

Ruby Australia

2015 Annual Developer Survey

Starting from 2015 Ruby Australia are conducting annual surveys of Ruby developers currently in Australia.

This data is collected to help guide the efforts of the association in its aims of growing the use of the Ruby programming language in Australia.

This initial report shows a high level view of our community in 2015, and future reports shall include analysis on year on year changes.

Executive Summary

This report represents a point in time survey of the Australian Ruby community at the end of 2015 with 315 respondents. Ruby Australia performed this survey (and will continue to perform it annually) to achieve the following aims.

1. To measure the progress of Ruby Australia on its chartered goal of increasing the adoption of the Ruby programming in Australia over time
2. To create a document highlighting the strength of the local ecosystem and the range of opportunities for developers in other technology areas, and to students and other potential future Ruby developers.

At a high level there are a few key facts to take away from the 2015 survey results.

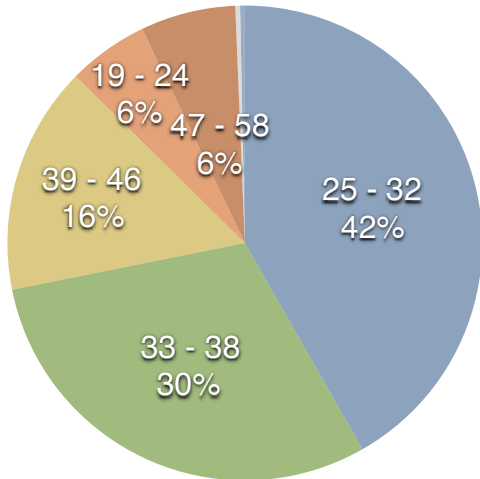
1. The Ruby community has a diversity problem. We are almost all men, and largely in our late twenties or early thirties. Addressing this issue is one of the committee's top goals, and while at this point in time the data does not look good, it is the committee's hope that current efforts will show improvement in these figures in future survey reports
2. The "typical" employment situation for Ruby developers in Australia is to be a full time employee, in a small to medium sized engineering team, within a medium to large company between five and thirteen years old.
3. There are great employment prospects for developers in the Ruby ecosystem. Almost half of our community work for companies that are currently hiring and grew their development teams by a substantial amount over the past twelve months. The majority of Ruby developers report an annual income well above the average and median full time salary for all Australians.
4. In 2015 more new Rubyists joined the workforce than in any of the three previous years. This once again demonstrates the growth of the community and the prospects for new developers. This growth is good for the community, but the relative shortage of mid level engineers in the proceeding years may create a leadership gap for career development of these new junior developers.

This report does come with a few caveats.

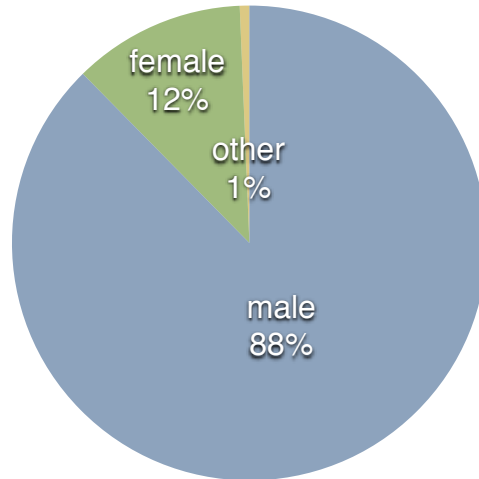
1. The relatively small set of respondents and selection bias (as a self reporting survey) means it would be unwise to draw too firm a set of conclusions from this data.
2. As this is a survey of individuals, not organisations, there is a skew in the employer data towards some of the larger employers locally as they will have been reported multiple times.

Demographics

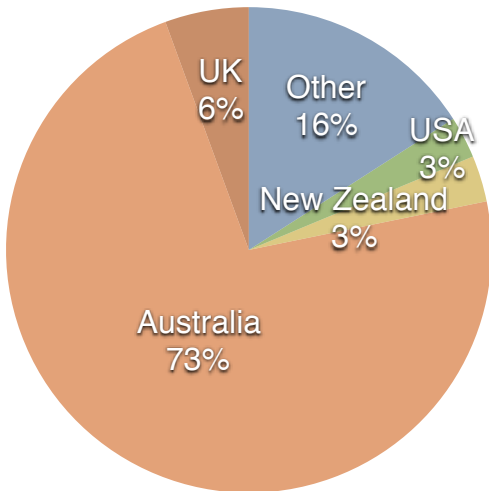
Age Breakdown



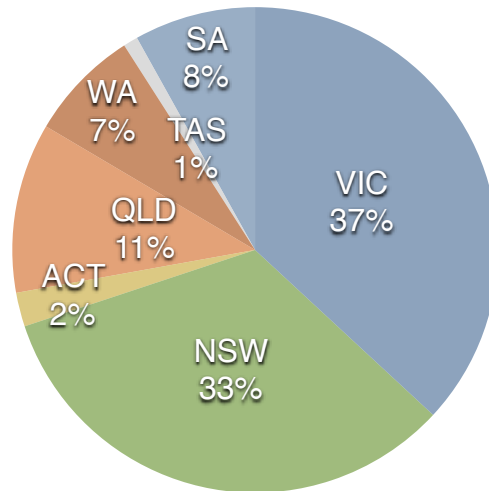
Gender Breakdown



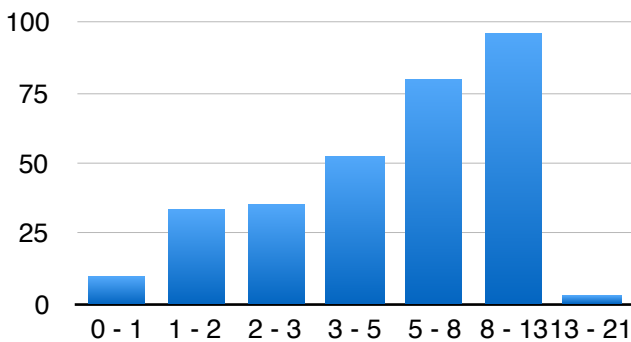
Country of Origin



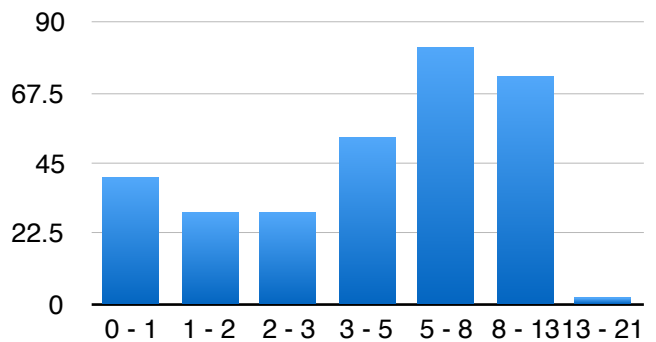
State



Years Programming Ruby



Years Professionally Programming Ruby



Employer years of operation

1 - 2	19	6.7%
2 - 3	22	7.7%
3 - 5	41	14.4%
5 - 8	59	20.7%
8 - 13	62	21.8%
13 - 21	33	11.6%
21 - 34	12	4.2%
55+	37	13.0%

Employer size (all employees)

0 - 1	1	0.3%
1 - 5	43	14.7%
5 - 10	30	10.3%
10 - 50	108	37.0%
50 - 100	21	7.2%
100 - 1000	59	20.2%
1000 - 25000	27	9.2%
25000 - 100000	2	0.7%
100000+	1	0.3%

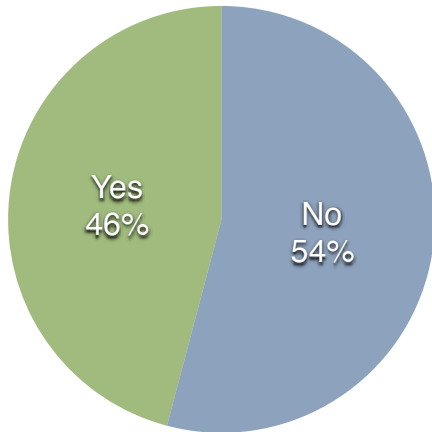
Employer size (Ruby Developers)

0 - 1	13	4.5%
1 - 5	109	37.3%
5 - 10	49	16.8%
10 - 25	68	23.3%
25 - 50	8	2.7%
50 - 100	17	5.8%
100 - 1000	22	7.5%
1000+	6	2.1%

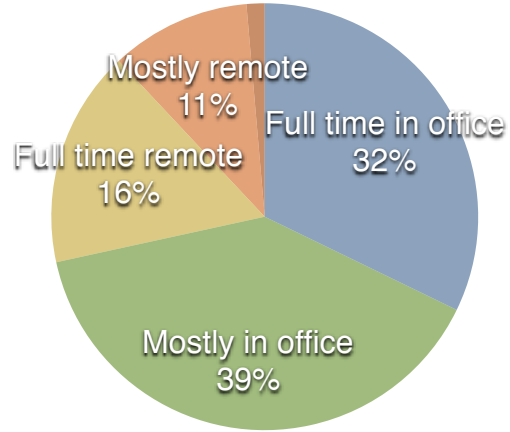
Employer Statistics

A view of how and where Ruby developers are employed. Because individuals were surveyed these figures will include duplicate reporting on employers.

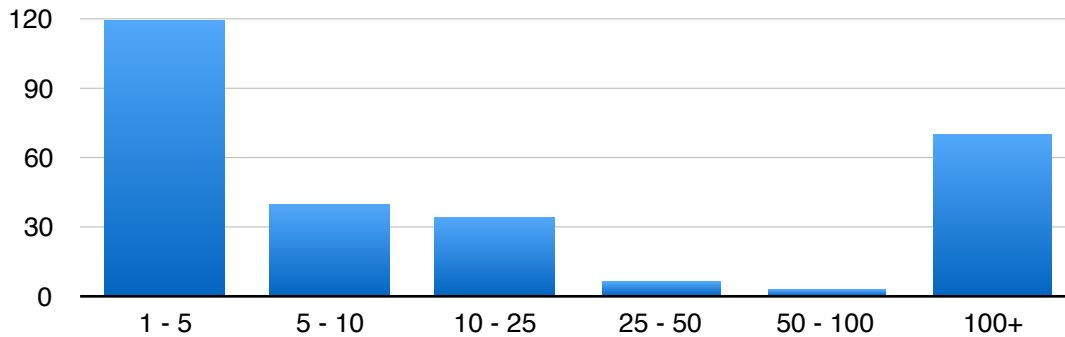
Is your employer hiring Ruby developers right now?



What work location policy does your employer have?



Reported head count growth at Employers past 12 months



Reported Ruby Developer salary bands

\$0 - \$50k	4	2.0%
\$51k - \$70k	30	14.9%
\$71k - \$90k	30	14.9%
\$90k - \$110k	42	20.9%
\$111k - \$130k	40	19.9%
\$131k - \$150k	26	12.9%
\$151k - \$180k	14	7.0%
\$181k+	15	7.5%

Employment status of members

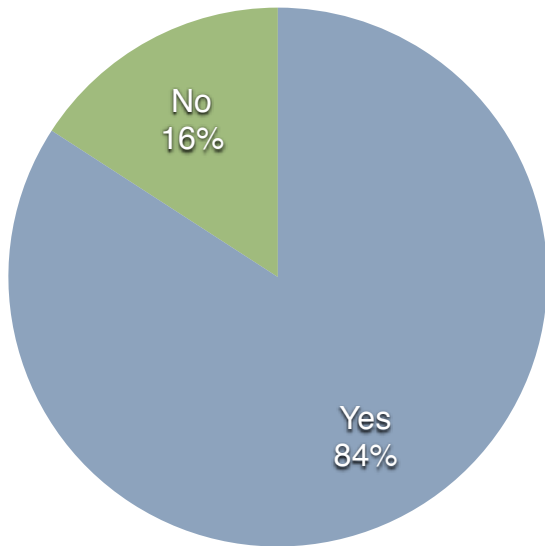
Employee, Full Time	210	68.0%
Director/Owner	27	8.7%
Self Employed, Contractor/ Freelance	31	10.0%
Self Employed, Own Product	14	4.5%
Employee, Part Time	9	2.9%
Unemployed	11	3.6%
Student	6	1.9%
Other	1	0.3%

Employers by Industry

Internet & Telecom	98	33.6%
Business & Industrial	46	15.8%
Finance	26	8.9%
Jobs & Education	25	8.6%
Computers & Consumer Electronics	24	8.2%
Travel & Tourism	17	5.8%
Real Estate	12	4.1%
Arts & Entertainment	10	3.4%
News	5	1.7%
Law & Government	5	1.7%
Apparel	4	1.4%
Retailers & General Merchandise	4	1.4%
Health	3	1.0%
Sports & Fitness	3	1.0%
Food & Groceries	2	0.7%
Family & Community	2	0.7%
Vehicles	2	0.7%
Occasions & Gifts	1	0.3%
Home & Garden	1	0.3%
Hobbies & Leisure	1	0.3%
Beauty & Personal Care	1	0.3%

Ruby Australia's Reach

Had you heard of Ruby Australia?



Did you attend a Ruby AU event this year?

