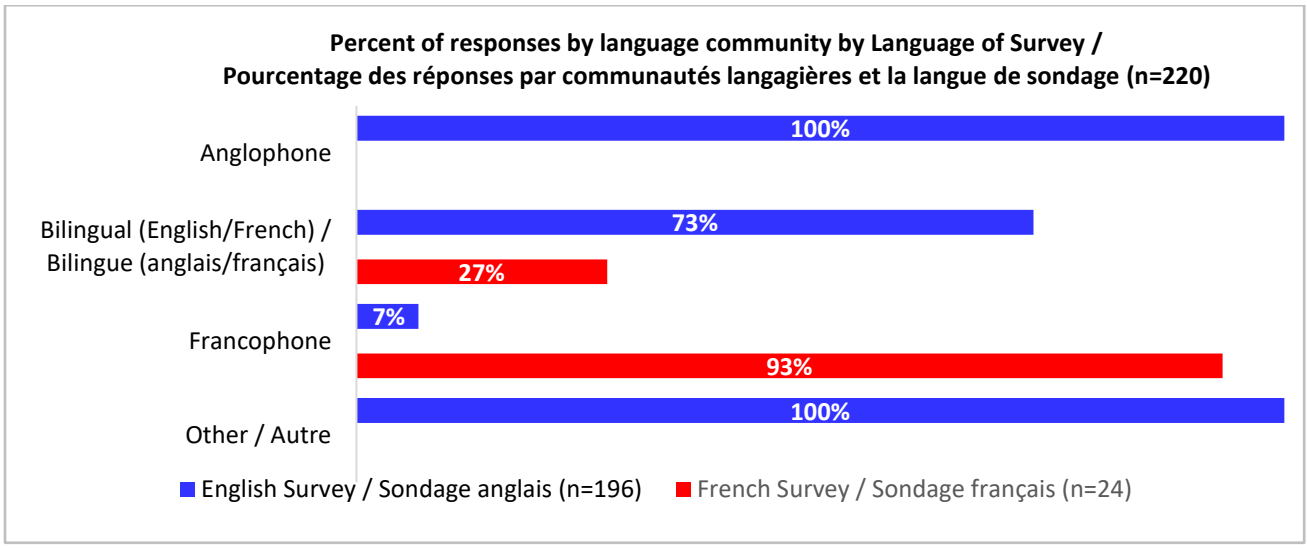
Chart 8: Primary language communities



Cross-tabulating responses to the question on primary language community by the language in which the survey was completed produced the following results (See Chart 9, below):

- Respondents who identified as French/English bilingual – 73% English survey, 27% French survey
- Respondents who identified as Francophone – 7% English survey, 93% French survey

Chart 9: Language community by the language in which the survey was completed



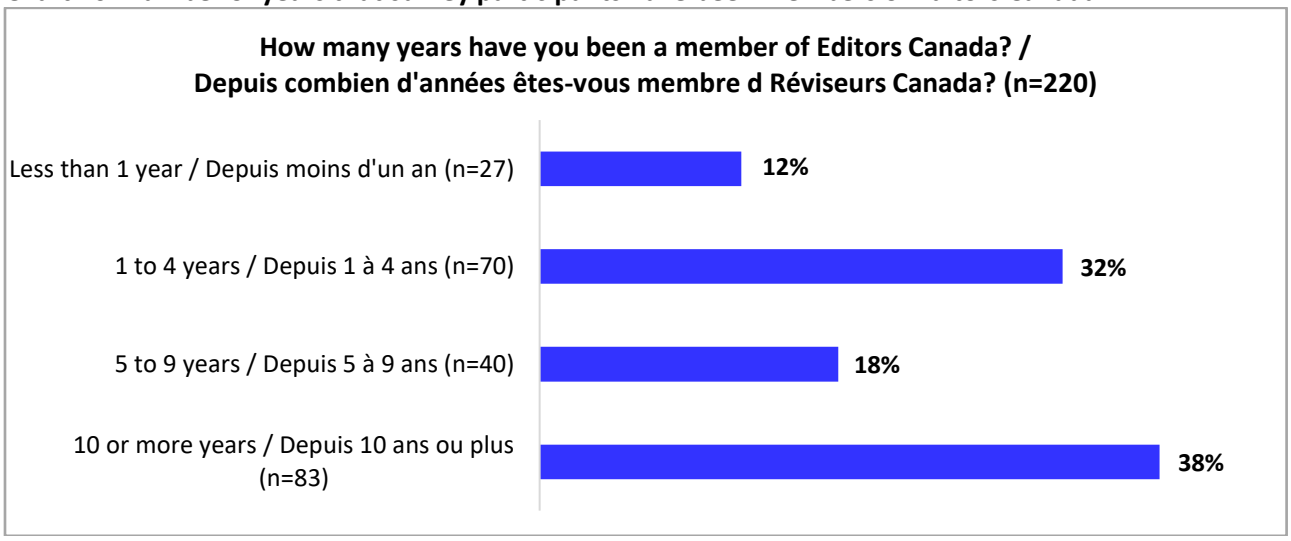
Section 2: Membership Information

All 220 respondents provided information about the length of time they have been a member of Editors Canada. Based on participants' responses,

- 44% (n=97) have been members of Editors Canada for less than five years;
- 32% (n=40) have been members for 5-9 years; and
- 38% (n=83) have been members for 10 or more years.

Furthermore, there was a noticeable increase from 2016 to 2022 in the number of survey respondents who indicated they have been Editors Canada members for less than five years (2022: n=97 or 44% vs 2016: n=63 or 40%). (See Chart 10, below.)

Chart 10: Number of years that survey participants have been members of Editors Canada



When the data were cross-tabulated by "membership type," (i.e., fee structure), 96% of student affiliates reported they had been members of Editors Canada for less than five years. Sixty percent of members indicated they have been members for at least five years, and 100% of the Emeritus members reported they have belonged to Editors Canada for at least 10 years.

Chart 11: Years of membership by "type" of membership

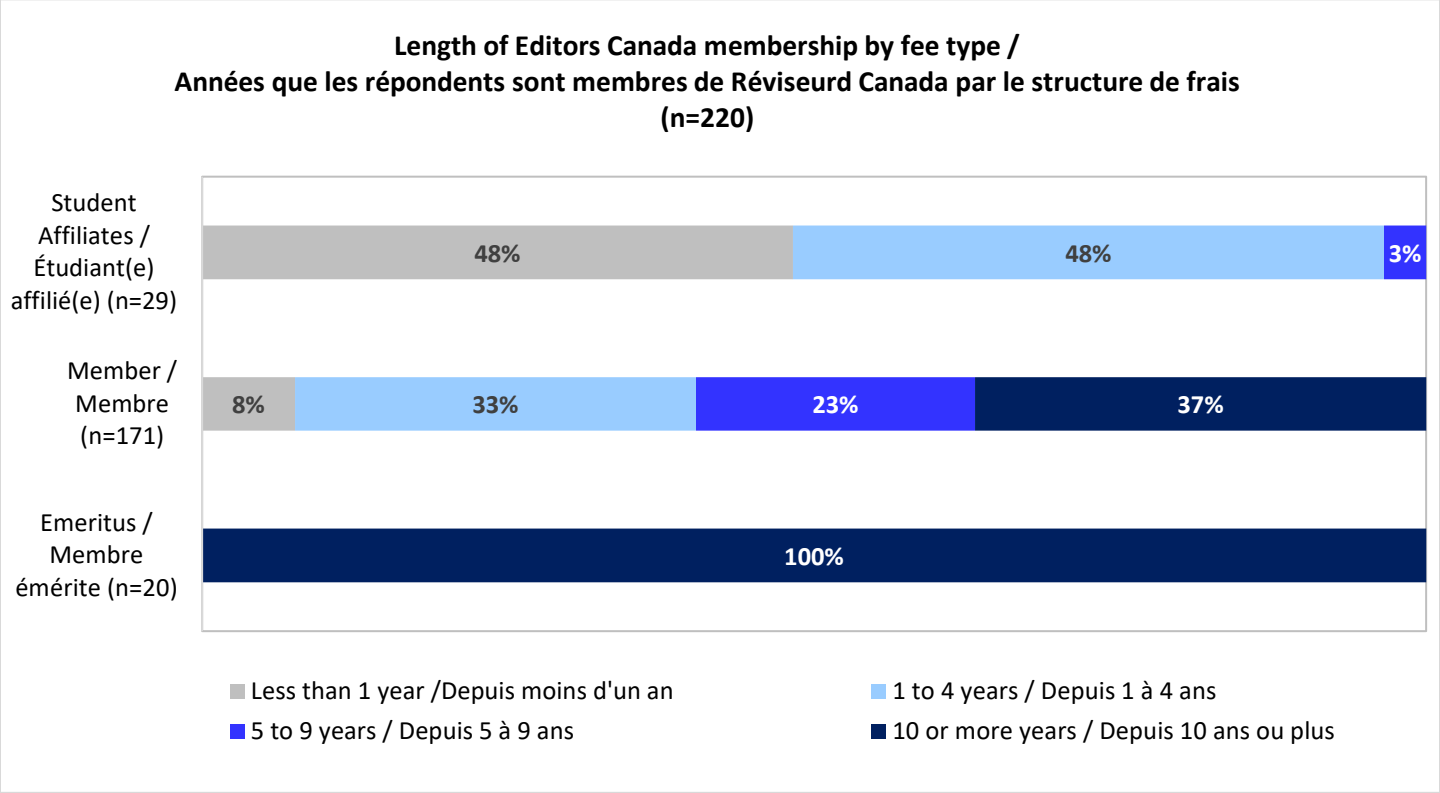


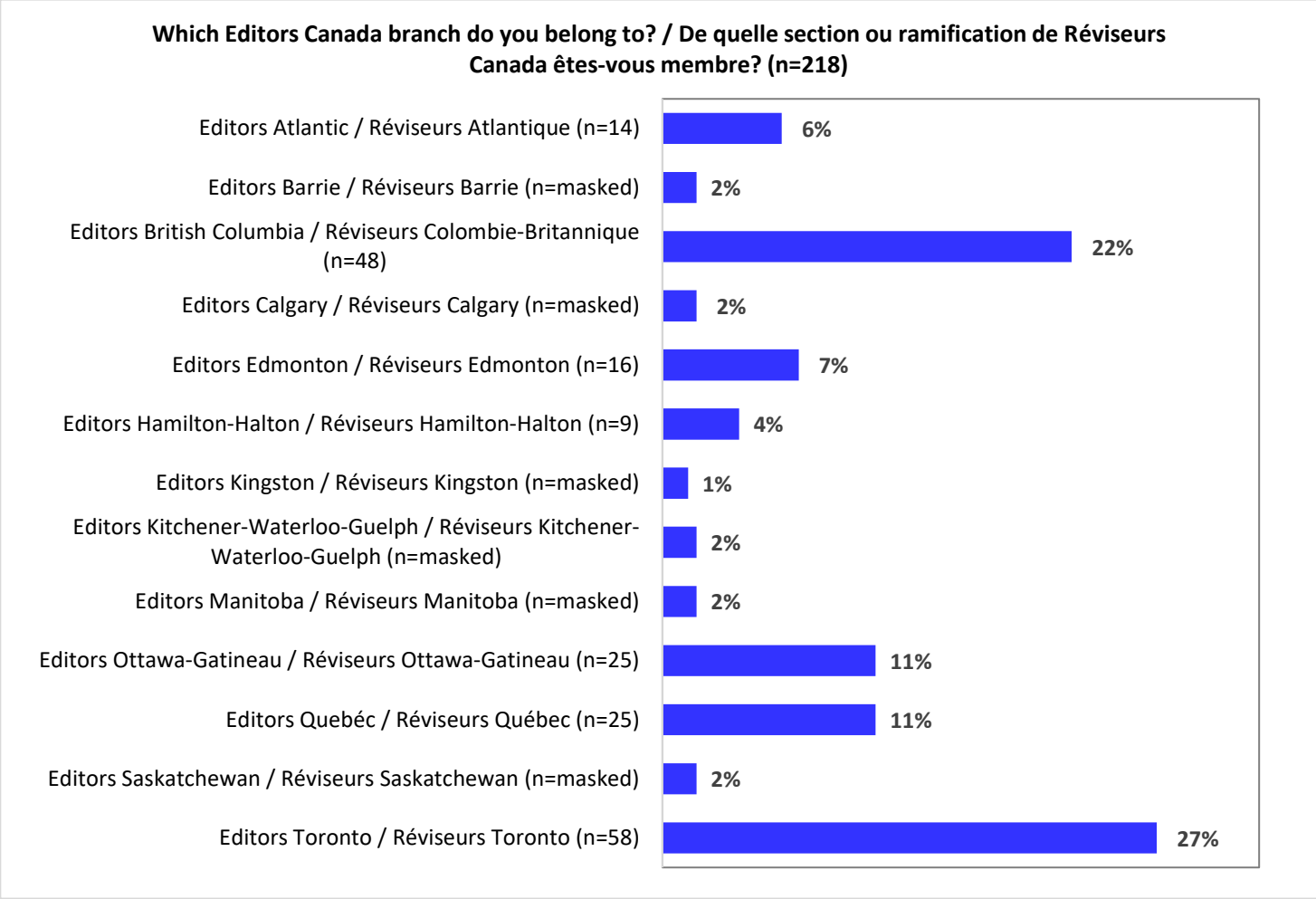
Table 2: Membership type by length of membership[2]

	Less than 1 year / Depuis moins d'un an	1 to 4 years / Depuis 1 à 4 ans	5 to 9 years / Depuis 5 à 9 ans	10 or more years / Depuis 10 ans ou plus	Total
Emeritus / Membre émérite (n=20)	0	0	0	20	20
Member / Membre (n=171)	13	56	39	63	171
Student Affiliate / Étudiant(e) affilié(e) n=29)	14	14	–	0	29

Of the 218 survey participants who told us which Editors Canada branch or twig they belong to, 47% (n=103) reported they belonged to a branch or twig located in Ontario. (See Chart 12, below.)

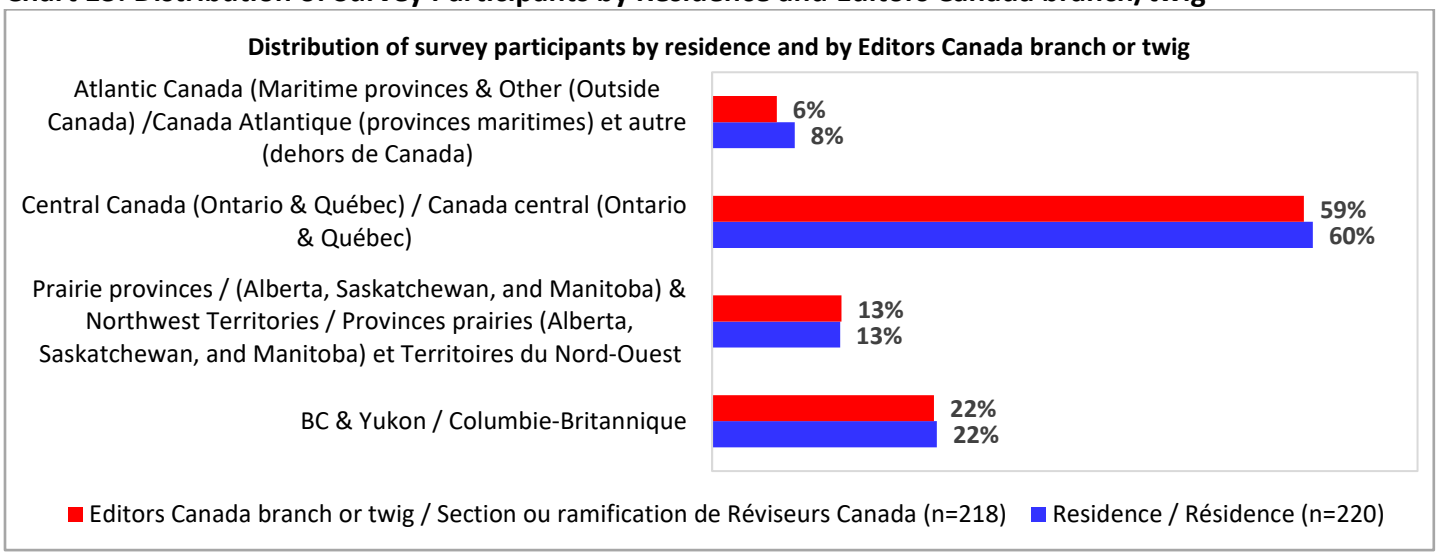
[2] Cell values less than 5 (but greater than 0) are masked to preserve respondents' anonymity.

Chart 12: Distribution of survey participants by Editors Canada branch/twig



The distribution of survey members by branch or twig closely matches the distribution by primary residence (see Chart 13 below).

Chart 13: Distribution of Survey Participants by Residence and Editors Canada branch/twig

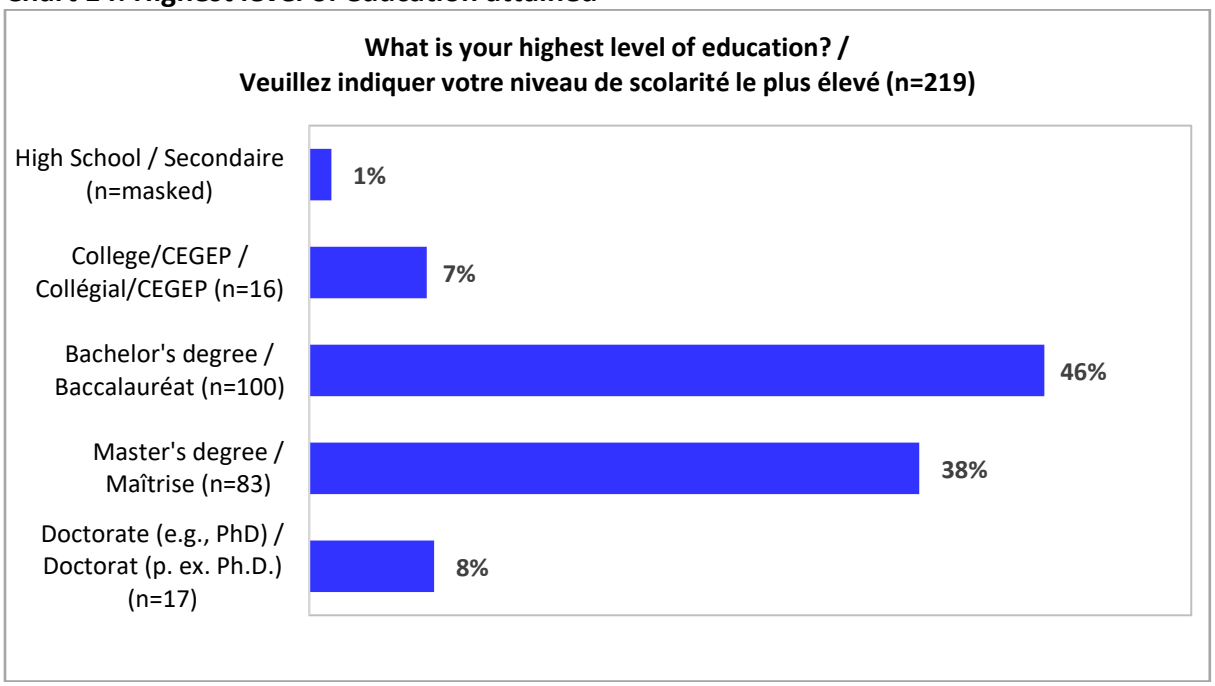


Section 3: Editing Experience and Professional Training

Of the survey respondents who provided information about their highest level of education,

- 8% (n=20) reported having a high school or college-level education;
- 46% (n=79) indicated they had a bachelor's degree; and
- 46% (n=72) reported they had attained a graduate degree (53 Masters degrees and 19 PhDs).

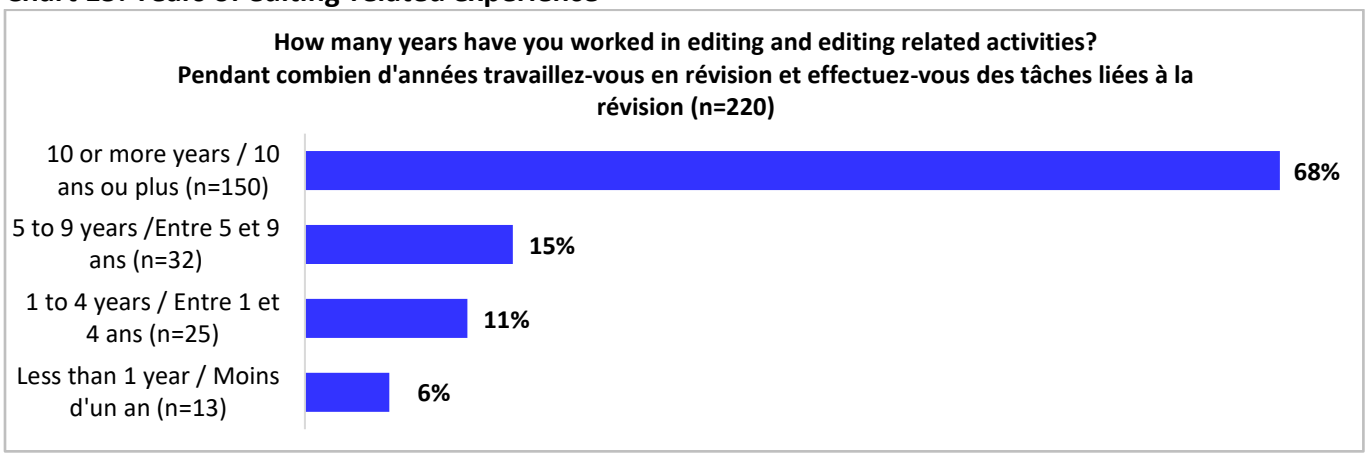
Chart 14: Highest level of education attained



All respondents provided information about their years of editing experience. The majority (68%) reported they had 10 or more years of experience. Of the remaining 32% of respondents who provided information about their years of experience,

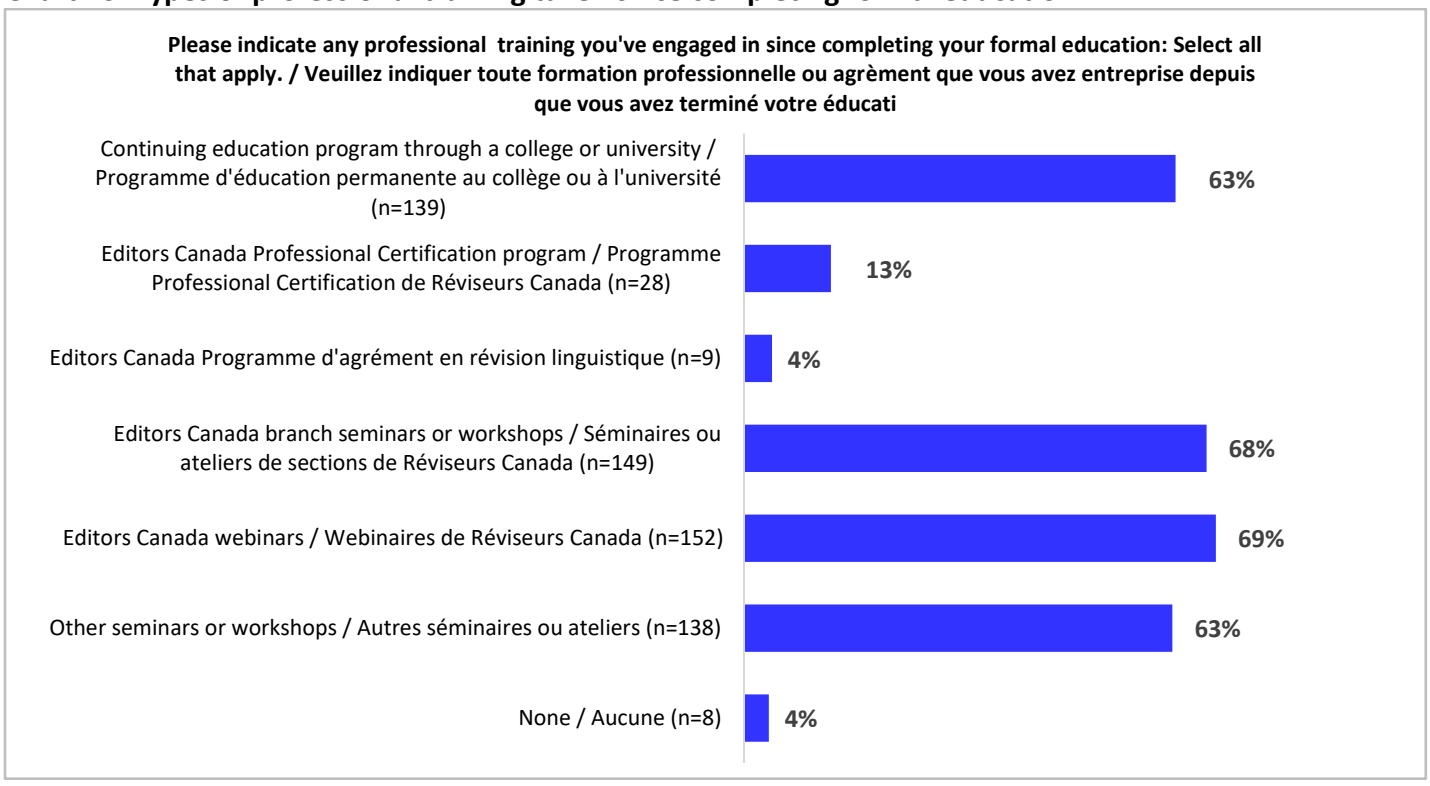
- 15% (n=32) reported having between 5 and 9 years of experience, and
- 17% (n=38) had less than 5 years of experience.

Chart 15: Years of editing-related experience



Almost all the survey respondents (96% or n=212) indicated they had engaged in some type of professional editing training after completing their formal education (see Chart 16, below).

Chart 16: Types of professional training taken since completing formal education



Of the 212 respondents who reported they engaged in professional training, 83% (n=176), indicated they had taken more than one type of professional training[3]. These participants most often reported engaging in the following three type(s) of training:

- Editors Canada webinars – 71% (n=152)
- Editors Canada branch seminars or workshops – 70% (n=149)
- Continuing education program through a college or university – 66% (n=139)

Chart 17: Types of training taken by members who said they had taken additional training

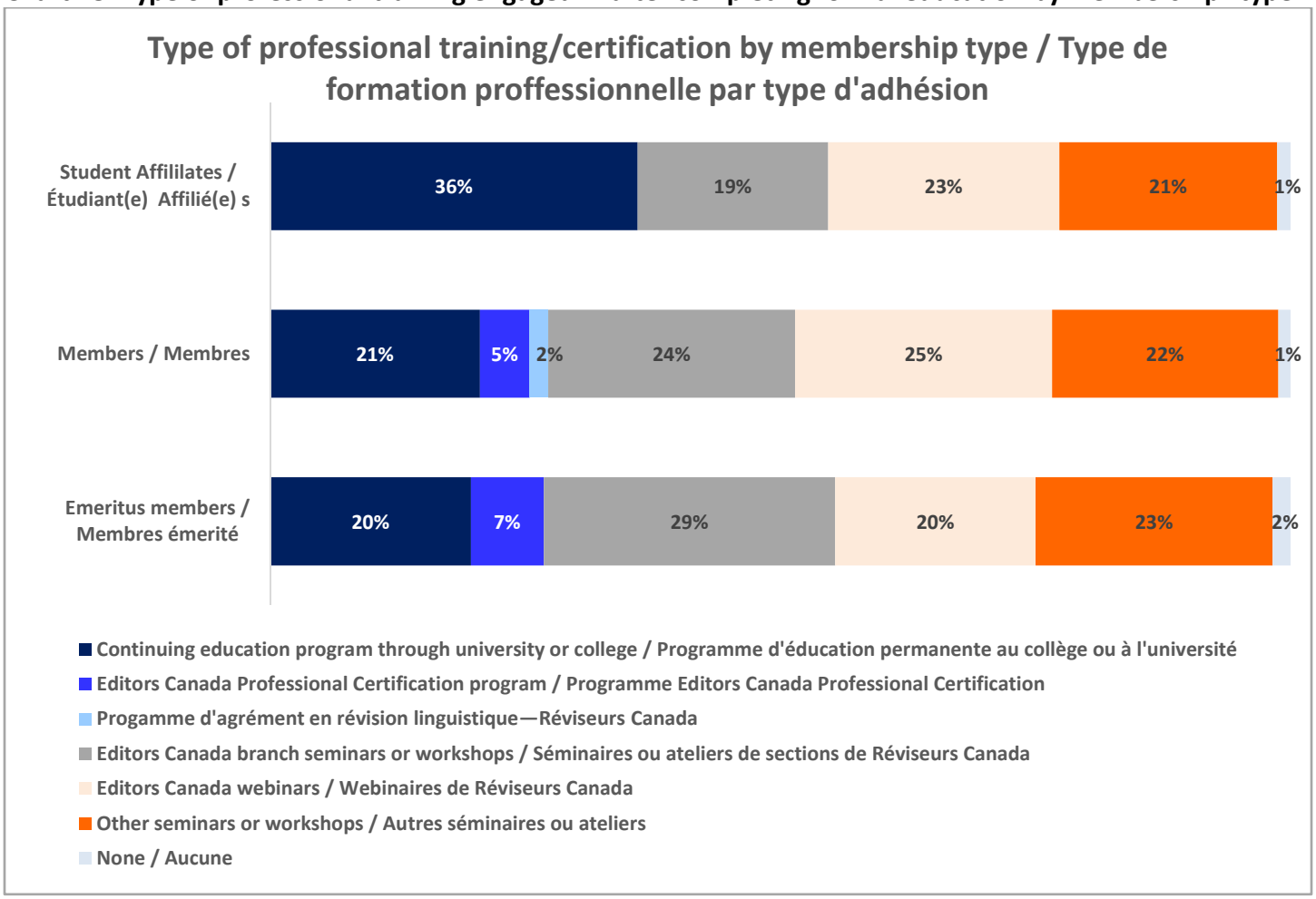
When the types of training taken were broken out by "membership type," members were most likely to have engaged in some type of professional training[4], followed by student affiliates and emeritus members. Student affiliates were most likely to have engaged in professional training through a university- or college-based continuing education program (36%) and least likely to have participated in other seminars and workshops (21%)[5]. Overall, 42% of student affiliates indicated they had participated in Editors Canada branch seminars/workshops and webinars.

Among emeritus members, 20% reported taking professional training through a university- or college-based continuing education program. Fifty-six percent reported participating in Editors Canada branch seminars/workshops and webinars, including seven percent of emeritus members who reported completing the Editors Canada Professional Certification program.

[3] On average, participants selected three response options, for a total of 615 responses to a multiple response (i.e., "select all that apply") item.
[4] However, this is also a reflection of the fact that "regular membership" comprises the largest proportion of both the survey sample and Editors Canada membership "types" (i.e., fee structure categories).
[5] Although this could be partially due to the restrictions on in-person gatherings due to the COVID-19 pandemic.

Among members, 21% reported taking professional training through a university- or college-based continuing education program and 49% participated in Editors Canada branch seminars/workshops and webinars. Of the 7% of members who reported taking Editors Canada certification programs, 5% completed the Professional Certification programme and 2% completed the Programme d'agrément en revision linguistique.

Chart 18: Type of professional training engaged in after completing formal education by membership "type"

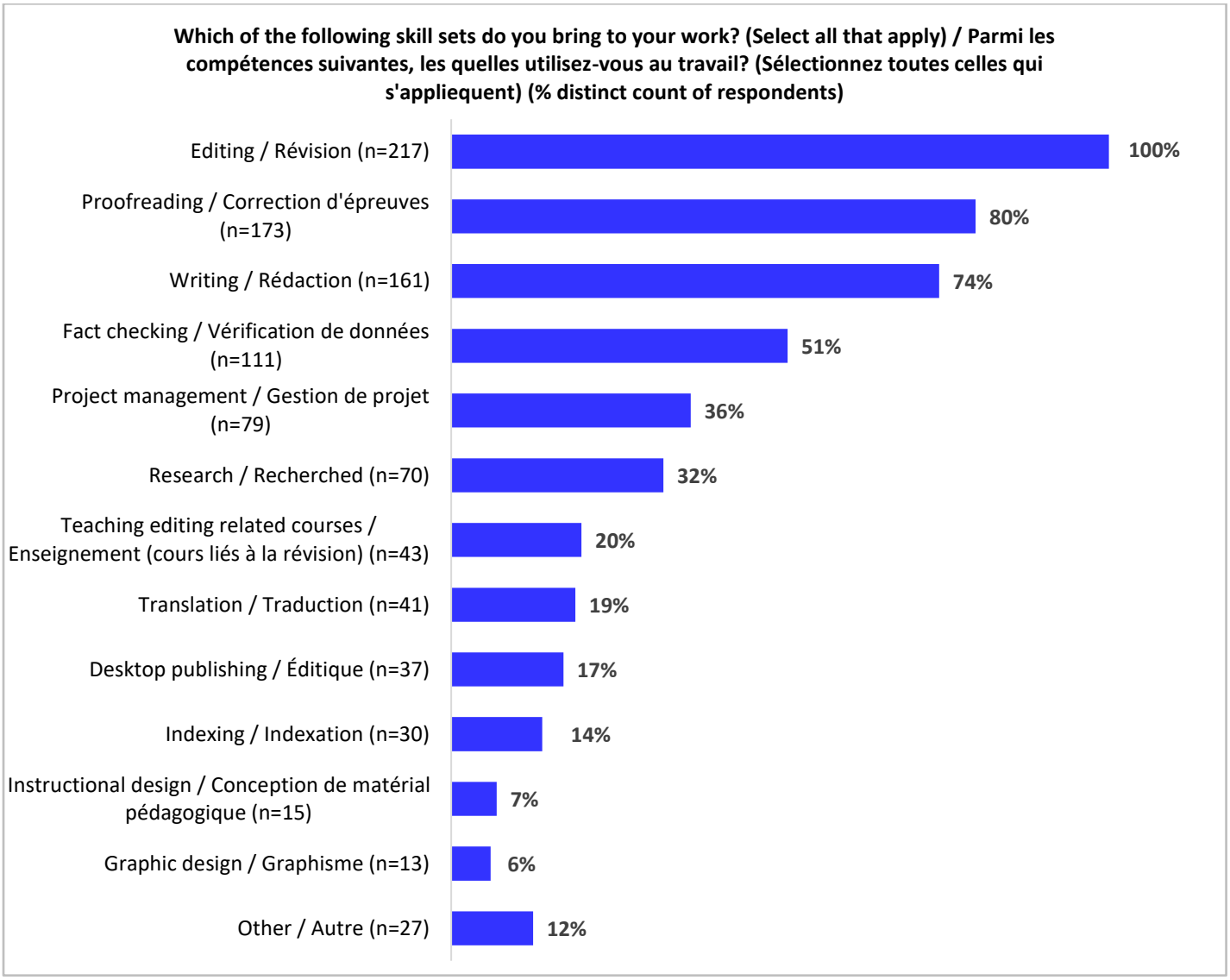


Note: This was a multiple response item (i.e., participants selected all response categories that applied to them); therefore, the total number of responses exceeds the number of respondents.

Editors Canada members bring an expansive array of skills to their work in addition to their editing (100%, n=217) and proofreading (80%, n=173) skills. Of the 217 individuals who provided information about the skills they bring to their work, respondents most often cited one or more of the following skill sets (based on frequency distributions):

- 74% bring writing skills to their work (n=161);
- 51% bring fact checking skills to their work (n=111);
- 36% incorporate project management skills into their work (n=79);
- 32% use research skills in their work (n=70); and
- 19% incorporate translation skills into their work (n=41).

Chart 19: Distribution of skill sets



Note: This is a multiple response item (i.e., respondents could select more than one response category); therefore, the total number of responses is larger than the total number of respondents. Percentages are based on the number of respondents, not the number of responses. For example, 161 of the 217 participants (or 74%) who responded to this question use writing skills in their work.

Of the twenty-seven respondents who selected "Other" skills, 24 individuals listed specializations or skills such as coaching, accessibility compliance and quality assurance, writing and editing plain language materials, consulting, transcription, and user research.[6]

[6] Due to the small n's in some response categories, no tables are charts are provided in order to maintain members' anonymity.

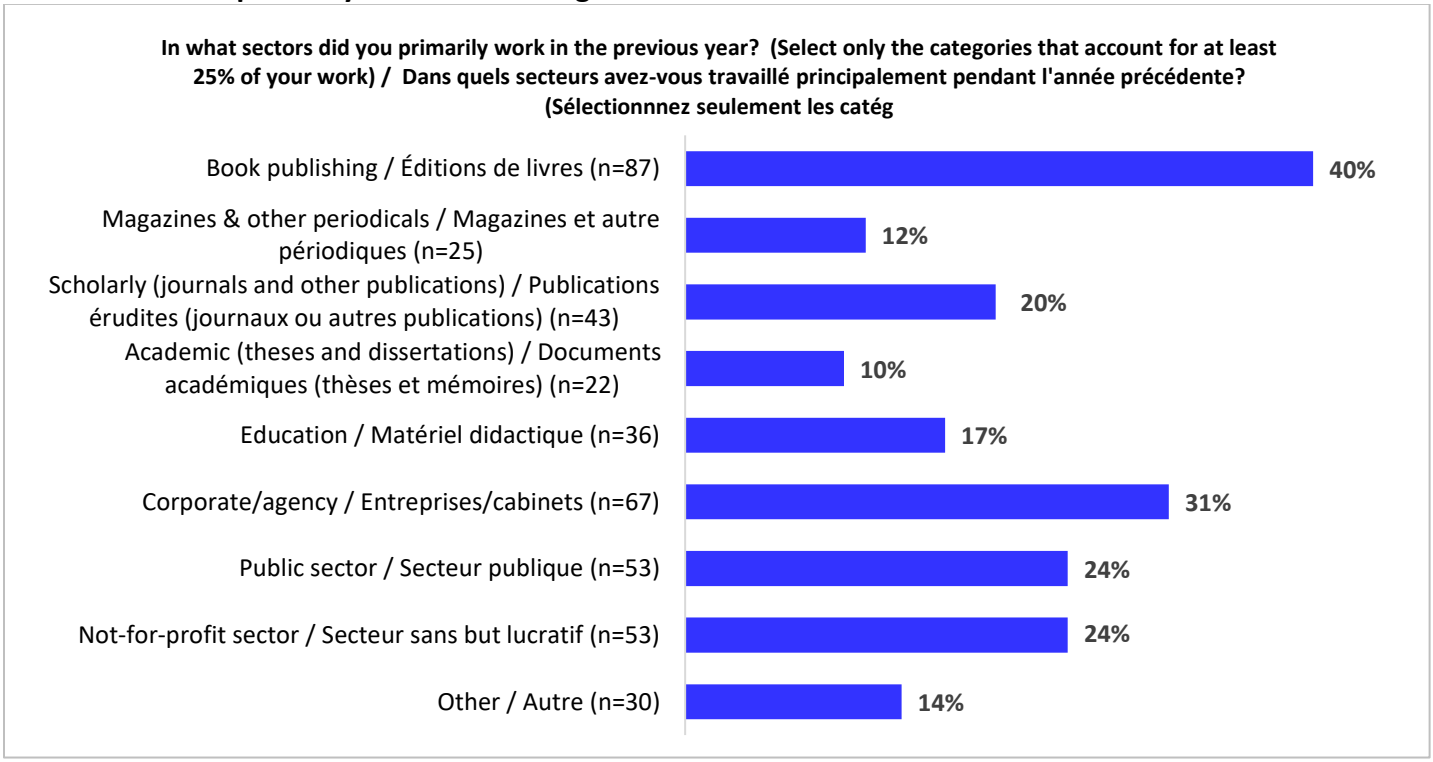
Section 4: Type of work and sector

Two hundred and nineteen respondents provided information about their employment status.[7] After analyzing the responses reported in the "Other" response category and recoding the data, 50% of the survey participants who answered this question reported being self-employed (i.e., worked freelance) on a full- (45%) or part-time (5%) basis. Twenty percent of respondents reported they worked full time as a paid employee, and 16% reported they combined freelance work with some type of in-house employment. Four percent of respondents indicated they both attended school and worked.

Two hundred and seventeen respondents provided information about the sectors they primarily worked in during 2021 (see Chart 20, below). Thirty individuals selected "Other" and provided a description for their responses. After analyzing the responses listed as "Other," seven responses were added into existing response categories, leaving 23 responses that did not fit into the existing categories; these responses are displayed in Chart 21. The top five sectors, based on frequency distributions (after recoding the data), included:

- book publishing (40%, n=87)
- corporate (31%, n=67)
- public sector (24%, n=53)
- not-for-profit sector (24%, n=53)
- Scholarly (20%, n=43)

Chart 20: Sectors primarily worked in during 2021

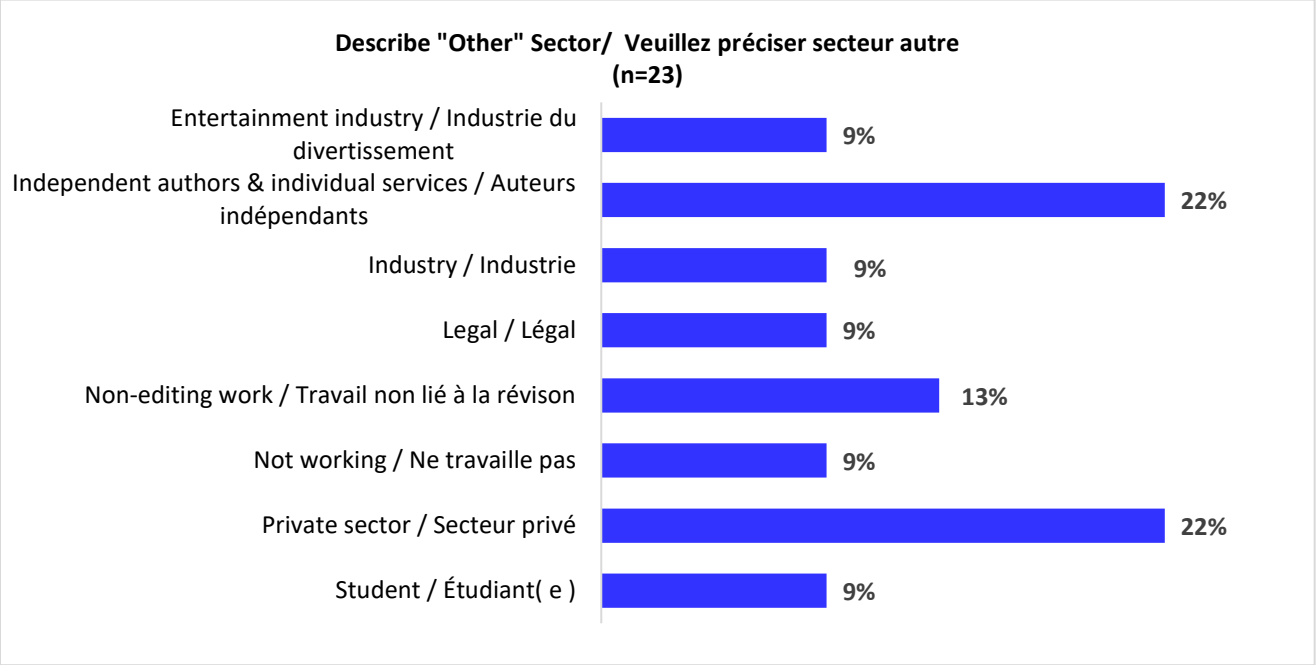


Note: This is a multiple response item (i.e., respondents could select more than one response category); therefore, the total percent will exceed 100%.

[7] To avoid potentially identifying members due to the small n's for response categories, no chart is provided for this information.

Of the 23 respondents who provided details about the other sectors they worked in, 22% reported they worked with individuals and independent authors (indie authors), 22% reported they worked in the private sector (but not the corporate sector) and 13% reported that most of their work was spent on non-editing related work (See Chart 21, below).

Chart 21: Describe "Other" Sectors

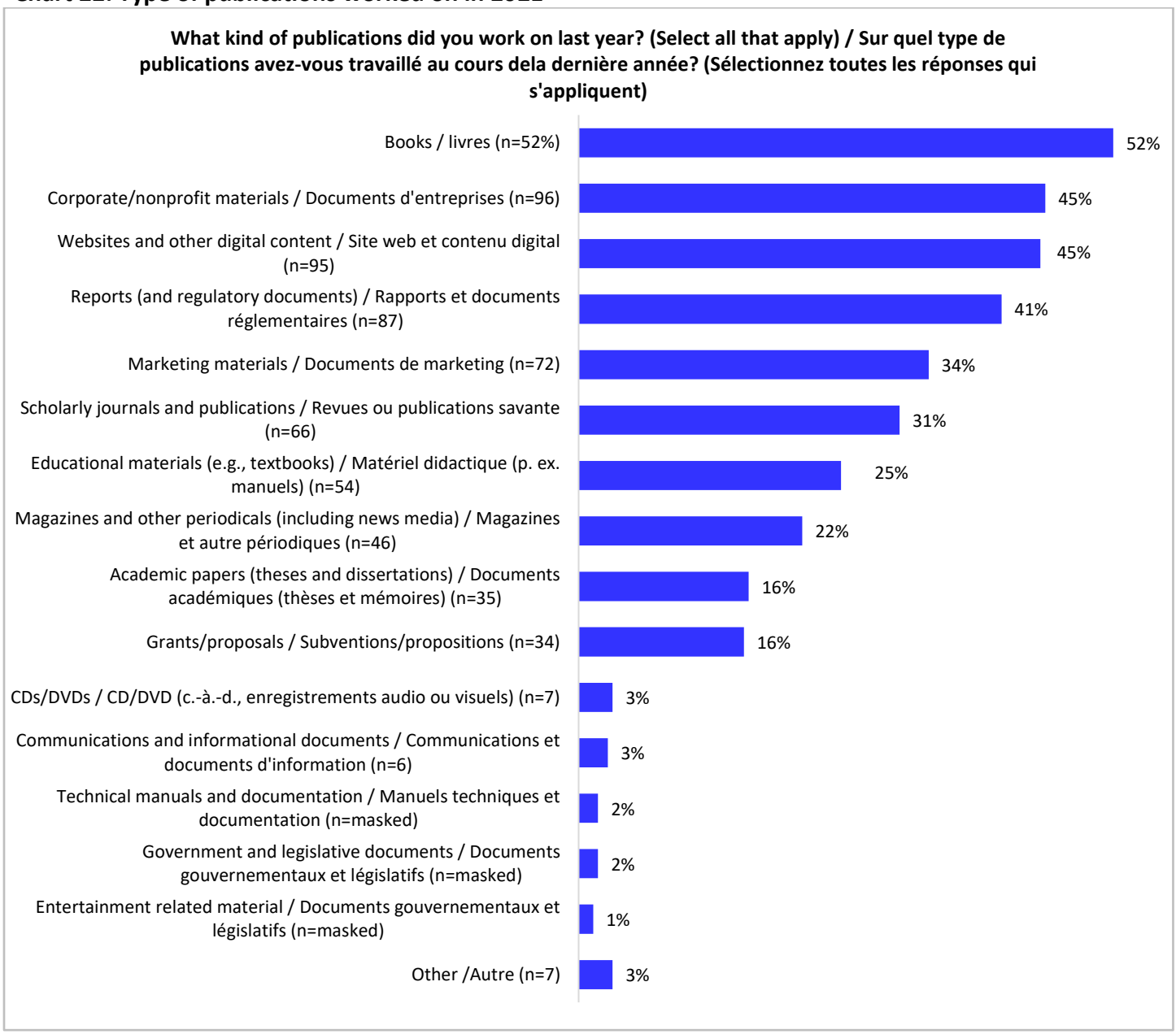


Of the 217 Editors Canada members who provided information about the type of publications they had worked on in the previous year (2021), 50 respondents selected "Other" and provided a description of these publications. The open-ended responses were analyzed and recoded and four cases where the respondents indicated they had not worked on any publications in the previous year were excluded from further analysis, yielding a valid and distinct count of 213 respondents. Survey participants reported working on a diverse array of publications in 2021 and, on average, worked on three types of publications. Of the 213 respondents who provided information about the types of publications they worked on, most of them reported working on one or more of the following types of publications:

- books (52%, n=110)
- corporate or non-profit materials (45%, n=96)
- websites and digital content (45%, n=95)
- reports and regulatory documents (41%, n=87), and/or
- marketing materials (34%, n=72)

Other types of publications included resumes, CVs and application packages; transcripts; human resources-related documents, and recipes.

Chart 22: Type of publications worked on in 2021



Note: This is a multiple response item (i.e., respondents could select more than one response category); therefore, the total percent will exceed 100%. Percents for each category are based on the number of respondents. Where the n is less than 5, the number is masked.

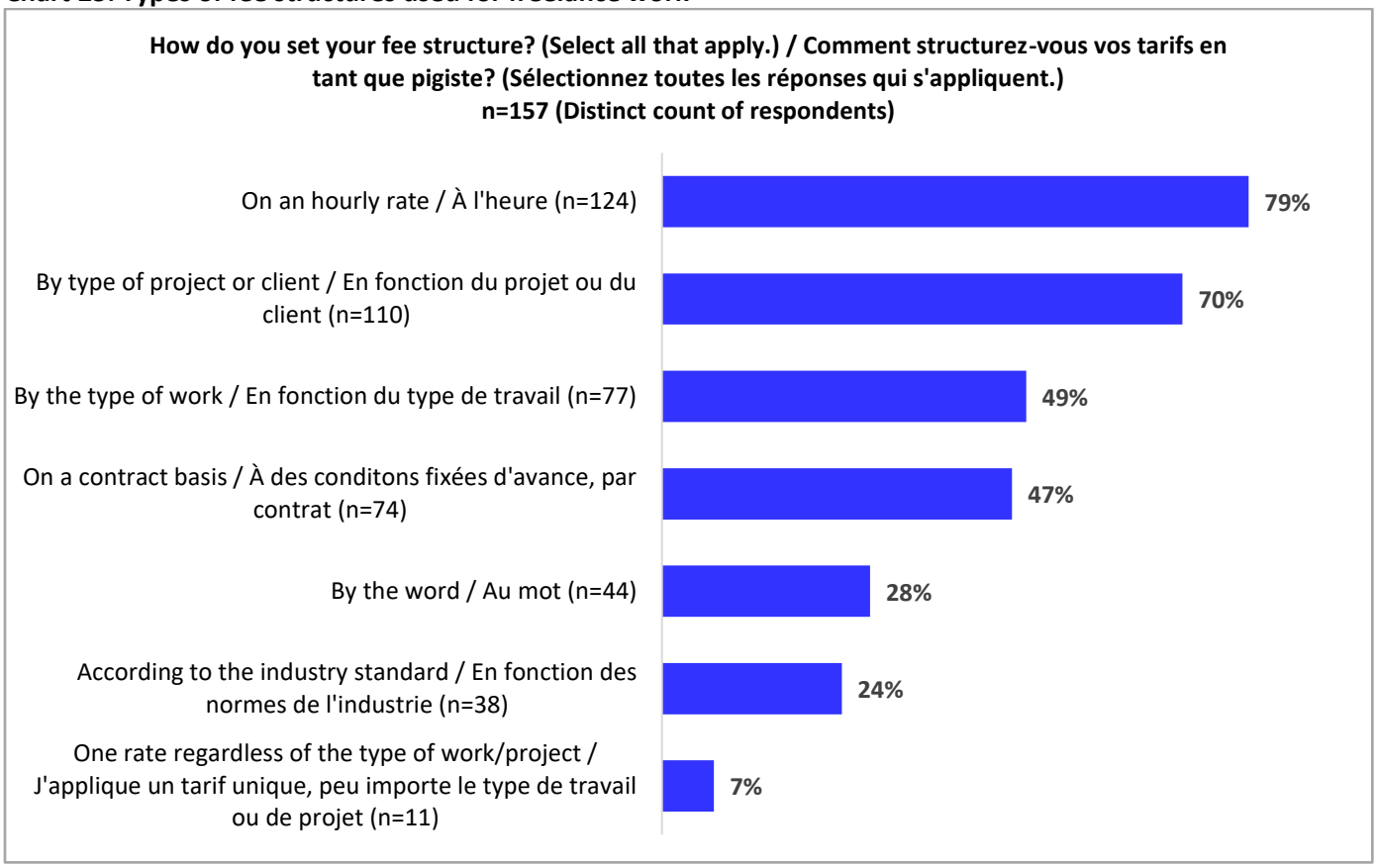
Section 5: Freelance work—clients and rates

One hundred and fifty-seven respondents who indicated they worked for themselves (i.e., on a freelance basis) provided information about their fee structures for freelance work; on average, each respondent selected three fee structures (for a total of 478 responses). Survey participants most often selected the following three fee structures:

- an hourly rate (79%, n=124)
- a rate based on the type of project or client (70%, n=110)
- a rate based on the type of work (49%, n=77)

Survey respondents were least likely to set their rate(s) according to an industry standard (24%, n=38) or apply one rate, regardless of the type of work or project (7%, n=11).

Chart 23: Types of fee structures used for freelance work



Note: This was a multiple response item; therefore, percentages exceed 100%).

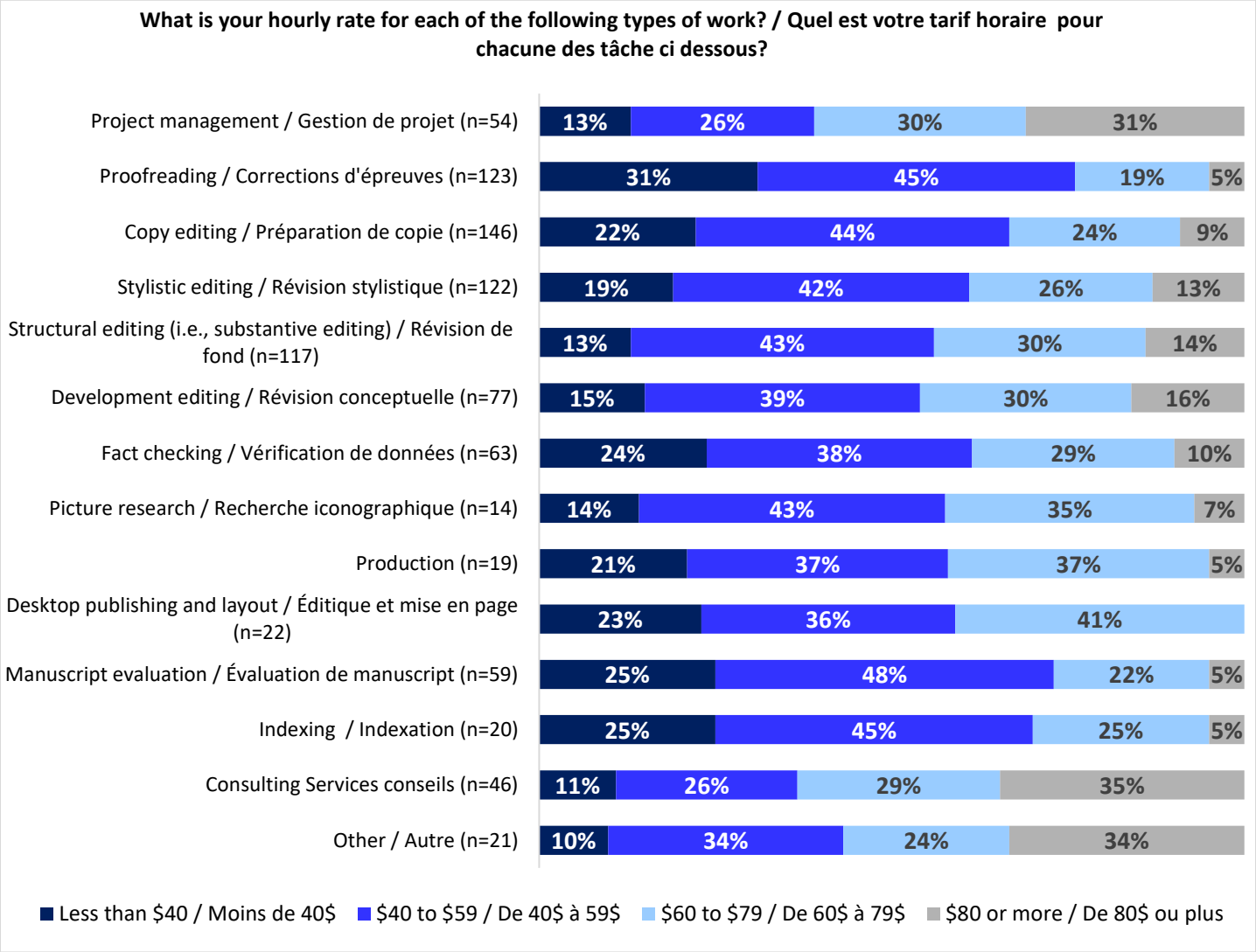
Overall, 123 respondents provided information about the hourly rates they charge for various kinds of work (see Chart 24, below). The numbers (n's) reported in Chart 24 refer to the number of responses for each type of work (e.g., proofreading, substantive editing, project management, etc.); the percentages show the distribution of responses, as a percent, within each rate category. Respondents were generally more likely to charge $60 or more per hour for work that was more labour intensive, required a greater level of responsibility for the project, or required more specialized skills or knowledge. For example,

- 64% of respondents charged $60 or more per hour for consulting work,
- 61% of respondents charged $60 or more per hour for project management, and
- 58% of respondents charged $60 or more per hour for other types of work.

However, less than 50% of survey participants who worked on a freelance basis charged $60 or more per hour for the following types of services:

- 46% of respondents charged $60 or more per hour for developmental editing,
- 44% of respondents charged $60 or more per hour for structural (i.e., substantive) editing,
- 42% of respondents charged $60 or more per hour for picture research or production,
- 41% of respondents charged $60 or more per hour for desktop publishing and layout, and
- only 27% of respondents charged $60 or more per hour for manuscript evaluation services.

Chart 24: Hourly rates charged for various types of work



By comparison, less than 20% of respondents for each of the following types of work reported charging less than $40 per hour:

- 15% of respondents charged less than $40 per hour for developmental editing.
- 13% of respondents charged less than $40 per hour for substantive editing.
- 13% of respondents charged less than $40 per hour for project management services.
- 11% of respondents charged less than $40 per hour for consulting services.

Some of the variation in rates may be due to the various sectors that respondents reported working in, as rates also varied by the sector that respondents worked in (see Table 4). In general, most respondents charged between $40 and $59 per hour for most types of work as seen in Table 3, below.

Table 3: Hourly rates by type of work

Types of Work	Less than $40 / Moins de 40 $	$40 to $59 / 40 $ à 59 $	$60 to $79 / 60 $ à 79 $	$80 or more / 80$ ou plus
Project management / Gestion de projet (n=54)	13%	26%	30%	**31%**
Proofreading / Corrections d'épreuves (n=123)	31%	**45%**	19%	5%
Copy Editing / Préparation de copie (n=146)	22%	**44%**	24%	9%
Stylistic editing / Révision stylistique (n=122)	19%	**42%**	26%	13%
Structural editing (i.e., substantive editing) / Révision de fond (n=117)	13%	**43%**	30%	14%
Development editing / Révision conceptuelle (n=77)	15%	**39%**	30%	16%
Fact checking / Vérification de données (n=63)	24%	**38%**	29%	10%
Picture research / Recherche iconographique (n=14)	14%	**43%**	35%	7%
Production (n=19)	21%	**37%**	**37%**	5%
Desktop publishing and layout/ Éditique et mise en page (n=22)	23%	36%	**41%**	0%
Manuscript evaluation / Évaluation de manuscript (n=59)	25%	**48%**	22%	5%
Indexing / Indexation (n=20)	25%	**45%**	25%	5%
Consulting / Services conseils (n=46)	11%	26%	29%	**35%**
Other / Autre(n=21)	10%	**34%**	24%	**34%**

Note: The bold print represents the highest percentage of editors who charge an hourly rate within the specified range for each type of work.

One hundred and forty-eight survey respondents provided information about the hourly rates they charged by sector. The numbers (n's) listed for each sector in Chart 25 refer to the number of respondents who answered this survey item. Survey participants' hourly fees varied by sector. Most respondents reported they charged higher hourly fees for work done in the corporate sector or public sector (e.g., government) than they did for work in the not-for-profit, education or scholarly publications. For example,

- 68% of respondents charged at least $60 per hour for work in the corporate sector, and
- 60% of respondents charged at least $60 per hour for work in the public sector.

By comparison, participants reported they charged no more than $60 per hour for work in the following sectors:

- 74% of respondents charged no more than $60 per hour in in the book publishing sector,
- 68% of respondents charged no more than $60 per hour in the magazines and periodical sector,
- 63% of respondents charged no more than $60 per hour in the education and scholarly publication sectors, and
- 61% of respondents charged no more than $60 per hour in the not-for-profit sector.

Chart 25: Hourly rates charged by sector

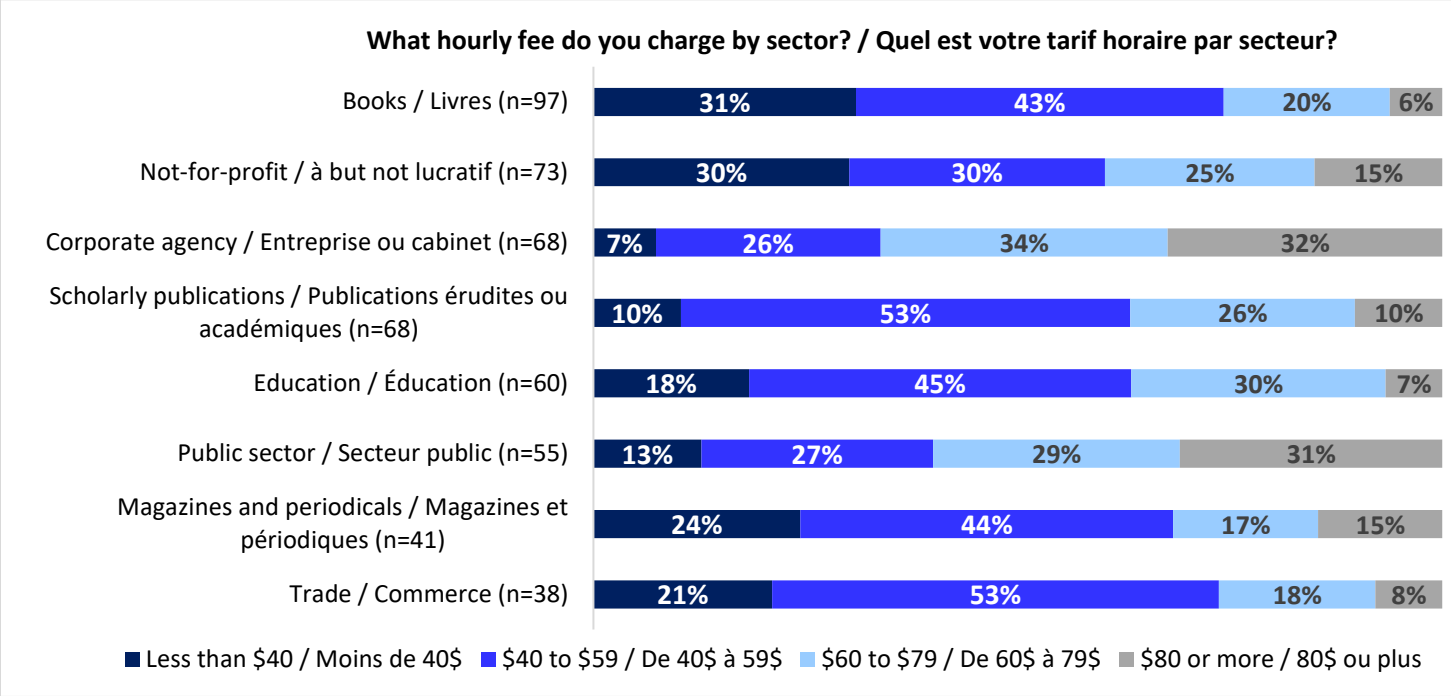


Table 4: Hourly rates by sector

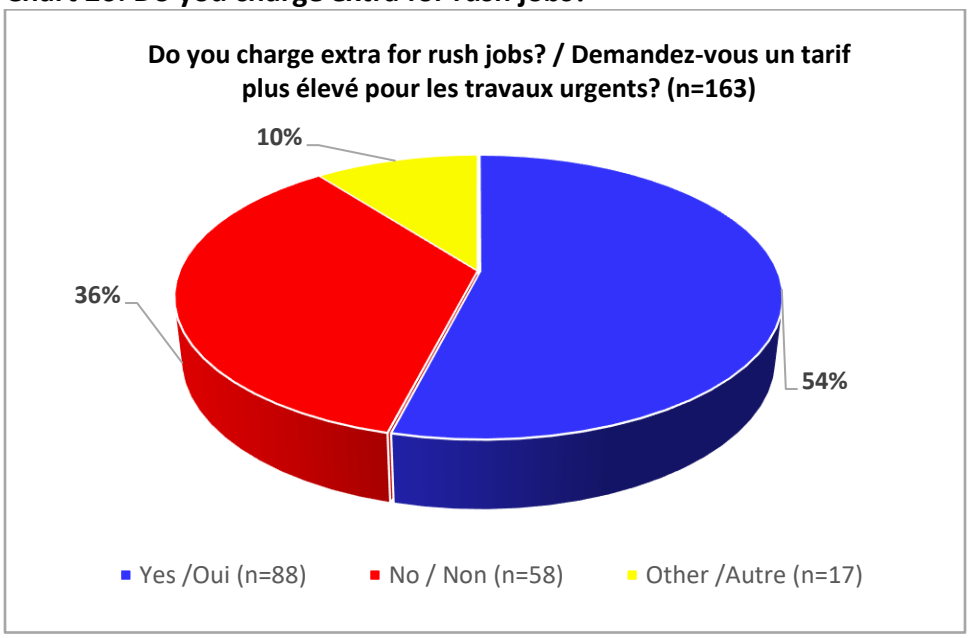
	Less than $40 / Moins de 40$	$40 to $59 / 40 $ à 59 $	$60 to $79 / 60 $ à 79 $	$80 or more / 80 $ ou plus	Total
Books / Livres (n=97)	31%	**43%**	20%	6%	100%
Not-for-profit / à but not lucratif (n=73)	**30%**	**30%**	25%	15%	100%
Corporate agency / Entreprise ou cabinet (n=68)	7%	26%	**34%**	32%	100%
Scholarly publications / Publications érudites ou académiques (n=68)	10%	**53%**	26%	10%	100%
Education / Éducation (n=60)	18%	**45%**	30%	7%	100%
Public sector / Secteur public (n=55)	13%	27%	29%	**31%**	100%
Magazines and periodicals / Magazines et périodiques (n=41)	24%	**44%**	17%	15%	100%
Trade / Commerce (n=38)	21%	**53%**	18%	8%	100%

Note: The bold print represents the highest percentage of editors who charge an hourly rate within the specified range for each sector. Note also that smaller n's will produce larger percentages in each category.

Survey respondents who had indicated they worked freelance were also asked whether they charge a rush fee. More than 50% of the 163 respondents to this question indicated they charge extra for rush jobs (See Chart 25, below). Of the 17 survey participants who selected "Other,"

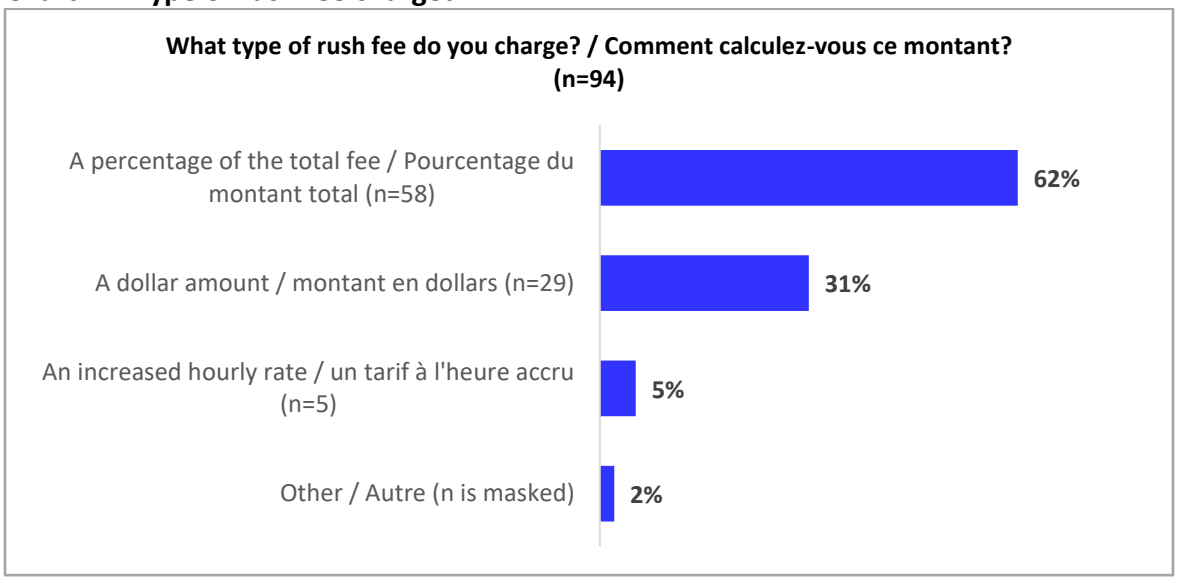
- 35% reported it depends on the project or client,
- 29% reported they had never been asked to do a rush job,
- 18% reported they would probably charge a rush fee, and
- 12% reported they do not accept rush jobs.

Chart 26: Do you charge extra for rush jobs?



Overall, 94 participants provided information about the type of rush fee they charge. The majority (62%) reported they charge a percentage of the total fee whereas just under one third (31%) of respondents indicated they charge a dollar amount. A small minority (5%) reported they increased their hourly rates for rush jobs.

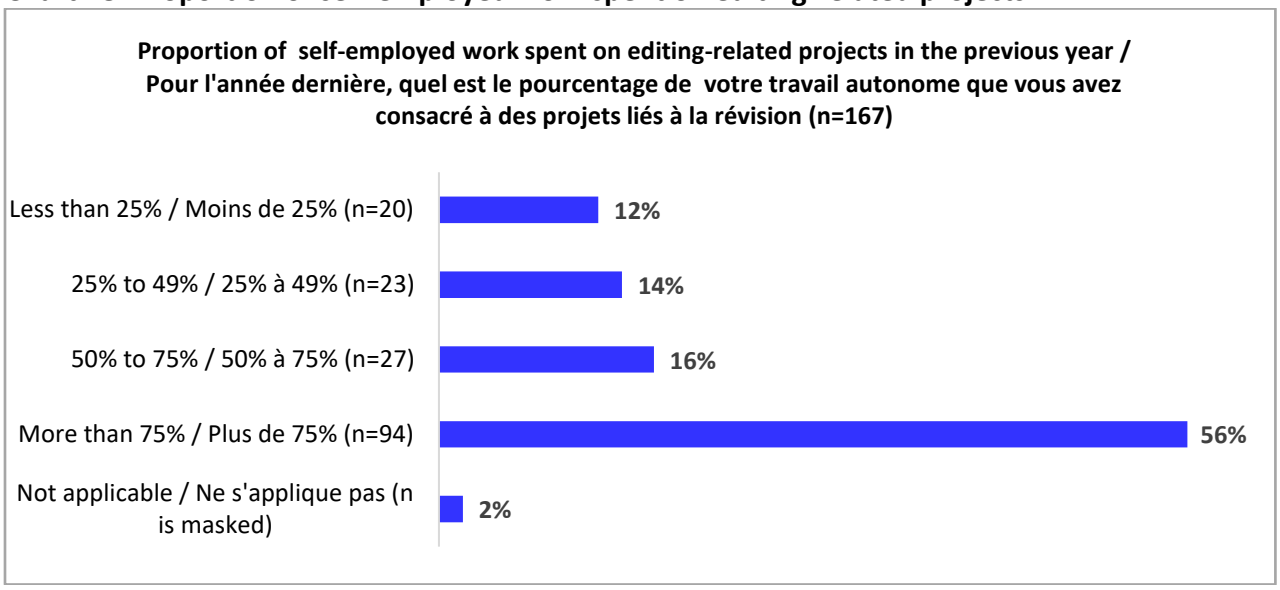
Chart 27: Type of rush fee charged



Survey respondents who had indicated they worked freelance (either on a full- or part-time basis) were also asked what proportion of their self-employed work in the previous year was spent on editing-related work (See Chart 28, below). Of the 167 respondents who provided an answer to this question, 56% of them

reported that more than 75% of their self-employed work was spent on editing-related projects, and 12% of respondents noted that less than 25% of their self-employed work was editing related.

Chart 28: Proportion of self-employed work spent on editing-related projects



Section 6: Hours worked and total income

Freelance editors' billable hours per week

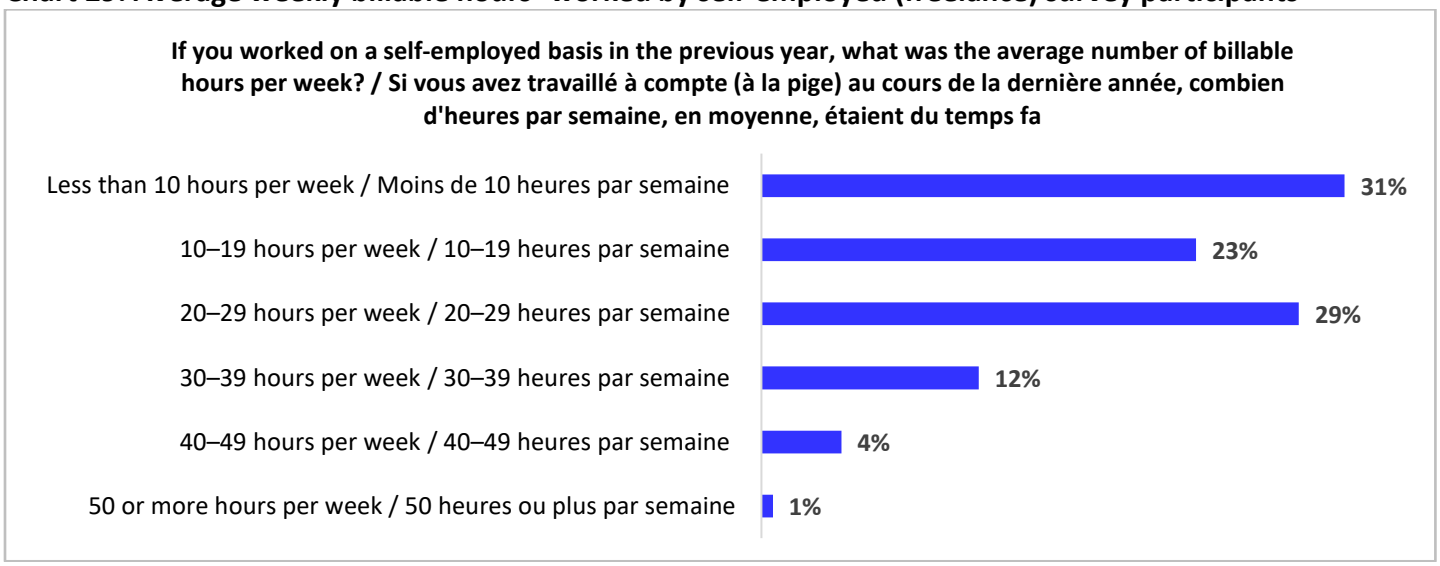
One hundred and twenty-six survey respondents who indicated they work on a freelance basis provided information on their average number of billable hours per week in the previous year (2021). Billable time is defined as activities that are directly related to a client's project, such as meetings and correspondence, in addition to time spent working on the actual project. More than half the respondents (54%) reported an average of less than 20 billable hours per week; only 5% of respondents an average of 40 or more billable hours per week. More precisely,

- 31% of respondents worked less than 10 billable hours per week;
- 23% of respondents worked 10-19 billable hours per week;
- 29% of respondents worked 20–29 billable hours per week;
- 12% of respondents worked 30-39 billable hours per week; and
- 4% of respondents worked 40-49 billable hours per week[8].

Given that both the ebb and flow of freelance work and the time-intensity of projects is highly variable, it should be noted that these averages represent the best guesses of the participants who responded to this item.

[8] Because there are fewer than five individuals in some response categories for this question, the n's are not provided in this chart.

Chart 29: Average weekly billable hours[9] worked by self-employed (freelance) survey participants

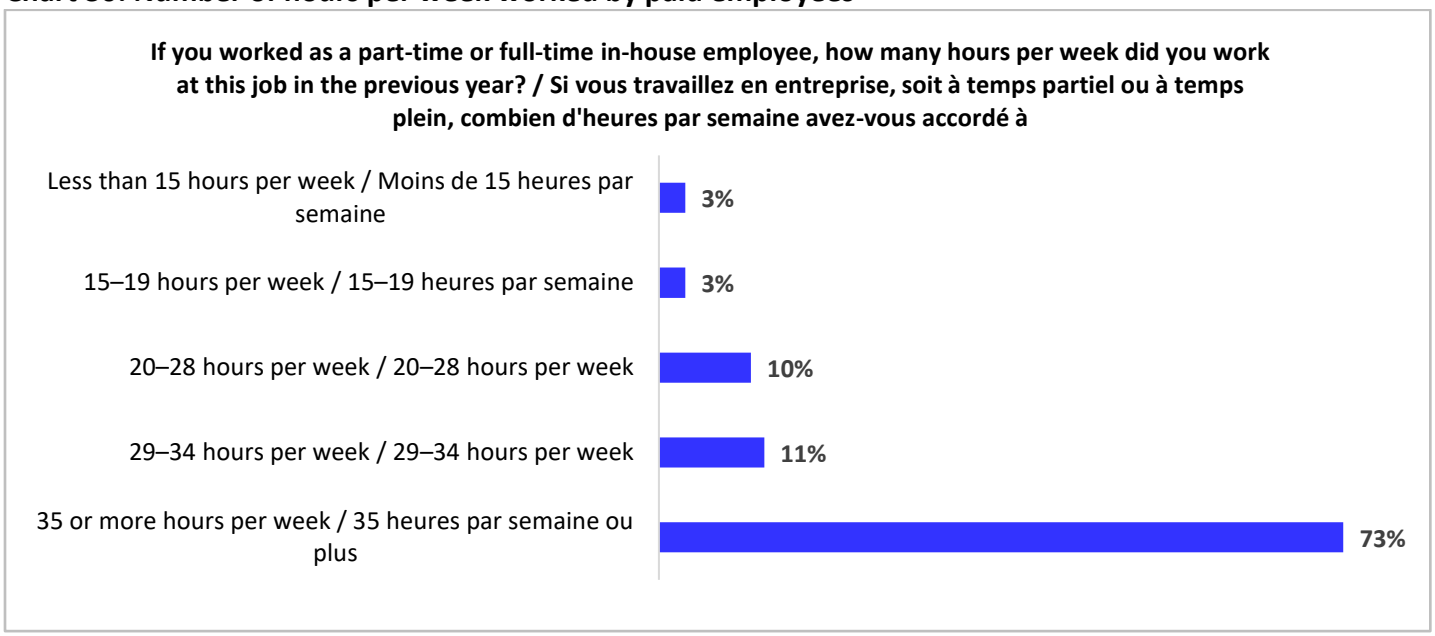


Number of hours per week worked by paid employees

Seventy-one survey participants who reported they worked as a full-time or part-time paid employee provided information about the number of hours per week they work at their jobs:

- 6% of respondents indicated they worked less than 20 hours per week,
- 21% of respondents reported they work between 20 and 34 hours per week, and
- 73% of respondents reported working 35 hours or more per week.

Chart 30: Number of hours per week worked by paid employees

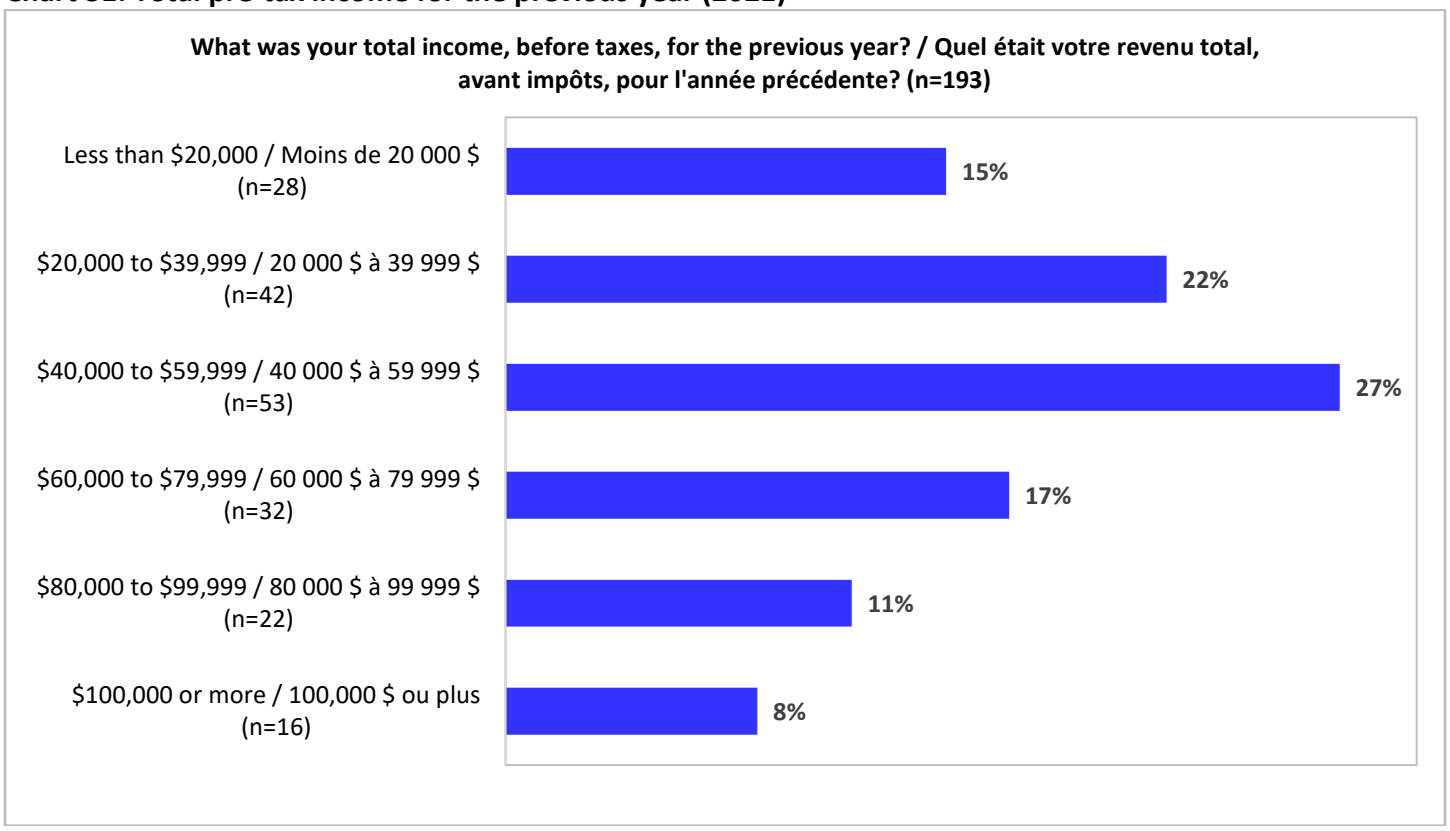


[9] Billable time is defined as activities that are directly related to a client's project (e.g., meetings, correspondence related to the project, and time spent working on the project.

Total pre-tax income for the previous year

One hundred and ninety-three survey participants answered the survey question about total pre-tax income for the previous year (2021). Just over one third of the respondents (37%, n=70) reported earning less than $40,000 per year, 44% reported earning between $40,000 and $79,999, and 19% reported earning at least $80,000 per year. Given that several participants expressed some confusion in the open-ended comments as to whether they were supposed to include just their income from editing or their total income from all sources, the data reflected here may be an undercount in some of the income ranges listed.

Chart 31: Total pre-tax income for the previous year (2021)

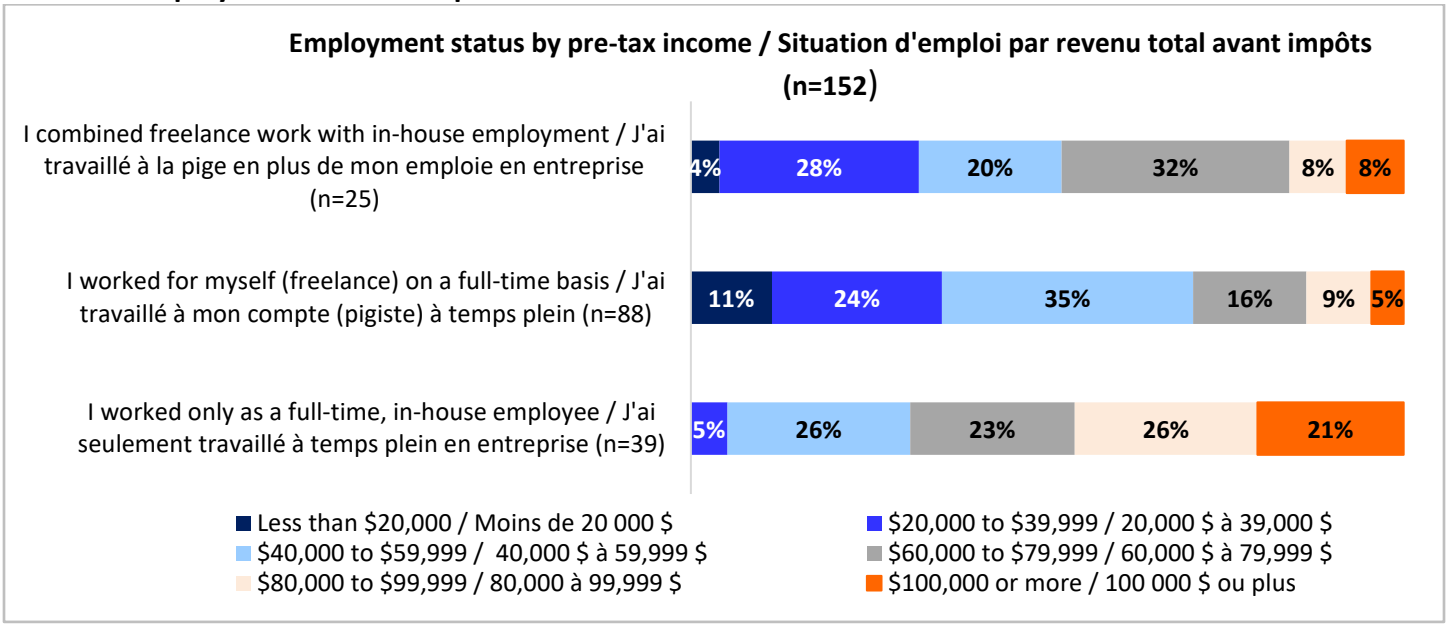


Selected employment status categories were cross-tabulated with pre-tax income groups (see Chart 32, below). The results show that

- none of the respondents who reported they worked only as a full-time, paid employee indicated they earned less than $20,000 per year; furthermore, only 5% of respondents who worked as full-time paid employees reported earning less than $40,000
- 32% of respondents who combine freelance work with paid employment[10] reported earning less than $40,000 per year; and
- 35% of respondents who worked for themselves full time reported earning less than $40,000 per year.

[10] It is not clear whether these respondents were combining freelance work with full-time or part-time work.

Chart 32: Employment status and pre-tax income



At the upper end of the income scale, the data show that a larger proportion of respondents who were full-time paid employees (70%) were more likely to report earning $60,000 or more per year than their counterparts who combined freelance work with paid employment (48%) or were self-employed on a full-time basis (30%).

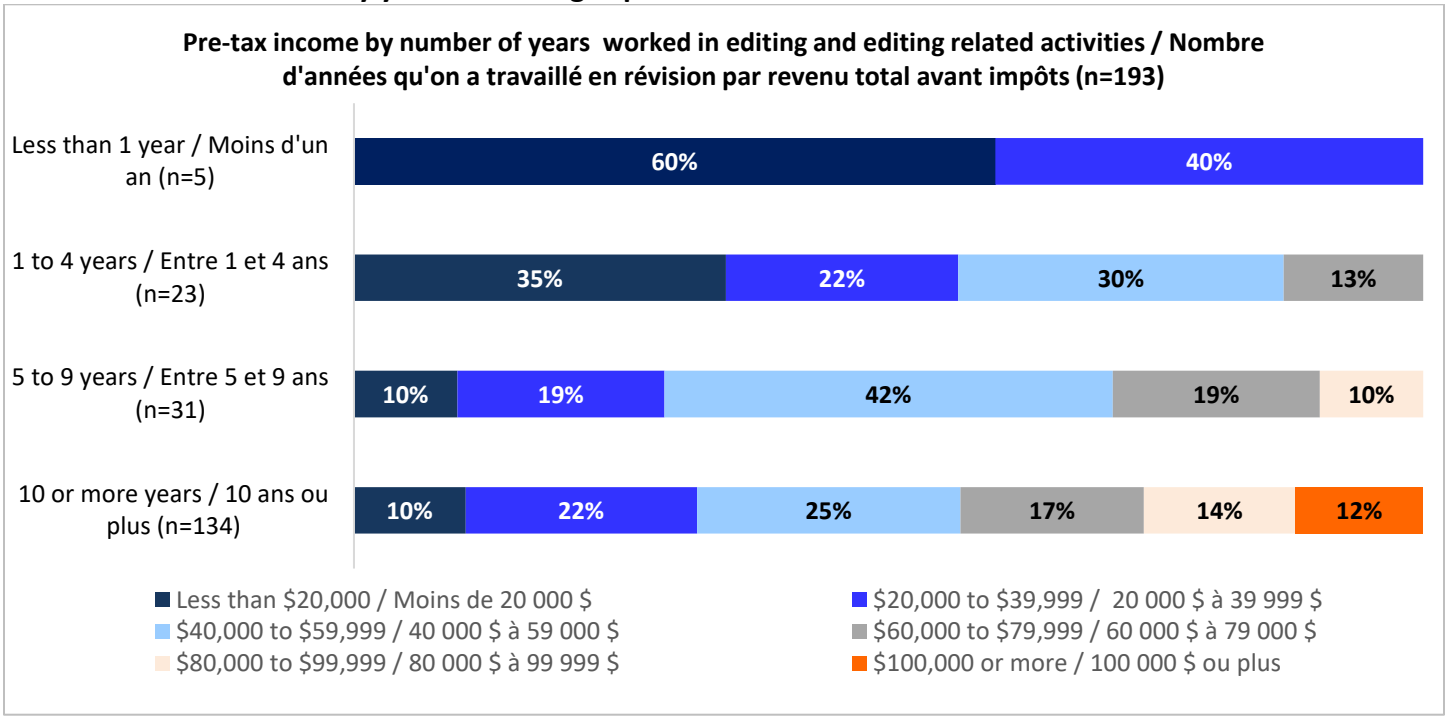
When pre-tax incomes were cross-tabulated by years of experience, all the participants with less than one year of experience who responded to this survey item reported gross incomes of less than $40,000 in the previous year, and within this group, 60% of these respondents indicated their pre-tax income for the previous year was less than $20,000.

Among respondents with 1–4 years of editing experience, 57% reported earning less than $40,000 in 2021, and 43% reported earning between $40,000 and $79,999 in the previous year. Of the 43% who earned between $40,000 and $79,999 in the previous year, only 13% reported earning at least $60,000 in the previous year.

Among survey participants with 5–9 years of editing experience, 29% reported earning less than $40,000 in the previous year, 42% reported earning between $40,000 and $59,000, and 29% reported earning at least $60,000 in the previous year.

Among survey participants with at least 10 years of experience, 32% reported earning less than $40,000 in the previous year. Of the 68% of participants in this cohort who earned at least $40,000, 42% reported earning between $40,000 and $79,999, and 26% reported earning at least $80,000 in the previous year.

Chart 33: Pre-tax income by years of editing experience



Members' comments and feedback

Of the 220 members who participated in the survey, 32 individuals responded to question 24: *Please use the space below to share any comments or questions you may have about Editors Canada membership or this membership survey*. The comments were analyzed for content and the following themes emerged: feedback for improvement relating to Editors Canada membership offerings, suggestions for future survey editions, general appreciation, and member observations.

Of the 32 respondents who commented on the survey itself, 16 reported potential room for the survey's improved income specifications. As one individual explained, they "answered based on [their] total income (which includes freelance income from editing, and employee income unrelated to editing)". Another respondent suggested incorporating digital content into the survey's definition of "manuscripts," stressing there are "other areas where editing skills are pertinent, such as online content (whether that be blogs, websites, or non-traditional ways of publishing content)".

Respondents recognize the value of Editors Canada's extensive membership benefits. According to several member observations, the resources available help them advance their professional journeys as editors. There is, notably, an appreciation for the "*CMOS* and the *Oxford* reference materials," the ability to network as a student and novice editor, and praise for Editors Canada's longstanding commitment and strength of its certification program. One respondent referred to the certification as a major personal factor for joining the organization:

> J'ai répondu en tant qu'étudiante. J'apprécie énormément notre membre de Réviseurs Canada, pour la communauté et les webinaires, entre autres. Je vais terminer ma formation en avril

> prochain après quoi j'espère contacter un mentor pour m'aider à y voir plus clair dans les options de travail ou de formation supplémentaire. J'aimerais aussi obtenir la certification Réviseurs pendant l'année 2022-2023.
> **Translation:** I am responding as a student. I greatly appreciate our Editors Canada members for the community and webinars, among other things. I am going to finish my training next April, and then I hope to contact a mentor to help me gain clarity about employment options or additional training. I would also like to obtain the Editors Canada certification during the 2022-2023 year.

Membership fees and revisions to pre-existing benefits are areas for improvement. The fees have increased over the past few years and integrating new benefits would significantly improve the membership's value. For example, one member suggested that a "directory listing [should be] included in the cost of membership as the membership cost is already quite high. It would also be great if the job listings could be distributed directly to members via email." Networking with potential clients and contract opportunities is another aspect that appeals to members. The survey results also emphasize suggestions to increase Editors Canada's online capacities. The marketing component can also include support for individual members to strengthen, for example, "reason[s] for potential clients to place greater value on the services of Editors Canada members."

Another point raised in the comments is the need to provide alternative networking options outside of third-party applications because, as one member stated,

> We don't even have a private discussion list anymore. I know there's a Facebook option, but why pay to join an organization if we then have to subscribe to a third-party platform (and one with a very dubious record in terms of privacy) to connect with other members?

Additional concerns that respondents voiced include "fraudulent enquiries" and a rise of competition from external sources (e.g., AI services, web-based self-publishing companies) that challenge perceptions of editing rates. One member noted they now face more challenges "from new writers, as well as academic and corporate clients [who have] unrealistic expectations about costs and fees, possibly, again, from AI services and also from self-publishing companies who often mislead their customer/clients regarding editing standards". There are significant issues for Editors Canada to create comprehensive marketing responses to educate the public about equitable editing practices, price ranges, and the nature of fraudulent job postings.

The survey also highlighted possible revisions to select questions given editing's integration into online markets in recent decades. Respondents brought Question 23 and Question 9 to the attention of Editors Canada. Possible revision strategies to Question 23 included taking editing schedules and other income sources such as "retirement" into account, specifying the income source participants are asked to consider, tailoring the questions to each membership type, and making the question optional. As one respondent stated, there was confusion over what kind of income was relevant: "Q. 23 does not specify income from editing. I presume that's what was meant. I have other income."

Some members expressed uncertainty about how to answer Question 9 (How many years have you worked in editing and editing-related activities?). As one respondent noted, "For question 9, I'm not sure if I answered correctly. I put 'more than 10 years,' because I've done occasional freelance editing for all that time, but I've

only recently been trying to do this work full-time." Several participants suggested that parts of questions such as the "please specify other" options and editing schedules require more precise wording to avoid confusion. For instance, one respondent noted that the survey appears to assume that an editor's workload is consistent: "Some of the questions are structured as if you are working at the same pace all through the year, which isn't realistic for freelance. Sometimes I'm working all week and sometimes I'm not working at all. Also, my hourly rate varies a lot depending on who I'm working with."

For future surveys, the wording of questions could be revised to be more reflective of an editor's schedule, external factors like the COVID-19 pandemic, work sector(s), billable hours, and membership tier. One respondent suggested distributing a draft survey for preliminary review to ensure the questions are consistent in their wording: "I think it would be helpful to have a few more freelance editors look at the next survey before it goes out. Some of the questions are a little hard to answer".

Preliminary survey runs can give the committee a better idea of how respondents answer the questions and can then decrease confusion to make the survey more effective. People appreciated the survey's initiative to provide "useful insights on the state of the editing profession in Canada today". Overall, Question 24 provided insightful critiques for subsequent editions to better reflect editing as both an analog and digital profession and improve the direction of Editors Canada.