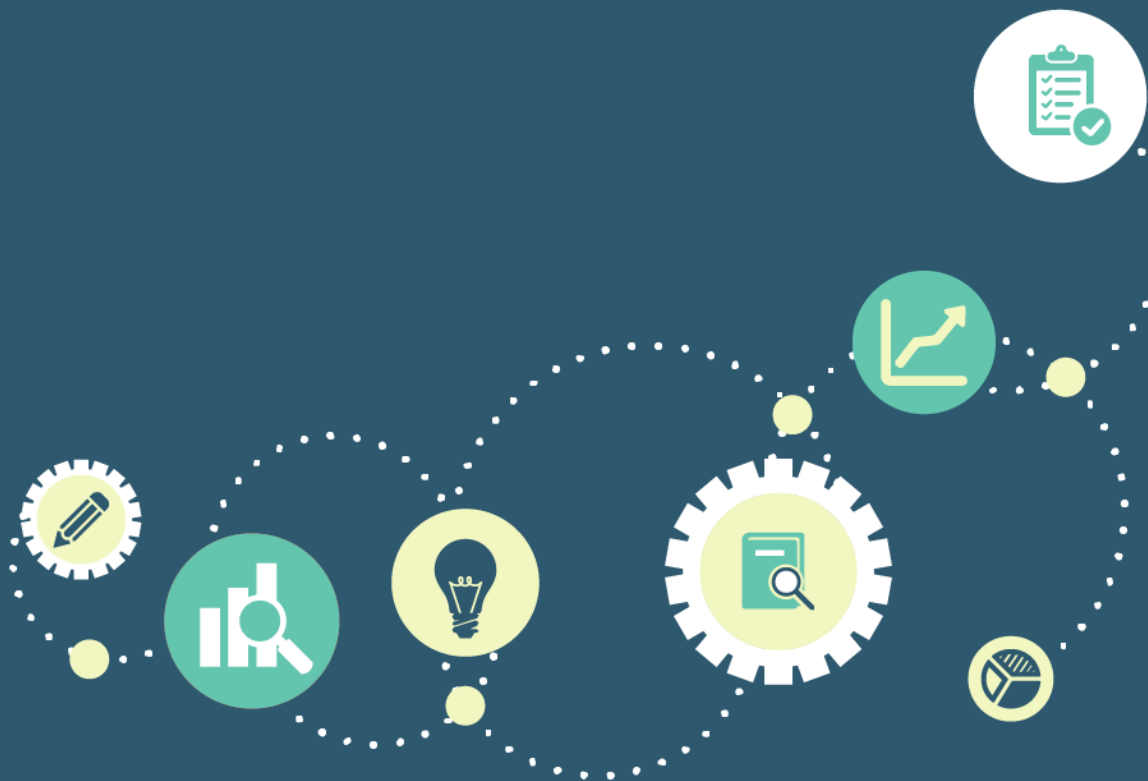


IT SALARY SURVEY 2017

FREE MEMBER COPY
DISTRIBUTION PROHIBITED



JUNE 2017

P@SHA IT Salary Survey 2017

Design

Hira Farid

Hafsa Jamal

Content and Research

Nabeel W. Sabir

Contact Information

Pakistan Software Houses Association for IT & ITES

Office 301 CitiView Plot 157 BYJCHS

Shaheed e Millat Road

Karachi, Pakistan

Tel: 021 34304796 & 021 34344795

services@pasha.org.pk

www.pasha.org.pk



Foreword

I am pleased to present P@SHA IT Salary Survey 2017, an annual publication of P@SHA to benchmark salaries, benefits and growth timelines of employees working in the IT and ITES industry of Pakistan.

The IT & ITES industry of Pakistan is now being recognised by our government as the leading sector capable of pushing economic growth. The economic dependency is shifting from an agrarian and industrial economy to a knowledge based economy. Persistent and effective policy advocacy by the Chairman and Members of the Central Executive Committee of P@SHA has convinced the authorities to not only extend the income tax exemption on exports till 2019 but also exempt technology start-ups working domestically from income tax for the initial three years of their operations. This is an unprecedented move to encourage the growth of technology businesses in Pakistan and one that comes with added responsibility for us to outperform ourselves. It is imperative for us to document our industry, allowing us to study trends and devise the best strategies for growth. The P@SHA IT Salary Survey is a step towards this goal, which helps identify industry benchmarks for payroll; an expense which accounts for more than 50% of our business costs

This year, P@SHA got 130 companies on board to participate in the survey and I'm grateful to each one of them for their trust and input that led us to create a comprehensive report. I am confident that these survey findings are reflective of the actual values and will provide you an opportunity to evaluate and if needed recalibrate compensation plans for your employees in 2017-18.

I sincerely hope that you will find the P@SHA IT Salary Survey 2017 useful. If you have any queries, comments or suggestions please feel free to reach out to me at president@pasha.org.pk or write to the P@SHA research team at services@pasha.org.pk



A handwritten signature in black ink that reads "Jehan Ara". The signature is fluid and cursive, with a long horizontal line extending from the end of the name.

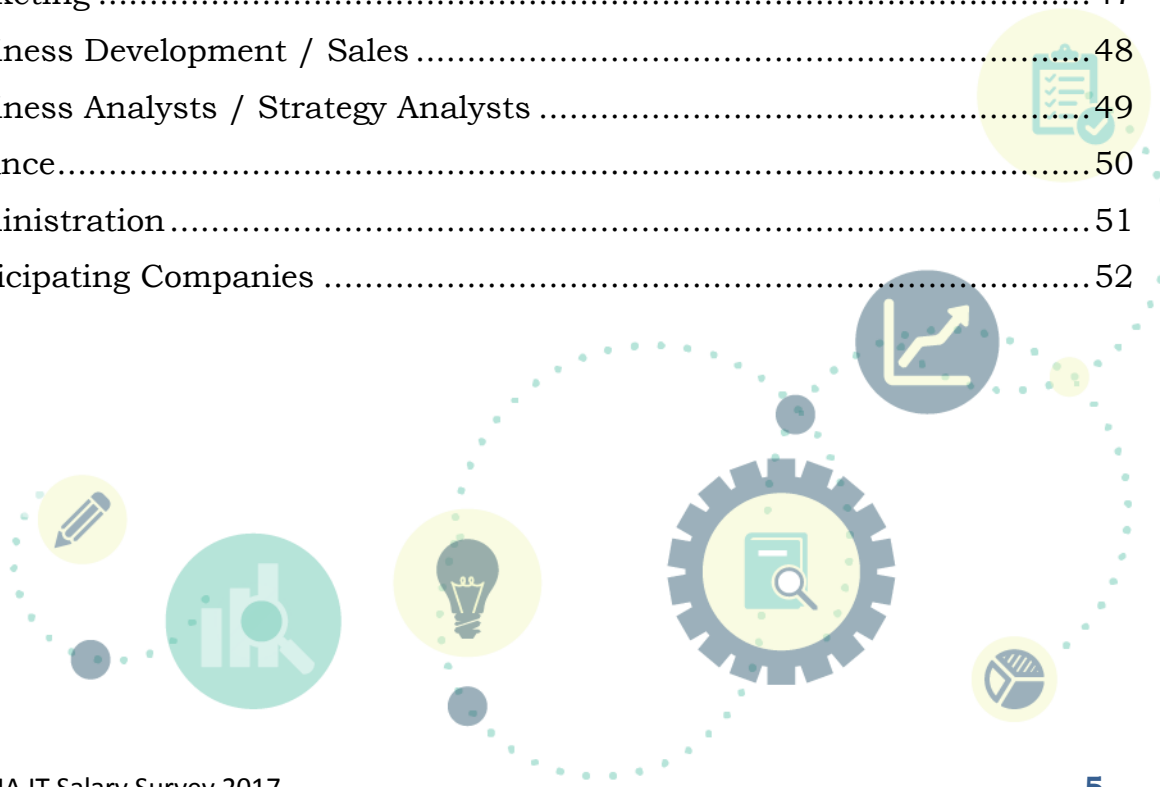
Jehan Ara
President



Contents

Foreword.....	3
Introduction.....	6
Executive Summary	7
Primary Business Areas	12
Company Sizes.....	12
Number of Companies.....	12
Number of Employees	12
Employee retention as a Concern for Companies	12
Employee Turnover	13
Practice of Long Service Awards	13
Efforts to maintain Gender balance	13
Average Working Hours Per Week.....	13
Frequency of Bonuses	13
Number of Sick Leaves Allowed in A Year	13
Number of Casual Leaves allowed in a Year	14
General Benefits	15
Software Architect.....	16
BPO Customer Service Professional.....	17
Programmer Android.....	18
Programmer iOS	19
Programmer java.....	20
Programmer.net	21
Programmer Python	22
Programmer Ruby.....	23
Programmer Web	24
Programmer Database Front End.....	25
Programmer MS Sharepoint	26
Programmer MS Dynamics	27
Game Designer	28
Game Producer	29
Game Product Manager.....	30
Database Administrator	31

Graphics Designer	32
Helpdesk / Support	33
Product Manager.....	34
Project Manager	35
Software Development Manager	36
Team Lead	37
Quality Assurance.....	38
Data Miner / Data Scientist	39
Technical Writer.....	40
System Administrator	41
Research & Development	42
Social Media Marketing/ SEO & SEM.....	43
Senior Management	44
CEO.....	44
CIO.....	44
CTO	44
CFO	44
COO	44
CMO	45
Human Resources.....	46
Marketing	47
Business Development / Sales	48
Business Analysts / Strategy Analysts	49
Finance.....	50
Administration.....	51
Participating Companies	52



Introduction

About P@SHA

Pakistan Software Houses Association for IT & ITES (P@SHA) is one of the oldest ICT associations of the region and the sole trade association in Pakistan representing the industry since 1993. P@SHA is the only Pakistani entity globally registered with & recognized by institutions such as the WITSA (World Information Technology and Services Alliance), ASOCIO (Asian Oceanic Computing Industry Organization) and APICTA (Asia Pacific ICT Alliance). With over 450+ member companies nationwide P@SHA has been the voice of the industry, advocating policy initiatives and working towards creating a high growth sustainable business environment in the country.

About P@SHA IT Salary Survey

The P@SHA IT Salary Survey is an annual study conducted by P@SHA highlighting the salaries, benefits, promotions and increments for employees working in the IT industry of Pakistan. The 2017 edition features findings from 130 companies all over Pakistan, and has compiled data of 31,801 employees working in 28 job roles and 98 unique job levels in both IT and non-IT capacities. All roles are further broken down into experience levels. The survey provides changes in salaries for each job function and level (entry, mid and senior level) as well as the increments, bonuses and benefits that are offered to the employees.

We hope that this comprehensive study will enable companies to benchmark the salaries and growth timelines for their employee base efficiently.

All previous versions of P@SHA IT Salary Surveys are available for free download on our website www.pasha.org.pk.



Executive Summary

The 2017 edition of P@SHA IT Salary Survey identifies average salary nationally and city wise along with average increments, promotions and benefits for 28 job roles within the IT Industry. Each role has been subdivided into experience levels to present findings for 98 distinct job levels, and this year the survey features data from a total of 31,801 employees working in 130 participating companies. 44% companies and 13,984 (44%) employees are from Karachi, 26% companies and 13,149 (41%) employees are from Lahore and 27% companies and 4,397 (14%) employees were from Islamabad. 4 companies from Peshawar and Faisalabad also participated in the survey this year.

There are three distinctions of job levels covered throughout the survey, an entry level function denotes 0-3 years of experience, middle level is supposed to have 4-6 years of experience and a senior function depicts 6+ years of experience (unless otherwise stated). Each function is presented on a unique page to maintain clarity and comprehension.

The survey reveals there has been an overall increment of 16.37% in salaries across all job functions when compared to 2016. The highest paid job function is the Chief Executive Officer (CEO) who on average earns PKR 520,650 (which is an increase of 7.46% over 2016). The highest increase in salary this year has been witnessed in Entry Level Game Designer role with a growth of 38.52%. On the other hand, the position of a Senior BPO Professional witnessed the smallest increase of 3.31% in salary.

A summary of findings for average monthly salary for each job function appears next, detailed findings appear on the subsequent pages.

	2015	2016	2017	% Growth over 2016
Architect				
Entry Level	76,535.00	82,267.00	92,500.00	12.44%
Middle Level	98,941.00	105,688.00	116,720.00	10.44%
Senior Level	171,536.00	184,323.00	206,960.00	12.28%
BPO Customer Service Professional				
Entry Level	31,235.00	35,442.00	45,840.00	29.34%
Middle Level	58,712.00	64,940.00	76,844.00	18.33%
Senior Level	94,650.00	91,229.00	94,251.00	3.31%
Programmer				
Android Entry Level	49,350.00	51,451.00	60,190.00	16.99%
Android Middle Level	108,160.00	122,471.00	155,120.00	26.66%

iOS Entry Level	50,215.00	53,784.00	63,880.00	18.77%
iOS Middle Level	114,740.00	124,132.00	138,415.00	11.51%
java Entry Level	54,355.00	57,440.00	64,233.00	11.83%
java Middle Level	92,544.00	103,841.00	116,825.00	12.50%
java Senior Level	127,471.00	144,589.00	157,789.00	9.13%
.net Entry Level	48,741.00	52,322.00	60,908.00	16.41%
.net Middle Level	75,640.00	84,220.00	95,233.00	13.08%
.net Senior Level	114,203.00	139,550.00	157,813.00	13.09%
Python Entry Level	82,457.00	85,630.00	95,880.00	11.97%
Python Middle Level	126,246.00	110,210.00	124,973.00	13.40%
Python Senior Level	156,899.00	145,870.00	151,820.00	4.08%
Ruby Entry Level	62,410.00	65,741.00	73,841.00	12.32%
Ruby Middle Level	115,300.00	121,580.00	133,265.00	9.61%
Web Entry Level	46,780.00	49,770.00	58,974.00	18.49%
Web Middle Level	79,250.00	91,145.00	105,816.00	16.10%
Web Senior Level	108,630.00	148,890.00	167,980.00	12.82%
Database front end Entry Level	60,590.00	62,713.00	74,932.00	19.48%
Database front end Middle Level	81,465.00	94,516.00	107,630.00	13.87%
Database front end Senior Level	98,420.00	112,421.00	123,615.00	9.96%
MS Sharepoint Entry	48,750.00	55,140.00	66,154.00	19.97%
MS Sharepoint Middle	91,332.00	107,890.00	121,110.00	12.25%
MS Sharepoint Senior	143,500.00	153,230.00	176,520.00	15.20%
MS Dynamics Entry	45,333.00	54,126.00	66,884.00	23.57%
MS Dynamics Middle	86,214.00	104,235.00	112,840.00	8.26%
MS Dynamics Senior	132,800.00	142,874.00	154,231.00	7.95%
Game Designer				
Entry Level	51,250.00	60,580.00	83,918.00	38.52%
Middle Level	96,250.00	119,473.00	139,256.00	16.56%

Senior Level	112,400.00	149,560.00	176,845.00	18.24%
Game Producer				
Middle Level	79,142.00	88,450.00	101,471.00	14.72%
Game Product Manager				
Senior Level	245,620.00	289,140.00	345,120.00	19.36%
Database Administrator				
Entry Level	50,211.00	55,880.00	67,891.00	21.49%
Middle Level	76,250.00	88,965.00	102,960.00	15.73%
Senior Level	122,100.00	146,782.00	162,366.00	10.62%
Graphics Designer				
Entry Level	42,510.00	48,144.00	61,175.00	27.07%
Middle Level	65,740.00	74,230.00	93,965.00	26.59%
Senior Level	98,450.00	115,040.00	138,960.00	20.79%
Helpdesk / Support				
Entry Level	36,380.00	40,250.00	51,244.00	27.31%
Middle Level	59,470.00	64,864.00	78,142.00	20.47%
Senior Level	115,289.00	116,749.00	128,367.00	9.95%
Product Manager				
Middle Level	105,740.00	125,990.00	143,842.00	14.17%
Senior Level	204,225.00	234,152.00	260,920.00	11.43%
Project Manager				
Middle Level	113,962.00	126,846.00	147,175.00	16.03%
Senior Level	163,800.00	178,952.00	200,198.00	11.87%
Software Development Manager				
Middle Level	115,220.00	129,330.00	164,390.00	27.11%
Senior Level	184,100.00	205,252.00	238,475.00	16.19%
Team Lead				
Middle Level	96,450.00	108,960.00	124,310.00	14.09%

Senior Level	178,150.00	195,225.00	220,962.00	13.18%
Quality Assurance				
Entry Level	52,640.00	64,122.00	72,540.00	13.13%
Middle Level	69,400.00	76,954.00	89,751.00	16.63%
Senior Level	104,750.00	124,612.00	137,822.00	10.60%
Data Miner / Data Scientist				
Entry Level	42,492.00	48,740.00	64,674.00	32.69%
Middle Level	80,452.00	95,632.00	119,478.00	24.94%
Senior Level	171,532.00	189,788.00	233,470.00	23.02%
Technical Writer				
Entry Level	44,850.00	56,412.00	67,541.00	19.73%
Middle Level	58,990.00	72,155.00	85,629.00	18.67%
Senior Level	94,550.00	117,844.00	148,620.00	26.12%
System Administrator				
Entry Level	44,860.00	50,745.00	61,288.00	20.78%
Middle Level	68,552.00	79,226.00	95,528.00	20.58%
Senior Level	112,840.00	128,752.00	139,677.00	8.49%
Research & Development				
Entry Level	58,740.00	64,980.00	72,965.00	12.29%
Middle Level	97,845.00	114,225.00	123,655.00	8.26%
Senior Level	147,440.00	162,320.00	171,222.00	5.48%
Social Media Marketing/ SEO & SEM				
Entry Level	45,870.00	52,116.00	58,960.00	13.13%
Middle Level	61,253.00	68,562.00	88,633.00	29.27%
Senior Level	132,960.00	135,220.00	148,960.00	10.16%
Senior Management				
CEO	383,333.00	484,520.00	520,650.00	7.46%
CIO	354,250.00	396,522.00	440,120.00	11.00%

CTO	280,300.00	355,912.00	390,850.00	9.82%
CFO	276,875.00	362,590.00	465,180.00	28.29%
COO	319,300.00	340,490.00	375,250.00	10.21%
CMO	326,250.00	386,562.00	399,874.00	3.44%
Human Resources				
Entry Level	39,590.00	46,230.00	55,222.00	19.45%
Middle Level	84,220.00	91,462.00	106,548.00	16.49%
Senior Level	131,560.00	144,736.00	163,845.00	13.20%
Marketing				
Entry Level	54,211.00	62,880.00	71,488.00	13.69%
Middle Level	95,630.00	106,334.00	126,635.00	19.09%
Senior Level	174,290.00	196,342.00	229,720.00	17.00%
Business Development / Sales				
Entry Level	61,587.00	68,895.00	77,140.00	11.97%
Middle Level	97,854.00	115,255.00	130,471.00	13.20%
Senior Level	178,256.00	199,362.00	230,116.00	15.43%
Business Analysts / Strategy Analysts				
Entry Level	62,470.00	65,327.00	74,110.00	13.44%
Middle Level	84,510.00	96,588.00	118,115.00	22.29%
Senior Level	117,640.00	126,750.00	144,770.00	14.22%
Finance				
Entry Level	43,228.00	54,620.00	70,233.00	28.58%
Middle Level	64,710.00	75,570.00	92,578.00	22.51%
Senior Level	141,320.00	140,872.00	165,210.00	17.28%
Administration				
Entry Level	28,224.00	32,896.00	41,499.00	26.15%
Middle Level	40,650.00	49,254.00	62,368.00	26.63%
Senior Level	74,221.00	78,144.00	90,457.00	15.76%

Primary Business Areas

63% of the respondent companies have indicated Application Development as their primary business area, while 38% shared IT Consulting, 17% focus on BPO, 9% on Business Transformation, 4% work in hardware, 17% in CRM solutions, 27% deal in e-commerce, 14% in ERP solutions, 7% in Internet Services, 8% in Mobile commerce, 34% Mobile Applications, 17% in SEO & SMM, 12% work as Strategy Consultants, 22% as System Integrators, 9% work in Telecom solutions, 7% Retail Solutions, 18% work as resellers, 13% have Game Development as their primary business area and 29% indicated other areas.

Company Sizes

If we look at the size of the companies who participated this year we have 41 (32%) small companies (who have less than 25 employees), 44 (34%) Medium sized companies (who have between 25 and 100 employees) and 45 (34%) large companies having over 100 employees.

Number of Companies

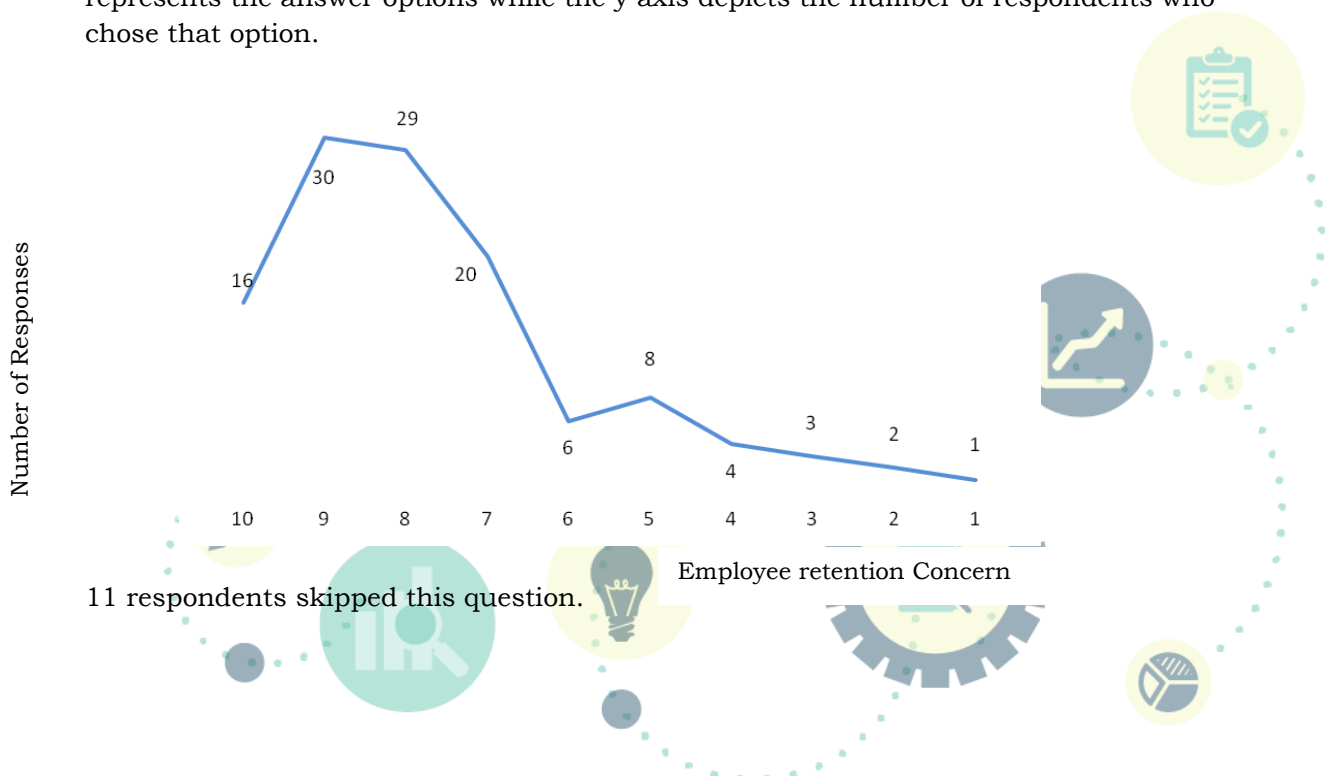
130 companies nationwide participated in the survey, of which 57 (44%) were from Karachi, 34 (26%) were from Lahore, 35 (27%) were from Islamabad while 4 companies were from Peshawar and Faisalabad.

Number of Employees

The total number of employees represented by the 130 participating companies is 31,801. Of these 13,984 (44%) were from Karachi, 13,149 (41%) were from Lahore and 4,397 (14%) were from Islamabad.

Employee retention as a Concern for Companies

We asked the respondents that on a scale of 1 to 10 how important would they describe employee retention as a concern for their organisation, 1 being least important and 10 being the most. 58% chose options 8,9 & 10 indicating a very strong concern existing in the industry for retaining employees. The graph shows all the responses received, the x axis represents the answer options while the y axis depicts the number of respondents who chose that option.



Employee Turnover

We asked our respondents how many of their employees left during the year, 30% said less than 5% of their employees left in 2016-2017, 20% indicated 5-10% employee turnover, 18% said between 10-20%, 20% shared 20-30% while 12% said more than 30%.

Practice of Long Service Awards

The survey reveals that 55% of the companies do recognize employees who have been a part of the company for longer durations through long service awards however 45% stated that they do not practice long service awards.

Efforts to maintain Gender balance

We asked our respondents if they take special measures to ensure gender balance in their workforce, the responses were more inclined towards “YES”. 64% said that they do take measures to maintain a balance between number of male and female employees while 34% indicated that they do not take such measures.

3 of the 130 respondents refrained from answering the question.

Average Working Hours Per Week

52% of the companies indicated that they work for 40 hours per week which can be termed as 8 hours per day and 5 days a week. The second popular answer was 45 hours per week meaning 9 hours per day for a 5 day week or 8 hours per day during weekdays and a 5 hour Saturday. 10% of the companies disclosed that they work for 50 hours every week and another 7% said that they worked for 54 hours per week.

Frequency of Bonuses

60% of the companies said that they annually give bonuses, 22% said that they give bonuses twice a year while 14% said they follow a quarterly mechanism.

Number of Sick Leaves Allowed in A Year

We asked our respondents how many sick leaves employees are allowed in a calendar year. 55% of the respondent companies provide 6-10 days of sick leaves while 18% say 0-5 days, 13% 11-15 days, 8% over 21 days and 6% between 16 to 20 days.

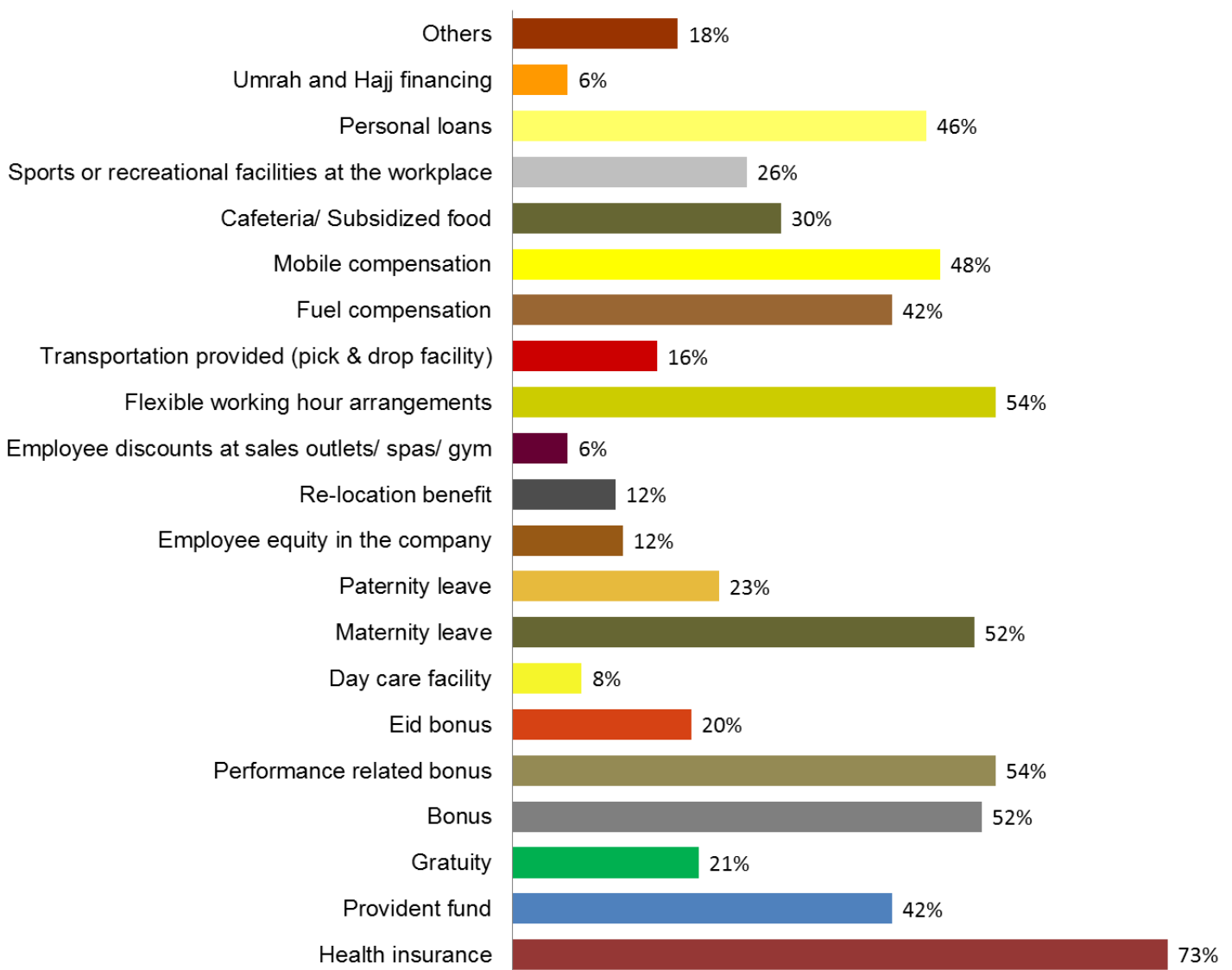
Number of Casual Leaves allowed in a Year

We also asked our respondents the number of casual leaves they allow their employees in a calendar year. 32% of the respondent companies provide 6-10 days of casual leaves while 35% say 11-15 days, 15% 0-5 days, 6% over 21 days and another 12% between 16 to 20 days.



General Benefits

We asked our respondents what general benefits they offer to all their employees and 73% companies say they provide health insurance, 42% say they have provident fund, 52% say they give bonuses while another 54% say they give performance bonuses. 52% of the companies have provisions for maternity leave while only 23% say they give paternity leaves. 54% companies within our sample have flexible working hour arrangements, 42% provide fuel compensation and 48% employers cover mobile expenses. 46% companies indicated that their employees have access to personal loans from the company while only 6% said that they have Hajj & Umrah financing options for their employees. The histogram below shows the number of companies with the general benefits they offer.



Software Architect

The survey included findings from 695 architects nationwide with 319 (46%) of them working in entry levels, 256 (37%) in middle level and 120 (17%) work at senior levels. It reveals average national basic monthly salaries of Rs. 92,500 for entry level software architects, Rs. 116,720 for middle level software architects and Rs. 206,960 for senior level software architects.

Entry Level

The 2017 results reveal 12.44% increase over 2016 with average national salary of Rs. 92,500. Karachi professionals earn Rs. 97,748 per month while average salaries for Lahore professionals remained Rs.89,763 and Islamabad professionals earn Rs 94,976 per month.

22% of the entry level professionals are entitled to no benefits, while 52% are provided with mobile phones, 13% with mobile phones + fuel and 13% are given other benefits

47% of the entry level professionals were promoted within the last year, 44% within last 6 months and 9% are not promoted since hired.

44% of the entry level employees were given increments between 25% to 30% of their existing salaries this year, 14% were given increments between 30% & 35%, 15% were subject to increments between 20% and 25%, 19% were given increments between 10% and 15% and 8% between 35% & 40%.

Middle Level

There has been a 10.44% increase in 2017 over last year with average national salary of 116,720. Karachi professionals earn Rs. 112,204 per month while average salaries for Lahore professionals remained Rs. 118,916 and Islamabad professionals earn Rs 120,574 per month.

38% of the middle level professionals are entitled to mobile phones and fuel, 24% are provided car and mobile phone as benefits, while 17% are provided with car + mobile phones + fuel and 21% are given other benefits

40% of the middle level professionals were promoted within the last year, 26% within last 6 months, 15% within last two year and 19% more than 2 years ago.

18% of the middle level employees were given increments between 25% to 30% of their existing salaries this year, 22% were given increments between 30% & 35%, 17% were subject to increments between 20% and 25%, 32% were given increments between 10% and 15% and 11% between 35% & 40%.

Senior Level

The 2017 results reveal 12.28% increase over 2016 with average national salary of 206,960. Karachi professionals earn Rs. 210,561 per month while average salaries for Lahore professionals remained 196,675 and Islamabad professionals earn Rs 197,107 per month.

32% of the senior level professionals are entitled to a car, while 37% are provided with fuel + mobile phones, 16% with car + mobile phone and 15% are given other benefits

24% of the senior level professionals were promoted within the last year, 13% within last 6 months, 32% within last two years and 31% more than 2 years ago.

47% of the senior level employees were given increments between 15% to 20% of their existing salaries this year, 14% were given increments between 20% & 25%, 15% were subject to increments between 25% and 30%, 13% were given increments between 30% and 35% and 11% between 35% & 40%

BPO Customer Service Professional

The survey included findings from 2094 BPO customer service professionals nationwide with 1103 (53%) of them working in entry levels, 743 (36%) in middle level and 248 (12%) working in senior levels. It reveals average national basic monthly salaries of Rs. 45,840 for entry level BPO professionals, Rs. 76,844 for middle level professionals and Rs. 94,251 for senior level BPO professionals.

Entry Level

The 2017 results reveal 29.34% increase over 2016 with average national salary of Rs. 45,840. Karachi professionals earn Rs. 47,224 per month while average salaries for Lahore professionals remained Rs. 44,532 and Islamabad professionals earn Rs 43,951 per month.

46% of the entry level professionals are entitled to mobile phones, while 21% are provided with fuel + mobile phones, 16% with only fuel and 17% are given other benefits

54% of the entry level professionals were promoted within the last year, 38% within last 6 months and 8% are not promoted since hired.

29% of the entry level employees were given increments between 15% to 20% of their existing salaries this year, 19% were given increments between 20% & 25%, 16% were subject to increments between 25% and 30%, 8% were given increments between 30% and 35% and 8% between 35% & 40%.

Middle Level

There has been a 18.33% increase in 2017 over last year with average national salary of 76,844. Karachi professionals earn Rs. 80,594 per month while average salaries for Lahore professionals remained Rs. 72,835 and Islamabad professionals earn Rs 81,139 per month.

34% of the middle level professionals are entitled to mobile phones and fuel, 29% are provided car and mobile phone as benefits, while 14% are provided with car + mobile phones + fuel and 23% are given other benefits

23% of the middle level professionals were promoted within the last year, 14% within last 6 months, 47% within last two year and 16% more than 2 years ago.

31% of the middle level employees were given increments between 15% to 20% of their existing salaries this year, 9% were given increments between 20% & 25%, 18% were subject to increments between 25% and 30%, 29% were given increments between 30% and 35% and 13% between 35% & 40%.

Senior Level

The 2017 results reveal 3.31% increase over 2016 with average national salary of 94,251. Karachi professionals earn Rs. 94,120 per month while average salaries for Lahore professionals remained 96,404 and Islamabad professionals earn Rs 92,717 per month.

29% of the senior level professionals are entitled to a car, while 31% are provided with fuel + mobile phones, 16% with car + mobile phone and 24% are given other benefits

22% of the senior level professionals were promoted within the last year, 12% within last 6 months, 34% within last two years and 32% more than 2 years ago.

42% of the senior level employees were given increments between 15% to 20% of their existing salaries this year, 17% were given increments between 20% & 25%, 15% were subject to increments between 25% and 30%, 16% were given increments between 30% and 35% and 10% between 35% & 40%.

Programmer Android

The survey included findings from 228 Android Programmers nationwide with 122 (54%) of them working in entry levels and 106 (46%) in middle level. It reveals average national basic monthly salaries of Rs. 60,190 for entry level professionals and Rs. 155,120 for middle level professionals.

Entry Level

The 2017 results reveal 16.99% increase over 2016 with average national salary of Rs. 60,190. Karachi professionals earn Rs. 57,237 per month while average salaries for Lahore professionals remained Rs. 64,444 and Islamabad professionals earn Rs 60,254 per month.

18% of the entry level professionals are entitled to mobile phones, while 9% are provided with fuel + mobile phones, 3% with car + fuel, 27% with only fuel and 43% are given other benefits

31% of the entry level professionals were promoted within the last year, 26% within last 6 months and 43% are not promoted since hired.

32% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 26% were given increments between 15% & 20%, 26% were subject to increments between 20% & 25%, 9% were given increments between 30% & 35% and 7% between 35% & 40%

Middle Level

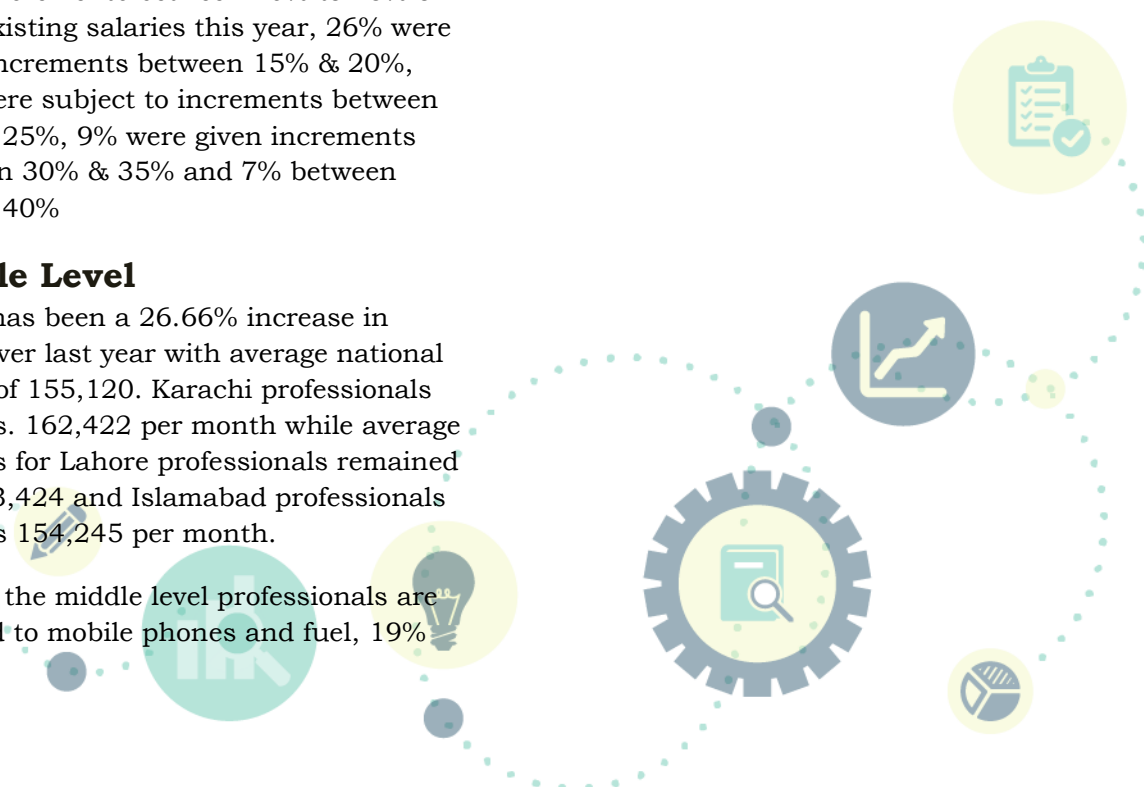
There has been a 26.66% increase in 2017 over last year with average national salary of 155,120. Karachi professionals earn Rs. 162,422 per month while average salaries for Lahore professionals remained Rs. 153,424 and Islamabad professionals earn Rs 154,245 per month.

40% of the middle level professionals are entitled to mobile phones and fuel, 19%

are provided a car and mobile phone as benefits, while 6% are provided with car + mobile phone + fuel and 35% are given other benefits

21% of the middle level professionals were promoted within the last year, 4% within last 6 months, 51% within last two year and 24% more than 2 years ago.

25% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 19% were given increments between 15% & 20%, 21% were subject to increments between 20% and 25%, 23% were given increments between 25% & 30% and 12% between 30% & 35%.



Programmer iOS

The survey included findings from 286 iOS programmers nationwide with 168 (59%) of them working in entry levels and 118 (41%) in middle level. It reveals average national basic monthly salaries of Rs. 63,880 for entry level professionals and Rs. 138,415 for middle level professionals.

Entry Level

The 2017 results reveal 18.77% increase over 2016 with average national salary of Rs. 63,880. Karachi professionals earn Rs. 68,221 per month while average salaries for Lahore professionals remained Rs. 60,489 and Islamabad professionals earn Rs 61,795 per month.

21% of the entry level professionals are entitled to mobile phones, while 7% are provided with fuel + mobile phones, 5% with car + fuel, 26% with only fuel and 41% are given other benefits

29% of the entry level professionals were promoted within the last year, 30% within last 6 months and 41% are not promoted since hired.

28% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 34% were given increments between 15% & 20%, 27% were subject to increments between 20% & 25%, 6% were given increments between 30% & 35% and 5% between 35% & 40%

Middle Level

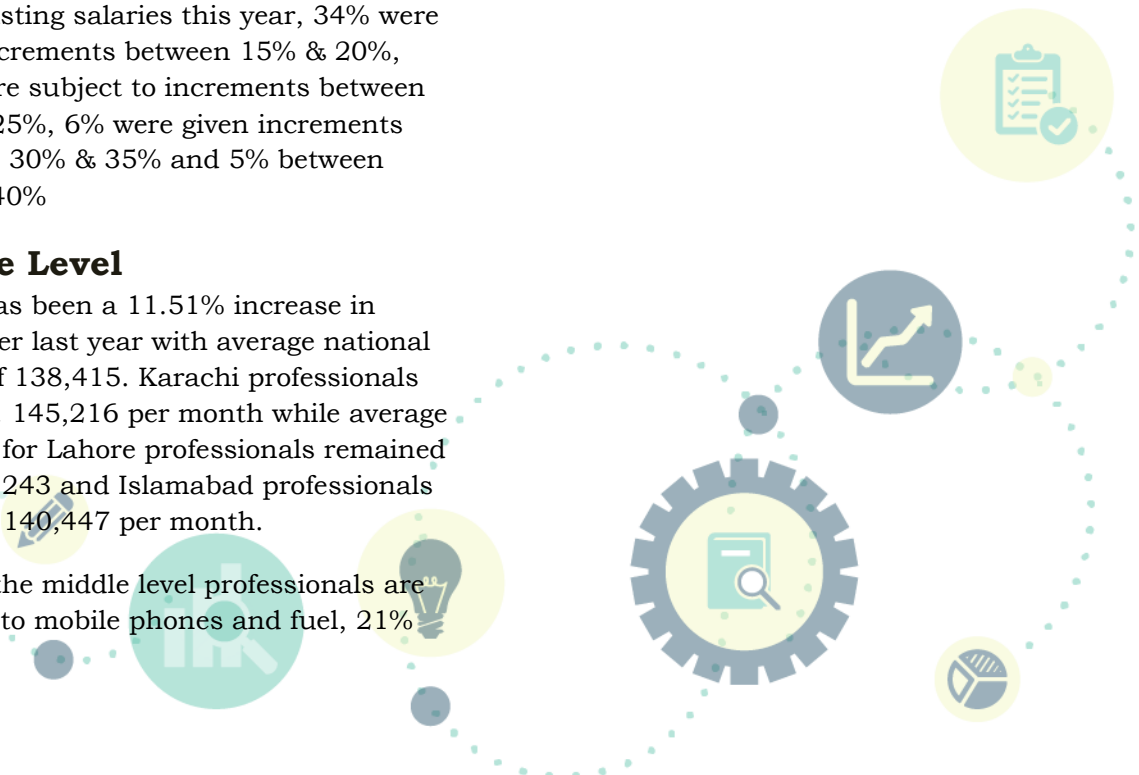
There has been a 11.51% increase in 2017 over last year with average national salary of 138,415. Karachi professionals earn Rs. 145,216 per month while average salaries for Lahore professionals remained Rs. 132,243 and Islamabad professionals earn Rs 140,447 per month.

32% of the middle level professionals are entitled to mobile phones and fuel, 21%

are provided a car and mobile phone as benefits, while 10% are provided with car + mobile phone + fuel and 37% are given other benefits

16% of the middle level professionals were promoted within the last year, 6% within last 6 months, 56% within last two year and 22% more than 2 years ago.

31% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 17% were given increments between 15% & 20%, 19% were subject to increments between 20% and 25%, 19% were given increments between 25% & 30% and 14% between 30% & 35%.



Programmer java

The survey included findings from 410 java programmers nationwide with 171 (42%) of them working in entry levels, 145 (35%) in middle level and 94 (23%) working in senior levels. It reveals average national basic monthly salaries of Rs. 64,233 for entry level professionals, Rs. 116,825 for middle level professionals and Rs. 157,789 for senior level professionals.

Entry Level

The 2017 results reveal 11.83% increase over 2016 with average national salary of Rs. 64,233. Karachi professionals earn Rs. 62,542 per month while average salaries for Lahore professionals remained Rs. 67,186 and Islamabad professionals earn Rs 64,214 per month.

25% of the entry level professionals are entitled to mobile phones, while 10% are provided with fuel + mobile phones, 13% with car + fuel, 20% with only fuel and 32% are given other benefits

36% of the entry level professionals were promoted within the last year, 35% within last 6 months and 29% are not promoted since hired.

34% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 18% were given increments between 15% & 20%, 23% were subject to increments between 20% & 25%, 13% were given increments between 30% & 35% and 12% between 35% & 40%.

Middle Level

There has been a 12.50% increase in 2017 over last year with average national salary of 116,825. Karachi professionals earn Rs. 118,115 per month while average salaries for Lahore professionals remained Rs. 114,230 and Islamabad professionals earn Rs 110,426 per month.

21% of the middle level professionals are entitled to mobile phones and fuel, 23% are provided a car and phone as benefits, while 14% are provided with car + phone + fuel and 42% are given other benefits

26% of the middle level professionals were promoted within the last year, 9% within last 6 months, 36% within last two year and 29% more than 2 years ago.

31% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 26% were given increments between 15% & 20%, 18% were subject to increments between 20% and 25%, 16% were given increments between 25% & 30% and 9% between 30% & 35%.

Senior Level

The 2017 results reveal 9.13% increase over 2016 with average national salary of 157,789. Karachi professionals earn Rs. 165,424 per month while average salaries for Lahore professionals remained Rs. 153,870 and Islamabad professionals earn Rs 150,412 per month.

32% of the senior level professionals are entitled to a car, while 30% are provided with fuel + mobile phones, 12% with car + mobile phone and 26% are given other benefits

15% of the senior level professionals were promoted within the last year, 16% within last 6 months, 37% within last two years and 32% more than 2 years ago.

18% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 25% were given increments between 15% & 20%, 17% were subject to increments between 20% and 25%, 21% were given increments between 25% and 30% and 19% between 35% & 40%.

Programmer.net

The survey included findings from 954 .net programmers nationwide with 420 (44%) of them working in entry levels, 324 (34%) in middle level and 210 (22%) working in senior levels. It reveals average national basic monthly salaries of Rs. 60,908 for entry level professionals, Rs. 95,233 for middle level professionals and Rs. 157,813 for senior level professionals.

Entry Level

The 2017 results reveal 16.41% increase over 2016 with average national salary of Rs. 60,908. Karachi professionals earn Rs. 66,270 per month while average salaries for Lahore professionals remained Rs. 58,730 and Islamabad professionals earn Rs 57,716 per month.

28% of the entry level professionals are entitled to mobile phones, while 11% are provided with fuel + mobile phones, 11% with car + fuel, 19% with only fuel and 31% are given other benefits

38% of the entry level professionals were promoted within the last year, 33% within last 6 months and 29% are not promoted since hired.

32% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 16% were given increments between 15% & 20%, 21% were subject to increments between 20% & 25%, 17% were given increments between 30% & 35% and 14% between 35% & 40%.

Middle Level

There has been a 13.08% increase in 2017 over last year with average national salary of 95,233. Karachi professionals earn Rs. 100,216 per month while average salaries for Lahore professionals remained Rs. 91,720 and Islamabad professionals earn Rs 98,292 per month.

31% of the middle level professionals are entitled to mobile phones and fuel, 17% are provided a car and phone as benefits, while 17% are provided with car + phone + fuel and 35% are given other benefits

28% of the middle level professionals were promoted within the last year, 11% within last 6 months, 30% within last two years and 31% more than 2 years ago.

19% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 24% were given increments between 15% & 20%, 20% were subject to increments between 20% and 25%, 20% were given increments between 25% & 30% and 17% between 30% & 35%.

Senior Level

The 2017 results reveal 13.09% increase over 2016 with average national salary of 157,813. Karachi professionals earn Rs. 164,290 per month while average salaries for Lahore professionals remained Rs. 152,232 and Islamabad professionals earn Rs 150,110 per month.

24% of the senior level professionals are entitled to a car, while 32% are provided with fuel + mobile phones, 14% with car + mobile phone and 30% are given other benefits

14% of the senior level professionals were promoted within the last year, 16% within last 6 months, 38% within last two years and 32% more than 2 years ago.

24% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 30% were given increments between 15% & 20%, 19% were subject to increments between 20% and 25%, 17% were given increments between 25% and 30% and 10% between 35% & 40%.

Programmer Python

The survey included findings from 172 Python programmers nationwide with 70 (40%) of them working in entry levels, 62 (36%) in middle level and 40 (23%) working in senior levels. It reveals average national basic monthly salaries of Rs. 95,880 for entry level professionals, Rs. 124,973 for middle level professionals and Rs. 151,820 for senior level professionals.

Entry Level

The 2017 results reveal 11.97% increase over 2016 with average national salary of Rs. 95,880. Karachi professionals earn Rs. 90,710 per month while average salaries for Lahore professionals remained Rs. 102,130 and Islamabad professionals earn Rs 93,410 per month.

24% of the entry level professionals are entitled to mobile phones, while 15% are provided with fuel + mobile phones, 9% with car + fuel, 21% with only fuel and 31% are given other benefits

30% of the entry level professionals were promoted within the last year, 41% within last 6 months and 29% are not promoted since hired.

29% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 18% were given increments between 15% & 20%, 27% were subject to increments between 20% & 25%, 14% were given increments between 30% & 35% and 12% between 35% & 40%.

Middle Level

There has been a 13.40% increase in 2017 over last year with average national salary of 124,973. Karachi professionals earn Rs. 130,120 per month while average salaries for Lahore professionals remained Rs. 119,440 and Islamabad professionals earn Rs 121,326 per month.

24% of the middle level professionals are entitled to mobile phones and fuel, 16% are provided a car and phone as benefits, while 21% are provided with car + phone + fuel and 39% are given other benefits

26% of the middle level professionals were promoted within the last year, 11% within last 6 months, 31% within last two year and 32% more than 2 years ago.

29% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 23% were given increments between 15% & 20%, 19% were subject to increments between 20% and 25%, 15% were given increments between 25% & 30% and 14% between 30% & 35%.

Senior Level

The 2017 results reveal 4.08% increase over 2016 with average national salary of 151,820. Karachi professionals earn Rs. 154,374 per month while average salaries for Lahore professionals remained Rs. 148,810 and Islamabad professionals earn Rs 150,190 per month.

24% of the senior level professionals are entitled to a car, while 26% are provided with fuel + mobile phones, 19% with car + mobile phone and 31% are given other benefits

22% of the senior level professionals were promoted within the last year, 12% within last 6 months, 33% within last two years and 33% more than 2 years ago.

27% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 23% were given increments between 15% & 20%, 21% were subject to increments between 20% and 25%, 15% were given increments between 25% and 30% and 14% between 35% & 40%.

Programmer Ruby

The survey included findings from 146 Ruby programmers nationwide with 94 (64%) of them working in entry levels and 52 (36%) in middle level. It reveals average national basic monthly salaries of Rs. 73,841 for entry level professionals and Rs. 133,265 for middle level professionals.

Entry Level

The 2017 results reveal 12.32% increase over 2016 with average national salary of Rs. 73,841. Karachi professionals earn Rs. 80,210 per month while average salaries for Lahore professionals remained Rs. 70,414 and Islamabad professionals earn Rs 68,740 per month.

22% of the entry level professionals are entitled to mobile phones, while 9% are provided with fuel + mobile phones, 8% with car + fuel, 23% with only fuel and 38% are given other benefits

36% of the entry level professionals were promoted within the last year, 36% within last 6 months and 28% are not promoted since hired.

45% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 16% were given increments between 15% & 20%, 28% were subject to increments between 20% & 25%, 8% were given increments between 30% & 35% and 3% between 35% & 40%

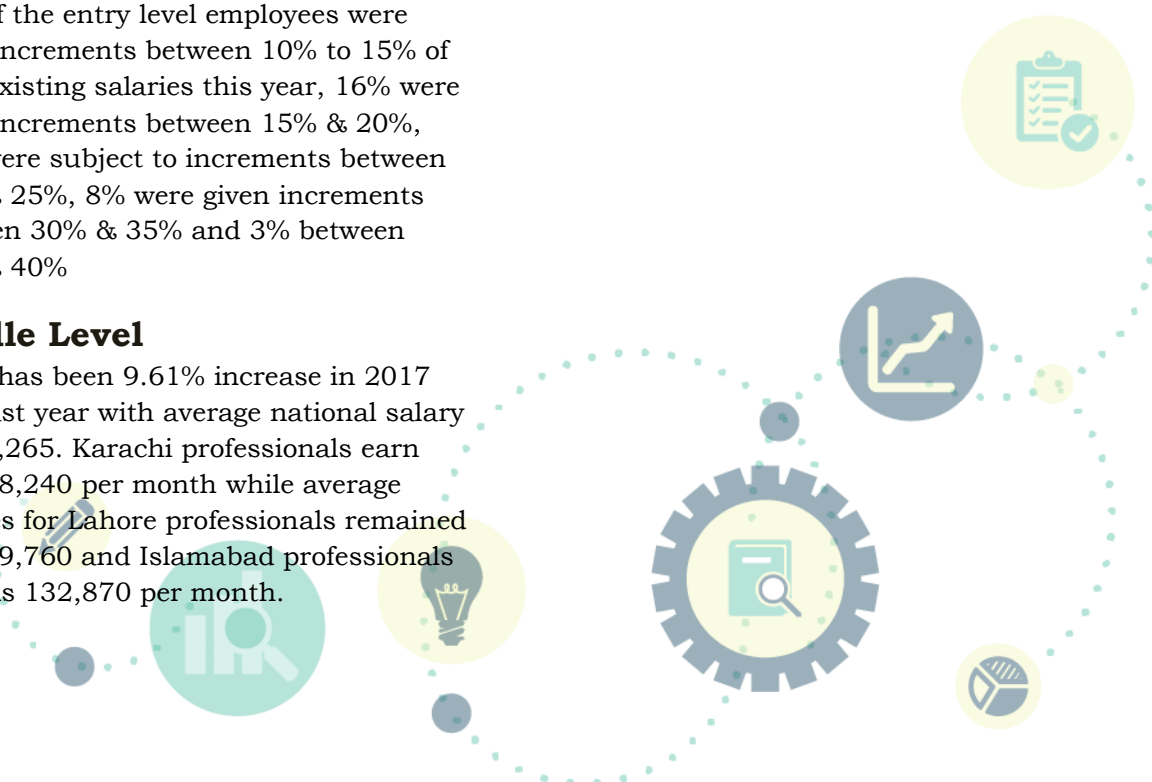
Middle Level

There has been 9.61% increase in 2017 over last year with average national salary of 133,265. Karachi professionals earn Rs. 138,240 per month while average salaries for Lahore professionals remained Rs. 129,760 and Islamabad professionals earn Rs 132,870 per month.

26% of the middle level professionals are entitled to mobile phones and fuel, 18% are provided a car and mobile phone as benefits, while 16% are provided with car + mobile phone + fuel and 40% are given other benefits

10% of the middle level professionals were promoted within the last year, 8% within last 6 months, 45% within last two year and 37% more than 2 years ago.

34% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 13% were given increments between 15% & 20%, 20% were subject to increments between 20% and 25%, 22% were given increments between 25% & 30% and 11% between 30% & 35%.



Programmer Web

The survey included findings from 890 web programmers nationwide with 405 (45%) of them working in entry levels, 324 (36%) in middle level and 162 (18%) working in senior levels. It reveals average national basic monthly salaries of Rs. 58,974 for entry level professionals, Rs. 105,816 for middle level professionals and Rs. 167,980 for senior level professionals.

Entry Level

The 2017 results reveal 18.49% increase over 2016 with average national salary of Rs. 58,974. Karachi professionals earn Rs. 65,372 per month while average salaries for Lahore professionals remained Rs. 55,392 and Islamabad professionals earn Rs 57,230 per month.

28% of the entry level professionals are entitled to mobile phones, while 10% are provided with fuel + mobile phones, 12% with car + fuel, 18% with only fuel and 32% are given other benefits

39% of the entry level professionals were promoted within the last year, 34% within last 6 months and 27% are not promoted since hired.

28% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 18% were given increments between 15% & 20%, 26% were subject to increments between 20% & 25%, 15% were given increments between 30% & 35% and 13% between 35% & 40%.

Middle Level

There has been 16.10% increase in 2017 over last year with average national salary of 105,816. Karachi professionals earn Rs. 116,299 per month while average salaries for Lahore professionals remained Rs. 100,460 and Islamabad professionals earn Rs 106,262 per month.

26% of the middle level professionals are entitled to mobile phones and fuel, 18% are provided a car and phone as benefits, while 17% are provided with car + phone + fuel and 39% are given other benefits

24% of the middle level professionals were promoted within the last year, 11% within last 6 months, 34% within last two year and 31% more than 2 years ago.

29% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 25% were given increments between 15% & 20%, 18% were subject to increments between 20% and 25%, 15% were given increments between 25% & 30% and 13% between 30% & 35%.

Senior Level

The 2017 results reveal 12.82% increase over 2016 with average national salary of 167,980. Karachi professionals earn Rs. 170,960 per month while average salaries for Lahore professionals remained Rs. 164,773 and Islamabad professionals earn Rs 156,730 per month.

28% of the senior level professionals are entitled to a car, while 31% are provided with fuel + mobile phones, 14% with car + mobile phone and 26% are given other benefits

20% of the senior level professionals were promoted within the last year, 14% within last 6 months, 37% within last two years and 29% more than 2 years ago.

19% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 34% were given increments between 15% & 20%, 18% were subject to increments between 20% and 25%, 14% were given increments between 25% and 30% and 15% between 35% & 40%.

Programmer Database Front End

The survey included findings from 374 Database Frontend programmers nationwide with 161 (43%) of them working in entry levels, 125 (33%) in middle level and 88 (24%) working in senior levels. It reveals average national basic monthly salaries of Rs. 74,932 for entry level professionals, Rs. 107,630 for middle level professionals and Rs. 123,615 for senior level professionals.

Entry Level

The 2017 results reveal 19.48% increase over 2016 with average national salary of Rs. 74,932. Karachi professionals earn Rs. 70,484 per month while average salaries for Lahore professionals remained Rs. 77,434 and Islamabad professionals earn Rs 68,920 per month.

16% of the entry level professionals are entitled to mobile phones, while 17% are provided with fuel + mobile phones, 7% with car + fuel, 25% with only fuel and 35% are given other benefits

32% of the entry level professionals were promoted within the last year, 27% within last 6 months and 38% are not promoted since hired.

22% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 29% were given increments between 15% & 20%, 28% were subject to increments between 20% & 25%, 13% were given increments between 30% & 35% and 8% between 35% & 40%.

Middle Level

There has been a 13.87% increase in 2017 over last year with average national salary of 107,630. Karachi professionals earn Rs. 104,270 per month while average salaries for Lahore professionals remained Rs. 113,426 and Islamabad professionals earn Rs 103,496 per month.

29% of the middle level professionals are entitled to mobile phones and fuel, 18% are provided a car and phone as benefits, while 15% are provided with car + phone + fuel and 38% are given other benefits

20% of the middle level professionals were promoted within the last year, 9% within last 6 months, 39% within last two year and 32% more than 2 years ago.

38% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 21% were given increments between 15% & 20%, 20% were subject to increments between 20% and 25%, 13% were given increments between 25% & 30% and 8% between 30% & 35%.

Senior Level

The 2017 results reveal 9.96% increase over 2016 with average national salary of 123,615. Karachi professionals earn Rs. 125,240 per month while average salaries for Lahore professionals remained Rs. 120,422 and Islamabad professionals earn Rs 127,136 per month.

26% of the senior level professionals are entitled to a car, while 32% are provided with fuel + mobile phones, 14% with car + mobile phone and 28% are given other benefits

23% of the senior level professionals were promoted within the last year, 13% within last 6 months, 33% within last two years and 31% more than 2 years ago.

26% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 31% were given increments between 15% & 20%, 16% were subject to increments between 20% and 25%, 17% were given increments between 25% and 30% and 10% between 35% & 40%.

Programmer MS Sharepoint

The survey included findings from 210 Microsoft Sharepoint programmers nationwide with 91 (44%) of them working in entry levels, 69 (33%) in middle level and 50 (24%) working in senior levels. It reveals average national basic monthly salaries of Rs. 66,154 for entry level professionals, Rs. 121,110 for middle level professionals and Rs. 176,520 for senior level professionals.

Entry Level

The 2017 results reveal 19.97% increase over 2016 with average national salary of Rs. 66,154. Karachi professionals earn Rs. 60,278 per month while average salaries for Lahore professionals remained Rs. 70,427 and Islamabad professionals earn Rs 68,738 per month.

18% of the entry level professionals are entitled to mobile phones, while 17% are provided with fuel + mobile phones, 9% with car + fuel, 15% with only fuel and 41% are given other benefits

39% of the entry level professionals were promoted within the last year, 28% within last 6 months and 30% are not promoted since hired.

28% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 25% were given increments between 15% & 20%, 27% were subject to increments between 20% & 25%, 10% were given increments between 30% & 35% and 9% between 35% & 40%.

Middle Level

There has been a 12.25% increase in 2017 over last year with average national salary of 121,110. Karachi professionals earn Rs. 122,420 per month while average salaries for Lahore professionals remained Rs. 118,460 and Islamabad professionals earn Rs 125,270 per month.

26% of the middle level professionals are entitled to mobile phones and fuel, 18% are provided a car and phone as benefits, while 13% are provided with car + phone + fuel and 43% are given other benefits

19% of the middle level professionals were promoted within the last year, 10% within last 6 months, 41% within last two year and 30% more than 2 years ago.

26% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 23% were given increments between 15% & 20%, 20% were subject to increments between 20% and 25%, 19% were given increments between 25% & 30% and 12% between 30% & 35%.

Senior Level

The 2017 results reveal 15.20% increase over 2016 with average national salary of 176,520. Karachi professionals earn Rs. 200,415 per month while average salaries for Lahore professionals remained Rs. 165,702 and Islamabad professionals earn Rs 170,370 per month.

19% of the senior level professionals are entitled to a car, while 37% are provided with fuel + mobile phones, 16% with car + mobile phone and 30% are given other benefits

13% of the senior level professionals were promoted within the last year, 15% within last 6 months, 41% within last two years and 31% more than 2 years ago.

21% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 36% were given increments between 15% & 20%, 18% were subject to increments between 20% and 25%, 15% were given increments between 25% and 30% and 10% between 35% & 40%.

Programmer MS Dynamics

The survey included findings from 224 Microsoft Dynamics professionals nationwide with 90 (40%) of them working in entry levels, 69 (31%) in middle level and 65 (29%) working in senior levels. It reveals average national basic monthly salaries of Rs. 66,884 for entry level professionals, Rs. 112,840 for middle level professionals and Rs. 154,231 for senior level professionals.

Entry Level

The 2017 results reveal 23.57% increase over 2016 with average national salary of Rs. 66,884. Karachi professionals earn Rs. 62,384 per month while average salaries for Lahore professionals remained Rs. 70,330 and Islamabad professionals earn Rs 64,299 per month.

22% of the entry level professionals are entitled to mobile phones, while 15% are provided with fuel + mobile phones, 16% with car + fuel, 13% with only fuel and 34% are given other benefits

23% of the entry level professionals were promoted within the last year, 38% within last 6 months and 36% are not promoted since hired.

19% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 23% were given increments between 15% & 20%, 28% were subject to increments between 20% & 25%, 18% were given increments between 30% & 35% and 11% between 35% & 40%.

Middle Level

There has been a 8.26% increase in 2017 over last year with average national salary of 112,840. Karachi professionals earn Rs. 121,148 per month while average salaries for Lahore professionals remained Rs. 109,756 and Islamabad professionals earn Rs 115,294 per month.

21% of the middle level professionals are entitled to mobile phones and fuel, 19% are provided a car and phone as benefits, while 16% are provided with car + phone + fuel and 44% are given other benefits

29% of the middle level professionals were promoted within the last year, 7% within last 6 months, 37% within last two year and 27% more than 2 years ago.

18% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 26% were given increments between 15% & 20%, 21% were subject to increments between 20% and 25%, 22% were given increments between 25% & 30% and 13% between 30% & 35%.

Senior Level

The 2017 results reveal 7.95% increase over 2016 with average national salary of 154,231. Karachi professionals earn Rs. 160,290 per month while average salaries for Lahore professionals remained Rs. 152,363 and Islamabad professionals earn Rs 165,352 per month.

20% of the senior level professionals are entitled to a car, while 36% are provided with fuel + mobile phones, 17% with car + mobile phone and 30% are given other benefits

21% of the senior level professionals were promoted within the last year, 13% within last 6 months, 35% within last two years and 31% more than 2 years ago.

18% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 35% were given increments between 15% & 20%, 19% were subject to increments between 20% and 25%, 17% were given increments between 25% and 30% and 11% between 35% & 40%.

Game Designer

The survey included findings from 136 Game Designers nationwide with 54 (40%) of them working in entry levels, 44 (33%) in middle level and 37 (28%) working in senior levels. It reveals average national basic monthly salaries of Rs. 83,918 for entry level Game Designers, Rs. 139,256 for middle level professionals and Rs. 176,845 for senior level professionals.

Entry Level

The 2017 results reveal 38.52% increase over 2016 with average national salary of Rs. 83,918. Karachi professionals earn Rs. 78,410 per month while average salaries for Lahore professionals remained Rs. 87,126 and Islamabad professionals earn Rs 80,620 per month.

24% of the entry level professionals are entitled to mobile phones, while 27% are provided with fuel + mobile phones, 8% with car + fuel, 12% with only fuel and 29% are given other benefits

49% of the entry level professionals were promoted within the last year, 34% within last 6 months and 17% are not promoted since hired.

21% of the entry level employees were given increments between 15% to 20% of their existing salaries this year, 32% were given increments between 20% & 25%, 11% were subject to increments between 25% and 30%, 9% were given increments between 30% and 35%, 12% between 35% & 40% and 4% between 10% to 15%.

Middle Level

There has been a 16.56% increase in 2017 over last year with average national salary of 139,256. Karachi professionals earn Rs. 132,794 per month while average salaries for Lahore professionals remained Rs. 145,199 and Islamabad professionals earn Rs 140,299 per month.

Note: For this role the Entry level denotes 0-2 years of experience, Middle 2-4 years of experience and Senior reflects 4+ years of experience.

24% of the middle level professionals are entitled to mobile phones and fuel, 32% are provided car and mobile as benefits, while 14% are provided with car + mobile phones + fuel and 30% are given other benefits

18% of the middle level professionals were promoted within the last year, 12% within last 6 months, 52% within last two year and 18% more than 2 years ago.

35% of the middle level employees were given increments between 15% to 20% of their existing salaries this year, 14% were given increments between 20% & 25%, 22% were subject to increments between 25% and 30%, 17% were given increments between 30% and 35% and 12% between 35% & 40%.

Senior Level

The 2017 results reveal 18.24% increase over 2016 with average national salary of 176,845. Karachi professionals earn Rs. 171,151 per month while average salaries for Lahore professionals remained 181,226 and Islamabad professionals earn Rs 174,907 per month.

47% of the senior level professionals are entitled to a car, while 25% are provided with fuel + mobile phones, 13% with car + mobile phone and 15% are given other benefits

19% of the senior level professionals were promoted within the last year, 8% within last 6 months, 45% within last two years and 28% more than 2 years ago.

43% of the senior level employees were given increments between 15% to 20% of their existing salaries this year, 21% were given increments between 20% & 25%, 25% were subject to increments between 25% and 30%, 6% were given increments between 30% and 35% and 5% between 35% & 40%.

Game Producer

Middle Level

There has been a 14.72% increase in 2017 over last year with average national salary of 101,471 for middle level game producers.

21% of the middle level professionals are entitled to mobile phones and fuel, 51% are provided car and mobile as benefits, while 20% are provided with car + mobile phones + fuel and 6% are given other benefits

28% of the middle level professionals were promoted within the last year, 17% within last 6 months, 48% within last two year and 7% more than 2 years ago.

24% of the middle level employees were given increments between 15% to 20% of their existing salaries this year, 16% were given increments between 20% & 25%, 22% were subject to increments between 25% and 30%, 16% were given increments between 30% and 35% and 22% between 35% & 40%.

Note: For this role the Entry level denotes 0-2 years of experience, Middle 2-4 years of experience and Senior reflects 4+ years of experience.



Game Product Manager

Senior Level

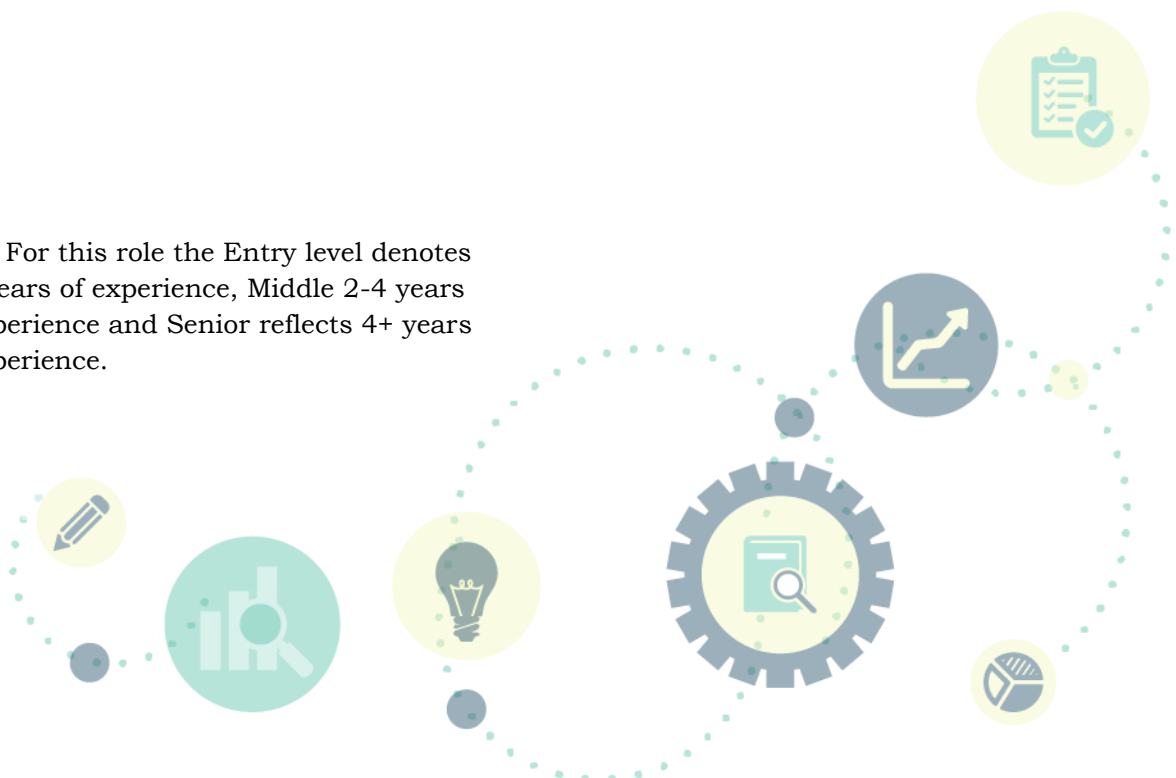
The 2017 results reveal 19.36% increase over 2016 with average national salary of 345,120.

46% of the senior level professionals are entitled to a car, while 19% are provided with fuel + mobile phones, 27% with car + mobile phone and 8% are given other benefits

24% of the senior level professionals were promoted within the last year, 9% within last 6 months, 46% within last two years and 21% more than 2 years ago.

47% of the senior level employees were given increments between 15% to 20% of their existing salaries this year, 19% were given increments between 20% & 25%, 17% were subject to increments between 25% and 30%, 7% were given increments between 30% and 35% and 10% between 35% & 40%.

Note: For this role the Entry level denotes 0-2 years of experience, Middle 2-4 years of experience and Senior reflects 4+ years of experience.



Database Administrator

The survey included findings from 184 Database Administrators nationwide with 71 (39%) of them working in entry levels, 66 (36%) in middle level and 47 (26%) working in senior levels. It reveals average national basic monthly salaries of Rs. 67,891 for entry level Database Administrators, Rs. 102,960 for middle level professionals and Rs. 162,366 for senior level professionals.

Entry Level

The 2017 results reveal 21.49% increase over 2016 with average national salary of Rs. 67,175. Karachi professionals earn Rs. 70,422 per month while average salaries for Lahore professionals remained Rs. 65,992 and Islamabad professionals earn Rs 66,345 per month.

22% of the entry level professionals are entitled to mobile phones, while 23% are provided with fuel + mobile phones, 13% with car + fuel, 11% with only fuel and 31% are given other benefits

51% of the entry level professionals were promoted within the last year, 23% within last 6 months and 26% are not promoted since hired.

29% of the entry level employees were given increments between 15% to 20% of their existing salaries this year, 27% were given increments between 20% & 25%, 16% were subject to increments between 25% and 30%, 9% were given increments between 30% and 35%, 12% between 35% & 40% and 7% between 10% to 15%.

Middle Level

There has been a 15.73% increase in 2017 over last year with average national salary of 102,960. Karachi professionals earn Rs. 105,396 per month while average salaries for Lahore professionals remained Rs. 100,793 and Islamabad professionals earn Rs 99,582 per month.

27% of the middle level professionals are entitled to mobile phones and fuel, 18% are provided car and mobile as benefits, while 20% are provided with car + mobile phones + fuel and 35% are given other benefits

16% of the middle level professionals were promoted within the last year, 12% within last 6 months, 54% within last two year and 18% more than 2 years ago.

46% of the middle level employees were given increments between 15% to 20% of their existing salaries this year, 20% were given increments between 20% & 25%, 18% were subject to increments between 25% and 30%, 7% were given increments between 30% and 35% and 9% between 35% & 40%.

Senior Level

The 2017 results reveal 10.62% increase over 2016 with average national salary of 162,366. Karachi professionals earn Rs. 170,260 per month while average salaries for Lahore professionals remained 159,972 and Islamabad professionals earn Rs 150,850 per month.

41% of the senior level professionals are entitled to a car, while 23% are provided with fuel + mobile phones, 22% with car + mobile phone and 14% are given other benefits

16% of the senior level professionals were promoted within the last year, 8% within last 6 months, 54% within last two years and 22% more than 2 years ago.

15% of the senior level employees were given increments between 15% to 20% of their existing salaries this year, 31% were given increments between 20% & 25%, 25% were subject to increments between 25% and 30%, 15% were given increments between 30% and 35% and 14% between 35% & 40%.

Graphics Designer

The survey included findings from 374 Graphic Designers nationwide with 151 (40%) of them working in entry levels, 134 (36%) in middle level and 89 (24%) working in senior levels. It reveals average national basic monthly salaries of Rs. 61,175 for entry level Graphic Designers, Rs. 93,965 for middle level professionals and Rs. 138,960 for senior level professionals.

Entry Level

The 2017 results reveal 27.07% increase over 2016 with average national salary of Rs. 61,175. Karachi professionals earn Rs. 65,281 per month while average salaries for Lahore professionals remained Rs. 60,751 and Islamabad professionals earn Rs 55,840 per month.

29% of the entry level professionals are entitled to mobile phones, while 29% are provided with fuel + mobile phones, 9% with car + fuel, 17% with only fuel and 16% are given other benefits

44% of the entry level professionals were promoted within the last year, 34% within last 6 months and 22% are not promoted since hired.

35% of the entry level employees were given increments between 15% to 20% of their existing salaries this year, 27% were given increments between 20% & 25%, 12% were subject to increments between 25% and 30%, 4% were given increments between 30% and 35%, 8% between 35% & 40% and 14% between 10% to 15%.

Middle Level

There has been a 26.59% increase in 2017 over last year with average national salary of 93,965. Karachi professionals earn Rs. 98,419 per month while average salaries for Lahore professionals remained Rs. 91,195 and Islamabad professionals earn Rs 100,245 per month.

19% of the middle level professionals are entitled to mobile phones and fuel, 26% are provided a car and mobile as benefits, while 21% are provided with car + mobile phone + fuel and 34% are given other benefits

14% of the middle level professionals were promoted within the last year, 7% within last 6 months, 54% within last two year and 25% more than 2 years ago.

38% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 24% were given increments between 15% & 20%, 17% were subject to increments between 20% and 25%, 13% were given increments between 25% and 30% and 8% between 30% & 35%.

Senior Level

The 2017 results reveal 20.79% increase over 2016 with average national salary of 138,960. Karachi professionals earn Rs. 150,790 per month while average salaries for Lahore professionals remained 130,289 and Islamabad professionals earn Rs 137,794 per month.

21% of the senior level professionals are entitled to a car, while 45% are provided with fuel + mobile phones, 8% with car + mobile phone and 26% are given other benefits

35% of the senior level professionals were promoted within the last year, 6% within last 6 months, 31% within last two years and 28% more than 2 years ago.

38% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 26% were given increments between 15% & 20%, 15% were subject to increments between 20% and 25%, 12% were given increments between 25% and 30% and 9% between 35% & 40%.

Helpdesk / Support

The survey included findings from 456 Helpdesk / Support professionals nationwide with 222 (49%) of them working in entry levels, 160 (35%) in middle level and 74 (16%) working in senior levels. It reveals average national basic monthly salaries of Rs. 51,244 for entry level professionals, Rs. 78,142 for middle level professionals and Rs. 128,367 for senior level professionals.

Entry Level

The 2017 results reveal 27.31% increase over 2016 with average national salary of Rs. 51,244. Karachi professionals earn Rs. 50,230 per month while average salaries for Lahore professionals remained Rs. 54,285 and Islamabad professionals earn Rs 49,748 per month.

18% of the entry level professionals are entitled to mobile phones, while 9% are provided with fuel + mobile phones, 3% with car + fuel, 26% with only fuel and 44% are given other benefits

37% of the entry level professionals were promoted within the last year, 24% within last 6 months and 39% are not promoted since hired.

41% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 29% were given increments between 15% & 20%, 18% were subject to increments between 20% & 25%, 5% were given increments between 30% & 35% and 7% between 35% & 40%

Middle Level

There has been a 20.47% increase in 2017 over last year with average national salary of 78,142. Karachi professionals earn Rs. 75,491 per month while average salaries for Lahore professionals remained Rs. 80,424 and Islamabad professionals earn Rs 71,210 per month.

37% of the middle level professionals are entitled to mobile phones and fuel, 8% are provided a car and mobile phone as benefits, while 8% are provided with car + mobile phone + fuel and 47% are given other benefits

12% of the middle level professionals were promoted within the last year, 4% within last 6 months, 52% within last two year and 32% more than 2 years ago.

26% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 15% were given increments between 15% & 20%, 25% were subject to increments between 20% and 25%, 23% were given increments between 25% & 30% and 11% between 30% & 35%.

Senior Level

The 2017 results reveal 9.95% increase over 2016 with average national salary of 128,367. Karachi professionals earn Rs. 125,412 per month while average salaries for Lahore professionals remained Rs. 132,819 and Islamabad professionals earn Rs 136,124 per month.

14% of the senior level professionals are entitled to a car, while 44% are provided with fuel + mobile phones, 16% with car + mobile phone and 26% are given other benefits

23% of the senior level professionals were promoted within the last year, 8% within last 6 months, 43% within last two years and 26% more than 2 years ago.

34% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 35% were given increments between 15% & 20%, 14% were subject to increments between 20% and 25%, 13% were given increments between 25% and 30% and 4% between 35% & 40%.

Product Manager

The survey included findings from 128 Product Managers nationwide with 80 (63%) of them working in middle level and 48 (38%) working in senior levels. It reveals average national basic monthly salaries of Rs. 143,842 for middle level professionals and Rs. 260,920 for senior level professionals.

Middle Level

There has been a 14.17% increase in 2017 over last year with average national salary of 143,842. Karachi professionals earn Rs. 135,731 per month while average salaries for Lahore professionals remained Rs. 149,720 and Islamabad professionals earn Rs 145,129 per month.

13% of the middle level professionals are entitled to mobile phones and fuel, 37% are provided a car and mobile phone as benefits, while 18% are provided with car + mobile phone + fuel and 32% are given other benefits

24% of the middle level professionals were promoted within the last year, 15% within last 6 months, 40% within last two years and 21% more than 2 years ago.

22% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 31% were given increments between 15% & 20%, 21% were subject to increments between 20% and 25%, 13% were given increments between 25% & 30% and 13% between 30% & 35%.

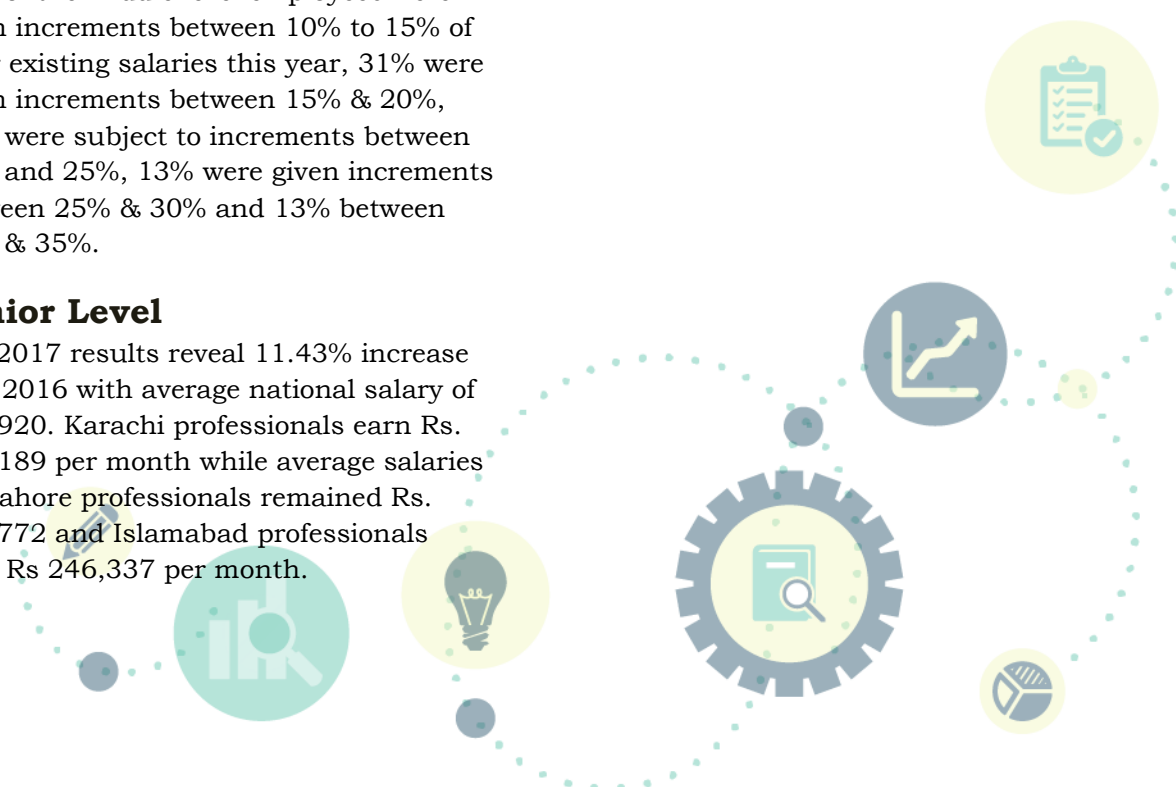
Senior Level

The 2017 results reveal 11.43% increase over 2016 with average national salary of 260,920. Karachi professionals earn Rs. 264,189 per month while average salaries for Lahore professionals remained Rs. 255,772 and Islamabad professionals earn Rs 246,337 per month.

46% of the senior level professionals are entitled to a car, while 18% are provided with fuel + mobile phones, 27% with car + mobile phone and 9% are given other benefits

27% of the senior level professionals were promoted within the last year, 11% within last 6 months, 39% within last two years and 23% more than 2 years ago.

32% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 25% were given increments between 15% & 20%, 16% were subject to increments between 20% and 25%, 22% were given increments between 25% and 30% and 5% between 35% & 40%.



Project Manager

The survey included findings from 266 Project Managers nationwide with 158 (59%) of them working in middle level and 108 (41%) working in senior levels. It reveals average national basic monthly salaries of Rs. 147,175 for middle level professionals and Rs. 200,198 for senior level professionals.

Middle Level

There has been a 16.03% increase in 2017 over last year with average national salary of 147,175. Karachi professionals earn Rs. 152,221 per month while average salaries for Lahore professionals remained Rs. 144,778 and Islamabad professionals earn Rs 140,204 per month.

23% of the middle level professionals are entitled to mobile phones and fuel, 42% are provided a car and mobile phone as benefits, while 11% are provided with car + mobile phone + fuel and 24% are given other benefits

19% of the middle level professionals were promoted within the last year, 15% within last 6 months, 43% within last two years and 23% more than 2 years ago.

31% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 36% were given increments between 15% & 20%, 14% were subject to increments between 20% and 25%, 11% were given increments between 25% & 30% and 8% between 30% & 35%.

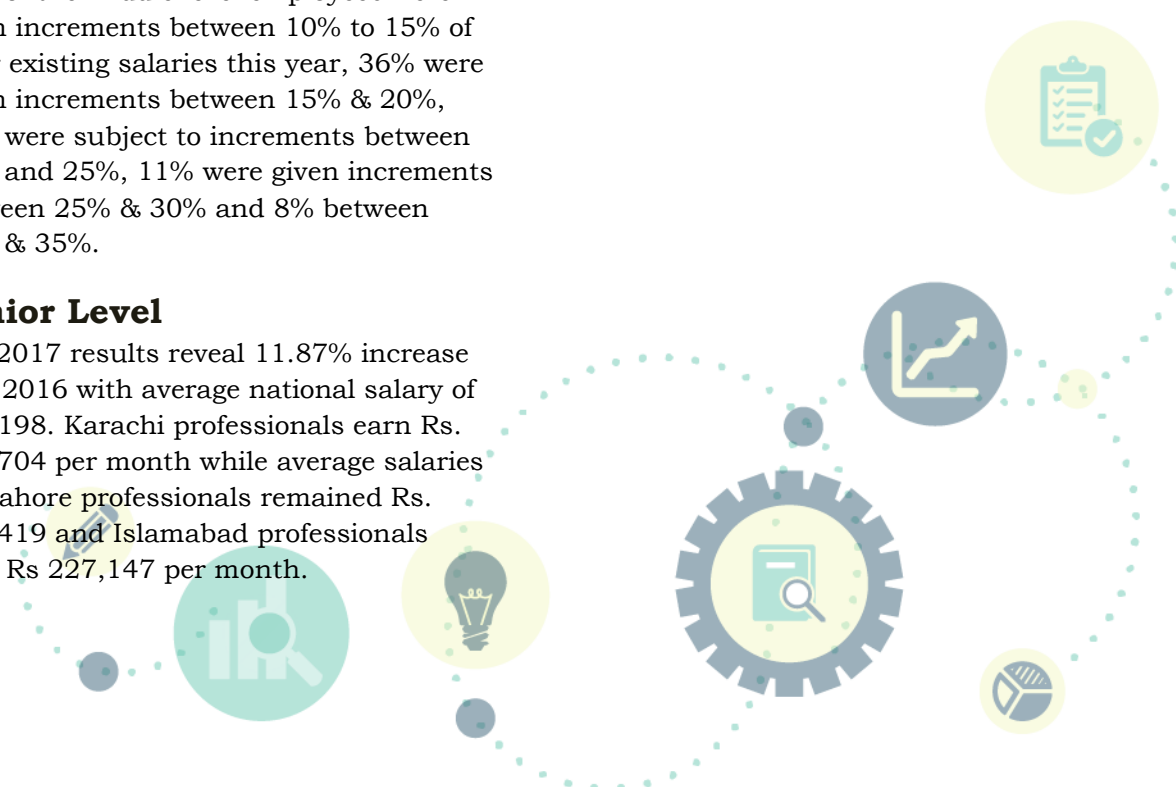
Senior Level

The 2017 results reveal 11.87% increase over 2016 with average national salary of 200,198. Karachi professionals earn Rs. 191,704 per month while average salaries for Lahore professionals remained Rs. 207,419 and Islamabad professionals earn Rs 227,147 per month.

28% of the senior level professionals are entitled to a car, while 12% are provided with fuel + mobile phones, 38% with car + mobile phone and 22% are given other benefits

28% of the senior level professionals were promoted within the last year, 14% within last 6 months, 20% within last two years and 38% more than 2 years ago.

36% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 25% were given increments between 15% & 20%, 19% were subject to increments between 20% and 25%, 14% were given increments between 25% and 30% and 6% between 35% & 40%.



Software Development Manager

The survey included findings from 246 Software Development Managers nationwide with 134 (54%) of them working in middle level and 112 (46%) working in senior levels. It reveals average national basic monthly salaries of Rs. 164,390 for middle level professionals and Rs. 238,475 for senior level professionals.

Middle Level

There has been a 27.11% increase in 2017 over last year with average national salary of 164,390. Karachi professionals earn Rs. 170,714 per month while average salaries for Lahore professionals remained Rs. 160,996 and Islamabad professionals earn Rs 158,247 per month.

16% of the middle level professionals are entitled to mobile phones and fuel, 39% are provided a car and mobile phone as benefits, while 23% are provided with car + mobile phone + fuel and 22% are given other benefits

26% of the middle level professionals were promoted within the last year, 12% within last 6 months, 33% within last two years and 29% more than 2 years ago.

29% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 28% were given increments between 15% & 20%, 15% were subject to increments between 20% and 25%, 20% were given increments between 25% & 30% and 8% between 30% & 35%.

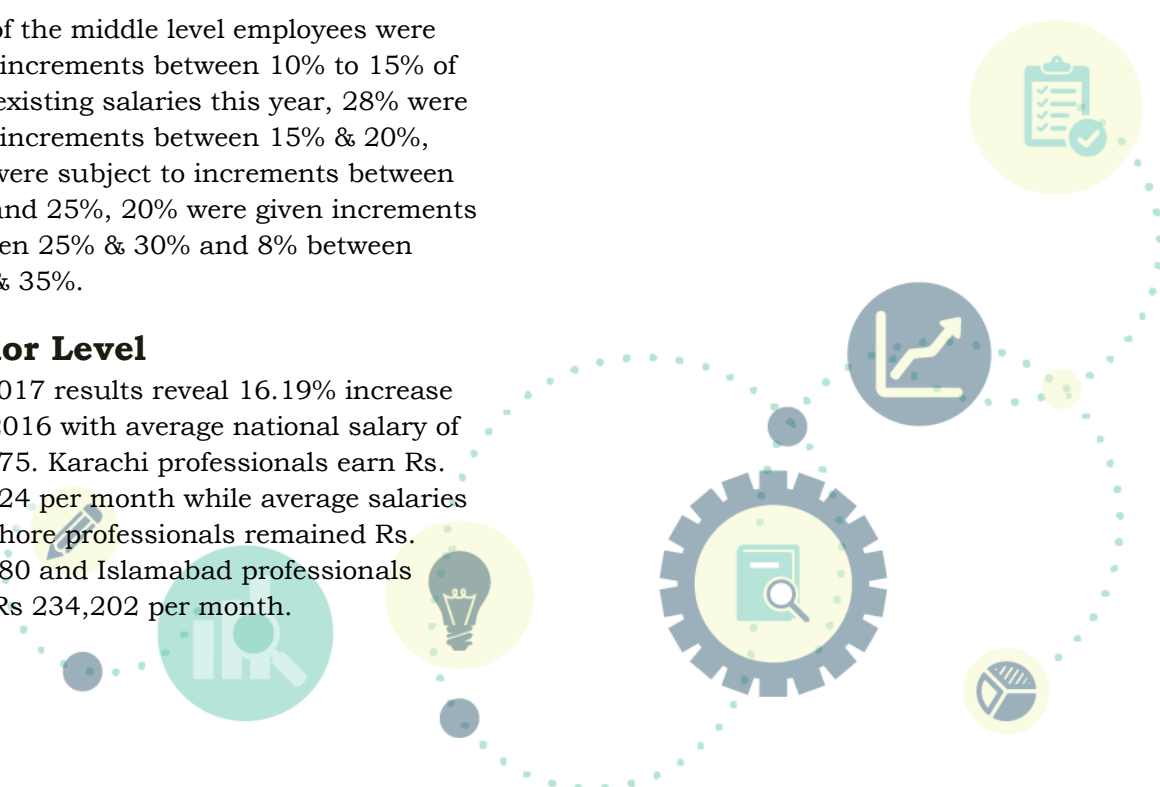
Senior Level

The 2017 results reveal 16.19% increase over 2016 with average national salary of 238,475. Karachi professionals earn Rs. 250,224 per month while average salaries for Lahore professionals remained Rs. 231,780 and Islamabad professionals earn Rs 234,202 per month.

33% of the senior level professionals are entitled to a car, while 20% are provided with fuel + mobile phones, 23% with car + mobile phone + fuel and 24% are given other benefits

28% of the senior level professionals were promoted within the last year, 7% within last 6 months, 36% within last two years and 29% more than 2 years ago.

29% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 34% were given increments between 15% & 20%, 16% were subject to increments between 20% and 25%, 14% were given increments between 25% and 30% and 7% between 35% & 40%.



Team Lead

The survey included findings from 394 Team Leaders nationwide with 226 (57%) of them working in middle level and 168 (43%) working in senior levels. It reveals average national basic monthly salaries of Rs. 124,310 for middle level professionals and Rs. 220,962 for senior level professionals.

Middle Level

There has been a 14.09% increase in 2017 over last year with average national salary of 124,310. Karachi professionals earn Rs. 130,201 per month while average salaries for Lahore professionals remained Rs. 121,473 and Islamabad professionals earn Rs 129,218 per month.

14% of the middle level professionals are entitled to mobile phones + fuel, 41% are provided a car + mobile phone as benefits, while 36% are provided with car + mobile phone + fuel and 9% are given other benefits

20% of the middle level professionals were promoted within the last year, 13% within last 6 months, 37% within last two years and 30% more than 2 years ago.

38% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 31% were given increments between 15% & 20%, 14% were subject to increments between 20% and 25%, 10% were given increments between 25% & 30% and 7% between 30% & 35%.

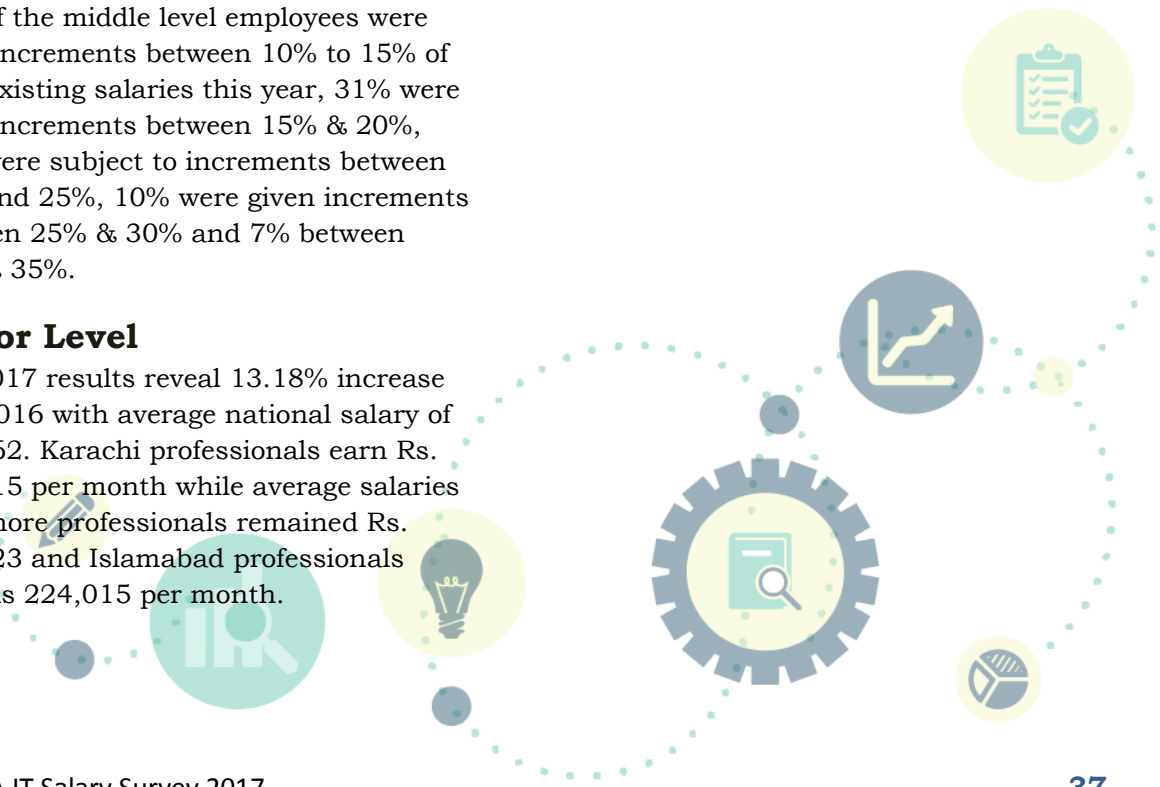
Senior Level

The 2017 results reveal 13.18% increase over 2016 with average national salary of 220,962. Karachi professionals earn Rs. 238,215 per month while average salaries for Lahore professionals remained Rs. 211,423 and Islamabad professionals earn Rs 224,015 per month.

38% of the senior level professionals are entitled to a car, while 15% are provided with fuel + mobile phones, 36% with car + mobile phone + fuel and 11% are given other benefits

28% of the senior level professionals were promoted within the last year, 5% within last 6 months, 40% within last two years and 27% more than 2 years ago.

36% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 26% were given increments between 15% & 20%, 17% were subject to increments between 20% and 25%, 16% were given increments between 25% and 30% and 5% between 35% & 40%.



Quality Assurance

The survey included findings from 862 Quality Assurance professionals nationwide with 359 (42%) of them working in entry levels, 329 (38%) in middle level and 174 (20%) working in senior levels. It reveals average national basic monthly salaries of Rs. 72,540 for entry level professionals, Rs. 89,751 for middle level professionals and Rs. 137,822 for senior level professionals.

Entry Level

The 2017 results reveal 13.13% increase over 2016 with average national salary of Rs. 72,540. Karachi professionals earn Rs. 77,216 per month while average salaries for Lahore professionals remained Rs. 71,104 and Islamabad professionals earn Rs 69,928 per month.

14% of the entry level professionals are entitled to mobile phones, while 9% are provided with fuel + mobile phones, 5% with car + fuel, 27% with only fuel and 45% are given other benefits

29% of the entry level professionals were promoted within the last year, 29% within last 6 months and 42% are not promoted since hired.

38% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 24% were given increments between 15% & 20%, 26% were subject to increments between 20% & 25%, 5% were given increments between 30% & 35% and 7% between 35% & 40%

Middle Level

There has been a 16.63% increase in 2017 over last year with average national salary of 119,478. Karachi professionals earn Rs. 127,706 per month while average salaries for Lahore professionals remained Rs. 114,714 and Islamabad professionals earn Rs 110,543 per month.

38% of the middle level professionals are entitled to mobile phones and fuel, 11% are provided a car and mobile as benefits, while 8% are provided with car + mobile phone + fuel and 43% are given other benefits

21% of the middle level professionals were promoted within the last year, 4% within last 6 months, 51% within last two year and 24% more than 2 years ago.

29% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 19% were given increments between 15% & 20%, 16% were subject to increments between 20% and 25%, 23% were given increments between 25% & 30% and 13% between 30% & 35%.

Senior Level

The 2017 results reveal 10.60% increase over 2016 with average national salary of 137,822. Karachi professionals earn Rs. 144,258 per month while average salaries for Lahore professionals remained Rs. 132,405 and Islamabad professionals earn Rs 140,250 per month.

26% of the senior level professionals are entitled to a car, while 32% are provided with fuel + mobile phones, 18% with car + mobile phone and 24% are given other benefits

16% of the senior level professionals were promoted within the last year, 11% within last 6 months, 44% within last two years and 29% more than 2 years ago.

42% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 27% were given increments between 15% & 20%, 13% were subject to increments between 20% and 25%, 14% were given increments between 25% and 30% and 4% between 35% & 40%.

Data Miner / Data Scientist

The survey included findings from 268 Data Miners & Scientists nationwide with 102 (38%) of them working in entry levels, 94 (35%) in middle level and 72 (27%) working in senior levels. It reveals average national basic monthly salaries of Rs. 64,674 for entry level professionals, Rs. 119,478 for middle level professionals and Rs. 233,470 for senior level professionals.

Entry Level

The 2017 results reveal 32.69% increase over 2016 with average national salary of Rs. 64,674. Karachi professionals earn Rs. 62,428 per month while average salaries for Lahore professionals remained Rs. 70,427 and Islamabad professionals earn Rs 60,801 per month.

22% of the entry level professionals are entitled to mobile phones, while 15% are provided with fuel + mobile phones, 4% with car + fuel, 20% with only fuel and 39% are given other benefits

29% of the entry level professionals were promoted within the last year, 30% within last 6 months and 41% are not promoted since hired.

16% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 24% were given increments between 15% & 20%, 30% were subject to increments between 20% & 25%, 19% were given increments between 30% & 35% and 11% between 35% & 40%.

Middle Level

There has been a 24.94% increase in 2017 over last year with average national salary of 119,478. Karachi professionals earn Rs. 126,401 per month while average salaries for Lahore professionals remained Rs. 112,493 and Islamabad professionals earn Rs 130,188 per month.

31% of the middle level professionals are entitled to mobile phones and fuel, 14% are provided a car and phone as benefits, while 10% are provided with car + phone + fuel and 45% are given other benefits

15% of the middle level professionals were promoted within the last year, 6% within last 6 months, 49% within last two year and 30% more than 2 years ago.

29% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 15% were given increments between 15% & 20%, 22% were subject to increments between 20% and 25%, 24% were given increments between 25% & 30% and 10% between 30% & 35%.

Senior Level

The 2017 results reveal 23.02% increase over 2016 with average national salary of 233,470. Karachi professionals earn Rs. 240,276 per month while average salaries for Lahore professionals remained Rs. 229,478 and Islamabad professionals earn Rs 236,275 per month.

23% of the senior level professionals are entitled to a car, while 35% are provided with fuel + mobile phones, 10% with car + mobile and 32% are given other benefits

19% of the senior level professionals were promoted within the last year, 13% within last 6 months, 37% within last two years and 31% more than 2 years ago.

26% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 42% were given increments between 15% & 20%, 17% were subject to increments between 20% and 25%, 11% were given increments between 25% and 30% and 4% between 35% & 40%.

Technical Writer

The survey included findings from 302 Technical Writers nationwide with 118 (39%) of them working in entry levels, 105 (35%) in middle level and 79 (26%) working in senior levels. It reveals average national basic monthly salaries of Rs. 67,541 for entry level professionals, Rs. 85,629 for middle level professionals and Rs. 148,620 for senior level professionals.

Entry Level

The 2017 results reveal 19.73% increase over 2016 with average national salary of Rs. 67,541. Karachi professionals earn Rs. 70,456 per month while average salaries for Lahore professionals remained Rs. 65,261 and Islamabad professionals earn Rs 64,731 per month.

16% of the entry level professionals are entitled to mobile phones, while 19% are provided with fuel + mobile phones, 7% with car + fuel, 17% with only fuel and 41% are given other benefits

38% of the entry level professionals were promoted within the last year, 27% within last 6 months and 32% are not promoted since hired.

23% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 27% were given increments between 15% & 20%, 28% were subject to increments between 20% & 25%, 13% were given increments between 30% & 35% and 8% between 35% & 40%.

Middle Level

There has been a 18.67% increase in 2017 over last year with average national salary of 85,629. Karachi professionals earn Rs. 84,447 per month while average salaries for Lahore professionals remained Rs. 86,535 and Islamabad professionals earn Rs 80,941 per month.

27% of the middle level professionals are entitled to mobile phones and fuel, 15% are provided a car and phone as benefits, while 14% are provided with car + phone + fuel and 44% are given other benefits

16% of the middle level professionals were promoted within the last year, 8% within last 6 months, 44% within last two year and 32% more than 2 years ago.

26% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 21% were given increments between 15% & 20%, 22% were subject to increments between 20% and 25%, 23% were given increments between 25% & 30% and 8% between 30% & 35%.

Senior Level

The 2017 results reveal 26.12% increase over 2016 with average national salary of 148,620. Karachi professionals earn Rs. 154,409 per month while average salaries for Lahore professionals remained Rs. 143,901 and Islamabad professionals earn Rs 150,230 per month.

23% of the senior level professionals are entitled to a car, while 34% are provided with fuel + mobile phones, 14% with car + mobile phone and 29% are given other benefits

18% of the senior level professionals were promoted within the last year, 14% within last 6 months, 38% within last two years and 30% more than 2 years ago.

22% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 35% were given increments between 15% & 20%, 17% were subject to increments between 20% and 25%, 16% were given increments between 25% and 30% and 10% between 35% & 40%.

System Administrator

The survey included findings from 396 System Administrators nationwide with 179 (45%) of them working in entry levels, 155 (39%) in middle level and 63 (16%) working in senior levels. It reveals average national basic monthly salaries of Rs. 61,288 for entry level professionals, Rs. 95,528 for middle level professionals and Rs. 139,677 for senior level professionals.

Entry Level

The 2017 results reveal 20.78% increase over 2016 with average national salary of Rs. 61,288. Karachi professionals earn Rs. 65,278 per month while average salaries for Lahore professionals remained Rs. 60,567 and Islamabad professionals earn Rs 58,738 per month.

17% of the entry level professionals are entitled to mobile phones, while 16% are provided with fuel + mobile phones, 11% with car + fuel, 15% with only fuel and 41% are given other benefits

36% of the entry level professionals were promoted within the last year, 29% within last 6 months and 32% are not promoted since hired.

27% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 24% were given increments between 15% & 20%, 27% were subject to increments between 20% & 25%, 14% were given increments between 30% & 35% and 7% between 35% & 40%.

Middle Level

There has been a 20.58% increase in 2017 over last year with average national salary of 95,528. Karachi professionals earn Rs. 97,456 per month while average salaries for Lahore professionals remained Rs. 94,149 and Islamabad professionals earn Rs 100,345 per month.

24% of the middle level professionals are entitled to mobile phones and fuel, 18% are provided a car and phone as benefits, while 15% are provided with car + phone + fuel and 43% are given other benefits

23% of the middle level professionals were promoted within the last year, 8% within last 6 months, 41% within last two year and 28% more than 2 years ago.

26% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 24% were given increments between 15% & 20%, 20% were subject to increments between 20% and 25%, 19% were given increments between 25% & 30% and 11% between 30% & 35%.

Senior Level

The 2017 results reveal 8.49% increase over 2016 with average national salary of 139,677. Karachi professionals earn Rs. 134,715 per month while average salaries for Lahore professionals remained Rs. 145,202 and Islamabad professionals earn Rs 155,205 per month.

19% of the senior level professionals are entitled to a car, while 39% are provided with fuel + mobile phones, 18% with car + mobile phone and 26% are given other benefits

17% of the senior level professionals were promoted within the last year, 15% within last 6 months, 39% within last two years and 29% more than 2 years ago.

29% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 28% were given increments between 15% & 20%, 18% were subject to increments between 20% and 25%, 15% were given increments between 25% and 30% and 10% between 35% & 40%.

Research & Development

The survey included findings from 224 Research & Development professionals nationwide with 94 (42%) of them working in entry levels, 89 (40%) in middle level and 40 (18%) working in senior levels. It reveals average national basic monthly salaries of Rs. 72,965 for entry level professionals, Rs. 123,655 for middle level professionals and Rs. 171,222 for senior level professionals.

Entry Level

The 2017 results reveal 12.29% increase over 2016 with average national salary of Rs. 72,965. Karachi professionals earn Rs. 75,284 per month while average salaries for Lahore professionals remained Rs. 68,730 and Islamabad professionals earn Rs 77,429 per month.

19% of the entry level professionals are entitled to mobile phones, while 14% are provided with fuel + mobile phones, 14% with car + fuel, 15% with only fuel and 38% are given other benefits

24% of the entry level professionals were promoted within the last year, 36% within last 6 months and 37% are not promoted since hired.

24% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 21% were given increments between 15% & 20%, 28% were subject to increments between 20% & 25%, 16% were given increments between 30% & 35% and 10% between 35% & 40%.

Middle Level

There has been a 8.26% increase in 2017 over last year with average national salary of 123,655. Karachi professionals earn Rs. 135,248 per month while average salaries for Lahore professionals remained Rs. 116,756 and Islamabad professionals earn Rs 128,634 per month.

21% of the middle level professionals are entitled to mobile phones and fuel, 17% are provided a car and phone as benefits, while 18% are provided with car + phone + fuel and 44% are given other benefits

26% of the middle level professionals were promoted within the last year, 9% within last 6 months, 37% within last two year and 28% more than 2 years ago.

22% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 25% were given increments between 15% & 20%, 21% were subject to increments between 20% and 25%, 20% were given increments between 25% & 30% and 12% between 30% & 35%.

Senior Level

The 2017 results reveal 5.48% increase over 2016 with average national salary of 171,222. Karachi professionals earn Rs. 178,990 per month while average salaries for Lahore professionals remained Rs. 167,463 and Islamabad professionals earn Rs 180,352 per month.

19% of the senior level professionals are entitled to a car, while 31% are provided with fuel + mobile phones, 17% with car + mobile phone and 36% are given other benefits

17% of the senior level professionals were promoted within the last year, 15% within last 6 months, 37% within last two years and 31% more than 2 years ago.

22% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 35% were given increments between 15% & 20%, 18% were subject to increments between 20% and 25%, 18% were given increments between 25% and 30% and 7% between 35% & 40%.

Social Media Marketing/ SEO & SEM

The survey included findings from 412 Social Media Marketing professionals nationwide with 158 (38%) of them working in entry levels, 137 (33%) in middle level and 117 (28%) working in senior levels. It reveals average national basic monthly salaries of Rs. 58,960 for entry level professionals, Rs. 88,633 for middle level professionals and Rs. 148,960 for senior level professionals.

Entry Level

The 2017 results reveal 13.13% increase over 2016 with average national salary of Rs. 58,960. Karachi professionals earn Rs. 57,189 per month while average salaries for Lahore professionals remained Rs. 64,185 and Islamabad professionals earn Rs 67,074 per month.

26% of the entry level professionals are entitled to mobile phones, while 9% are provided with fuel + mobile phones, 14% with car + fuel, 21% with only fuel and 30% are given other benefits

35% of the entry level professionals were promoted within the last year, 36% within last 6 months and 29% are not promoted since hired.

29% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 21% were given increments between 15% & 20%, 23% were subject to increments between 20% & 25%, 15% were given increments between 30% & 35% and 12% between 35% & 40%.

Middle Level

There has been a 29.27% increase in 2017 over last year with average national salary of 88,633. Karachi professionals earn Rs. 90,291 per month while average salaries for Lahore professionals remained Rs. 85,348 and Islamabad professionals earn Rs 84,376 per month.

21% of the middle level professionals are entitled to mobile phones and fuel, 17% are provided a car and phone as benefits, while 18% are provided with car + phone + fuel and 44% are given other benefits

28% of the middle level professionals were promoted within the last year, 9% within last 6 months, 35% within last two year and 28% more than 2 years ago.

22% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 29% were given increments between 15% & 20%, 18% were subject to increments between 20% and 25%, 19% were given increments between 25% & 30% and 12% between 30% & 35%.

Senior Level

The 2017 results reveal 10.16% increase over 2016 with average national salary of 148,960. Karachi professionals earn Rs. 155,577 per month while average salaries for Lahore professionals remained Rs. 143,533 and Islamabad professionals earn Rs 145,263 per month.

28% of the senior level professionals are entitled to a car, while 32% are provided with fuel + mobile phones, 14% with car + mobile phone and 26% are given other benefits

14% of the senior level professionals were promoted within the last year, 18% within last 6 months, 36% within last two years and 32% more than 2 years ago.

17% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 36% were given increments between 15% & 20%, 17% were subject to increments between 20% and 25%, 14% were given increments between 25% and 30% and 16% between 35% & 40%.

Senior Management

The survey included findings from 454 Senior Management professionals nationwide with 101 (22%) of them working as CEOs, 81 (18%) as CIOs, 69 (15%) as CTOs, 87 (19%) as CFOs, 75 (17%) as COOs and 40 (9%) as CMOs.

It reveals average national basic monthly salaries of Rs. 520,650 for CEOs, Rs. 440,120 for CIOs, Rs. 390,850 for CTOs, 465,180 for CFOs, 375,250 for COOs and Rs. 399,874 for CMOs.

CEO

The 2017 results reveal 7.46% increase over 2016 for Chief Executive Officers with average national salary of Rs. 520,650.

26% of the CEOs are entitled to a car, while 20% are provided with fuel + mobile phones, 24% with car + mobile and 30% are given other benefits

41% of the CEOs were given increments between 10% to 15% of their existing salaries this year, 19% were given increments between 15% & 20%, 12% were subject to increments between 20% & 25%, 16% were given increments between 30% & 35% and 12% between 35% & 40%.

CIO

The 2017 results reveal 11.00% increase over 2016 for Chief Information Officers with average national salary of Rs. 440,120.

35% of the CIOs are entitled to a car, while 16% are provided with fuel + mobile phones, 23% with car + mobile and 26% are given other benefits

44% of the CIOs were given increments between 10% to 15% of their existing salaries this year, 13% were given increments between 15% & 20%, 19% were subject to increments between 20%

& 25%, 16% were given increments between 30% & 35% and 8% between 35% & 40%.

CTO

The 2017 results reveal 9.82% increase over 2016 for Chief Technology Officers with average national salary of Rs. 390,850.

26% of the CTOs are entitled to a car, while 22% are provided with fuel + mobile phones, 26% with car + mobile and 26% are given other benefits

34% of the CTOs were given increments between 10% to 15% of their existing salaries this year, 19% were given increments between 15% & 20%, 17% were subject to increments between 20% & 25%, 17% were given increments between 30% & 35% and 13% between 35% & 40%.

CFO

The 2017 results reveal 28.29% increase over 2016 for Chief Financial Officers with average national salary of Rs. 465,180.

32% of the CFOs are entitled to a car, while 18% are provided with fuel + mobile phones, 27% with car + mobile phone and 23% are given other benefits

28% of the CFOs were given increments between 10% to 15% of their existing salaries this year, 22% were given increments between 15% & 20%, 22% were subject to increments between 20% & 25%, 13% were given increments between 30% & 35% and 15% between 35% & 40%.

COO

The 2017 results reveal 10.21% salary increase over 2016 for Chief Operating

Officers with average national salary of Rs. 375,250.

34% of the COOs are entitled to a car, while 18% are provided with fuel + mobile phones, 25% with car + mobile phone and 23% are given other benefits

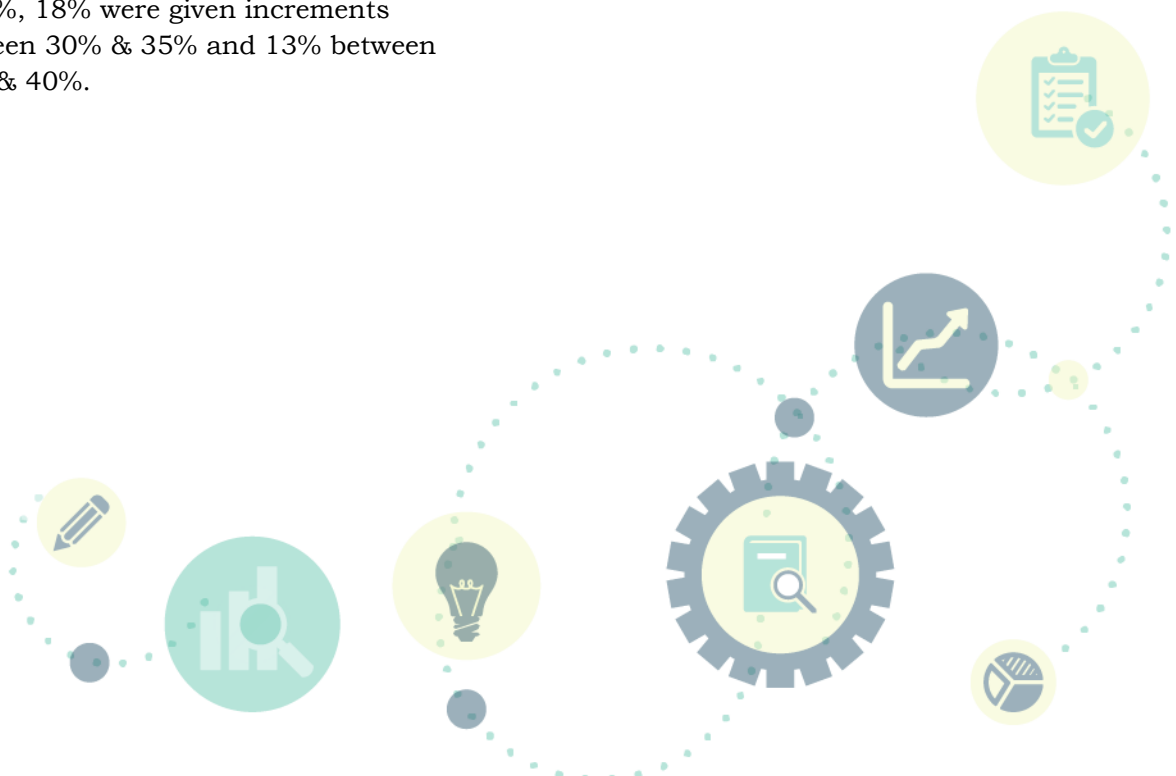
24% of the COOs were given increments between 10% to 15% of their existing salaries this year, 21% were given increments between 15% & 20%, 21% were subject to increments between 20% & 25%, 18% were given increments between 30% & 35% and 16% between 35% & 40%.

CMO

The 2017 results reveal 3.44% increase over 2016 for Chief Marketing Officer salaries with average national salary of Rs. 399,874.

27% of the CMOs are entitled to a car, while 20% are provided with fuel + mobile phones, 26% with car + mobile phone and 27% are given other benefits

28% of the CMOs were given increments between 10% to 15% of their existing salaries this year, 22% were given increments between 15% & 20%, 21% were subject to increments between 20% & 25%, 18% were given increments between 30% & 35% and 13% between 35% & 40%.



Human Resources

The survey included findings from 468 Human Resource professionals nationwide with 185 (40%) of them working in entry levels, 174 (37%) in middle level and 109 (23%) working in senior levels. It reveals average national basic monthly salaries of Rs. 55,222 for entry level professionals, Rs. 106,548 for middle level professionals and Rs. 163,845 for senior level professionals.

Entry Level

The 2017 results reveal 19.45% increase over 2016 with average national salary of Rs. 55,222. Karachi professionals earn Rs. 60,156 per month while average salaries for Lahore professionals remained Rs. 53,266 and Islamabad professionals earn Rs 50,942 per month.

27% of the entry level professionals are entitled to mobile phones, while 9% are provided with fuel + mobile phones, 10% with car + fuel, 18% with only fuel and 36% are given other benefits

39% of the entry level professionals were promoted within the last year, 34% within last 6 months and 27% are not promoted since hired.

28% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 22% were given increments between 15% & 20%, 22% were subject to increments between 20% & 25%, 15% were given increments between 30% & 35% and 13% between 35% & 40%.

Middle Level

There has been a 16.49% increase in 2017 over last year with average national salary of 106,548. Karachi professionals earn Rs. 110,647 per month while average salaries for Lahore professionals remained Rs. 102,908 and Islamabad professionals earn Rs 105,564 per month.

28% of the middle level professionals are entitled to mobile phones and fuel, 18% are provided a car and phone as benefits, while 17% are provided with car + phone + fuel and 37% are given other benefits

19% of the middle level professionals were promoted within the last year, 12% within last 6 months, 37% within last two year and 32% more than 2 years ago.

28% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 27% were given increments between 15% & 20%, 19% were subject to increments between 20% and 25%, 14% were given increments between 25% & 30% and 12% between 30% & 35%.

Senior Level

The 2017 results reveal 13.20% increase over 2016 with average national salary of 163,845. Karachi professionals earn Rs. 160,299 per month while average salaries for Lahore professionals remained Rs. 172,246 and Islamabad professionals earn Rs 165,262 per month.

29% of the senior level professionals are entitled to a car, while 31% are provided with fuel + mobile phones, 14% with car + mobile phone and 26% are given other benefits

19% of the senior level professionals were promoted within the last year, 13% within last 6 months, 38% within last two years and 30% more than 2 years ago.

21% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 32% were given increments between 15% & 20%, 18% were subject to increments between 20% and 25%, 14% were given increments between 25% and 30% and 15% between 35% & 40%.

Marketing

The survey included findings from 340 Marketing professionals nationwide with 148 (44%) of them working in entry levels, 133 (39%) in middle level and 58 (17%) working in senior levels. It reveals average national basic monthly salaries of Rs. 71,488 for entry level professionals, Rs. 126,635 for middle level professionals and Rs. 229,720 for senior level professionals.

Entry Level

The 2017 results reveal 13.69% increase over 2016 with average national salary of Rs. 71,488. Karachi professionals earn Rs. 75,238 per month while average salaries for Lahore professionals remained Rs. 70,421 and Islamabad professionals earn Rs 68,768 per month.

24% of the entry level professionals are entitled to mobile phones, while 14% are provided with fuel + mobile phones, 10% with car + fuel, 21% with only fuel and 31% are given other benefits

34% of the entry level professionals were promoted within the last year, 42% within last 6 months and 24% are not promoted since hired.

30% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 17% were given increments between 15% & 20%, 27% were subject to increments between 20% & 25%, 13% were given increments between 30% & 35% and 13% between 35% & 40%.

Middle Level

There has been a 19.09% increase in 2017 over last year with average national salary of 126,635. Karachi professionals earn Rs. 130,471 per month while average salaries for Lahore professionals remained Rs. 125,114 and Islamabad professionals earn Rs 124,017 per month.

24% of the middle level professionals are entitled to mobile phones and fuel, 17% are provided a car and phone as benefits, while 20% are provided with car + phone + fuel and 39% are given other benefits

24% of the middle level professionals were promoted within the last year, 11% within last 6 months, 33% within last two year and 32% more than 2 years ago.

30% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 24% were given increments between 15% & 20%, 19% were subject to increments between 20% and 25%, 14% were given increments between 25% & 30% and 13% between 30% & 35%.

Senior Level

The 2017 results reveal 17.00% increase over 2016 with average national salary of 229,720. Karachi professionals earn Rs. 235,440 per month while average salaries for Lahore professionals remained Rs. 225,961 and Islamabad professionals earn Rs 226,152 per month.

22% of the senior level professionals are entitled to a car, while 31% are provided with fuel + mobile phones, 18% with car + mobile and 29% are given other benefits

18% of the senior level professionals were promoted within the last year, 13% within last 6 months, 36% within last two years and 33% more than 2 years ago.

29% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 28% were given increments between 15% & 20%, 19% were subject to increments between 20% and 25%, 12% were given increments between 25% and 30% and 12% between 35% & 40%.

Business Development / Sales

The survey included findings from 496 Business Development & Sales professionals nationwide with 195 (39%) of them working in entry levels, 167 (34%) in middle level and 134 (27%) working in senior levels. It reveals average national basic monthly salaries of Rs. 77,140 for entry level professionals, Rs. 130,471 for middle level professionals and Rs. 230,116 for senior level professionals.

Entry Level

The 2017 results reveal 11.97% increase over 2016 with average national salary of Rs. 77,140. Karachi professionals earn Rs. 80,329 per month while average salaries for Lahore professionals remained Rs. 75,728 and Islamabad professionals earn Rs 79,473 per month.

26% of the entry level professionals are entitled to mobile phones, while 9% are provided with fuel + mobile phones, 19% with car + fuel, 10% with only fuel and 36% are given other benefits

30% of the entry level professionals were promoted within the last year, 36% within last 6 months and 34% are not promoted since hired.

29% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 17% were given increments between 15% & 20%, 23% were subject to increments between 20% & 25%, 20% were given increments between 30% & 35% and 11% between 35% & 40%.

Middle Level

There has been a 13.20% increase in 2017 over last year with average national salary of 130,471. Karachi professionals earn Rs. 137,986 per month while average salaries for Lahore professionals remained Rs. 128,787 and Islamabad professionals earn Rs 127,933 per month.

21% of the middle level professionals are entitled to mobile phones and fuel, 19% are provided a car and phone as benefits, while 14% are provided with car + phone + fuel and 46% are given other benefits

26% of the middle level professionals were promoted within the last year, 11% within last 6 months, 35% within last two year and 28% more than 2 years ago.

19% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 28% were given increments between 15% & 20%, 18% were subject to increments between 20% and 25%, 22% were given increments between 25% & 30% and 13% between 30% & 35%.

Senior Level

The 2017 results reveal 15.43% increase over 2016 with average national salary of 230,116. Karachi professionals earn Rs. 235,507 per month while average salaries for Lahore professionals remained Rs. 228,424 and Islamabad professionals earn Rs 229,966 per month.

23% of the senior level professionals are entitled to a car, while 34% are provided with fuel + mobile phones, 15% with car + mobile phone and 28% are given other benefits

16% of the senior level professionals were promoted within the last year, 14% within last 6 months, 32% within last two years and 38% more than 2 years ago.

21% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 27% were given increments between 15% & 20%, 18% were subject to increments between 20% and 25%, 22% were given increments between 25% and 30% and 12% between 35% & 40%.

Business Analysts / Strategy Analysts

The survey included findings from 428 Business / Strategy Analysts nationwide with 177 (41%) of them working in entry levels, 136 (32%) in middle level and 115 (27%) working in senior levels. It reveals average national basic monthly salaries of Rs. 74,110 for entry level professionals, Rs. 118,115 for middle level professionals and Rs. 144,770 for senior level professionals.

Entry Level

The 2017 results reveal 13.44% increase over 2016 with average national salary of Rs. 74,110. Karachi professionals earn Rs. 72,820 per month while average salaries for Lahore professionals remained Rs. 78,249 and Islamabad professionals earn Rs 80,106 per month.

26% of the entry level professionals are entitled to mobile phones, while 8% are provided with fuel + mobile phones, 14% with car + fuel, 20% with only fuel and 32% are given other benefits

35% of the entry level professionals were promoted within the last year, 34% within last 6 months and 31% are not promoted since hired.

34% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 19% were given increments between 15% & 20%, 24% were subject to increments between 20% & 25%, 14% were given increments between 30% & 35% and 9% between 35% & 40%.

Middle Level

There has been a 22.29% increase in 2017 over last year with average national salary of 118,115. Karachi professionals earn Rs. 112,920 per month while average salaries for Lahore professionals remained Rs. 126,224 and Islamabad professionals earn Rs 115,256 per month.

18% of the middle level professionals are entitled to mobile phones and fuel, 19% are provided a car and phone as benefits, while 17% are provided with car + phone + fuel and 46% are given other benefits

26% of the middle level professionals were promoted within the last year, 9% within last 6 months, 35% within last two year and 30% more than 2 years ago.

19% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 32% were given increments between 15% & 20%, 18% were subject to increments between 20% and 25%, 19% were given increments between 25% & 30% and 12% between 30% & 35%.

Senior Level

The 2017 results reveal 14.22% increase over 2016 with average national salary of 144,770. Karachi professionals earn Rs. 150,815 per month while average salaries for Lahore professionals remained Rs. 142,528 and Islamabad professionals earn Rs 142,985 per month.

30% of the senior level professionals are entitled to a car, while 32% are provided with fuel + mobile phones, 12% with car + mobile and 26% are given other benefits

16% of the senior level professionals were promoted within the last year, 16% within last 6 months, 36% within last two years and 32% more than 2 years ago.

18% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 35% were given increments between 15% & 20%, 19% were subject to increments between 20% and 25%, 16% were given increments between 25% and 30% and 12% between 35% & 40%.

Finance

The survey included findings from 526 Finance professionals nationwide with 229 (44%) of them working in entry levels, 202 (38%) in middle level and 94 (18%) working in senior levels. It reveals average national basic monthly salaries of Rs. 70,233 for entry level professionals, Rs. 92,578 for middle level professionals and Rs. 165,210 for senior level professionals.

Entry Level

The 2017 results reveal 28.58% increase over 2016 with average national salary of Rs. 70,233. Karachi professionals earn Rs. 74,508 per month while average salaries for Lahore professionals remained Rs. 68,242 and Islamabad professionals earn Rs 70,082 per month.

24% of the entry level professionals are entitled to mobile phones, while 12% are provided with fuel + mobile phones, 14% with car + fuel, 16% with only fuel and 34% are given other benefits

36% of the entry level professionals were promoted within the last year, 37% within last 6 months and 27% are not promoted since hired.

29% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 19% were given increments between 15% & 20%, 25% were subject to increments between 20% & 25%, 14% were given increments between 30% & 35% and 13% between 35% & 40%.

Middle Level

There has been a 22.51% increase in 2017 over last year with average national salary of 92,578. Karachi professionals earn Rs. 90,547 per month while average salaries for Lahore professionals remained Rs. 94,860 and Islamabad professionals earn Rs 95,059 per month.

23% of the middle level professionals are entitled to mobile phones and fuel, 19% are provided a car and phone as benefits, while 19% are provided with car + phone + fuel and 39% are given other benefits

23% of the middle level professionals were promoted within the last year, 12% within last 6 months, 34% within last two year and 31% more than 2 years ago.

32% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 24% were given increments between 15% & 20%, 18% were subject to increments between 20% and 25%, 14% were given increments between 25% & 30% and 12% between 30% & 35%.

Senior Level

The 2017 results reveal 17.28% increase over 2016 with average national salary of 165,210. Karachi professionals earn Rs. 170,689 per month while average salaries for Lahore professionals remained Rs. 161,402 and Islamabad professionals earn Rs 167,477 per month.

29% of the senior level professionals are entitled to a car, while 31% are provided with fuel + mobile phones, 14% with car + mobile phone and 26% are given other benefits

19% of the senior level professionals were promoted within the last year, 13% within last 6 months, 37% within last two years and 31% more than 2 years ago.

18% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 35% were given increments between 15% & 20%, 18% were subject to increments between 20% and 25%, 16% were given increments between 25% and 30% and 13% between 35% & 40%.

Administration

The survey included findings from 480 Administration professionals nationwide with 199 (42%) of them working in entry levels, 175 (36%) in middle level and 106 (22%) working in senior levels. It reveals average national basic monthly salaries of Rs. 41,499 for entry level professionals, Rs. 62,368 for middle level professionals and Rs. 90,457 for senior level professionals.

Entry Level

The 2017 results reveal 26.15% increase over 2016 with average national salary of Rs. 41,499. Karachi professionals earn Rs. 44,238 per month while average salaries for Lahore professionals remained Rs. 39,199 and Islamabad professionals earn Rs 40,580 per month.

25% of the entry level professionals are entitled to mobile phones, while 14% are provided with fuel + mobile phones, 8% with car + fuel, 20% with only fuel and 33% are given other benefits

30% of the entry level professionals were promoted within the last year, 42% within last 6 months and 28% are not promoted since hired.

27% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 19% were given increments between 15% & 20%, 26% were subject to increments between 20% & 25%, 15% were given increments between 30% & 35% and 13% between 35% & 40%.

Middle Level

There has been a 26.63% increase in 2017 over last year with average national salary of 62,368. Karachi professionals earn Rs. 64,284 per month while average salaries for Lahore professionals remained Rs. 58,239 and Islamabad professionals earn Rs 65,717 per month.

27% of the middle level professionals are entitled to mobile phones and fuel, 16% are provided a car and phone as benefits, while 18% are provided with car + phone + fuel and 39% are given other benefits

22% of the middle level professionals were promoted within the last year, 12% within last 6 months, 34% within last two year and 32% more than 2 years ago.

24% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 28% were given increments between 15% & 20%, 21% were subject to increments between 20% and 25%, 13% were given increments between 25% & 30% and 14% between 30% & 35%.

Senior Level

The 2017 results reveal 15.76% increase over 2016 with average national salary of 90,457. Karachi professionals earn Rs. 89,707 per month while average salaries for Lahore professionals remained Rs. 92,336 and Islamabad professionals earn Rs 91,260 per month.

26% of the senior level professionals are entitled to a car, while 28% are provided with fuel + mobile phones, 17% with car + mobile phone and 29% are given other benefits

22% of the senior level professionals were promoted within the last year, 10% within last 6 months, 35% within last two years and 33% more than 2 years ago.

29% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 24% were given increments between 15% & 20%, 21% were subject to increments between 20% and 25%, 14% were given increments between 25% and 30% and 12% between 35% & 40%.

Participating Companies

360 Factors Pvt. Ltd.
www.360factors.com

360training.com
www.360training.com

A. F. Ferguson & Co. (a
member firm of PwC
Network)
www.affco.com.pk

Agilitize (Pvt) Ltd
www.agilitize.org

Ai Soft
www.aisoft.com.pk

Aims Contact
Technologies
www.aimstech.net

AKSA-SDS Pvt. Ltd.
www.aksa-sds.com

Almari.pk
www.Almari.pk

Analytics Pvt Ltd
www.analytics.com.pk

App Desk Inc
www.app-desk.com

Arbisoft
www.arbisoft.com

ArkHITECH
www.arkhitech.com

Assurety Consulting Pvt.
Ltd
www.assuretyconsulting.
com

AutoSoft Dynamics (Pvt.)
Limited
www.autosoftdynamics.com

Avanza Solutions
www.avanzasolutions.com

Bari technology solution
www.Baritech.com

Besthive Pakistan
www.besthivepk.com

Binex Solutions (Pvt) Ltd
www.binexsolutions.com

BroadPeak Technologies
www.broadpeak.com

C Square Consulting
(Pvt.) Ltd
www.csquare.co

Ciklum Pakistan
www.ciklum.com

CreativeBonds
www.creativebonds.net

CUBE HEALTHCARE
SYSTEMS (PVT) LTD
www.cubemedicalbilling.com

Cyber System Private
Limited
www.xybersystem.com

DataFocal Innovatins
www.datafocal.com

DevCrew
www.devcrew.io

DevFactori (Pvt.) Limited
www.devfactori.com

Digital Dividend
www.digital-dividend.com

Discretelogix (Private)
Limited
www.discretelogix.com

DPL (Pvt) Ltd
www.dplit.com

Humanity.com
www.humanity.com

Ebryx
www.ebryx.com

EFU LIFE ASSURANCE
LIMITED
www.efulife.com

Elixir Technologies
Pakistan (Pvt) Ltd
www.elixir.com

EURONET PAKISTAN
www.euronetpakistan.com

Five Rivers Technologies
(Pvt.) Ltd.
www.fiveriverstech.com

Folio3 Pvt. Ltd.
www.folio3.com

Gaditek
www.gaditek.com

GfK Etilize Pakistan
www.gfk.com,
www.etilize.com

GoldbarTech Pvt Ltd
www.goldbartech.com

Gorillabox
www.gorillabox.net

Hayat Tech
www.hayattech.com

IBEX Global (A TRG
Company)
www.ibexglobal.com

INFOGISTIC (Pvt.) Ltd.
www.infogistic.com

InfoTech (Pvt) Ltd
www.infotechgroup.com

Innovative Channels Pvt
Ltd
www.innovativechannels.com

Inspurate Business
Services
www.inspurate.com

Institute of Business
Administration
www.iba.edu.pk

Interactive health
solution
www.ihsinformatics.com

ISR Software Services
Private Limited
www.isrpl.com

IT Spurt
www.itspurt.com

J Telemarketing
www.jtelemarketing.com

Kavtech Solutions Pvt.
Ltd.
www.kavtech.net

Kinfross Inc.
www.kinfross.com

KoderLabs
www.koderlabs.com

LMKT Private Limited
www.lmkt.com

LumenSoft Technologies
Pvt. Ltd.
www.Lumensoft.biz

Masterkey Systems
www.gomasterkey.com

MazikGlobal
www.mazikglobal.com

Mindstorm Studios
www.mindstormstudios.c
om

Nanosoft Technologies
Pvt. Ltd.
www.nanosofttek.com

Nasfia Private Limited
www.Nasfia.com.pk

Netsol Technologies
www.netsoltech.com

Nextbridge
www.Nxb.com.pk

NextGen Technologies
www.TheNextGenTechnol
ogies.com

OvacSol Pvt. Ltd.
www.ovacsol.com

Ovex Technologies (Pvt)
Limited
www.ovex.com.pk

Ovex Technologies
Pakistan (Pvt) Limited
www.ovextech.com

Pakistan Data
Management Services
www.pakdata.com

Pakistan Stock Exchange
Ltd.
www.psx.com.pk

Pinnacle Enterprises
www.hirelivesupport.com

Premlinx Pakistan PVT
LTD
www.premlinx.com

Primatics Financial
www.primaticsfinancial.com

Pyramid Technology
Services
www.pyramid-techno.net

Q Soft Web & Software
Solutions
www.qsoft.co/pakistan/

qordata (Formerly known
as Streebo)
www.qordata.com

QUANTUM LHE (Pvt.)
Limited
www.quantumcph.com

QuickStart Pvt. Ltd
www.quickstart.com

QuintilesIMS
www.imshealth.com

RCAPPS
www.rcapps.co

RIKSOF (Private) Limited.
www.riksof.com

Royal Cyber
www.royalcyber.com

Sepia Solution
www.sepiasolutions.com

Seronic
www.seronic.net

Seven Technology Pvt Ltd
www.sevtechnology.co.
uk

Shelby BPO
www.shelbybpo.com

Silver lake Axis
www.silverlakeaxis.com

Sofcom Pvt. Ltd.
www.sofcom.net

Sofizar
www.sofizar.com

Softech Worldwide
www.softechww.com

Softronix (Pvt) Ltd.
www.softronix.pk

SPSNET
www.spsnet.com

Spur Solutions Pvt.
Limited
www.spursol.com

Sunbonn
www.sunbonn.com

Sybrid (Pvt.) Limited
www.sybrid.com

Synergy-IT
www.synergy-it.pk

Systems Ltd.
www.systemsltd.com

TAJMAC IT Solutions
www.tajmac.net

Techaccess Pakistan
www.techaccesspak.com

Technosoft
www.techno-soft.com

TEKENABLE PVT LTD
www.tekenable.com

Telesquad Pvt Ltd
www.telesquad.com

Teradata Pakistan
www.teradata.com

Texpo Pvt Ltd
www.texpo.com

TEXT Pvt Ltd
www.text.com.pk

TF Group
www.tfgroup.asia

The Game Storm Studios
Pvt Ltd
www.thegamestormstudios.com

The Right Software
www.therightsw.com

TimeXperts Pvt. Ltd.
www.timexperts.com.pk

Tower technology
www.thetowertech.com

TPL Trakker PVT Ltd
www.tpltrakker.com

TPS Pakistan Pvt. Ltd.
www.tpsonline.com

Traffic Online JLT
www.wewanttraffic.com

Tribe Consulting Pvt Ltd
www.tc-bpo.com

Tull links
www.tullahgroup.com

UMBL
www.ubank.com.pk

VaporVM
www.vaporvm.com

Viftech Solutions (Pvt.)
Ltd.
www.viftech.com

Viretechnologies
www.viretechnologies.com

Wavetec
www.wavetec.com

Web Technologies
(Private) Limited
www.wt-it.com.pk

Wemsol pvt ltd - keenu
www.keenu.pk

Xavor Pvt ltd
www.xavor.com

xFlow Research pvt Ltd
www.xflowresearch.com

Xgrid Solutions
www.xgrid.co

Zara Mobility Services
(Pvt.) Limited
www.zarams.com

Zepto Systems
www.zeptosystems.com

Zeropoint.IT
www.zeropoint.it

Zigron
www.zigron.com

ZIN TECHNOLOGIES
(PVT.) LTD.
www.zintechnologies.com

