

**REPORT**

**2025 AGROLOGIST  
SALARY SURVEY**

The dollars and cents of a  
career in agrology



# **Acknowledgements**

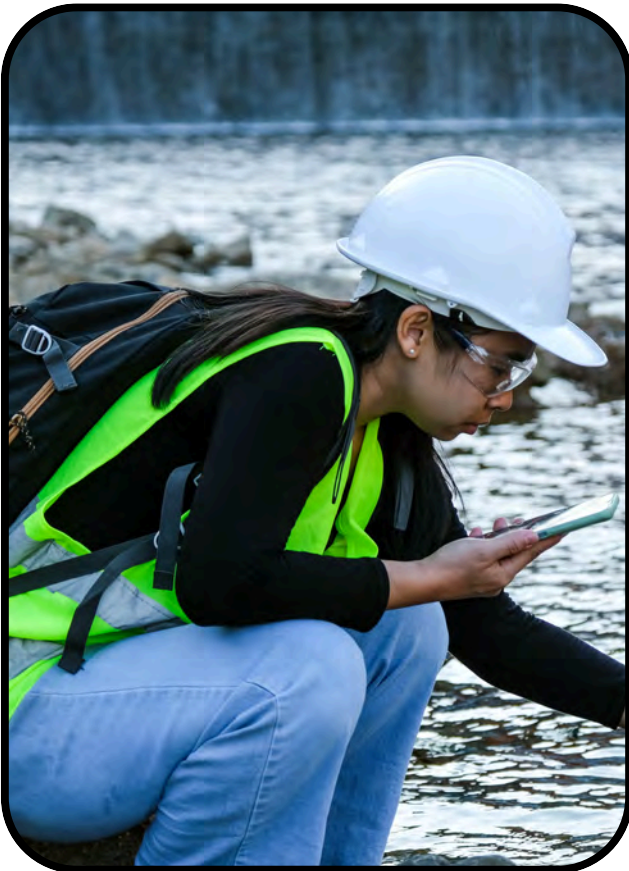
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# **insightrix**

**Report compiled by:  
Insightrix Research Inc.  
536 - 2nd Avenue N, #220  
Saskatoon, Saskatchewan  
Phone: 306-657-5640  
Website: [www.insightrix.com](http://www.insightrix.com)**

## **What is Agrology?**

Agrology uses science-based knowledge, including economics, to help achieve optimal agricultural production of safe food and agricultural products for consumers using safe methods and sustainable environmental practices.



## **What is an Agrologist?**

Agrologists are licensed professionals with science education and training who work in agriculture, agri-business and the related environmental sectors.

Agrologists use a PAg or TechAg designation to inform the public they meet qualifications and use competent, safe and ethical practices.



# Explore Some of the Careers in Agrology

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**Soil Science**



**Teaching & Extension**



**Environmental Reclamation  
& Remediation**



**Plant Science**



**Agribusiness &  
Economics**



**Animal Science**



**Food Science**



**Agronomy**



**Research &  
Development**



**Horticulture**



**Marketing**



**Entomology**

# Results Summary

## Sample Statistics and Background Information

- A total of 781 Saskatchewan Institute of Agrologists (SIA) members completed the survey out of a total of 2,155 registered members, response rate is 36%. Among the surveyed agrologists, 691 are employed full-time, 14 are employed part-time and 76 are self-employed (either full-time or part-time).
- Just over **90%** of members receive additional employer paid benefits including pension plans, sickness and disability insurance, life insurance, health plans, dental plans, benefits to participate in professional development activities and payment of SIA annual dues.
- Roughly one third of members (**34.7%**) have a vehicle provided by their employer for business use only. Fewer members (**31.5%**) receive a vehicle for business and personal use.
- While a small percentage of agrologists plan to retire in the next year (**2%**), another **8%** plan to retire in the next 1-4 years. The vast majority of those who plan to retire in the next year are Professional Agrologists (**92.9%**), working full-time (**71.4%**).

## Salary Statistics

- The overall average salary of Saskatchewan agrologists (not including bonuses and additional income) is **\$98,107.49**, the median salary (not including bonus) is **\$90,000.00**.
- The overall average salary of Saskatchewan agrologists (including bonuses) is **\$111,544.30**, the median salary (including bonuses) is **\$99,000.00**.
- The average annual bonus (or additional income from agrology) is roughly **\$13,654.56**.

- The tables below highlight that salaries tend to increase as years of experience rise and that a PAg designation is associated with the highest average annual salary:

Years of Experience	Mean
Under 10 years	\$81,801.34
Between 10 to 25 years	\$113,438.90
26 years or more	\$128,617.79

Years of Experience	Mean
PAg	\$109,275.11
AAg	\$75,661.19
ATechAg	\$82,081.00
TechAg	\$98,632.76

- On average, the highest paid scopes of practice in Saskatchewan agrology are Management, Environment/Reclamation/Remediation, Agribusiness/Economics/Finance and Teaching/Research.
- On average, agrologists working in the public sector are earning more than their counterparts in the private and not-for-profit sectors.
- When looking at salary by industry of employment, those working in the Resource Industry Oil & Gas tend to hold the highest annual salaries.
- Agrologists in CEOs, executive directors and those with management positions earn the highest average annual salaries, followed by project or operations management and administration positions.
- Average annual salary tends to grow with years of experience in agrology and number of employees supervised.

# Table of Contents

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Results Summary .....	i
Sample Statistics and Background Information .....	i
Salary Statistics.....	i
Introduction, Methodology and Research Notes.....	v
Goals and Objectives.....	v
Survey Completion Results.....	v
Development of Survey Instrument .....	v
Quantitative Data Collection .....	vi
Accuracy of the Data .....	vi
Statistical Notes.....	vi
Study Results .....	1
Total Salary by Employment Type .....	1
Total Salary by Employment Type (Including Bonuses) .....	2
Employer Paid Benefits.....	2
Average Hours of Work Per Week.....	3
Received Salary Increase in 2022.....	3
Average Weeks of Vacation Per Year .....	3
Retirement Plans .....	4
Retirement Plan by SIA Designation.....	4
Retirement Plan by Employment Type .....	5
Salary Details by SIA Designation.....	5
Salary Details by Branch Membership .....	6
Salary Details by Highest Level of Education Achieved .....	7
Salary Details by Scope of Practice.....	8
Salary Details by Sector of Employment.....	8
Salary Details by Industry of Employment.....	8
Salary Details by Main Job Function.....	9
Salary Details by Years of Experience .....	10

Salary Details by Number of Employees Supervised .....	10
Gender (Overall) .....	11
Experience by Gender .....	11
Salary Details by Gender .....	12
Salary by Gender .....	12
Weekly Hours Worked (Gender by Employment Type) .....	12
Salary Details (Gender by Employment Type) .....	12
Salary Details (Gender by Highest Level of Education) .....	13
Salary Details (Gender by Experience) .....	13
Salary Details (Gender by Sector) .....	13
Salary Details (Gender by Scope) .....	14
Salary Details (Gender by Industry) .....	15
Salary Details (Gender by Job Function) .....	16



# INTRODUCTION, METHODOLOGY AND RESEARCH NOTES

## Goals and Objectives

In September 2024, the Saskatchewan Institute of Agrologists (SIA) contracted Insightrix Research Inc. (Insightrix) to conduct a benchmark salary survey of SIA members. Overarching objectives of this research include:

- Providing information to help satiate the interest of students, employers, and members to understand average salaries that can be expected from the profession of agrology.
- Strengthening the agrology brand as input from this survey helps develop accurate salary details, not only for those interested in a career in agrology, but also employers and members.

## Survey Completion Results

Data was collected between October 17 and December 9, 2024. A total of 781 SIA members completed the survey out of 2,155 contacts for a response rate of 36%. With this response rate, the sampling margin of error is estimated to be  $\pm 2.80$  percentage points at 95% confidence level. Generally, surveying research considers margins of error of 5 percentage points or less to be acceptable. Margins of error of question sub-groupings may be larger.

## Development of Survey Instrument

Insightrix, in collaboration with the SIA, developed the survey instrument. Insightrix worked closely with the SIA throughout the instrument design phase to finalize the questionnaire by ensuring proper wording and flow of survey questions and suggesting survey improvements for data collection.

Further, the SIA Branch President had the opportunity to provide feedback and test the survey prior to it being distributed to members.

Finally, the survey was programmed into an online data collection system.

## **Quantitative Data Collection**

A list of SIA members was provided to Insightrix, in confidence, by the SIA, including their personal email addresses. This contact information was subsequently loaded into the contact database system for this survey. Members were invited to complete the study via email, and weekly email reminders were sent to those who did not complete the survey.

## **Accuracy of the Data**

Based on Insightrix's experience with member-salary studies, the current estimated margin of error yields statistically reliable results. Measures were also taken to provide a high level of clarity in the survey wording to ensure accuracy of results; extra effort was undertaken to ensure the quality of the results. Salaries which were above \$300,000.00 were specifically identified and Insightrix verified these salaries directly within the survey. In addition, those who indicated a bonus equal to or above \$50,000.00 were also asked to verify directly in the survey to confirm their response was correct.

The following results were excluded as outliers in salary calculation. Individuals providing these responses are still included elsewhere in the report such as gender and benefits results.

- Annual salaries greater than \$500,000.00 or less than \$1,000.00 before additional income (eleven respondents)
- Additional income greater than \$500,000.00 per year (three respondents)
- Average weekly hours worked equals 0 or greater than 90 (four respondents)

## **Statistical Notes**

To further protect individual anonymity, any salary data for sub-categories with less than 15 responses are not shown in the consolidated results or have been grouped with other categories.

# Study Results

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## Total Salary by Employment Type

Most agrologists in Saskatchewan work full-time and are not self-employed. Full-time agrologists, on average, earned **\$97,726.50** per year as of January 2024. The total average annual salary as of January 2024 was **\$98,107.49** (excluding additional income). As is evident throughout this report, salary levels for most agrologists in Saskatchewan are strong and above the overall national average of **\$77,200.00 for full-year, full-time workers**. \* (\*Statistics Canada 2021 Census).

Employment Type	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Full-Time	685	89%	\$97,726.50	\$75,000.00	\$90,000.00	\$110,556.00	\$160,000.00
Part-Time	12	2%	\$72,268.67	\$50,750.00	\$64,996.50	\$89,344.75	\$135,000.00
Self-Employed (either FT or PT)	73	9%	\$105,930.00	\$65,000.00	\$88,000.00	\$126,000.00	\$230,000.00
<b>Overall (Combined)</b>	770	100%	\$98,107.49	\$75,000.00	\$90,000.00	\$112,000.00	\$168,480.00

## Total Salary by Employment Type (Including Bonuses)

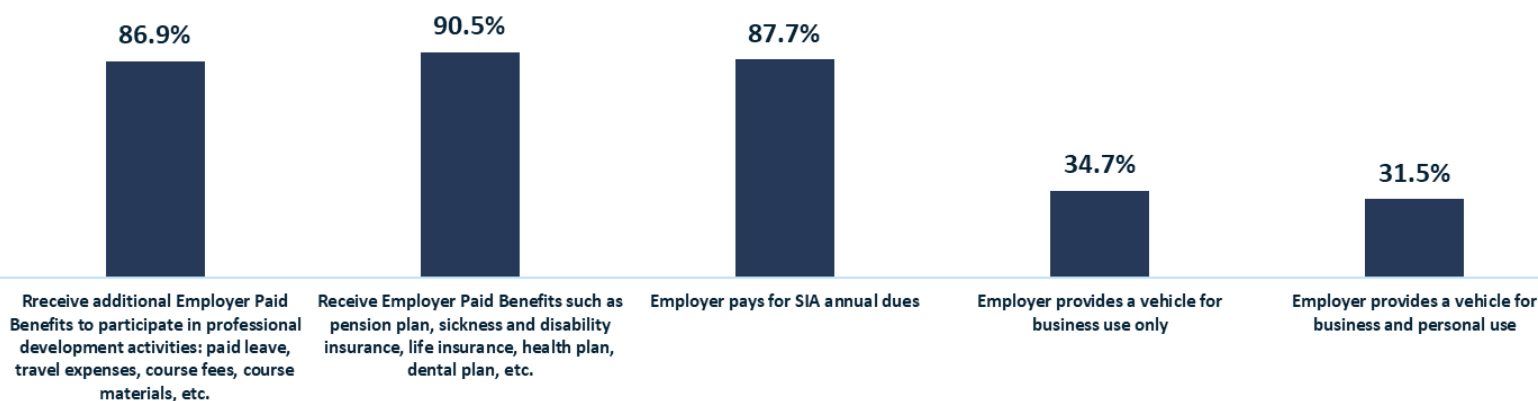
Bonuses and additional income are also strong in the field of agrology in Saskatchewan with an average annual bonus reported of about **\$13,654.56**, higher than the average **\$11,975.00** bonus recorded in 2022.

Employment Type	Count	Column %	Salary	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Full-Time	683	89%	Base Salary	\$97,726.50	\$75,000.00	\$90,000.00	\$110,556.00	\$160,000.00
			Salary Including Bonus	\$110,734.34	\$81,220.00	\$99,253.00	\$126,000.00	\$200,026.00
Part-Time	12	2%	Base Salary	\$72,268.67	\$50,750.00	\$64,996.50	\$89,344.75	\$135,000.00
			Salary Including Bonus	\$75,101.92	\$55,275.00	\$70,000.00	\$90,094.75	\$135,000.00
Self-Employed (either FT or PT)	73	10%	Base Salary	\$105,930.00	\$65,000.00	\$88,000.00	\$126,000.00	\$230,000.00
			Salary Including Bonus	\$125,112.89	\$75,000.00	\$100,000.00	\$160,000.00	\$290,000.00
<b>Overall (Combined)</b>	768	100%	Base Salary	\$98,107.49	\$75,000.00	\$90,000.00	\$112,000.00	\$168,480.00
			Salary Including Bonus	\$111,544.30	\$80,000.00	\$99,000.00	\$127,660.00	\$205,000.00

## Employer Paid Benefits

Most Saskatchewan agrologists receive multiple employer-paid benefits. Full-time agronomists work an average of **41.7** hours per week, marginally less than the **42.6** hours recorded in the 2022 study. In addition, **71.4%** of agrologists received a salary increase in 2024. Finally, the average agrologist in Saskatchewan receives **3.8 weeks** of paid vacation per year.

### Benefits Recieved



## Average Hours of Work Per Week

	Full-Time	Part-Time	Self Employed	Overall
Average Hours of Work per Week	41.7	33.7	43.7	41.8

## Received Salary Increase in 2022

	Full-Time	Part-Time	Self Employed	Overall
Received Salary Increase in 2022	74.7%	78.6%	40.8%	71.4%

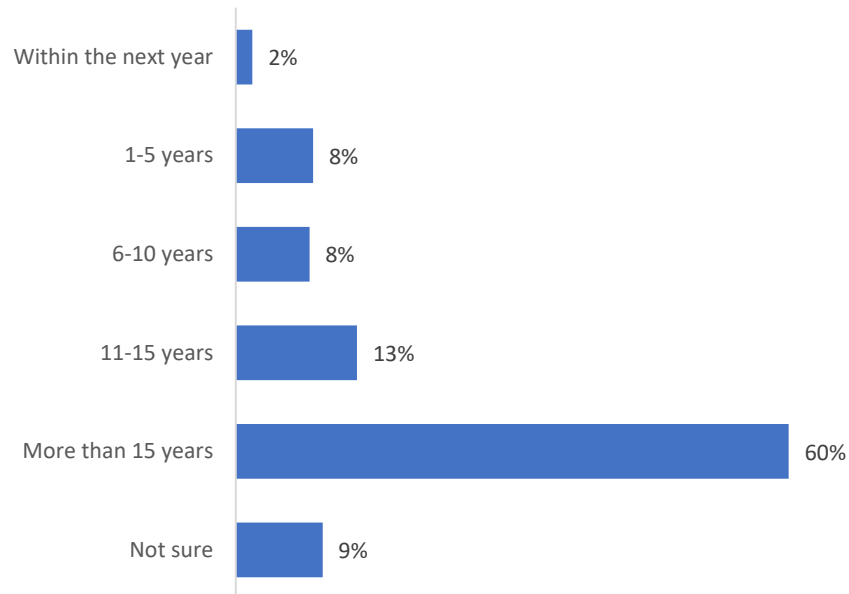
## Average Weeks of Vacation Per Year

	Full-Time	Part-Time	Self Employed	Overall
Average Weeks of Vacation per Year	3.9	2.5	3.2	3.8



## Retirement Plans

One-in-ten respondents (10%) plan to retire within the next 5 years. Of those that plan to retire in the next year, 93% are Professional Agrologists, 71% are employed full-time and 29% are self-employed.



## Retirement Plan by SIA Designation

	PAg (Professional Agrologist)	AAG (Articling Agrologist)	ATechAg (Articling Technical Agrologist)	TechAg (Technical Agrologist)
Within the next year	92.9%	7.1%	0.0%	0.0%
1-5 years	98.5%	0.0%	1.5%	0.0%
6-10 years	88.7%	6.5%	3.2%	1.6%
11-15 years	78.4%	14.7%	0.0%	6.9%
More than 15 years	52.0%	36.3%	7.5%	4.1%
Not sure	46.6%	30.1%	6.8%	16.4%

## Retirement Plan by Employment Type

	Full-Time	Part-Time	Self-Employed	NET
Within the next year	71.4%	0.0%	28.6%	100.0%
1-5 years	83.1%	4.6%	12.3%	100.0%
6-10 years	83.9%	1.6%	14.5%	100.0%
11-15 years	86.3%	1.0%	12.7%	100.0%
More than 15 years	92.5%	1.1%	6.5%	100.0%
Not sure	78.1%	5.5%	16.4%	100.0%

## Salary Details by SIA Designation

Most surveyed members are Professional Agrologists (PAg). On average, as of January 1st, 2024, those with a PAg designation in Saskatchewan were earning **\$109,275.11** per annum. This compares to an average of **\$98,107.49** overall.

SIA Designation	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
PAg	480	62%	\$109,275.11	\$85,000.00	\$100,000.00	\$125,000.00	\$180,000.00
AAg	209	27%	\$75,661.19	\$65,000.00	\$74,880.00	\$83,500.00	\$111,300.00
ATechAg	43	6%	\$82,081.00	\$67,000.00	\$77,000.00	\$87,000.00	\$120,000.00
TechAg	38	5%	\$98,632.76	\$80,000.00	\$95,240.00	\$113,500.00	\$200,000.00
Overall (Combined)	770	100%	\$98,107.49	\$75,000.00	\$90,000.00	\$112,000.00	\$168,480.00

## Salary Details by Branch Membership

Branch Membership	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Saskatoon	293	38%	\$98,886.86	\$74,500.00	\$87,500.00	\$112,000.00	\$185,000.00
Regina	154	20%	\$101,852.06	\$77,077.00	\$95,000.00	\$120,000.00	\$155,000.00
Northeast	71	9%	\$90,974.32	\$72,000.00	\$86,000.00	\$100,000.00	\$147,000.00
Southwest	67	9%	\$89,512.43	\$72,000.00	\$82,500.00	\$98,600.00	\$135,000.00
Northwest	73	9%	\$98,810.59	\$73,000.00	\$90,000.00	\$113,500.00	\$168,480.00
Yorkton	59	8%	\$93,558.17	\$72,000.00	\$92,000.00	\$108,000.00	\$159,000.00
At Large	27	4%	\$110,805.30	\$83,000.00	\$104,703.00	\$139,000.00	\$180,000.00
Don't know	26	3%	\$103,936.35	\$80,000.00	\$97,115.50	\$115,000.00	\$180,000.00
<b>Overall (Combined)</b>	<b>770</b>	<b>100%</b>	<b>\$98,107.49</b>	<b>\$75,000.00</b>	<b>\$90,000.00</b>	<b>\$112,000.00</b>	<b>\$168,480.00</b>

## Salary Details by Highest Level of Education Achieved

Average annual earnings tend to be higher for those with advanced degrees.

Completion Year	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
<b>Diploma or Equivalent</b>							
Between 1977 and 2000	15	22%	\$113,462.13	\$84,000.00	\$93,480.00	\$120,000.00	\$300,000.00
Between 2006 and 2014	22	33%	\$94,912.45	\$68,194.00	\$80,000.00	\$109,000.00	\$200,000.00
2015 and later	30	45%	\$77,106.57	\$67,500.00	\$76,500.00	\$82,500.00	\$120,000.00
<b>Diploma Overall</b>	<b>67</b>	<b>100%</b>	<b>\$91,092.58</b>	<b>\$72,000.00</b>	<b>\$80,000.00</b>	<b>\$100,000.00</b>	<b>\$140,000.00</b>
<b>BSA/BSc or Equivalent</b>							
Between 1971 and 1989	34	6%	\$123,440.12	\$92,024.00	\$119,878.50	\$148,000.00	\$202,000.00
Between 1990 and 1999	80	15%	\$114,529.90	\$90,250.00	\$116,500.00	\$138,473.50	\$170,950.00
Between 2000 and 2004	47	9%	\$108,533.53	\$92,300.00	\$104,000.00	\$124,000.00	\$170,000.00
Between 2005 and 2009	67	12%	\$112,557.03	\$90,000.00	\$108,000.00	\$130,000.00	\$180,000.00
Between 2010 and 2014	79	15%	\$100,617.56	\$85,000.00	\$95,000.00	\$109,000.00	\$145,000.00
Between 2015 and 2019	124	23%	\$83,469.89	\$74,000.00	\$83,000.00	\$91,774.50	\$107,000.00
2020 and later	112	21%	\$71,162.24	\$63,517.00	\$70,000.00	\$78,875.00	\$93,200.00
<b>BSA/BSc Overall</b>	<b>543</b>	<b>100%</b>	<b>\$96,263.31</b>	<b>\$73,000.00</b>	<b>\$90,000.00</b>	<b>\$110,000.00</b>	<b>\$160,000.00</b>
<b>MSc</b>							
Between 1986 and 2000	16	14%	\$126,349.81	\$96,250.00	\$125,000.00	\$148,750.00	\$210,000.00
Between 2001 and 2009	32	27%	\$113,708.97	\$92,075.00	\$105,500.00	\$124,398.00	\$184,000.00
Between 2010 and 2014	18	15%	\$107,565.78	\$80,400.00	\$110,434.50	\$130,000.00	\$204,000.00
Between 2015 and 2019	19	16%	\$100,696.74	\$85,400.00	\$95,738.00	\$121,000.00	\$150,000.00
2020 and later	33	28%	\$77,840.18	\$70,000.00	\$75,000.00	\$85,000.00	\$110,000.00
<b>MSc Overall</b>	<b>118</b>	<b>100%</b>	<b>\$102,359.59</b>	<b>\$78,000.00</b>	<b>\$94,500.00</b>	<b>\$120,000.00</b>	<b>\$177,000.00</b>
<b>PhD</b>							
Between 1988 and 2010	16	46%	\$158,659.75	\$94,000.00	\$157,500.00	\$206,500.00	\$281,000.00
2011 and later	19	54%	\$99,538.95	\$78,000.00	\$89,000.00	\$128,000.00	\$165,000.00
<b>PhD Overall</b>	<b>35</b>	<b>100%</b>	<b>\$126,565.60</b>	<b>\$80,000.00</b>	<b>\$105,000.00</b>	<b>\$165,000.00</b>	<b>\$270,000.00</b>

\*Years combined due to suppression rules

## Salary Details by Scope of Practice

On average, the highest paid scopes of practice in Saskatchewan agrology are Management, environment/reclamation/remediation and agribusiness/economics/finance.

Scope of Practice	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Agronomy	290	38%	\$89,461.99	\$72,500.00	\$84,000.00	\$100,000.00	\$135,000.00
Environment/Reclamation/Remediation	142	18%	\$106,094.09	\$75,000.00	\$99,500.00	\$122,439.00	\$200,000.00
Agribusiness/Economics/Finance	98	13%	\$104,660.56	\$82,000.00	\$97,966.50	\$120,000.00	\$185,000.00
Management	58	8%	\$132,124.03	\$106,224.00	\$125,000.00	\$150,000.00	\$200,000.00
Animal and Poultry Sciences	36	5%	\$91,829.36	\$75,000.00	\$88,750.00	\$101,090.00	\$150,000.00
Plant Sciences/Horticulture	34	4%	\$87,783.29	\$65,000.00	\$76,000.00	\$100,000.00	\$144,097.00
Soil Sciences	30	4%	\$93,191.13	\$68,614.00	\$87,000.00	\$105,000.00	\$170,000.00
Teaching/Research	23	3%	\$102,309.43	\$58,500.00	\$80,000.00	\$140,000.00	\$210,000.00
Extension/Training	17	2%	\$89,022.35	\$83,000.00	\$88,180.00	\$91,000.00	\$145,000.00
Other	34	4%	\$88,951.32	\$77,000.00	\$89,500.00	\$96,200.00	\$119,500.00
Overall (Combined)	770	100%	\$98,107.49	\$75,000.00	\$90,000.00	\$112,000.00	\$168,480.00

\*AgMedia/Communications/Awareness, and Food Science/Nutrition removed due to suppression rules

## Salary Details by Sector of Employment

On average, agrologists working in the public sector are earning more than their counterparts in the private and not-for-profit sectors.

Sector of Employment	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Public Sector	187	24%	\$100,886.75	\$77,000.00	\$92,024.00	\$114,757.00	\$177,000.00
Private Sector	522	68%	\$98,027.21	\$75,000.00	\$90,000.00	\$113,450.00	\$165,000.00
Not-for-profit Sector	55	7%	\$93,151.65	\$70,000.00	\$85,000.00	\$103,000.00	\$160,000.00
Overall (Combined)	770	100%	\$98,107.49	\$75,000.00	\$90,000.00	\$112,000.00	\$168,480.00

\*"Other" removed due to suppression rules

## Salary Details by Industry of Employment

When looking at salary by industry of employment, those working in the Resource Industry Oil & Gas, tend to hold the highest annual salaries.



Industry of Employment	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Service For Profit	335	44%	\$97,427.89	\$76,000.00	\$90,000.00	\$108,680.00	\$159,000.00
Service Not For Profit	128	17%	\$95,239.36	\$76,269.25	\$91,000.00	\$105,750.00	\$150,000.00
Consulting/Contracting Service	121	16%	\$93,883.16	\$70,000.00	\$82,000.00	\$117,200.00	\$150,000.00
Resource Industry Oil & Gas	71	9%	\$115,342.54	\$79,000.00	\$110,000.00	\$139,000.00	\$200,000.00
Research	57	7%	\$87,665.47	\$64,000.00	\$77,000.00	\$100,000.00	\$170,000.00
Resource Industry Except Oil & Gas	35	5%	\$90,842.34	\$77,093.00	\$92,024.00	\$105,000.00	\$130,000.00
Overall (Combined)	770	100%	\$98,107.49	\$75,000.00	\$90,000.00	\$112,000.00	\$168,480.00

\*Educational Services and Other removed due to suppression rules

## Salary Details by Main Job Function

Agrologists performing CEOs and management related job functions earn the highest average annual salaries, followed by project or operations management and administration.

Main Job Function	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Providing Knowledge, Advice, and Recommendations	282	37%	\$89,275.55	\$72,661.00	\$84,000.00	\$98,000.00	\$138,800.00
Product Marketing and Sales	124	16%	\$93,375.59	\$75,250.00	\$90,500.00	\$104,750.00	\$140,000.00
Project or Operations Management and Administration	110	14%	\$101,930.95	\$80,000.00	\$100,000.00	\$120,000.00	\$150,000.00
General Manager, Manager	86	11%	\$121,262.55	\$90,000.00	\$118,250.00	\$140,000.00	\$200,000.00
Teaching and/or research	51	7%	\$95,397.73	\$64,000.00	\$77,500.00	\$120,000.00	\$196,000.00
Regulatory Assessments and Approvals	45	6%	\$89,680.93	\$72,000.00	\$85,000.00	\$96,604.00	\$131,000.00
CEO, Executive Director	28	4%	\$157,723.93	\$105,000.00	\$150,000.00	\$192,250.00	\$281,000.00
Other	44	6%	\$87,052.50	\$60,000.00	\$78,900.00	\$105,000.00	\$150,000.00
Overall (Combined)	770	100%	\$98,107.49	\$75,000.00	\$90,000.00	\$112,000.00	\$168,480.00

## Salary Details by Years of Experience

Annual salary tends to grow with years of agrology experience, with the most rapid growth noted in the first fifteen years in career.

Years of Experience	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Less than 1 year	41	5%	\$70,165.10	\$61,000.00	\$65,000.00	\$80,000.00	\$111,300.00
1 to 4 years	197	26%	\$77,128.08	\$67,500.00	\$75,000.00	\$84,000.00	\$112,000.00
5 to 9 years	174	23%	\$89,834.21	\$77,000.00	\$87,500.00	\$98,000.00	\$125,000.00
10 to 15 years	147	19%	\$109,056.37	\$90,000.00	\$104,000.00	\$121,000.00	\$165,000.00
16 to 20 years	86	11%	\$113,890.60	\$92,000.00	\$109,924.00	\$132,300.00	\$180,000.00
21 to 25 years	44	6%	\$127,197.61	\$94,750.00	\$119,750.00	\$148,750.00	\$235,000.00
26 to 30 years	27	4%	\$123,095.26	\$95,000.00	\$120,000.00	\$144,000.00	\$200,000.00
31 to 35 years	28	4%	\$135,480.00	\$90,500.00	\$135,900.00	\$163,500.00	\$210,000.00
36 years or more	26	3%	\$126,962.65	\$89,000.00	\$120,878.50	\$150,000.00	\$240,000.00
<b>Overall (Combined)</b>	<b>770</b>	<b>100%</b>	<b>\$98,107.49</b>	<b>\$75,000.00</b>	<b>\$90,000.00</b>	<b>\$112,000.00</b>	<b>\$168,480.00</b>

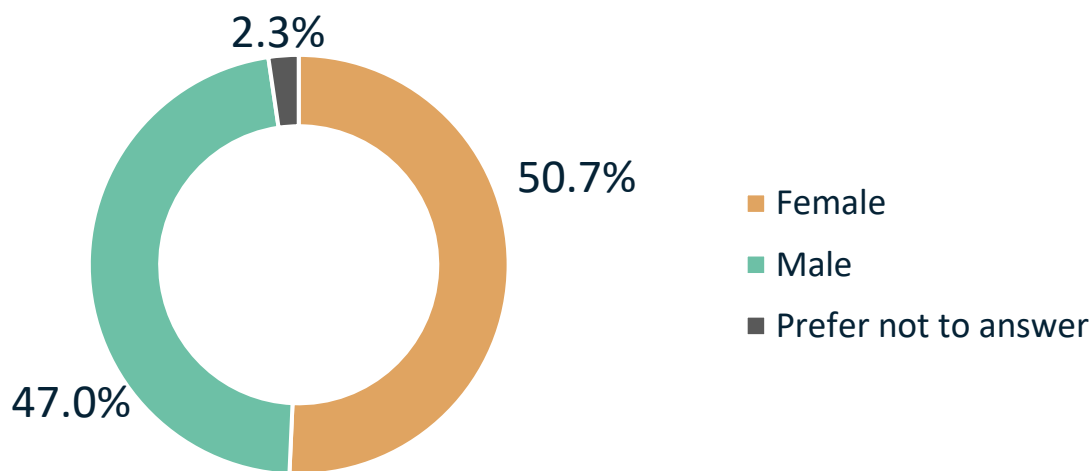
## Salary Details by Number of Employees Supervised

Annual salaries tend to be higher for agrologists who supervise 11 or more employees.

Number of Individuals Supervised	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
0 employees supervised	416	54%	\$88,328.09	\$72,000.00	\$85,000.00	\$100,000.00	\$136,000.00
1-5 employees supervised	237	31%	\$98,408.00	\$76,000.00	\$90,000.00	\$110,000.00	\$177,000.00
6-10 employees supervised	77	10%	\$118,329.06	\$89,469.00	\$120,000.00	\$142,000.00	\$196,000.00
11-20 employees supervised	21	3%	\$159,364.19	\$119,000.00	\$140,000.00	\$170,000.00	\$270,000.00
21 or more Employees	19	2%	\$158,821.05	\$125,000.00	\$144,000.00	\$180,000.00	\$281,000.00
<b>Overall (Combined)</b>	<b>770</b>	<b>100%</b>	<b>\$98,107.49</b>	<b>\$75,000.00</b>	<b>\$90,000.00</b>	<b>\$112,000.00</b>	<b>\$168,480.00</b>

## Gender (Overall)

Saskatchewan sees growth in female agrologists entering the workforce in recent years. Female respondents to the survey that have 4 years or less experience (59.8%), outnumber males with 4 years or less experience that replied to the survey (39.8%).



\*Respondents who prefer not to disclose gender identity are removed in the gender analysis section due to suppression rules.

## Experience by Gender

Years of Experience by Gender	4 Years or Less	Between 5 and 20 Years	21 Years or More
Female	59.8%	52.3%	28.0%
Male	39.8%	44.3%	69.6%

## Salary Details by Gender

On average, men report higher earnings than women. Male agrologists tend to report a higher average number of hours worked per week when they are self-employed. Women on average, earn less than men, even when they have the same education or a similar number of years' experience.

## Salary by Gender

Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Female	389	51%	\$88,412.33	\$72,000.00	\$83,000.00	\$100,000.00	\$140,000.00
Male	360	47%	\$107,957.08	\$80,000.00	\$97,000.00	\$125,000.00	\$199,500.00
<b>Overall (Combined)</b>	766	100%	\$98,154.06	\$75,000.00	\$90,000.00	\$112,000.00	\$168,480.00

## Weekly Hours Worked (Gender by Employment Type)

Employment Type	Gender	Count	Column %	Mean
Full-Time	Female	358	46%	41.5
	Male	311	40%	41.8
Self-Employed (FT or PT)	Female	23	3%	36.5
	Male	51	7%	47.4
<b>Overall (Combined)</b>	Female	392	50%	41.0
	Male	364	47%	42.6

\*Part-Time removed due to suppression rules

## Salary Details (Gender by Employment Type)

Employment Type	Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Full-Time	Female	357	46%	\$89,727.38	\$72,000.00	\$84,656.00	\$100,000.00	\$140,000.00
	Male	308	40%	\$106,071.93	\$81,000.00	\$96,160.00	\$124,750.00	\$177,000.00
Self-Employed (FT or PT)	Female	22	3%	\$76,249.91	\$55,000.00	\$72,000.00	\$102,000.00	\$125,000.00
	Male	50	6%	\$120,187.84	\$74,500.00	\$100,000.00	\$150,000.00	\$240,000.00
<b>Overall (Combined)</b>	Female	389	51%	\$88,412.33	\$72,000.00	\$83,000.00	\$100,000.00	\$140,000.00
	Male	360	47%	\$107,957.08	\$80,000.00	\$97,000.00	\$125,000.00	\$199,500.00

### Salary Details (Gender by Highest Level of Education)

Highest Level of Education	Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Diploma or equivalent	Female	37	5%	\$76,968.86	\$67,345.00	\$77,000.00	\$82,597.00	\$120,000.00
	Male	29	4%	\$108,732.24	\$78,500.00	\$90,000.00	\$120,000.00	\$230,000.00
BSA/BSc or equivalent	Female	275	39%	\$86,292.32	\$70,000.00	\$83,562.00	\$99,253.00	\$135,000.00
	Male	250	36%	\$106,803.54	\$80,000.00	\$96,573.00	\$125,000.00	\$180,000.00
MSc	Female	58	8%	\$96,850.09	\$75,000.00	\$90,000.00	\$112,000.00	\$150,000.00
	Male	59	8%	\$108,256.39	\$85,000.00	\$100,000.00	\$125,000.00	\$204,000.00
PhD	Female	14	2%	--	--	--	--	--
	Male	20	3%	\$119,600.00	\$80,250.00	\$96,500.00	\$161,250.00	\$267,000.00

### Salary Details (Gender by Experience)

Years of Experience	Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
4 years or less	Female	142	20%	\$73,191.46	\$65,000.00	\$72,000.00	\$82,000.00	\$99,253.00
	Male	95	14%	\$79,924.35	\$66,456.00	\$76,220.00	\$85,400.00	\$125,000.00
Between 5 and 20 years	Female	212	30%	\$94,155.47	\$79,325.00	\$91,850.00	\$107,910.00	\$140,000.00
	Male	179	25%	\$111,201.15	\$88,500.00	\$100,000.00	\$125,000.00	\$185,000.00
21 years or more	Female	35	5%	\$115,378.57	\$87,000.00	\$110,000.00	\$144,800.00	\$193,000.00
	Male	86	12%	\$132,171.27	\$97,000.00	\$126,000.00	\$159,000.00	\$235,000.00

### Salary Details (Gender by Sector)

Sector of Employment	Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Public Sector	Female	93	13%	\$95,232.08	\$74,000.00	\$88,180.00	\$108,000.00	\$170,000.00
	Male	85	13%	\$105,333.13	\$81,000.00	\$96,604.00	\$120,000.00	\$178,168.00
Private Sector	Female	261	39%	\$86,529.96	\$71,000.00	\$82,500.00	\$100,000.00	\$135,000.00
	Male	250	37%	\$109,779.94	\$80,000.00	\$98,500.00	\$127,000.00	\$200,000.00
Not-for-profit Sector	Female	31	5%	\$86,712.74	\$65,000.00	\$80,000.00	\$100,000.00	\$148,000.00
	Male	23	3%	\$102,010.70	\$76,220.00	\$92,000.00	\$123,270.00	\$160,000.00
Other	Female	4	1%	--	--	--	--	--
	Male	2	0%	--	--	--	--	--



## Salary Details (Gender by Scope)

Scope of Work	Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Agronomy	Female	163	23%	\$82,866.02	\$72,000.00	\$80,400.00	\$93,982.00	\$120,000.00
	Male	122	17%	\$97,116.52	\$77,000.00	\$89,750.00	\$108,000.00	\$150,000.00
Agribusiness/ Economics/ Finance	Female	40	6%	\$95,119.23	\$79,625.00	\$93,701.00	\$104,300.00	\$182,750.00
	Male	55	8%	\$111,505.02	\$82,000.00	\$101,000.00	\$133,000.00	\$202,000.00
Environment/ Natural Resources	Female	67	10%	\$91,833.27	\$70,000.00	\$86,000.00	\$114,400.00	\$144,800.00
	Male	69	10%	\$121,298.81	\$90,000.00	\$115,000.00	\$139,000.00	\$230,000.00
Soil Sciences/ Reclamation/ Remediation	Female	15	2%	\$82,927.33	\$56,000.00	\$85,000.00	\$98,500.00	\$170,000.00
	Male	15	2%	\$103,454.93	\$79,000.00	\$92,000.00	\$131,000.00	\$190,000.00
Management	Female	23	3%	\$123,182.43	\$108,000.00	\$121,000.00	\$145,000.00	\$163,000.00
	Male	34	5%	\$139,882.29	\$106,224.00	\$135,000.00	\$165,000.00	\$235,000.00
Extension/ Training	Female	6	1%	--	--	--	--	--
	Male	9	1%	--	--	--	--	--
Animal and Poultry Sciences	Female	26	4%	\$86,172.77	\$72,661.00	\$82,250.00	\$93,600.00	\$135,000.00
	Male	9	1%	--	--	--	--	--
Plant Sciences/ Horticulture	Female	17	2%	\$76,084.71	\$65,000.00	\$75,000.00	\$76,000.00	\$110,000.00
	Male	15	2%	\$87,412.80	\$64,000.00	\$81,000.00	\$105,000.00	\$144,097.00
Teaching/ Research	Female	12	2%	--	--	--	--	--
	Male	11	2%	--	--	--	--	--
AgMedia/ Communications/ Awareness	Female	5	1%	--	--	--	--	--
	Male	1	0%	--	--	--	--	--
Food Science/ Nutrition	Female	2	0%	--	--	--	--	--
	Male	0	0%	--	--	--	--	--
Other	Female	13	2%	--	--	--	--	--
	Male	20	3%	\$92,337.80	\$74,250.00	\$90,000.00	\$100,000.00	\$176,975.00

## Salary Details (Gender by Industry)

Industry	Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Service For Profit	Female	183	26%	\$88,147.32	\$73,000.00	\$85,000.00	\$100,000.00	\$135,000.00
	Male	147	21%	\$108,455.97	\$82,000.00	\$96,000.00	\$125,000.00	\$180,000.00
Service Not For Profit	Female	65	9%	\$91,662.62	\$75,000.00	\$85,500.00	\$99,253.00	\$150,000.00
	Male	57	8%	\$99,631.84	\$85,000.00	\$92,300.00	\$106,000.00	\$160,000.00
Consulting/Contracting Service	Female	63	9%	\$82,725.19	\$70,000.00	\$80,000.00	\$93,000.00	\$130,000.00
	Male	54	8%	\$107,706.94	\$75,000.00	\$90,400.00	\$125,000.00	\$240,000.00
Resource Industry Oil & Gas	Female	29	4%	\$95,427.24	\$70,000.00	\$95,000.00	\$115,000.00	\$150,000.00
	Male	39	6%	\$130,939.23	\$90,000.00	\$125,000.00	\$170,000.00	\$230,000.00
Research	Female	28	4%	\$78,787.18	\$59,875.00	\$72,000.00	\$91,801.50	\$140,000.00
	Male	27	4%	\$87,810.78	\$64,000.00	\$81,000.00	\$110,000.00	\$144,097.00
Resource Industry Except Oil & Gas	Female	13	2%	--	--	--	--	--
	Male	21	3%	\$89,885.95	\$78,500.00	\$96,542.00	\$103,000.00	\$115,000.00
Educational Services	Female	4	1%	--	--	--	--	--
	Male	9	1%	--	--	--	--	--
Other	Female	4	1%	--	--	--	--	--
	Male	6	1%	--	--	--	--	--

## Salary Details (Gender by Job Function)

Main Job Function	Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Providing Knowledge, Advice, and Recommendations	Female	165	24%	\$82,418.62	\$72,000.00	\$82,000.00	\$92,000.00	\$120,000.00
	Male	110	16%	\$98,559.79	\$75,000.00	\$91,026.00	\$120,000.00	\$159,000.00
Project or Operations Management and Administration	Female	54	8%	\$93,671.02	\$74,880.00	\$95,100.00	\$113,500.00	\$135,000.00
	Male	51	7%	\$110,685.41	\$89,500.00	\$109,000.00	\$125,000.00	\$185,000.00
Product Marketing and Sales	Female	64	9%	\$87,164.47	\$72,670.25	\$86,250.00	\$100,000.00	\$110,000.00
	Male	57	8%	\$99,369.25	\$82,000.00	\$93,000.00	\$108,000.00	\$177,000.00
General Manager, Manager	Female	27	4%	\$108,523.96	\$82,597.00	\$110,556.00	\$130,000.00	\$163,000.00
	Male	58	8%	\$127,586.19	\$91,098.00	\$120,000.00	\$147,000.00	\$235,000.00
Teaching and/or research	Female	23	3%	\$82,747.35	\$64,000.00	\$72,000.00	\$100,000.00	\$170,000.00
	Male	28	4%	\$105,789.11	\$66,500.00	\$87,700.00	\$140,000.00	\$210,000.00
CEO, Executive Director	Female	11	2%	--	--	--	--	--
	Male	16	2%	\$158,141.88	\$105,000.00	\$150,000.00	\$197,500.00	\$300,000.00
Regulatory Assessments and Approvals	Female	20	3%	\$88,453.45	\$70,500.00	\$86,590.00	\$95,750.00	\$144,060.00
	Male	23	3%	\$89,584.91	\$72,000.00	\$85,000.00	\$96,604.00	\$131,000.00
Other	Female	25	4%	\$77,526.40	\$56,500.00	\$74,000.00	\$90,000.00	\$138,000.00
	Male	17	2%	\$103,597.06	\$73,250.00	\$97,000.00	\$115,000.00	\$250,000.00