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January 2024

Freelance Translator Rates

The Value of ITI Membership

An analysis of the results of a rates survey conducted in February-March 2023, exploring the value of ITI membership across per-word rates, minimum charges, and per-hour rates.

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Foreword

It has been more than 10 years since ITI last conducted a freelance rates survey. Given the enormous changes in global economics, a pandemic, and the recent cost-of-living challenges it made sense to commission a new piece of research that provided a more up-to-date and comprehensive overview in 2023.

For the past 18 months, a dedicated team has been working on this project. On behalf of the ITI Board and Chief Executive, I would like to thank the following people who supported the drafting of the survey and analysis of the data, as well as making specific additional contributions to the project:

- Alina Cincan MITI of Inbox Translations, who built and administered the survey and published the initial findings;
- Dr Callum Walker MITI of the University of Leeds, who undertook the data analysis, prepared the charts and data tables, and authored much of this report;
- Claire Ivins, who supported the data analysis and presentation and critically reviewed this report; and
- Dr Joseph Lambert of Cardiff University, who wrote the discussion section of the report, framing the key findings against the backdrop of ethics and good practice.

We are grateful to all of them for the immense amount of hard work and dedication they have contributed to this project. The quality of their input has allowed us to capture a wealth of useful data which will help inform ITI policy and priorities for the short and medium term.

I would also like to thank all those of you who generously took the time to respond to the survey and share your data with us for the benefit of our members and the wider profession. Your contribution is much appreciated.

In conducting the survey, our objectives were to:

- provide ITI with a greater understanding of members' current earnings and working practices;
- create a survey model that serves as a basis for more frequent analysis in the future and can be adapted to reflect future working conditions and practices;
- allow our members to benchmark their current rates against the historic rates shown in the various tables; and
- identify what financial or other benefits membership of a professional association, and of ITI in particular, offers translators and interpreters.

However, we must be clear that this report is an objective overview of historic data. Under current regulations enforced by the Competition and Markets Authority, professional bodies are not allowed to offer any guidance – or even encourage any discussion – about setting rates.

I hope that members will find this initial report, which compares ITI member rates with non-ITI member rates, useful and interesting. Future reports will look at the same rates data presented in this report but cut along different demographics and membership categories with a view to teasing out some of the relationships between different member characteristics and the rates that they charge for their services.

Nicki Bone MITI
Chair of the Institute of Translation and Interpreting

Executive summary

- Rates for specialised texts are consistently higher than for general texts, in terms of per-word price, minimum charge, and per-hour price, for both ITI members and non-members.
- Rates charged to direct clients are consistently higher than those charged to agencies, in terms of per-word price, minimum charge, and per-hour price, for both ITI members and non-members.
- ITI members charge between 13% and 25% per word more than non-members.
- ITI members' minimum charges are between 20% and 42% higher than non-members'.
- ITI members charge between 13% and 20% more per hour than non-members.
- Increased professional recognition, the ability to acquire clients via member directories, and networking and training opportunities are perceived as the key benefits of ITI (and association) membership, and could be viewed as contributing to increased rates for ITI members.
- Members of professional associations feel that their associations have a degree of influence when it comes to money matters, but also want them to do more with that influence. However, the Competition and Markets Authority guidance severely limits any such influence.

Overview

This report presents some preliminary findings and analysis from the collaborative Inbox Translation and ITI survey conducted in February-March 2023. Inbox Translation has already published its full report on the complete dataset[1], and in this report we look to provide a breakdown and analysis of ITI member rates of pay (price per word, minimum charge, and price per hour) compared with non-members of the ITI.

Beginning with the overall profile of respondents below, the report presents the data for price per word, minimum charge, and price per hour for both ITI members and non-members. It is worth noting that the "non-member" category includes, in some cases, members of other professional associations either in the UK or elsewhere around the world. This is one of the various caveats that need to be borne in mind when reading this report. Many of these factors and additional profiling information will be explored in future reports.

In terms of the data itself, instead of presenting averages alone, we have chosen to present a range of different statistics and visualisations of the data to help readers see the range of rates charged and, as such, to see where their own rates sit in the wider landscape of other freelance translators. In the introductory sections, we offer information on the methodology and data handling processes, and on how the various statistics and charts used in this report can be interpreted, for those who need it.

[1] Accessible here: https://inboxtranslation.com/resources/research/freelance-translator-survey-2023/

Methodology

Summary

The survey was launched by Inbox Translation and the ITI on 14 February 2023. In addition to the marketing surrounding the survey conducted by Inbox Translation to the wider translation community, on 15 February 2023, the ITI emailed a link to the survey to all eligible ITI members[2] (n = 2,968), with reminder emails sent out on 28 February and 9 March 2023. The survey closed on 13 March 2023.

A total of 692 ITI members completed the survey, a **response rate of 23.3%** from the ITI's membership.

We compared the profile of ITI respondents with that of all ITI members by membership category as of the period during which the survey was active and **weighted the survey data** accordingly to ensure that it was representative of all ITI members (see "Weighting of data", below). With the exception of demographic data, all data in this report are weighted.

Since the survey was sent out to all ITI members and a respectable response rate was achieved from most categories of ITI member, we are justified in treating it as a **random, representative sample** to which standard statistical tests can be applied.

In the report that follows, we would like to draw readers' attention to the fact that **all survey findings are subject to margins of error**, and that the smaller the base size (n) for a given question or variable, the wider those margins of error are. In our analysis, when we compare survey findings from two different groups, the differences need to exceed a certain magnitude for us to be reasonably confident that they are real. As such, in the report that follows, we are focusing on differences that we are confident are real, within the limitations of the confidence intervals and statistical tests described below (see "Interpretation of statistics and charts").

The sub-sections that follow provide further detail on the treatment of the survey data prior to analysis.

Data points

Based on the design of the questionnaire, each respondent could list up to five language pairs, together with per-word, minimum-charge and per-hour rates for each language pair. Hence, each respondent could potentially yield up to five datapoints on rates for each rate type (per word, minimum charge, per hour). As such, value **n**, as reported in the data tables in the main body of this report, represents not the number

[2] ITI members who had opted out of email communications were excluded from the emails.

of respondents in that category, but the number of rates datapoints reported in that category, with each respondent potentially contributing more than one rate to each category.

It should be noted, however, that many respondents (both ITI members and non-members) did not provide any rates data, or only provided rates data in certain categories (e.g. per word rate only) and were therefore not included in some or all of the rates data samples. The actual response rates for per-word prices, minimum charges, and per-hour prices are shown in Table 1, broken down by the client and text type and by ITI members and non-members. The number of datapoints collected (higher than the figures below, due to multiple language pairs) is provided in the data table below each chart in the main body of the report.

Respondents	Agency: General		Agency: Specialised		Direct Client: General		Direct Client: Special.	
	ITI Members	Non-members	ITI Members	Non-members	ITI Members	Non-members	ITI Members	Non-members
Price per word	507	1032	501	946	413	905	439	891
Min. charge	435	730	424	666	347	647	361	636
Price per hour	455	856	439	785	356	736	374	729

Table 1. Number of responses to survey by client type and text type

Currency

Since the survey design allowed respondents to provide rates data in pounds sterling (GBP), euros (EUR) or US dollars (USD), prior to any analysis all data were converted to GBP. The official **exchange rates** used were those as of the closing date of the survey, i.e., 13 March 2023. For the EUR to GBP conversion, a rate of 1 GBP = 0.882755 EUR was used; for USD to GBP, 1 GBP = 0.822648 USD.

Outliers

In the light of the sheer range of reported rates values at both the lower and upper ends of the scale, from both ITI members and non-members, the decision was made to remove outliers from the datasets with a view to providing summary statistics and plots that are assumed to be representative of the majority. For these data, the Tukey's Fences method was used, eliminating any data point that was less than 1.5 times the interquartile range below the 1st quartile and any data point that was more than 1.5 times the interquartile range above the 3rd quartile within the relevant category of data. (For definitions of the 1st and 3rd quartiles and the interquartile range, see "Interpretations of statistics and charts: descriptive statistics" below.)

Weighting of data

Out of the respondents who reported themselves to be ITI members in the survey, 690 reported their membership category. Of these, 108 were Affiliates, 114 Associates (AITI), 422 Qualified Members (MITI), and 28 Fellows (FITI), and 18 fell under other membership categories. These other categories (Student, Project Manager, Academic) were disregarded for the purposes of these rates reports, based on their relevance to the focus of this report. Using membership data from February 2023, Table 2 shows the comparison between the membership figures and the survey response figures and their respective percentages of the totals.

Category	ITI Membership (February 2023)	ITI Member Survey Responses	% Difference	Weighting Coefficient
Affiliate	626 (23.48%)	108 (16.07%)	-7.41%	1.46
Associate (AITI)	438 (16.43%)	114 (16.96%)	+0.53%	0.97
Qualified (MITI)	1541 (57.80%)	422 (62.80%)	+5.00%	0.92
Fellow (FITI)	61 (2.29%)	28 (4.17%)	+1.88%	0.55
Totals:	**2666**	**672**		

Table 2. ITI member sample profile and weighting

Given the higher number of Qualified Members (MITI) and Fellows (FITI) and lower number of Affiliates among the survey respondents, compared with ITI members as a whole, preliminary tests showed that there was a risk that the rates data could be inflated slightly upwards. The decision was made to **weight** the rates data from the survey with the coefficient shown in the table above for each member category to yield a more conservative picture of ITI members' rates. This means that **the weighted rates data were as representative as possible of the ITI's membership body at the time of the survey**.

Interpretation of statistics and charts

This report uses box-and-whisker plots alongside data tables to visualise and present the rates data. The main statistics reported in each case are the median, 1st and 3rd quartiles, and the minimum and maximum values after outliers have been removed.

Descriptive statistics

The **median** is a type of average, and the **1st and 3rd quartiles** (sometimes also referred to as the 25th and 75th percentiles) offer an insight into where the main body of data sits. To understand what these mean, if you had 1,000 responses for a particular question, and you then lined up every response from the lowest to the highest, the median would be the value provided by the 500th response in that line. The 1st and 3rd quartiles, meanwhile, would sit 25% (one quarter) and 75% (three-quarters) of the way along this line of responses, and in this example with 1,000 respondents would be the values supplied by the 250th and the 750th respondents. The range between the 1st and 3rd quartiles – referred to as the **interquartile range** (**IQR**) – covers the middle 50% of all responses (25% each side of the median). All of these data points are depicted on the box-and-whisker plots, as described below.

The **mean** (calculated by adding together all values and dividing by the number of data points) is provided for reference in the data tables, but should be interpreted with caution as this type of average can easily be influenced by skewed datasets and any bunching of values at the high or low end of the scale which may not have been eliminated in the outlier removal process. The mean is, however, commonly used in conducting significance tests and calculating effect sizes, as described below, so it is a useful statistic to provide in the data tables.

The mean is also accompanied by a **confidence interval** (two numbers presented in square brackets after the mean itself), which comprises one number expressing the lower bound and another number expressing the higher bound. These numbers will sit below and above the mean itself in value, respectively. Confidence intervals tell us the range of potential mean values that we could theoretically obtain if we repeatedly undertook new samples of the same size from the respective populations (e.g. new survey responses from a new sample of ITI members and a new sample of non-members). A 95% confidence interval is used in this report, which means that for every 100 hypothetical new samples, 95 of these would theoretically yield mean values between the lower and upper boundaries of the confidence interval.

Box-and-whisker plots and data tables

Figure 1 provides an example of a **box-and-whisker plot** using random data, with a view to providing guidance on how to interpret these charts, alongside the supporting data table below it.

This report uses a type of box-and-whisker plot called the **Tukey plot** to display the rates data. This plot type displays a coloured box representing the **IQR** between the 1st and 3rd quartiles, a white line within the box (representing the median, or 2nd quartile), and two "whiskers" (also called "fences"), which represent the lowest and highest data points once outliers have been removed.

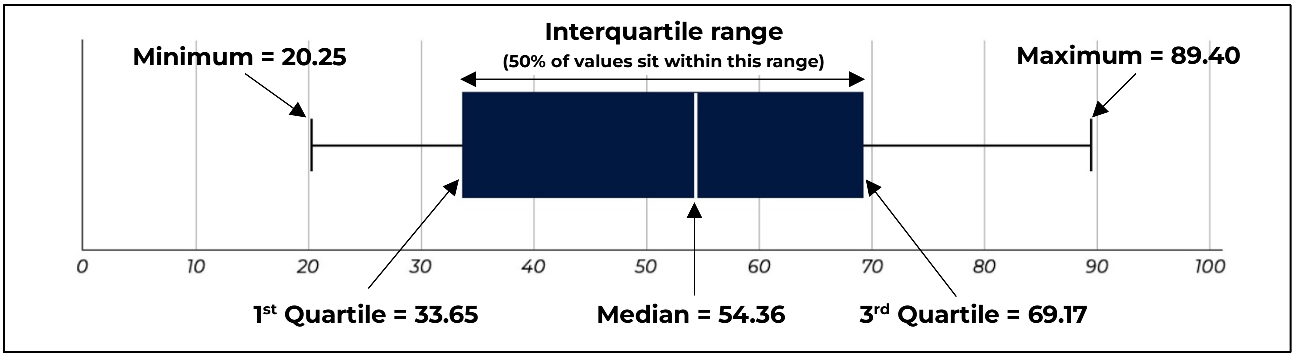

Figure 1. Example of a box-and-whisker plot

The box-and-whisker plot can easily be correlated with the **data table** shown in Table 3. The column marked **n** refers to the number of datapoints falling in the relevant subset of the data (n = 200). The **Min** (20.25) and **Max** values (89.40) reflect the values at the ends of the left-hand and right-hand whiskers respectively. The **1st Quartile** (33.65) and **3rd Quartile** (69.17) reflect the left-hand and right-hand edges of the dark blue box, respectively (the **IQR**). Finally, the **Median** (54.36) is depicted by the white line in the middle of the dark blue box. These five statistics reflect the so-called **five-number summary**, which is commonly regarded as one of the most informative summaries of a sample's distribution and underlying characteristics. The **Mean** and corresponding confidence interval, while shown in the data table, are not depicted on the box-and-whisker plot.

Example	n	Min	1st Quartile	Median	3rd Quartile	Max	Mean [95% Confidence Interval]
Group	200	20.25	33.65	54.36	69.17	89.40	52.63 [49.79, 55.48]

Table 3. Corresponding data table for Figure 1

Statistical significance and effect sizes

Throughout this report, various references will be made to "**significance**" or a difference being "**significant**", and certain statistical values will be reported in footnotes at various junctures. The purpose of this sub-section is to help you to understand what these phrases and statistics mean.

One use of significance testing – or, more formally, null hypothesis significance testing – is to determine whether two datasets differ from one another (i.e., the extent to which they are similar or not). Such tests have long been subject to misinterpretation, but the general principle of significance testing is to test the null hypothesis (i.e., the baseline assumption) that the two datasets have the same statistical distribution. While significance tests can take many forms, a common application is to compare the averages of two groups. The calculation used for significance testing yields a **p-value**. Statistical tradition suggests that if the p-value yielded by the relevant calculation is less than 0.05 then the averages are said to be **unequal** and differ at a statistically significant level. In simple terms, the lower this p-value is, the more likely it is that the groups are different.

In this report, we are comparing a sample of ITI members' rates data with a sample of non-members' rates data. The null hypothesis in this case would assume that the average rates are the same for ITI members and for non-members. If the comparative tests yield a p-value less than 0.05, then we can be relatively – but not wholly – confident that the statistical distributions of the two samples differ to some degree.

Significance tests such as these only tell part of the story, and it is important that the p-value itself is not overinterpreted as a reflection of the size or magnitude of the difference between the samples. This is where **effect sizes** come in. Effect sizes are a measure of the strength of the relationship – or the size of the difference – between two datasets. This report uses a variant of the Cohen's d effect size, called Hedges' g, which is calculated from the difference between two datasets' means, divided by a pooled standard deviation, and then multiplied by a scaling factor to correct for bias.

The calculation for Hedges' g yields a positive or negative number, often between zero and one (although theoretically any number is possible), which reflects whether the difference can be described as small, medium, or large. If the effect size is negative, it means that the average value for dataset 1 is higher than for dataset 2; if the effect size is positive, dataset 1 has a lower mean than dataset 2.

A value of $g = 0$ means that there is no effect (i.e., the datasets are essentially the same in terms of their statistical characteristics). One common rule of thumb is to consider a value of $g = \pm0.2$ a small effect; $g = \pm0.5$ a medium effect; and any value greater than $g = \pm0.8$ a large effect. Jacob Cohen (the progenitor of the d effect size on which Hedges' g is based) offered the examples of the height difference between 15- and 16-year old girls for a small effect size, the height difference between 14- and 18-year old girls for a medium effect size ("visible to the naked eye", in his words), and the height difference between 13- and 18-year old girls for a large effect size (i.e. a "grossly perceptible" difference).

The effect sizes are also accompanied by a **confidence interval**, which can be interpreted in a similar way to the confidence interval for the mean (as described above in "Descriptive statistics"). For the effect size, however, the confidence interval describes the potential magnitude of the difference between two means. Because effect sizes can be positive or negative values (describing the direction of the difference between two groups), the confidence interval for the effect size can in fact offer an evaluation of the likelihood that different samples of the data from the population might yield a difference in the opposite direction. In practice, if both the lower bound and upper bound are positive values, this provides strong evidence in favour of a meaningful difference existing between the two groups (i.e. an increase in the rates from non-members to ITI members, in this case). If, however, the lower bound value were to be negative and the upper bound value were to be positive, this would signal that the direction of the difference might change in some of the hypothetical samples, meaning, in this context for example, that, ITI members' average rates would be higher in some samples, while in other samples non-members' average rates would be higher.

In summary, **p-values** can be interpreted in simple terms as an expression of **whether a significant difference exists or not**, with a value below 0.05 typically interpreted as a significant difference; **effect sizes** can describe, in more substantive terms, **how large or small – and therefore how meaningful – the difference is** between the datasets. What is most important, however, is that all these statistics, including simple descriptive statistics such as the median (as presented earlier), are considered in conjunction and not simply interpreted in isolation. By conducting this type of statistical testing, rather than relying solely on basic statistics like averages and percentages, we can have greater confidence in what we observe in our analysis.

Profile of respondents

A total of 2,803 people completed the collaborative Inbox Translation and ITI survey in February and March 2023. Of those 2,803 respondents, **692 reported themselves to be ITI members**.

Not all respondents answered every profiling question, which explains any discrepancies with the total number of responses from ITI members reported above. The key characteristics of the ITI respondents, in terms of age, gender, country of residence, and membership category, are described below.

Out of the 606 ITI members who provided information about their age, 1% were under the age of 25, 11% between 25 and 34, 19% between 35 and 44, 29% between 45 and 54, 25% between 55 and 64, and 15% over 65 years of age, with 2% preferring not to say. This contrasts with non-members of the ITI (1,122 responses), who had a slightly younger age profile overall (see Figure 2).

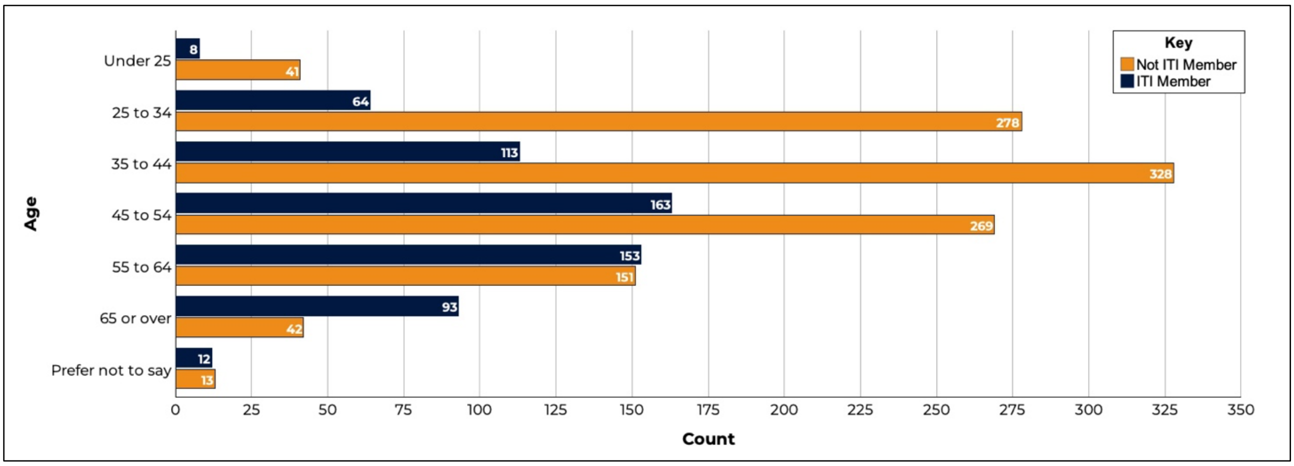

Figure 2. Age profile of ITI member and non-member respondents to survey

With regard to **gender**, there were 606 ITI member responses to this question, of which 76% were women, 22% were men, <1% were non-binary/other, and a further 2% preferred not to say, which is broadly consistent with the profession's woman-dominated landscape. For non-members (1,123 responses), 74% were women, 23% were men, 2% were non-binary/other, and 2% preferred not to say.

For **country of residence**, among the 603 ITI member responses the top five most popular responses were the United Kingdom (74%), France (6%), Italy (3%), Germany (3%), and Spain (2%). The remaining 71 (12%) were spread across 39 countries. For non-members (1,122 responses), the distribution of the data was naturally wider and slightly more even. The ten most popular responses were the United Kingdom (13%), France (10%), Spain (10%), Italy (9%), Germany (5%) USA (4%), Brazil (3%), Ukraine (3%), Argentina

(2%), and Portugal (2%), with the remaining 423 (38%) responses spread across 95 countries.

Respondents who reported themselves to be ITI members in the survey were asked about their **membership category** and 690 provided information on this. Of these, 108 were Affiliates, 114 Associates (AITI), 422 Qualified members (MITI), and 28 Fellows (FITI), and 18 fell under other membership categories (Student, Project Manager, Academic). Any information about rates provided by respondents in these other categories was disregarded for the purposes of this report, as the small numbers meant we could not be confident that they were representative of the main body of ITI members in these categories.

Rates compared: ITI members versus non-members

In the Inbox Translation and ITI collaborative survey, respondents were asked to report what they charged per word, minimum charge, and price per hour (all excluding tax) in either GBP, EUR or USD for each reported language pair. Specifically, respondents were asked:

> "Thinking of your translation work in the language combination(s) [identified in the previous question], and assuming a project does not involve tight deadlines or complicated formatting, please share the average rate that you would charge in each of the scenarios listed below in your preferred currency (USD/EUR/GBP), without tax. Please include your rate per source word, your minimum fee, your hourly rate for any translation-related service billed in this way (e.g. revision). If a specific row does not apply to you, leave it blank. If you always charge per hour, please select N/A in the box for rates per word (and vice versa). If you bill in a different currency, you can use a currency converter."

The sections below explore the statistics for each of these rates, splitting the responses between ITI members (represented in dark blue in the plots) and non-members (in orange).

Price per word

As the plots in Figure 3 show, as the text type shifts from general to specialised, and as the client type switches from agency to direct client, the per-word rates charged increase across the board in both categories of survey respondents (ITI members and non-members).

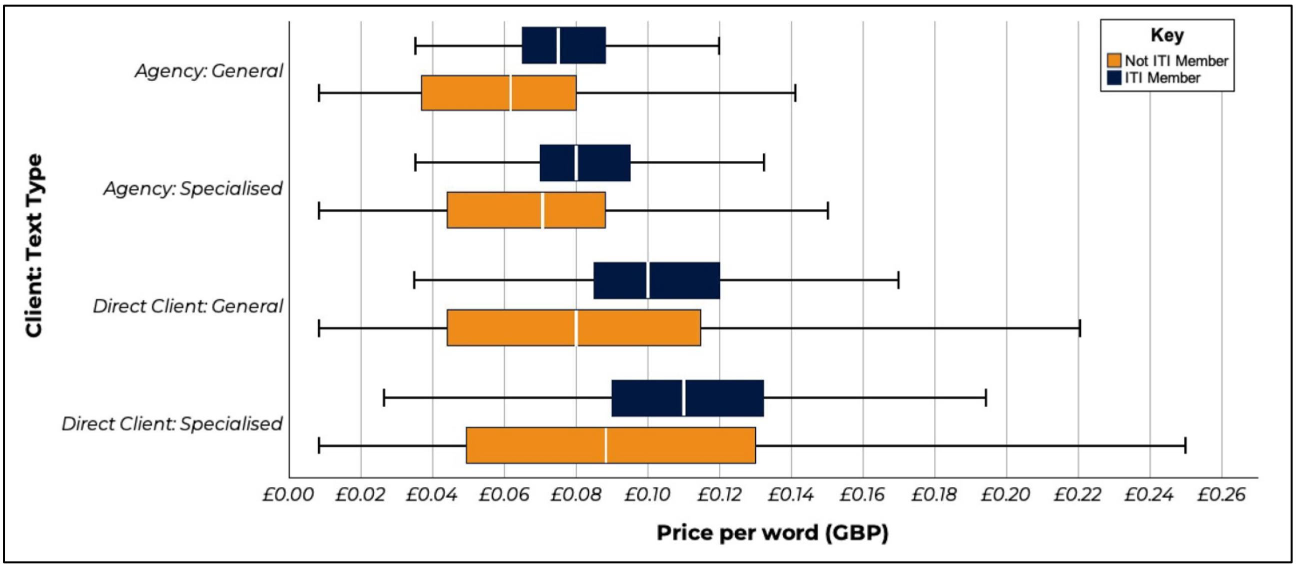

Figure 3. Price per word by client and text type for ITI members and non-members

Price/word (£ GBP)	Membership	n	Min	1st Quartile	Median	3rd Quartile	Max	Mean [95% Confidence Interval]
Agency: General	ITI Members	642	0.035	0.065	**0.075**	0.088	0.120	0.077 [0.076, 0.078]
	Non-members	1364	0.008	0.037	**0.062**	0.080	0.141	0.061 [0.059, 0.063]
Agency: Specialised	ITI Members	645	0.035	0.070	**0.080**	0.095	0.132	0.084 [0.083, 0.085]
	Non-members	1244	0.008	0.044	**0.071**	0.088	0.150	0.069 [0.067, 0.071]
Direct Client: General	ITI Members	480	0.035	0.085	**0.100**	0.120	0.170	0.102 [0.100, 0.105]
	Non-members	1231	0.008	0.044	**0.080**	0.115	0.221	0.083 [0.080, 0.086]
Direct Client: Specialised	ITI Members	490	0.027	0.090	**0.110**	0.132	0.194	0.114 [0.111, 0.117]
	Non-members	1189	0.008	0.049	**0.088**	0.130	0.250	0.092 [0.089, 0.095]

Table 4. Prices charged per word in GBP

Focusing first on **ITI members**, the median rate charged to **agencies** for a **general** text was £0.075, with 50% of ITI member respondents charging between £0.065 and £0.088 per word. This increases to a median of £0.080 for a **specialised** text, with the IQR sitting at £0.070 to £0.095 for this client and text type.

For **ITI members' direct clients**, the median per-word rate for a **general** text increased further to £0.100, with 50% of respondents charging between £0.085 and £0.120. The median rose yet further to £0.110 for **specialised** texts, with half of respondents charging between £0.090 and £0.132 for this category of project.

The same trends are mirrored for **non-members**, albeit with lower median per-word charges across the board and considerably wider IQRs and minimum-maximum spreads. For agency clients, the median per-word rate for general texts was £0.062 (IQR: £0.037 to £0.080), increasing to £0.071 for specialised texts (IQR: £0.044 to £0.088). Median charges to direct clients were £0.080 for general texts (IQR: £0.044 to £0.115) and £0.088 for specialised texts (IQR: £0.049 to £0.130).

Median price/word (£ GBP)	Non-member	ITI member	Difference	Percentage difference
Agency: General	0.062	0.075	**+0.013**	**+20.97%**
Agency: Specialised	0.071	0.080	**+0.009**	**+12.68%**
Direct Client: General	0.080	0.100	**+0.020**	**+25.00%**
Direct Client: Specialised	0.088	0.110	**+0.022**	**+25.00%**

Table 5. Difference in median prices charged per word (GBP) between ITI members and non-members

Depending on the client and text type, the data show that the median rates charged by **ITI members are between £0.009 and £0.022 per word higher (12.68% and 25.00%) than those charged by non-members of the ITI** (see Table 5). A statistical analysis of the data suggests that the difference between the per-word rates charged by ITI members and those of non-members was significant in all client and text type categories, with the effect size on per-word rates categorised as a small-to-medium (agency rates) or medium (direct client rates) increase from non-member to member[3].

Minimum charge

For minimum charges, an upward trajectory is apparent from agency clients to direct clients, but the pattern is different from that observed for the per-word rates, as can be seen in Figure 4. ITI members seem to charge broadly the same minimum charge for both text types to agency clients, and a higher charge to direct clients which is again the same for both text types. In contrast, for non-members, minimum charges increase slightly from general to specialised texts for agency clients, and again from general to specialised texts for direct clients.

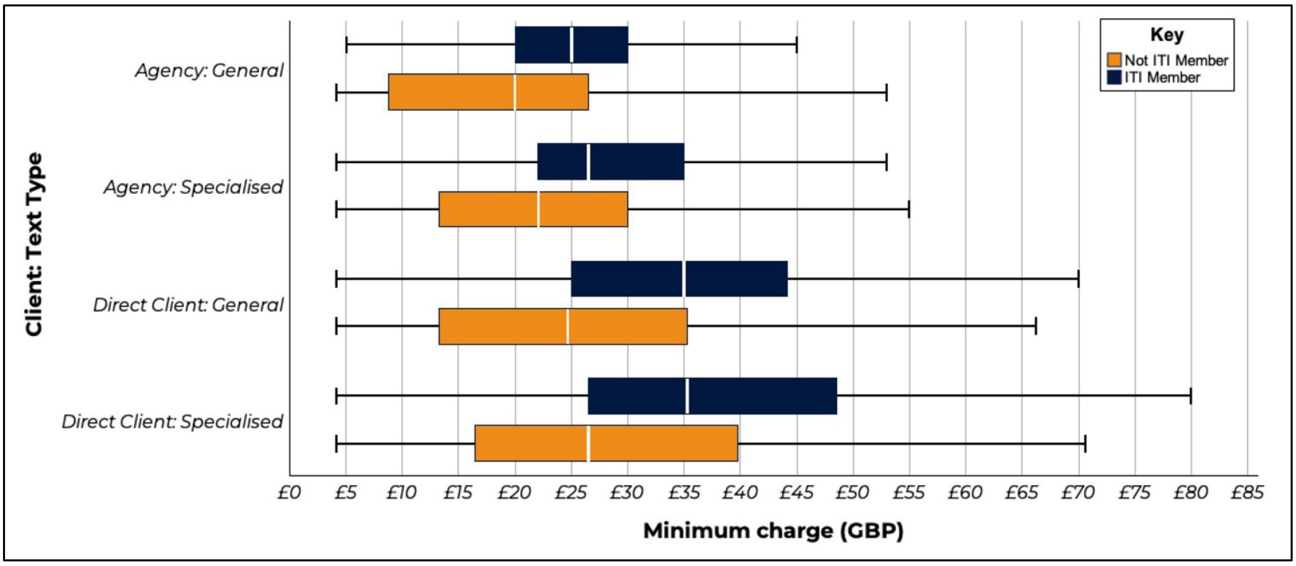

Figure 4. Minimum charges by client and text type for ITI members and non-members

Min. Charge (£ GBP)	Membership	n	Min	1st Quartile	Median	3rd Quartile	Max	Mean [95% Confidence Interval]
Agency: General	ITI Members	545	5.00	20.00	**25.00**	30.00	45.00	25.60 [24.90, 26.30]
	Non-members	987	4.11	8.83	**20.00**	26.48	52.97	20.59 [19.85, 21.33]
Agency: Specialised	ITI Members	579	4.11	22.07	**26.48**	35.00	52.97	28.26 [27.45, 29.07]
	Non-members	894	4.11	13.24	**22.07**	30.00	55.00	22.46 [21.67, 23.27]
Direct Client: General	ITI Members	461	4.11	25.00	**35.00**	44.14	70.00	34.46 [33.28, 35.65]
	Non-members	865	4.11	13.24	**24.68**	35.31	66.21	25.63 [24.69, 26.58]
Direct Client: Specialised	ITI Members	475	4.11	26.48	**35.31**	48.55	80.00	37.27 [35.98, 38.56]
	Non-members	839	4.11	16.45	**26.48**	39.72	70.62	27.86 [26.83, 28.89]

Table 6. Minimum charges by client and text type (GBP)

[3] $p < 0.001$ in all cases. Effect sizes: Agency-General: $g = 0.578$ [0.482, 0.673]; Agency-Specialised: $g = 0.500$ [0.404, 0.596]; Direct Client-General: $g = 0.449$ [0.343, 0.556]; Direct Client-Specialised: $g = 0.440$ [0.334, 0.546]. See explanatory notes on pages 11-13.

Among **ITI members** who responded to the survey, the median minimum charge to **agencies** for **general** texts was £25.00, with 50% of the sample charging between £20.00 and £30.00; for **specialised** texts, the median increases to £26.48, and the IQR to between £22.07 and £35.00.

ITI members charged **direct clients** a median minimum charge of £35.00 for **general** texts (IQR: £25.00 to £44.14) and an only marginally higher median minimum charge of £35.31 (IQR: £26.48 to £48.55) for **specialised** texts.

Non-members reported a median minimum charge to agencies of £20.00 (IQR: £8.83 to £26.48) for general texts and £22.07 (IQR: £13.24 to £30.00) for specialised texts, while for direct clients, these figures increase slightly to a median minimum charge of £24.68 (IQR: £13.24 to £35.31) for general texts and £26.48 (IQR: £16.45 to £39.72) for specialised texts.

Median minimum charge (£ GBP)	Non-member	ITI member	Difference	Percentage difference
Agency: General	20.00	25.00	**+5.00**	**+25.00%**
Agency: Specialised	22.07	26.48	**+4.41**	**+19.98%**
Direct Client: General	24.68	35.00	**+10.32**	**+41.82%**
Direct Client: Specialised	26.48	35.31	**+8.83**	**+33.35%**

Table 7. Difference in median minimum charges (GBP) between ITI members and non-members

As shown in Table 7, **the differences between the median minimum charges of ITI members and non-members ranged from £4.41 to £10.38**, with ITI members consistently charging a higher amount than non-members across all client and text categories **(between 19.98% and 41.82% higher)**. In all cases, the difference between ITI members and non-members was significant. The largest differences were apparent in minimum charges to direct clients. The effect size of the higher rates for ITI members was marginally below medium in the case of agency: general minimum charges, medium in the case of agency: specialised minimum charges, and medium-to-large for direct client rates[4].

Price per hour

Although the general trend for price per hour is similar to the upward trend observed in the minimum charge figures, the baseline hourly rate for both ITI members and non-members begins higher than the minimum charge. The median minimum charges for both ITI members and non-members therefore equate to less than their stated charges for one hour's work. Yet again, for non-members, there is a small uptick in rates from

[4] $p < 0.001$ in all cases. Effect sizes: Agency-General: $g = 0.466$ [0.360, 0.572]; Agency-Specialised: $g = 0.514$ [0.407, 0.620]; Direct Client-General: $g = 0.641$ [0.525, 0.756]; Direct Client-Specialised: $g = 0.632$ [0.517, 0.747]. See explanatory notes on pages 11-13.

general to specialised texts and in turn from agencies to direct clients. For ITI members, prices per hour charged to agencies are, on average, the same for both general and specialised texts. But for direct clients, there is a perceptible increase in per-hour rates from general to specialised texts (see Figure 5).

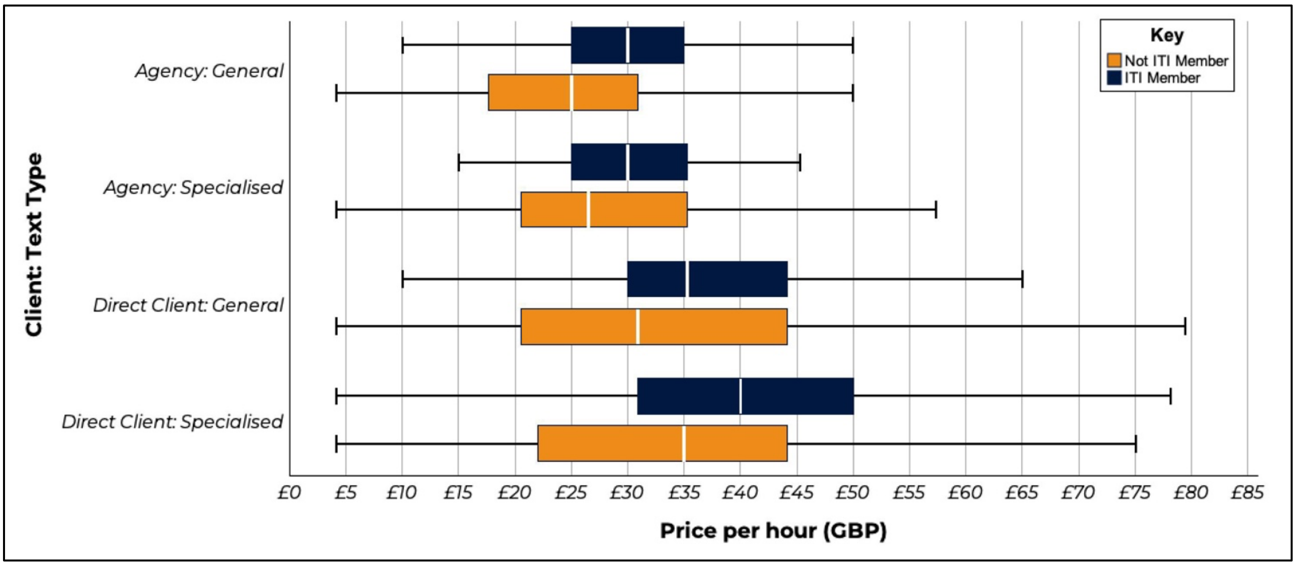

Figure 5. Price per hour by client and text type for ITI members and non-members

Price/hour (£ GBP)	Membership	n	Min	1st Quartile	Median	3rd Quartile	Max	Mean [95% Confidence Interval]
Agency: General	ITI Members	598	10.00	25.00	**30.00**	35.00	50.00	29.96 [29.34, 30.59]
	Non-members	1115	4.11	17.66	**25.00**	30.90	50.00	24.88 [24.24, 25.51]
Agency: Specialised	ITI Members	560	15.00	25.00	**30.00**	35.31	45.25	30.83 [30.26, 31.41]
	Non-members	1034	4.11	20.57	**26.48**	35.31	57.38	27.99 [27.30, 28.68]
Direct Client: General	ITI Members	453	10.00	30.00	**35.31**	44.14	65.00	37.27 [36.28, 38.27]
	Non-members	999	4.11	20.57	**30.90**	44.14	79.45	32.71 [31.71, 33.70]
Direct Client: Specialised	ITI Members	483	4.11	30.90	**40.00**	50.00	78.15	41.28 [40.14, 42.44]
	Non-members	956	4.11	22.07	**35.00**	44.14	75.03	34.77 [33.77, 35.75]

Table 8. Price per hour by client and text type (GBP)

The hourly rate charged to **agencies** by **ITI members** was identical for both **general** and **specialised** text types, with a median rate of £30.00. The IQR was virtually identical for both types of text, with that for **general** texts from £25.00 to £35.00, and that for **specialised** texts £25.00 to £35.31.

In terms of the hourly rates charged to **direct clients** by **ITI members**, for **general** texts, the median rate was £35.31 (IQR: £30.00 to £44.14), and for **specialised** texts, the median rate was £40.00 (IQR: £30.90 to £50.00).

Non-member rates were lower, but spread marginally wider in most categories, with medians of £25.00 (IQR: £17.66 to £30.90) and £26.48 (IQR: £20.57 to £35.31) for agencies when working on general and specialised texts respectively. The same observation holds true for direct clients, with general texts coming in at a median hourly rate of £30.90 (IQR: £20.57 to £44.14) and specialised texts at £35.00 (IQR: £22.07 to £44.14).

Median price/hour (£ GBP)	Non-member	ITI member	Difference	Percentage difference
Agency: General	25.00	30.00	+5.00	+20.00%
Agency: Specialised	26.48	30.00	+3.52	+13.29%
Direct Client: General	30.90	35.31	+4.41	+14.27%
Direct Client: Specialised	35.00	40.00	+5.00	+14.29%

Table 9. Difference in median price per hour (GBP) between ITI members and non-members

Based on the sample represented in the survey data, **ITI members charged between £3.52 and £5.00 more per hour than non-members (13.29% to 20.00% more)**, based on the median figures (see Table 9 above). As was the case for price per word and minimum charge, the difference between members and non-members was statistically significant in all cases, but the effect size was slightly lower in this rate category, with only the agency: general rate category exhibiting a medium effect, and all other categories falling between a small and medium upward effect[5].

[5] $p < 0.001$ in all cases. Effect sizes: Agency-General: $g = 0.517$ [0.416, 0.618]; Agency-Specialised $g = 0.285$ [0.182, 0.389]; Direct Client-General $g = 0.313$ [0.202, 0.425]; Direct Client-Specialised $g = 0.439$ [0.328, 0.549]. See explanatory notes on pages 11-13.

Discussion

While it is perhaps not surprising to find that rates are higher for more specialised work compared to general work and when working with direct clients rather than agencies, it is nevertheless useful to confirm these tropes and to see the concrete numbers involved.

More striking are the comparisons between ITI member and non-member rates. Across all charts, **based on this sample, we see that ITI members charge more than non-members**: between £0.009 and £0.022 per word higher and between £3.52 and £5.00 per hour higher, as reported above. While these figures may appear negligible, they could equate to a very real difference in income compared to non-members. Extrapolating these differences over the course of an entire year and using conservative estimates of working days and hours and average words per day, it is relatively easy to calculate that the higher rates charged by ITI members could realistically lead to earnings that are several thousand pounds higher than those of non-members (noting of course that numerous factors play a role in such real-life calculations).

However, there are a range of important caveats to take into consideration. Beyond the question of how representative the survey samples are of the wider populations they supposedly embody, it is important to remember that correlation does not equate to causation. While we see a clear difference between rates charged by ITI members and non-members, ITI membership itself is not necessarily a key factor behind this difference.

Membership level, age, experience, language pair, education, country of residence, etc. are all significant factors that are not accounted for here. These elements will be subject to dedicated reports in future as we delve further into our exploration of the data.

The diversity of respondents also leads to a wide range in the data provided. The variation in rates is particularly apparent from the spread in the non-ITI data in this report, and the background context of the respondents is key here. For instance, respondents to the survey overall came from 107 different countries, offered 328 different language combinations, had a wide range of educational qualifications, and offered a number of different services, to mention just a few indications of the diverse backgrounds represented.

Nonetheless, ITI membership is likely a potent factor given the statistically significant differences uncovered, and it is useful to explore potential reasons for this. Further data from the survey offer a few interesting potential insights to consider.

After reporting their membership of a professional association, ITI members (some of whom were also members of other associations) were asked to indicate the three main perceived benefits of belonging to a professional translation association.

Over three-quarters (80%) of respondents considered the main benefits to include **professional recognition**, followed by 68% who said **opportunities for training and development** and 48% who said **opportunities to network with other translators**. Others considered **getting clients via the members directory** (35%) and **advice and support** (18%) to be among the main benefits, while 8% selected **discounts for services/products**. Further perceived benefits provided by respondents included access to professional insurance, helping to raise the profile of our profession, and supporting members in seeking better working conditions. These figures are extremely representative of the benefits selected by the 1,382 respondents to the survey overall who reported to be members of any professional association, as reported in the Inbox Translation report on the survey[6].

So where do rates come in here? Presumably, the increased professional recognition offered is a key factor in members feeling able to charge more, while acquiring clients via the member directory could also be an important contributor. Equally, having the chance to network with other translators and training opportunities that touch upon rates of pay could feasibly have an impact on members being more confident when it comes to pricing.

Further survey data suggests that association members generally would like more transparency and guidance on rates from their associations, which we discuss briefly now, before noting an important limiting factor.

The survey also asked respondents who reported to be members of professional associations what they would like their association(s) to do more of. The most common set of answers related to **advocacy and outreach**, asking for associations to raise the visibility and/or awareness of the profession and advocate for better rights and increased rates of pay for freelance translators, such as comments calling for “a clear policy on fees that we can apply”.

A significant number of ITI members who took part in the survey said they would like more guidance on translation rates and how to set them, and even for the association to set standard or minimum pay rates. Comments here included calls for associations to “regulate on pricing and pay in the industry, or at the bare minimum be more transparent about it”, and to “provide better guidance on how to determine fair rates.”

[6] 76% chose professional recognition, 67% opportunities for training and development, 50% opportunities to network with other translators, 31% getting clients via the members directory, 24% advice and support, and 10% selected discounts for services/products.

Clearly, there is a feeling among some members that associations have a certain degree of influence when it comes to money matters, and they want them to do more with that influence. Unfortunately, however, **strict rules enforced by the Competition Markets Authority (CMA)** – the UK's principal authority responsible for competition and consumer protection – **make it illegal for associations in the UK to provide this kind of guidance**.

For instance, CMA guidelines specifically state that associations should not "issue formal or informal pricing or output recommendations to members", or "be a channel for, or otherwise facilitate, the sharing of competitively sensitive information between members about pricing, customers or output plans"[7].

Finally, it was interesting to note that when non-members were asked why they have not taken up an association membership, the two most common reasons cited were that the "cost/benefits ratio is unfavourable" (29%) and "I don't perceive any benefits from this" (28%), followed by "unfamiliarity with professional associations" (24%) and "I never thought about it" (20%). The comments about the lack of benefits of association membership sit in somewhat stark contrast to the inferences we can start to draw from the data presented in this report.

While the analysis presented in this report has started to uncover a range of fascinating insights, it only scratches the surface of what this survey data (and future survey data) can offer. As alluded to above, future reports will be able to tease out further insights and relationships, and add more nuance to the findings described here to help ITI members and other readers better understand the various factors that influence rates charged and how their situation may correspond to, or differ from, the data presented.

[7] https://www.gov.uk/government/publications/competition-law-dos-and-donts-for-trade-associations/what-do-trade-associations-need-to-know-about-competition-law

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