

In 2007, the average production worker in private industry worked **33.8 hours per week**. *Pharm Tech* survey respondents reported working an average of **39 hours per week**.

(Source: Bureau of Labor Statistics, US Dept. of Labor)

*Pharmaceutical Technology* has published a pharmaceutical industry employment survey for almost 20 years. During that time, salaries have increased and job environments have changed. But the challenges to stay ahead, discover new and better products, and develop them with increasing efficiencies remain. The

most recent employment survey, released in the December 2007 issue, revealed the results from more than 1300 participants worldwide. These pages of the *Buyers Guide 2008* present some interesting sections of our 2007 Employment Survey that weren't published, plus interesting statistics about the labor market from other sources.

### Average earnings in pharmaceutical manufacturing in 2007

Chief executives	<b>\$186,000</b>
Engineering Managers	<b>\$117,000</b>
Computer, Information Scientists (Research)	<b>\$88,120</b>
Statisticians	<b>\$91,150</b>
Biochemists, biophysicists	<b>\$92,460</b>
Chemical engineers	<b>\$86,980</b>
Microbiologists	<b>\$67,120</b>
Chemists	<b>\$67,010</b>

(Source: Bureau of Labor Statistics, US Dept. of Labor)

**It's all attitude.** One of the most insightful parts of the survey are the five questions regarding an employee's attitude toward their current employment; namely, how strongly they agree or disagree with the following statement:

- I believe my work is fully valued by my employer
- I believe my present job is secure
- Given the opportunity, I would leave my present job
- In my present job, I use my skills and training to the fullest extent.

The published survey results included a table of the general responses; that is, whether participants agreed or disagreed to these questions. It is interesting to note, however,

### Pharmaceutical firms with the most employees in 2007

Johnson & Johnson	<b>138,000</b>
Pfizer	<b>122,200</b>
Bayer	<b>106,200</b>
GlaxoSmithKline	<b>106,000</b>
Novartis	<b>102,695</b>
Sanofi-Aventis	<b>100,735</b>
Hoffmann-La Roche	<b>100,289</b>
AstraZeneca	<b>98,000</b>
Merck & Co.	<b>74,372</b>
Abbott Laboratories	<b>66,800</b>

the responses when divided by gender, type of job, level of education, and so forth.

For example, although both men and women, regardless of age, agreed that they felt secure in their jobs (about 58% each), men felt slightly more valued by their employer than women (54% versus 50%).

Nonetheless, a greater percentage of men (25%) said they would leave their

## More than 4 million injuries happened at the workplace in 2006.

(Source: US Dept. of Labor, Bureau of Labor Statistics, most recent statistics)

survey's history). The US Bureau of Labor and Statistics reported that the average increase in compensation for private industry employees was 3.2% last year.

Nonetheless, industry in

Katrina in Sept. 2005, led mainly by job losses in manufacturing and construction. (Source: *NY Times*, April 4, 2008).

### Technology and time.

As in past surveys, the most common job function

Employment in QA/QC requires a watchful eye on continuously changing technology. This can be both a burden and a benefit. Many of the responses to open-answer questions relating to what employees liked best and least about their jobs involved keeping up technology.

Although the science and intellectual challenge were not important enough to make the average employee want to change jobs (see 2007 survey results), they were some of the best parts of their current job.

Unfortunately, technology has not been able to diminish the most often complaints from employees: lack of time, the "endless" paperwork, and the office politics associated with management and, sometimes, coworkers.

## Average pharmaceutical employee took 15 days vacation in 2007.

(Source: *Pharm Tech* Employment Survey 2007)

job if given the opportunity than women (20%). Those who had finished their education with an associates degree also had the lowest sense of security in holding their job (53% agreed their job was secure), even though nearly 40% of those who held doctorate degrees felt their job was not secure.

### Best and worst.

Salaries in 2007 remained strong and the gap between men's and women's salaries has narrowed significantly (by nearly \$10,000 for the first time in *Pharm Tech*

2007 was stricken with several mergers, acquisitions, restructuring, and closures resulting in job cuts across the board. Nearly all of the top 10 largest pharmaceutical facilities shut down at least one facility or drastically cut jobs in 2007.

The employment survey indicated that of those who had experienced company mergers, acquisitions, downsizing, or restructuring in the past two years, 48% said it had no effect on their jobs. However, 15% of respondents replied that they left the company, either voluntarily or involuntarily. In 2007, the average unemployment rate was 4.6%. At time of press, the unemployment rate had climbed to 5% nationwide, down slightly from 5.1% in March 2008, when it was the highest since the aftermath of Hurricane

of survey respondents was in quality assurance or quality control (256 of the total). Of these, 67 said their education had "poorly" prepared them for their current job function. Interestingly, the majority of these 67 said they had earned their highest qualification in analytical chemistry.

The average pharmaceutical employee has nearly 20 years of professional work experience, increasing in pace nationwide. Analysts predict it is because the baby-boomer generation is choosing to stay employed longer.

The number of consultancy jobs has increased by 30% since the 2000 *PT* survey.