

The background is a light teal color with a network of dashed white lines and colored dots (red, dark blue, white) connecting various icons. The icons include a pencil in a gear, a bar chart with a magnifying glass, a lightbulb, a gear with a magnifying glass, a pie chart, a line graph with an upward arrow, a clipboard with a checklist and a checkmark, and a gear with a document and magnifying glass.

P@SHA

IT SALARY SURVEY

2016

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P@SHA IT Salary Survey 2016

Cover Art

Tajwar Aziz

Content

Sukena Rizvi

Mahira Maniar

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'm pleased to present P@SHA IT Salary Survey 2016, an effort of P@SHA to benchmark salaries, benefits and growth timelines of employees working in the IT and ITES industry of Pakistan.

We took the initiative of conducting P@SHA IT Salary Survey in 2008, and since then have improved the report continuously based on industry's feedback. The field of IT and ITES in Pakistan has witnessed dynamic growth in the past decade, with many new avenues of research and innovation opening up. The driving force behind this tremendous growth within the industry is the human capital that every company desires to hire. The dynamics of the industry influence rapid changes in compensation, promotions and requirements, experiencing fierce competition in recruiting and retaining the best employees.

P@SHA conducts the IT Salary Survey every year to help IT companies take the best decisions in hiring and retaining IT employees with fair compensation and benefits. The survey includes findings for additional areas like employee turnover, gender diversity and average work hours to give companies a better idea of the industry standards. This year, P@SHA got 132 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 the coming year.

I sincerely hope that you will find the P@SHA IT Salary Survey 2016 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 secretariat@pasha.org.pk

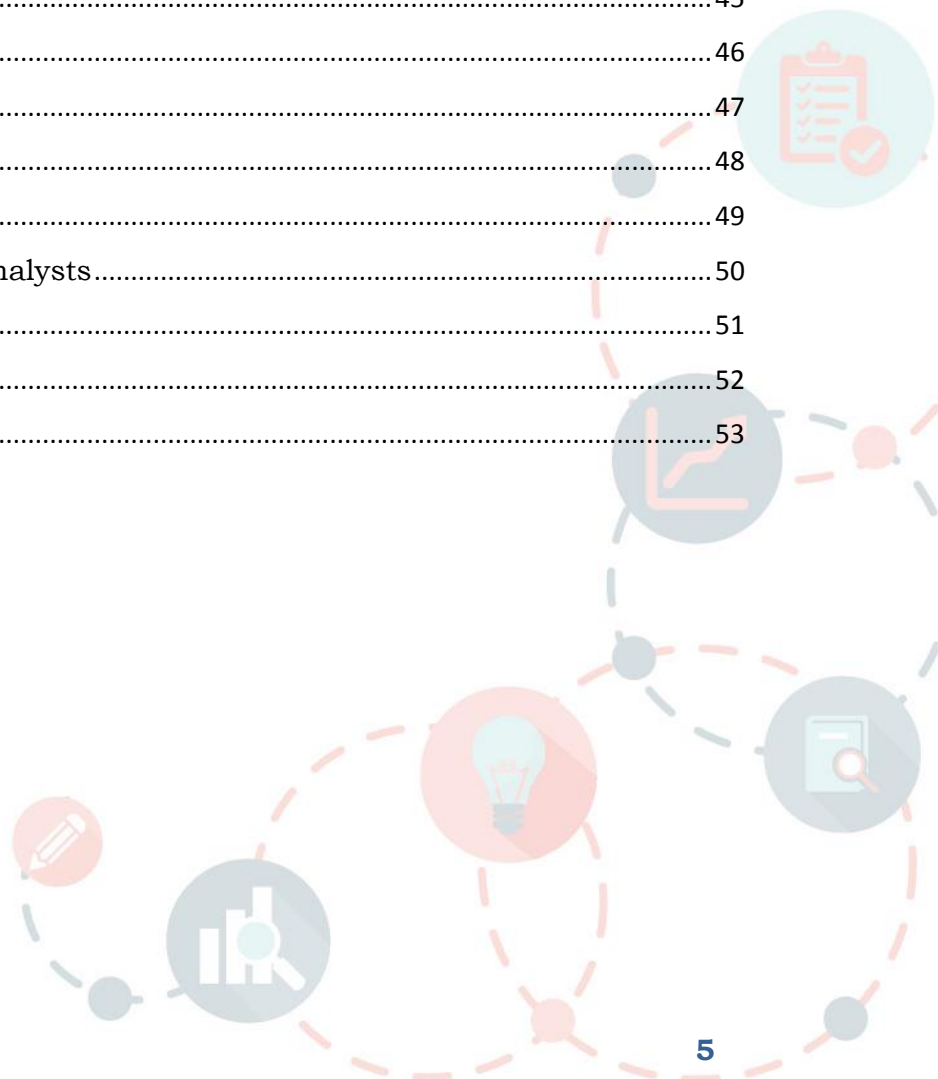


Jehan Ara

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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 2016 is the sixth survey conducted by P@SHA highlighting the salaries, benefits, promotions and increments for employees working in the IT industry of Pakistan. The latest edition features findings from 132 companies all over Pakistan, and has compiled data of 32,744 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 2016 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 32,744 employees working in 132 participating companies. 61% companies and 17,177 (52%) employees are from Karachi, 30% companies and 8,508 (26%) employees are from Lahore and 22% companies and 7,021 (21%) employees were from Islamabad. 2 companies from Peshawar 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 13.04% in salaries across all job functions when compared to 2015. The highest paid job function is the Chief Executive Officer (CEO) who on average earns PKR 484,520 (which is an increase of 26.4% over 2015). The highest increase in salary this year has been witnessed in Senior Web Developer role with a growth of 37.06%. On the other hand, the position of a Python Middle Level Programmer witnessed the largest decrease of -12.7% in salary.

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

	2008	2012	2013	2014	2015	2016	% Growth over 2015
Architect	88,175.00	96,932.00					
Entry Level			51,742.42	53,308.82	76,535.00	82,267.00	7.49%
Middle Level			89,872.45	88,963.63	98,941.00	105,688.00	6.82%
Senior Level			132,792.97	141,268.50	171,536.00	184,323.00	7.45%
BPO Customer Service Professional		38,259.00					
Entry Level			25,602.41	27,374.39	31,235.00	35,442.00	13.47%
Middle Level			49,005.38	48,941.15	58,712.00	64,940.00	10.61%
Senior Level			67,941.18	81,144.07	94,650.00	91,229.00	-3.61%
Programmer	36,400.00	65,757.00					

	2008	2012	2013	2014	2015	2016	% Growth over 2015
Entry Level	28,264.00						
Middle Level	39,565.00						
Senior Level	57,246.00						
Android Entry Level			35,434.78	37,889.00	49,350.00	51,451.00	4.26%
Android Middle Level			52,426.47	73,863.00	108,160.00	122,471.00	13.23%
iOS Entry Level			39,642.86	43,312.00	50,215.00	53,784.00	7.11%
iOS Middle Level			68,313.95	83,809.52	114,740.00	124,132.00	8.19%
java Entry Level			43,620.69	47,718.75	54,355.00	57,440.00	5.68%
java Middle Level			75,372.81	80,673.00	92,544.00	103,841.00	12.21%
java Senior Level			99,821.43	110,484.00	127,471.00	144,589.00	13.43%
.net Entry Level			37,680.72	41,989.00	48,741.00	52,322.00	7.35%
.net Middle Level			65,568.86	69,983.00	75,640.00	84,220.00	11.34%
.net Senior Level			94,462.81	105,504.69	114,203.00	139,550.00	22.19%
Python Entry Level				76,666.67	82,457.00	85,630.00	3.85%
Python Middle Level				110,476.20	126,246.00	110,210.00	-12.70%
Python Senior Level				129,791.70	156,899.00	145,870.00	-7.03%
Ruby Entry Level			34,791.67	48,333.00	62,410.00	65,741.00	5.34%
Ruby Middle Level			50,625.00	98,333.00	115,300.00	121,580.00	5.45%
Web Entry Level			33,541.67	37,882.70	46,780.00	49,770.00	6.39%
Web Middle Level			50,000.00	58,458.90	79,250.00	91,145.00	15.01%
Web Senior Level			90,272.73	95,117.65	108,630.00	148,890.00	37.06%
Database front end Entry Level			49,456.52	52,550.00	60,590.00	62,713.00	3.50%
Database front end Middle Level			58,333.33	72,708.33	81,465.00	94,516.00	16.02%
Database front end			84,907.41	100,100.00	98,420.00	112,421.00	14.23%

	2008	2012	2013	2014	2015	2016	% Growth over 2015
Senior Level							
MS Sharepoint Entry					48,750.00	55,140.00	13.11%
Middle							
MS Sharepoint					91,332.00	107,890.00	18.13%
Senior							
MS Sharepoint					143,500.00	153,230.00	6.78%
MS Dynamics Entry					45,333.00	54,126.00	19.40%
MS Dynamics Middle					86,214.00	104,235.00	20.90%
MS Dynamics Senior					132,800.00	142,874.00	7.59%
Game Designer							
Entry Level			43,148.14		51,250.00	60,580.00	18.20%
Middle Level			74,545.45		96,250.00	119,473.00	24.13%
Senior Level			86,071.43		112,400.00	149,560.00	33.06%
Game Producer							
Middle Level				57,000.00	79,142.00	88,450.00	11.76%
Game Product Manager							
Senior Level				236,666.67	245,620.00	289,140.00	17.72%
Database Administrator							
	45,923.00	58,571.00					
Entry Level			46,052.63	51,562.50	50,211.00	55,880.00	11.29%
Middle Level			76,034.48	74,256.00	76,250.00	88,965.00	16.68%
Senior Level			110,714.29	116,190.40	122,100.00	146,782.00	20.21%
Graphics Designer							
	40,758.00	42,058.00					
Entry Level			38,510.64	37,548.08	42,510.00	48,144.00	13.25%
Middle Level			51,666.67	62,172.00	65,740.00	74,230.00	12.91%
Senior Level			96,052.63	94,853.00	98,450.00	115,040.00	16.85%
Helpdesk / Support							
		34,759.00					

	2008	2012	2013	2014	2015	2016	% Growth over 2015
Entry Level			32,941.18	32,328.00	36,380.00	40,250.00	10.64%
Middle Level			45,483.87	63,866.00	59,470.00	64,864.00	9.07%
Senior Level			82,107.84	118,524.00	115,289.00	116,749.00	1.27%
Product Manager	59,883.00						
Middle Level				99,444.44	105,740.00	125,990.00	19.15%
Senior Level				197,096.80	204,225.00	234,152.00	14.65%
Project Manager	98,185.00	112,175.00					
Middle Level			97,200.00	105,076.00	113,962.00	126,846.00	11.31%
Senior Level			150,399.16	155,054.00	163,800.00	178,952.00	9.25%
Software Development Manager	97,968.00						
Middle Level			107,065.22	102,836.00	115,220.00	129,330.00	12.25%
Senior Level			171,944.51	173,192.32	184,100.00	205,252.00	11.49%
Team Lead		61,600.00					
Middle Level			87,118.64	84,481.00	96,450.00	108,960.00	12.97%
Senior Level			120,800.00	157,306.31	178,150.00	195,225.00	9.58%
Quality Assurance	34,106.00	50,063.00					
Entry Level	30,109.00		38,645.16	46,600.72	52,640.00	64,122.00	21.81%
Middle Level	49,982.00			65,587.40	69,400.00	76,954.00	10.88%
Senior Level	77,375.00		94,431.82	92,226.03	104,750.00	124,612.00	18.96%
Data Miner / Data Scientist							
Entry Level				32,916.67	42,492.00	48,740.00	14.70%
Middle Level				72,222.22	80,452.00	95,632.00	18.87%
Senior Level				162,500.00	171,532.00	189,788.00	10.64%
Technical Writer	43,075.00	54,417.00					
Entry Level			34,396.55	36,110.35	44,850.00	56,412.00	25.78%

	2008	2012	2013	2014	2015	2016	% Growth over 2015
Middle Level			49,659.09	48,860.00	58,990.00	72,155.00	22.32%
Senior Level			78,500.00	86,800.00	94,550.00	117,844.00	24.64%
System Administrator	32,707.00	51,468.00					
Entry Level			30,625.00	35,388.90	44,860.00	50,745.00	13.12%
Middle Level			53,935.19	60,416.00	68,552.00	79,226.00	15.57%
Senior Level			85,777.78	103,750.00	112,840.00	128,752.00	14.10%
Research & Development							
Entry Level			47,625.00	47,388.13	58,740.00	64,980.00	10.62%
Middle Level			74,200.00	84,106.66	97,845.00	114,225.00	16.74%
Senior Level			134,545.45	130,612.50	147,440.00	162,320.00	10.09%
Social Media Marketing/ SEO & SEM							
Entry Level			32,282.61	34,650.00	45,870.00	52,116.00	13.62%
Middle Level			47,631.58	49,655.00	61,253.00	68,562.00	11.93%
Senior Level			85,416.67	121,666.00	132,960.00	135,220.00	1.70%
Senior Management		163,833.00					
CEO			248,019.36	311,079.61	383,333.00	484,520.00	26.40%
CIO			261,111.67	256,250.00	354,250.00	396,522.00	11.93%
CTO			258,472.61	273,846.16	280,300.00	355,912.00	26.98%
CFO			211,964.43	210,860.50	276,875.00	362,590.00	30.96%
COO			245,238.57	240,381.44	319,300.00	340,490.00	6.64%
CMO			227,187.75	236,060.00	326,250.00	386,562.00	18.49%
Human Resources		55,535.00					
Entry Level			28,888.89	32,386.00	39,590.00	46,230.00	16.77%
Middle Level			55,856.16	63,979.60	84,220.00	91,462.00	8.60%
Senior Level			112,380.98	119,666.67	131,560.00	144,736.00	10.02%

	2008	2012	2013	2014	2015	2016	% Growth over 2015
Business Development / Sales & Marketing		76,205.00					
Entry Level			33,125.00				
Middle Level			93,879.31				
Senior Level			149,396.67				
Marketing							
Entry Level				52,800.00	54,211.00	62,880.00	15.99%
Middle Level				82,200.00	95,630.00	106,334.00	11.19%
Senior Level				173,525.00	174,290.00	196,342.00	12.65%
Business Development / Sales							
Entry Level				58,489.66	61,587.00	68,895.00	11.87%
Middle Level				95,619.51	97,854.00	115,255.00	17.78%
Senior Level				172,565.79	178,256.00	199,362.00	11.84%
Business Analysts / Strategy Analysts	59,883.00	64,396.00					
Entry Level			40,773.81	57,500.00	62,470.00	65,327.00	4.57%
Middle Level			66,224.49	73,970.00	84,510.00	96,588.00	14.29%
Senior Level			111,644.74	110,040.00	117,640.00	126,750.00	7.74%
Finance		67,179.00					
Entry Level			27,328.77	36,909.00	43,228.00	54,620.00	26.35%
Middle Level			53,472.22	57,500.00	64,710.00	75,570.00	16.78%
Senior Level			108,379.65	118,467.70	141,320.00	140,872.00	-0.32%
Administration							
Entry Level			21,448.41	23,005.92	28,224.00	32,896.00	16.55%
Middle Level			33,238.64	38,125.00	40,650.00	49,254.00	21.17%
Senior Level			66,958.35	71,206.89	74,221.00	78,144.00	5.29%

Primary Business Areas

61% of the respondent companies have indicated Application Development as their primary business area, while 41% shared IT Consulting, 16% focus on BPO, 6% on Business Transformation, 5% work in hardware, 15% in CRM solutions, 19% deal in e-commerce, 15% in ERP solutions, 7% in Internet Services, 10% in Mobile commerce, 39% Mobile Applications, 14% in SEO & SMM, 6% work as Strategy Consultants, 20% as System Intregrators, 7% work in Telecom solutions, 8% Retail Solutions, 15% work as resellers, 12% have Game Development as their primary business area and 32% indicated other areas.

Company Sizes

If we look at the size of the companies who participated this year we have 28 (21%) small companies (who have less than 25 employees), 48 (36%) Medium sized companies (who have between 25 and 100 employees) and 56 (43%) large companies having over 100 employees.

Number of Companies

132 companies nationwide participated in the survey, of which 61 (46%) were from Karachi, 40 (30%) were from Lahore, 29 (22%) were from Islamabad while 2 companies were from Peshawar.

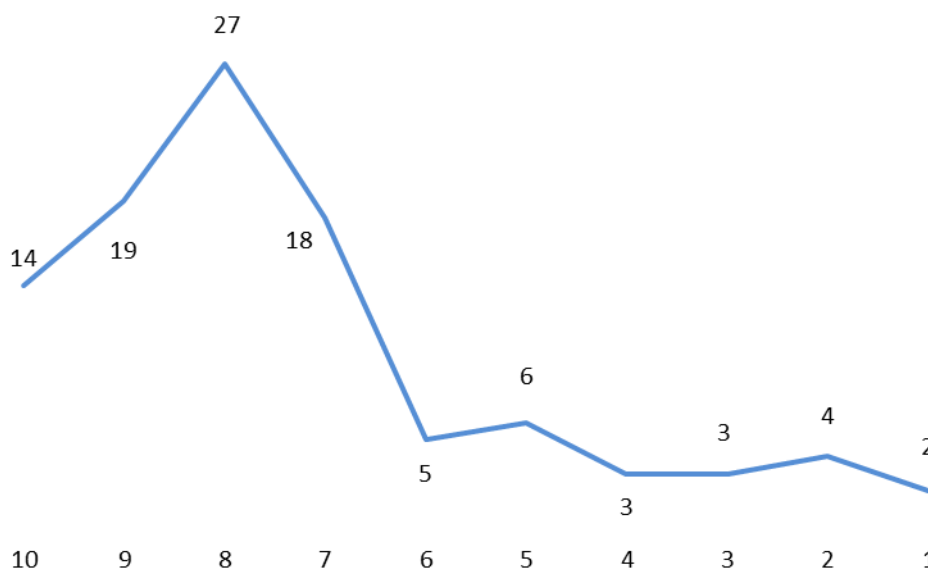
Number of Employees

The total number of employees represented by the 132 participating companies is 32,744. Of these 17,177 (52%) were from Karachi, 8,508 (26%) were from Lahore and 7,021 (21%) 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. 45% 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.

6 respondents skipped this question.



Employee Turnover

We asked our respondents how many of their employees left during the year, 26% said less than 5% of their employees left in 2015-2016, 25% indicated 5-10% employee turnover, 19% said between 10-20%, 10% shared 20-30% while 9% said more than 30%.

Practice of Long Service Awards

The survey reveals that 58% of the companies do recognize employees who have been a part of the company for longer durations through long service awards however 42% 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”. 62% said that they do take measures to maintain a balance between number of male and female employees while 36% indicated that they do not take such measures.

3 of the 132 respondents refrained from answering the question.

Average Working Hours Per Week

48% 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. 8% of the companies disclosed that they work for 50 hours every week and another 5% said that they worked for 54 hours per week.

Frequency of Bonuses

58% of the companies said that they annually give bonuses, 24% said that they give bonuses twice a year while 18% 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.

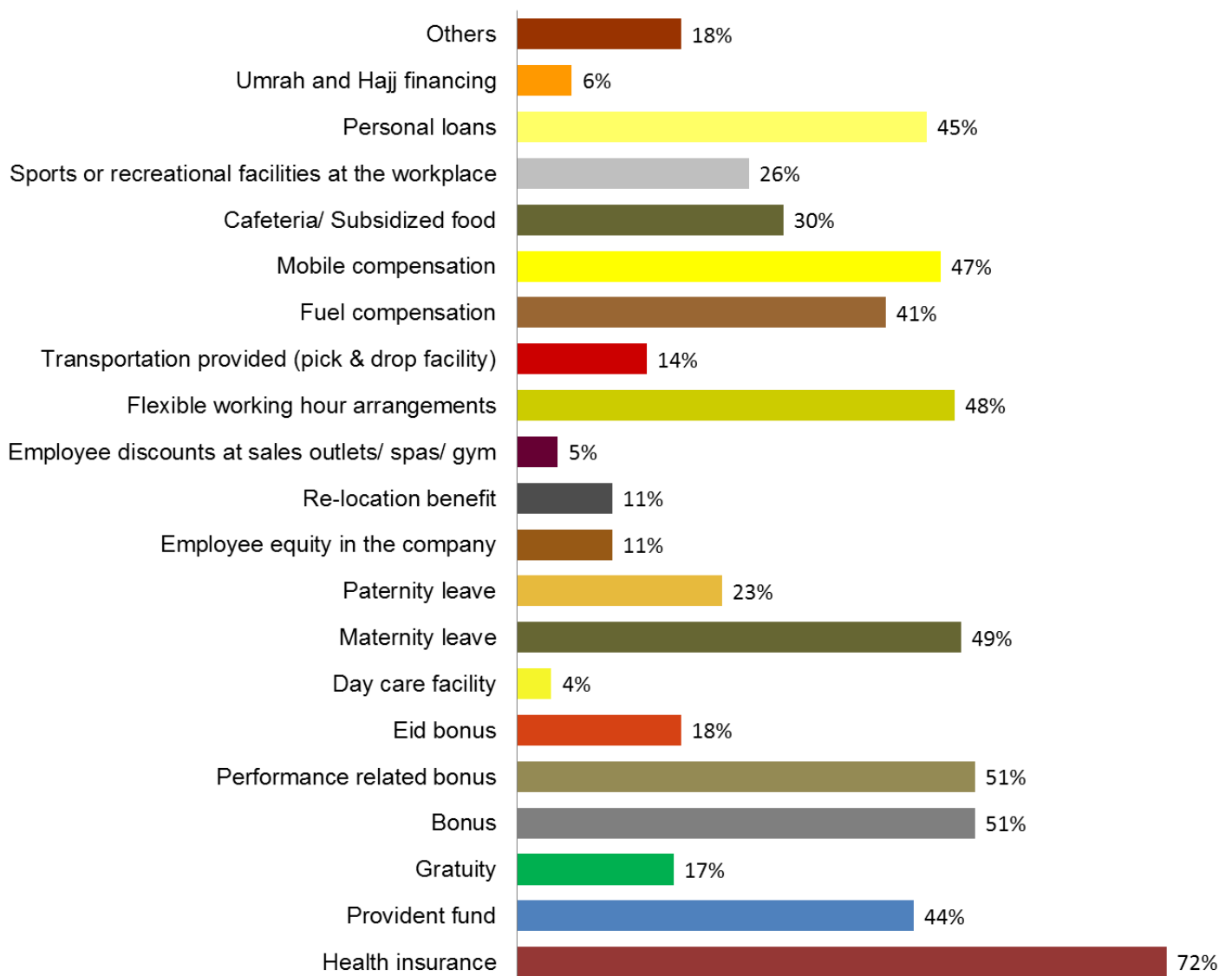
Number of Casual Leaves allowed in a Year

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 72% companies say they provide health insurance, 44% say they have provident fund, 51% say they give bonuses while another 51% say they give performance bonuses. 49% of the companies have provisions for maternity leave while only 23% say they give paternity leaves. 48% companies within our sample have flexible working hour arrangements, 41% provide fuel compensation and 47% employers cover mobile expenses. 45% 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 740 architects nationwide with 156 (21%) of them working in entry levels, 260 (35%) in middle level and 325 (44%) work at senior levels. It reveals average national basic monthly salaries of Rs. 82,267 for entry level software architects, Rs. 105,688 for middle level software architects and Rs. 184,323 for senior level software architects.

Entry Level

The 2016 results reveal 7.49% increase over 2015 with average national salary of Rs. 82,267. Karachi professionals earn Rs. 88,848 per month while average salaries for Lahore professionals remained Rs.74,863 and Islamabad professionals earn Rs 78,976 per month.

24% of the entry level professionals are entitled to no benefits, while 51% are provided with mobile phones, 12% with mobile phones + fuel and 13% are given other benefits

48% of the entry level professionals were promoted within the last year, 42% within last 6 months and 10% are not promoted since hired.

46% of the entry level employees were given increments between 25% to 30% of their existing salaries this year, 15% were given increments between 30% & 35%, 15% were subject to increments between 20% and 25%, 8% were given increments between 10% and 15% and 8% between 35% & 40%.

Middle Level

There has been a 6.82% increase in 2016 over last year with average national salary of 105,688. Karachi professionals earn Rs. 100,404 per month while average salaries for Lahore professionals remained Rs. 109,916 and Islamabad professionals earn Rs 103,574 per month.

44% of the middle level professionals are entitled to mobile phones and fuel, 22% are provided car and mobile phone as benefits, while 15% are provided with car + mobile phones + fuel and 19% are given other benefits

44% of the middle level professionals were promoted within the last year, 24% within last 6 months, 14% within last two year and 18% more than 2 years ago.

19% of the middle level employees were given increments between 25% to 30% of their existing salaries this year, 21% were given increments between 30% & 35%, 18% were subject to increments between 20% and 25%, 31% were given increments between 10% and 15% and 11% between 35% & 40%.

Senior Level

The 2016 results reveal 7.45% increase over 2015 with average national salary of 184,323. Karachi professionals earn Rs. 228,561 per month while average salaries for Lahore professionals remained 156,675 and Islamabad professionals earn Rs 175,107 per month.

34% of the senior level professionals are entitled to a car, while 36% are provided with fuel + mobile phones, 16% with car + mobile phone and 14% are given other benefits

26% of the senior level professionals were promoted within the last year, 12% within last 6 months, 32% within last two years and 30% more than 2 years ago.

46% of the senior level employees were given increments between 15% to 20% of their existing salaries this year, 15% were given increments between 20% & 25%, 15% were subject to increments between 25% and 30%, 14% were given increments between 30% and 35% and 10% between 35% & 40%

BPO Customer Service Professional

The survey included findings from 1828 BPO customer service professionals nationwide with 831 (45%) of them working in entry levels, 598 (33%) in middle level and 399 (22%) working in senior levels. It reveals average national basic monthly salaries of Rs. 35,442 for entry level BPO professionals, Rs. 64,940 for middle level professionals and Rs. 91,229 for senior level BPO professionals.

Entry Level

The 2016 results reveal 13.47% increase over 2015 with average national salary of Rs. 35,442. Karachi professionals earn Rs. 34,024 per month while average salaries for Lahore professionals remained Rs. 38,632 and Islamabad professionals earn Rs 36,151 per month.

43% of the entry level professionals are entitled to mobile phones, while 24% are provided with fuel + mobile phones, 16% with only fuel and 17% are given other benefits

53% of the entry level professionals were promoted within the last year, 39% within last 6 months and 8% are not promoted since hired.

34% of the entry level employees were given increments between 15% to 20% of their existing salaries this year, 15% were given increments between 20% & 25%, 15% 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 10.61% increase in 2016 over last year with average national salary of 64,940. Karachi professionals earn Rs. 60,394 per month while average salaries for Lahore professionals remained Rs. 70,135 and Islamabad professionals earn Rs 66,239 per month.

36% of the middle level professionals are entitled to mobile phones and fuel, 29% are provided car and mobile phone as benefits, while 13% are provided with car + mobile phones + fuel and 22% are given other benefits

21% of the middle level professionals were promoted within the last year, 15% within last 6 months, 48% within last two year and 16% more than 2 years ago.

26% 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%, 21% were subject to increments between 25% and 30%, 31% were given increments between 30% and 35% and 13% between 35% & 40%.

Senior Level

The 2016 results reveal 3.61% decrease over 2015 with average national salary of 91,229. Karachi professionals earn Rs. 93,054 per month while average salaries for Lahore professionals remained 89,404 and Islamabad professionals earn Rs 90,317 per month.

34% of the senior level professionals are entitled to a car, while 36% are provided with fuel + mobile phones, 16% with car + mobile phone and 14% are given other benefits

26% of the senior level professionals were promoted within the last year, 12% within last 6 months, 32% within last two years and 30% more than 2 years ago.

46% of the senior level employees were given increments between 15% to 20% of their existing salaries this year, 15% were given increments between 20% & 25%, 15% were subject to increments between 25% and 30%, 14% were given increments between 30% and 35% and 10% between 35% & 40%.

Programmer Android

The survey included findings from 145 Android Programmers nationwide with 81 (56%) of them working in entry levels and 64 (44%) in middle level. It reveals average national basic monthly salaries of Rs. 51,451 for entry level professionals and Rs. 122,471 for middle level professionals.

Entry Level

The 2016 results reveal 4.26% increase over 2015 with average national salary of Rs. 51,451. Karachi professionals earn Rs. 49,907 per month while average salaries for Lahore professionals remained Rs. 54,024 and Islamabad professionals earn Rs 57,111 per month.

16% 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 45% are given other benefits

35% of the entry level professionals were promoted within the last year, 26% within last 6 months and 39% are not promoted since hired.

36% 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%, 5% were given increments between 30% & 35% and 7% between 35% & 40%

Middle Level

There has been a 13.23% increase in 2016 over last year with average national salary of 122,471. Karachi professionals earn Rs. 120,022 per month while average salaries for Lahore professionals remained Rs. 125,819 and Islamabad professionals earn Rs 126,145 per month.

46% of the middle level professionals are entitled to mobile phones and fuel, 7% are

provided a car and mobile phone as benefits, while 4% are provided with car + mobile phone + fuel and 43% are given other benefits

11% of the middle level professionals were promoted within the last year, 4% within last 6 months, 61% within last two year and 24% more than 2 years ago.

35% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 14% were given increments between 15% & 20%, 16% 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 152 iOS programmers nationwide with 84 (55%) of them working in entry levels and 68 (45%) in middle level. It reveals average national basic monthly salaries of Rs. 53,784 for entry level professionals and Rs. 124,132 for middle level professionals.

Entry Level

The 2016 results reveal 7.11% increase over 2015 with average national salary of Rs. 53,784. Karachi professionals earn Rs. 51,011 per month while average salaries for Lahore professionals remained Rs. 61,389 and Islamabad professionals earn Rs 54,095 per month.

18% of the entry level professionals are entitled to mobile phones, while 7% are provided with fuel + mobile phones, 5% with car + fuel, 29% with only fuel and 41% are given other benefits

31% of the entry level professionals were promoted within the last year, 28% within last 6 months and 41% 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%, 27% were subject to increments between 20% & 25%, 6% were given increments between 30% & 35% and 5% between 35% & 40%

Middle Level

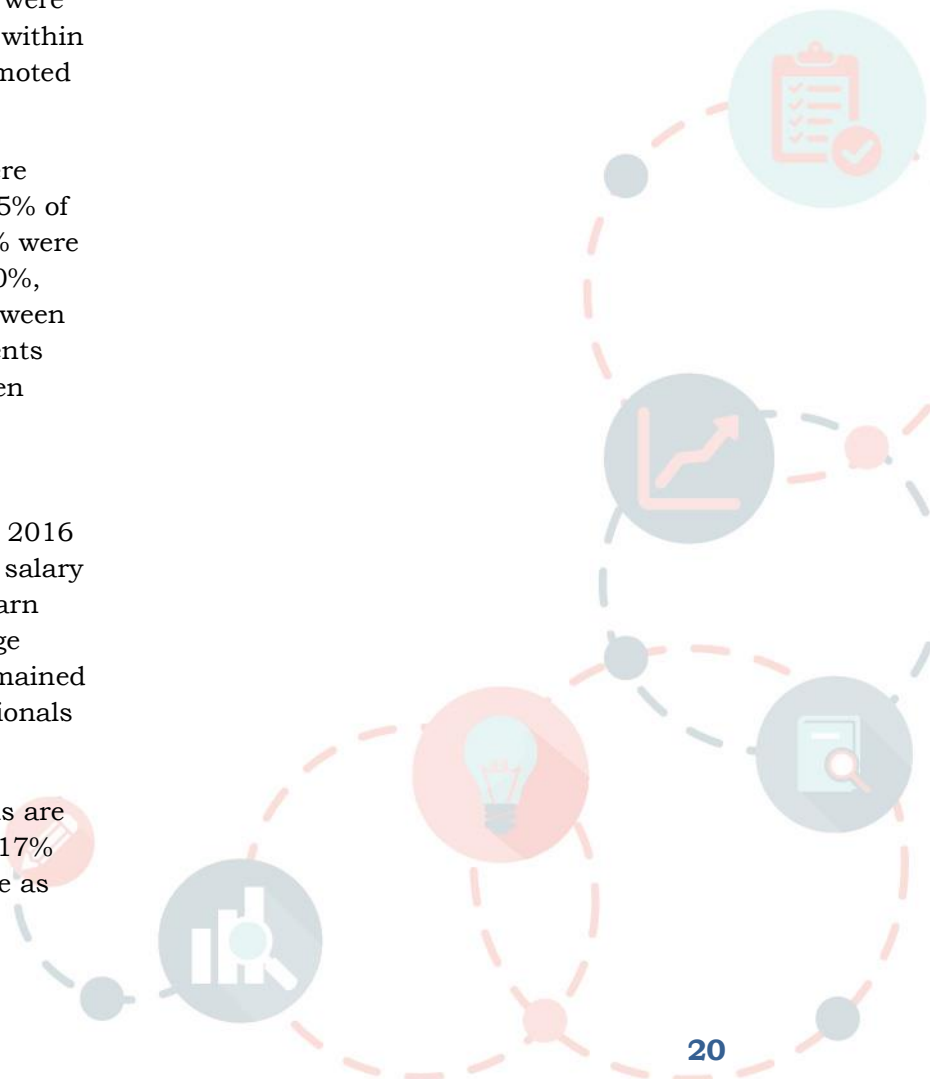
There has been a 8.19% increase in 2016 over last year with average national salary of 124,132. Karachi professionals earn Rs. 122,856 per month while average salaries for Lahore professionals remained Rs. 133,993 and Islamabad professionals earn Rs 130,339 per month.

36% of the middle level professionals are entitled to mobile phones and fuel, 17% are provided a car and mobile phone as

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

13% of the middle level professionals were promoted within the last year, 6% within last 6 months, 59% within last two year and 22% more than 2 years ago.

29% 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%, 21% were given increments between 25% & 30% and 14% between 30% & 35%.



Programmer java

The survey included findings from 328 java programmers nationwide with 135 (41%) of them working in entry levels, 109 (33%) in middle level and 84 (26%) working in senior levels. It reveals average national basic monthly salaries of Rs. 57,440 for entry level professionals, Rs. 103,841 for middle level professionals and Rs. 144,589 for senior level professionals.

Entry Level

The 2016 results reveal 5.68% increase over 2015 with average national salary of Rs. 57,440. Karachi professionals earn Rs. 55,142 per month while average salaries for Lahore professionals remained Rs. 60,886 and Islamabad professionals earn Rs 58,014 per month.

27% of the entry level professionals are entitled to mobile phones, while 9% are provided with fuel + mobile phones, 13% with car + fuel, 19% with only fuel and 32% are given other benefits

37% of the entry level professionals were promoted within the last year, 34% 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, 18% 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 12.21% increase in 2016 over last year with average national salary of 103,841. Karachi professionals earn Rs. 107,995 per month while average salaries for Lahore professionals remained Rs. 102,830 and Islamabad professionals earn Rs 100,726 per month.

19% 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 46% are given other benefits

28% of the middle level professionals were promoted within the last year, 9% within last 6 months, 34% within last two year and 29% more than 2 years ago.

21% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 30% 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 2016 results reveal 13.43% increase over 2015 with average national salary of 144,589. Karachi professionals earn Rs. 142,244 per month while average salaries for Lahore professionals remained Rs. 148,370 and Islamabad professionals earn Rs 145,712 per month.

28% of the senior level professionals are entitled to a car, while 34% are provided with fuel + mobile phones, 12% with car + mobile phone and 26% 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.

16% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 37% were given increments between 15% & 20%, 17% were subject to increments between 20% and 25%, 16% were given increments between 25% and 30% and 14% between 35% & 40%.

Programmer.net

The survey included findings from 1120 .net programmers nationwide with 424 (38%) of them working in entry levels, 394 (35%) in middle level and 301 (27%) working in senior levels. It reveals average national basic monthly salaries of Rs. 52,322 for entry level professionals, Rs. 84,220 for middle level professionals and Rs. 139,550 for senior level professionals.

Entry Level

The 2016 results reveal 7.35% increase over 2015 with average national salary of Rs. 52,322. Karachi professionals earn Rs. 54,670 per month while average salaries for Lahore professionals remained Rs. 51,430 and Islamabad professionals earn Rs 50,216 per month.

29% of the entry level professionals are entitled to mobile phones, while 11% are provided with fuel + mobile phones, 11% with car + fuel, 18% with only fuel and 31% are given other benefits

39% of the entry level professionals were promoted within the last year, 33% within last 6 months and 28% are not promoted since hired.

34% 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%, 16% were given increments between 30% & 35% and 13% between 35% & 40%.

Middle Level

There has been a 11.34% increase in 2016 over last year with average national salary of 84,220. Karachi professionals earn Rs. 86,316 per month while average salaries for Lahore professionals remained Rs. 81,520 and Islamabad professionals earn Rs 90,492 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 17% are provided with car + phone + fuel and 45% are given other benefits

26% of the middle level professionals were promoted within the last year, 11% within last 6 months, 32% within last two year 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, 28% were given increments between 15% & 20%, 20% were subject to increments between 20% and 25%, 20% were given increments between 25% & 30% and 13% between 30% & 35%.

Senior Level

The 2016 results reveal 22.19% increase over 2015 with average national salary of 139,550. Karachi professionals earn Rs. 145,190 per month while average salaries for Lahore professionals remained Rs. 134,932 and Islamabad professionals earn Rs 140,410 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

13% of the senior level professionals were promoted within the last year, 17% within last 6 months, 36% within last two years and 34% more than 2 years ago.

14% 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 15% between 35% & 40%.

Programmer Python

The survey included findings from 184 Python programmers nationwide with 83 (45%) of them working in entry levels, 55 (30%) in middle level and 46 (25%) working in senior levels. It reveals average national basic monthly salaries of Rs. 85,630 for entry level professionals, Rs. 110,210 for middle level professionals and Rs. 145,870 for senior level professionals.

Entry Level

The 2016 results reveal 3.85% increase over 2015 with average national salary of Rs. 85,630. Karachi professionals earn Rs. 80,410 per month while average salaries for Lahore professionals remained Rs. 91,230 and Islamabad professionals earn Rs 82,170 per month.

23% 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 32% are given other benefits

35% of the entry level professionals were promoted within the last year, 41% within last 6 months and 24% 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%, 27% 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 -12.70% decrease in 2016 over last year with average national salary of 110,210. Karachi professionals earn Rs. 104,330 per month while average salaries for Lahore professionals remained Rs. 116,840 and Islamabad professionals earn Rs 108,226 per month.

26% of the middle level professionals are entitled to mobile phones and fuel, 16% 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, 11% within last 6 months, 34% 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, 26% 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 2016 results reveal -7.03% decrease over 2015 with average national salary of 145,870. Karachi professionals earn Rs. 135,274 per month while average salaries for Lahore professionals remained Rs. 153,720 and Islamabad professionals earn Rs 140,990 per month.

24% of the senior level professionals are entitled to a car, while 30% are provided with fuel + mobile phones, 17% with car + mobile phone and 29% are given other benefits

20% of the senior level professionals were promoted within the last year, 12% within last 6 months, 35% 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, 26% were given increments between 15% & 20%, 21% were subject to increments between 20% and 25%, 12% were given increments between 25% and 30% and 14% between 35% & 40%.

Programmer Ruby

The survey included findings from 136 Ruby programmers nationwide with 74 (54%) of them working in entry levels and 62 (46%) in middle level. It reveals average national basic monthly salaries of Rs. 65,741 for entry level professionals and Rs. 121,580 for middle level professionals.

Entry Level

The 2016 results reveal 5.34% increase over 2015 with average national salary of Rs. 65,741. Karachi professionals earn Rs. 69,440 per month while average salaries for Lahore professionals remained Rs. 60,214 and Islamabad professionals earn Rs 70,380 per month.

22% of the entry level professionals are entitled to mobile phones, while 7% are provided with fuel + mobile phones, 8% with car + fuel, 25% with only fuel and 38% are given other benefits

36% of the entry level professionals were promoted within the last year, 26% within last 6 months and 38% are not promoted since hired.

35% 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%, 28% were subject to increments between 20% & 25%, 8% were given increments between 30% & 35% and 3% between 35% & 40%

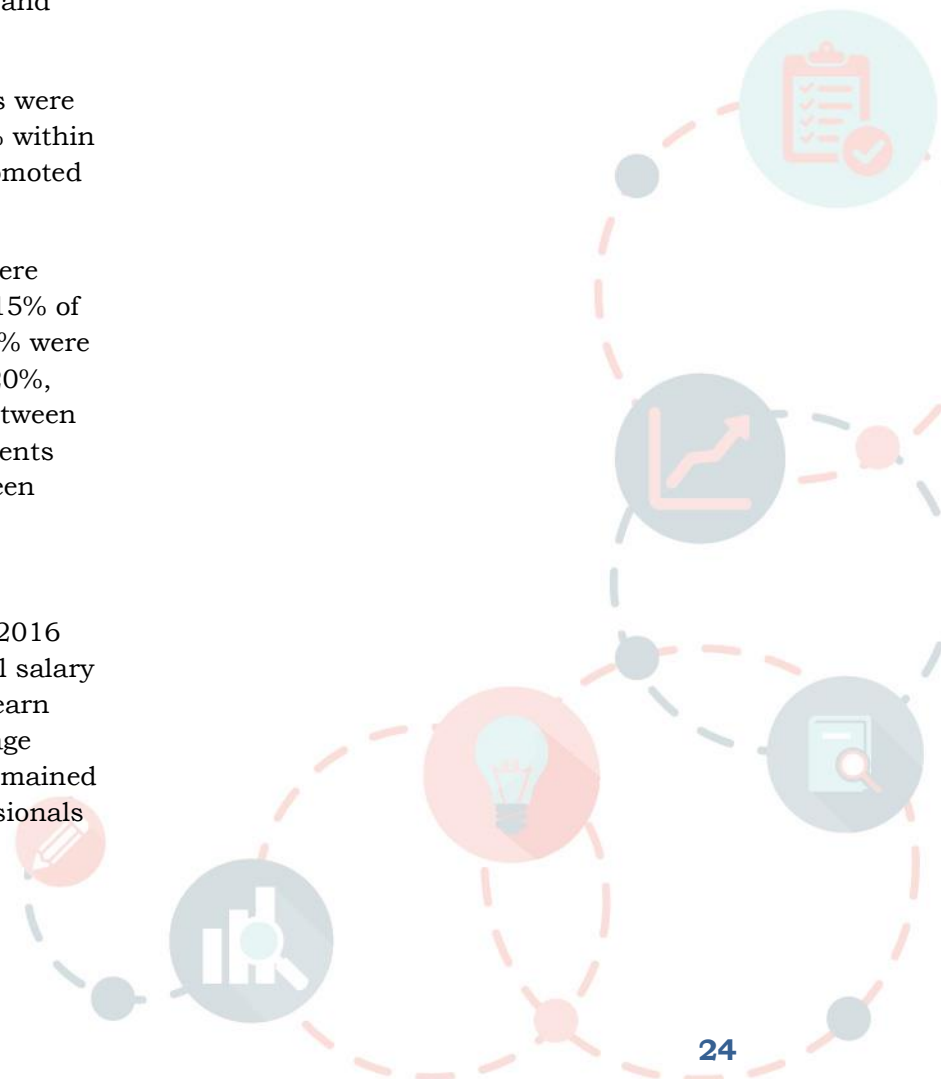
Middle Level

There has been 5.45% increase in 2016 over last year with average national salary of 121,580. Karachi professionals earn Rs. 128,640 per month while average salaries for Lahore professionals remained Rs. 114,820 and Islamabad professionals earn Rs 124,360 per month.

26% of the middle level professionals are entitled to mobile phones and fuel, 20% are provided a car and mobile phone as benefits, while 14% 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, 55% within last two year and 27% more than 2 years ago.

24% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 18% were given increments between 15% & 20%, 20% were subject to increments between 20% and 25%, 22% were given increments between 25% & 30% and 16% between 30% & 35%.



Programmer Web

The survey included findings from 368 web programmers nationwide with 178 (48%) of them working in entry levels, 114 (31%) in middle level and 76 (21%) working in senior levels. It reveals average national basic monthly salaries of Rs. 49,770 for entry level professionals, Rs. 91,145 for middle level professionals and Rs. 148,890 for senior level professionals.

Entry Level

The 2016 results reveal 6.39% increase over 2015 with average national salary of Rs. 49,770. Karachi professionals earn Rs. 50,472 per month while average salaries for Lahore professionals remained Rs. 48,892 and Islamabad professionals earn Rs 53,130 per month.

26% 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 34% are given other benefits

38% of the entry level professionals were promoted within the last year, 35% within last 6 months and 27% are not promoted since hired.

26% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 20% 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 15.01% increase in 2016 over last year with average national salary of 91,145. Karachi professionals earn Rs. 88,499 per month while average salaries for Lahore professionals remained Rs. 94,760 and Islamabad professionals earn Rs 90,322 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 17% are provided with car + phone + fuel and 41% are given other benefits

21% of the middle level professionals were promoted within the last year, 11% within last 6 months, 36% within last two year and 32% more than 2 years ago.

31% 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%, 14% were given increments between 25% & 30% and 12% between 30% & 35%.

Senior Level

The 2016 results reveal 37.06% increase over 2015 with average national salary of 148,890. Karachi professionals earn Rs. 150,660 per month while average salaries for Lahore professionals remained Rs. 145,176 and Islamabad professionals earn Rs 142,230 per month.

27% of the senior level professionals are entitled to a car, while 33% are provided with fuel + mobile phones, 14% with car + mobile phone and 26% are given other benefits

18% of the senior level professionals were promoted within the last year, 14% within last 6 months, 37% within last two years and 31% 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%, 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 320 Database Frontend programmers nationwide with 156 (49%) of them working in entry levels, 94 (29%) in middle level and 70 (22%) working in senior levels. It reveals average national basic monthly salaries of Rs. 62,713 for entry level professionals, Rs. 94,516 for middle level professionals and Rs. 112,421 for senior level professionals.

Entry Level

The 2016 results reveal 3.50% increase over 2015 with average national salary of Rs. 62,713. Karachi professionals earn Rs. 57,344 per month while average salaries for Lahore professionals remained Rs. 66,394 and Islamabad professionals earn Rs 55,220 per month.

14% of the entry level professionals are entitled to mobile phones, while 19% are provided with fuel + mobile phones, 7% with car + fuel, 19% with only fuel and 41% are given other benefits

36% of the entry level professionals were promoted within the last year, 27% within last 6 months and 34% are not promoted since hired.

24% 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%, 12% were given increments between 30% & 35% and 8% between 35% & 40%.

Middle Level

There has been a 16.02% increase in 2016 over last year with average national salary of 94,516. Karachi professionals earn Rs. 88,990 per month while average salaries for Lahore professionals remained Rs. 97,326 and Islamabad professionals earn Rs 92,296 per month.

29% of the middle level professionals are entitled to mobile phones and fuel, 15% are provided a car and phone as benefits, while 12% are provided with car + phone + fuel and 44% are given other benefits

15% of the middle level professionals were promoted within the last year, 4% within last 6 months, 49% 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, 21% were given increments between 15% & 20%, 20% were subject to increments between 20% and 25%, 23% were given increments between 25% & 30% and 8% between 30% & 35%.

Senior Level

The 2016 results reveal 14.23% increase over 2015 with average national salary of 112,421. Karachi professionals earn Rs. 110,440 per month while average salaries for Lahore professionals remained Rs. 120,032 and Islamabad professionals earn Rs 116,236 per month.

24% of the senior level professionals are entitled to a car, while 34% are provided with fuel + mobile phones, 14% with car + mobile phone and 28% are given other benefits

17% of the senior level professionals were promoted within the last year, 13% within last 6 months, 39% 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%, 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 166 Microsoft Sharepoint programmers nationwide with 42 (26%) of them working in entry levels, 88 (54%) in middle level and 35 (20%) working in senior levels. It reveals average national basic monthly salaries of Rs. 55,140 for entry level professionals, Rs. 107,890 for middle level professionals and Rs. 153,230 for senior level professionals.

Entry Level

The 2016 results reveal 13.11% increase over 2015 with average national salary of Rs. 55,140. Karachi professionals earn Rs. 52,178 per month while average salaries for Lahore professionals remained Rs. 58,327 and Islamabad professionals earn Rs 50,238 per month.

16% 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 43% are given other benefits

37% of the entry level professionals were promoted within the last year, 28% within last 6 months and 32% are not promoted since hired.

26% 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%, 12% were given increments between 30% & 35% and 9% between 35% & 40%.

Middle Level

There has been a 18.13% increase in 2016 over last year with average national salary of 107,890. Karachi professionals earn Rs. 110,220 per month while average salaries for Lahore professionals remained Rs. 105,360 and Islamabad professionals earn Rs 102,870 per month.

28% of the middle level professionals are entitled to mobile phones and fuel, 16% are provided a car and phone as benefits, while 13% are provided with car + phone + fuel and 43% are given other benefits

21% of the middle level professionals were promoted within the last year, 8% within last 6 months, 43% within last two year and 28% more than 2 years ago.

23% 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%, 20% were subject to increments between 20% and 25%, 19% were given increments between 25% & 30% and 12% between 30% & 35%.

Senior Level

The 2016 results reveal 6.78% increase over 2015 with average national salary of 153,230. Karachi professionals earn Rs. 160,215 per month while average salaries for Lahore professionals remained Rs. 148,202 and Islamabad professionals earn Rs 155,770 per month.

21% of the senior level professionals are entitled to a car, while 37% are provided with fuel + mobile phones, 16% with car + mobile phone and 28% are given other benefits

15% of the senior level professionals were promoted within the last year, 15% within last 6 months, 41% 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, 38% 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 178 Microsoft Dynamics professionals nationwide with 59 (33%) of them working in entry levels, 63 (36%) in middle level and 55 (31%) working in senior levels. It reveals average national basic monthly salaries of Rs. 54,126 for entry level professionals, Rs. 104,235 for middle level professionals and Rs. 142,874 for senior level professionals.

Entry Level

The 2016 results reveal 19.4% increase over 2015 with average national salary of Rs. 54,126. Karachi professionals earn Rs. 52,984 per month while average salaries for Lahore professionals remained Rs. 58,230 and Islamabad professionals earn Rs 60,199 per month.

18% 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 38% are given other benefits

22% of the entry level professionals were promoted within the last year, 38% within last 6 months and 37% are not promoted since hired.

22% 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 8% between 35% & 40%.

Middle Level

There has been a 20.90% increase in 2016 over last year with average national salary of 104,235. Karachi professionals earn Rs. 115,548 per month while average salaries for Lahore professionals remained Rs. 100,056 and Islamabad professionals earn Rs 105,994 per month.

19% 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 46% are given other benefits

30% of the middle level professionals were promoted within the last year, 7% within last 6 months, 37% within last two year and 26% more than 2 years ago.

18% 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%, 21% were subject to increments between 20% and 25%, 22% were given increments between 25% & 30% and 12% between 30% & 35%.

Senior Level

The 2016 results reveal 7.59% increase over 2015 with average national salary of 142,874. Karachi professionals earn Rs. 148,190 per month while average salaries for Lahore professionals remained Rs. 139,263 and Islamabad professionals earn Rs 144,152 per month.

18% of the senior level professionals are entitled to a car, while 38% are provided with fuel + mobile phones, 17% with car + mobile phone and 30% 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, 39% were given increments between 15% & 20%, 18% were subject to increments between 20% and 25%, 16% were given increments between 25% and 30% and 9% between 35% & 40%.

Game Designer

The survey included findings from 127 Game Designers nationwide with 50 (40%) of them working in entry levels, 34 (43%) in middle level and 34 (26%) working in senior levels. It reveals average national basic monthly salaries of Rs. 60,580 for entry level Game Designers, Rs. 119,473 for middle level professionals and Rs. 149,560 for senior level professionals.

Entry Level

The 2016 results reveal 18.20% increase over 2015 with average national salary of Rs. 60,580. Karachi professionals earn Rs. 53,310 per month while average salaries for Lahore professionals remained Rs. 65,426 and Islamabad professionals earn Rs 67,850 per month.

23% of the entry level professionals are entitled to mobile phones, while 28% are provided with fuel + mobile phones, 8% with car + fuel, 12% with only fuel and 29% are given other benefits

48% of the entry level professionals were promoted within the last year, 34% within last 6 months and 18% are not promoted since hired.

19% of the entry level employees were given increments between 15% to 20% of their existing salaries this year, 34% 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 24.13% increase in 2016 over last year with average national salary of 119,473. Karachi professionals earn Rs. 114,694 per month while average salaries for Lahore professionals remained Rs. 113,499 and Islamabad professionals earn Rs 136,199 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.

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

17% of the middle level professionals were promoted within the last year, 12% within last 6 months, 53% within last two year and 18% more than 2 years ago.

37% 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%, 15% were given increments between 30% and 35% and 12% between 35% & 40%.

Senior Level

The 2016 results reveal 33.06% increase over 2015 with average national salary of 149,560. Karachi professionals earn Rs. 152,551 per month while average salaries for Lahore professionals remained 127,126 and Islamabad professionals earn Rs 167,507 per month.

46% of the senior level professionals are entitled to a car, while 26% are provided with fuel + mobile phones, 13% with car + mobile phone and 15% are given other benefits

17% of the senior level professionals were promoted within the last year, 8% within last 6 months, 47% within last two years and 28% more than 2 years ago.

42% 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%, 26% 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

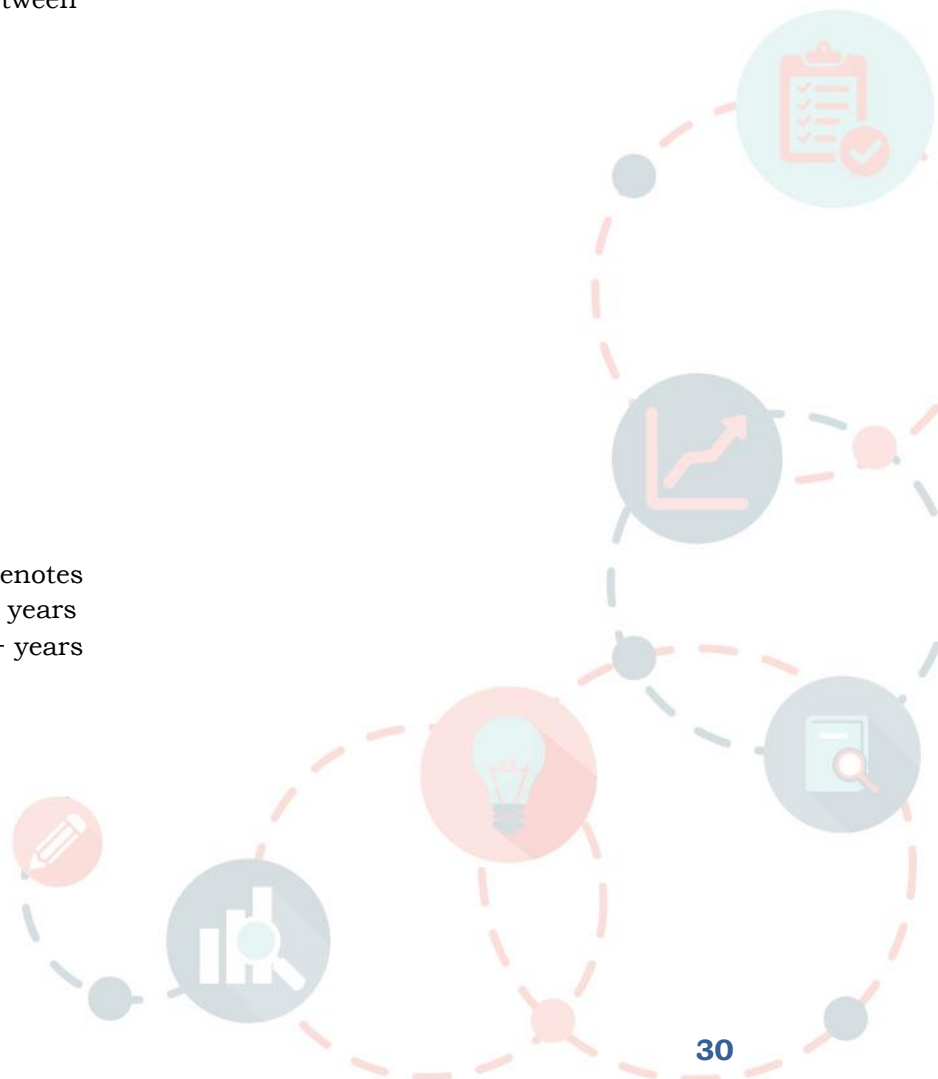
There has been a 11.76% increase in 2016 over last year with average national salary of 88,450 for middle level game producers.

18% of the middle level professionals are entitled to mobile phones and fuel, 53% are provided car and mobile as benefits, while 22% are provided with car + mobile phones + fuel and 7% are given other benefits

29% of the middle level professionals were promoted within the last year, 16% within last 6 months, 48% within last two year and 7% more than 2 years ago.

20% of the middle level employees were given increments between 15% to 20% of their existing salaries this year, 18% were given increments between 20% & 25%, 22% were subject to increments between 25% and 30%, 17% were given increments between 30% and 35% and 23% 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 2016 results reveal 17.72% increase over 2015 with average national salary of 289,140.

41% of the senior level professionals are entitled to a car, while 22% are provided with fuel + mobile phones, 27% with car + mobile phone and 10% are given other benefits

23% of the senior level professionals were promoted within the last year, 10% within last 6 months, 46% within last two years and 21% more than 2 years ago.

48% of the senior level employees were given increments between 15% to 20% of their existing salaries this year, 18% were given increments between 20% & 25%, 17% were subject to increments between 25% and 30%, 9% were given increments between 30% and 35% and 8% 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 166 Database Administrators nationwide with 70 (42%) of them working in entry levels, 57 (35%) in middle level and 38 (23%) working in senior levels. It reveals average national basic monthly salaries of Rs. 55,880 for entry level Database Administrators, Rs. 88,965 for middle level professionals and Rs. 146,782 for senior level professionals.

Entry Level

The 2016 results reveal 11.29% increase over 2015 with average national salary of Rs. 55,880. Karachi professionals earn Rs. 45,822 per month while average salaries for Lahore professionals remained Rs. 59,792 and Islamabad professionals earn Rs 53,645 per month.

24% of the entry level professionals are entitled to mobile phones, while 21% are provided with fuel + mobile phones, 13% with car + fuel, 11% with only fuel and 31% are given other benefits

53% of the entry level professionals were promoted within the last year, 21% within last 6 months and 26% are not promoted since hired.

32% of the entry level employees were given increments between 15% to 20% of their existing salaries this year, 24% 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 16.68% increase in 2016 over last year with average national salary of 88,965. Karachi professionals earn Rs. 86,296 per month while average salaries for Lahore professionals remained Rs. 95,193 and Islamabad professionals earn Rs 96,082 per month.

28% of the middle level professionals are entitled to mobile phones and fuel, 18% are provided car and mobile as benefits, while 19% are provided with car + mobile phones + fuel and 35% are given other benefits

17% of the middle level professionals were promoted within the last year, 12% within last 6 months, 53% within last two year and 18% more than 2 years ago.

45% 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%, 8% were given increments between 30% and 35% and 9% between 35% & 40%.

Senior Level

The 2016 results reveal 20.21% increase over 2015 with average national salary of 146,782. Karachi professionals earn Rs. 161,460 per month while average salaries for Lahore professionals remained 133,572 and Islamabad professionals earn Rs 148,250 per month.

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

14% of the senior level professionals were promoted within the last year, 8% within last 6 months, 56% within last two years and 22% more than 2 years ago.

14% of the senior level employees were given increments between 15% to 20% of their existing salaries this year, 32% were given increments between 20% & 25%, 29% were subject to increments between 25% and 30%, 11% were given increments between 30% and 35% and 14% between 35% & 40%.

Graphics Designer

The survey included findings from 326 Graphic Designers nationwide with 141 (43%) of them working in entry levels, 109 (33%) in middle level and 77 (24%) working in senior levels. It reveals average national basic monthly salaries of Rs. 48,144 for entry level Graphic Designers, Rs. 74,230 for middle level professionals and Rs. 115,040 for senior level professionals.

Entry Level

The 2016 results reveal 13.25% increase over 2015 with average national salary of Rs. 48,144. Karachi professionals earn Rs. 47,181 per month while average salaries for Lahore professionals remained Rs. 50,551 and Islamabad professionals earn Rs 53,440 per month.

26% of the entry level professionals are entitled to mobile phones, while 29% are provided with fuel + mobile phones, 11% with car + fuel, 17% with only fuel and 17% are given other benefits

48% of the entry level professionals were promoted within the last year, 34% within last 6 months and 18% are not promoted since hired.

37% of the entry level employees were given increments between 15% to 20% of their existing salaries this year, 26% were given increments between 20% & 25%, 12% were subject to increments between 25% and 30%, 4% were given increments between 30% and 35%, 7% between 35% & 40% and 14% between 10% to 15%.

Middle Level

There has been a 12.91% increase in 2016 over last year with average national salary of 74,230. Karachi professionals earn Rs. 70,519 per month while average salaries for Lahore professionals remained Rs. 82,395 and Islamabad professionals earn Rs 72,745 per month.

16% of the middle level professionals are entitled to mobile phones and fuel, 27% are provided a car and mobile as benefits, while 22% are provided with car + mobile phone + fuel and 35% are given other benefits

12% of the middle level professionals were promoted within the last year, 8% within last 6 months, 56% within last two year and 24% more than 2 years ago.

41% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 22% were given increments between 15% & 20%, 17% were subject to increments between 20% and 25%, 12% were given increments between 25% and 30% and 8% between 30% & 35%.

Senior Level

The 2016 results reveal 16.85% increase over 2015 with average national salary of 115,040. Karachi professionals earn Rs. 116,190 per month while average salaries for Lahore professionals remained 111,589 and Islamabad professionals earn Rs 127,694 per month.

14% of the senior level professionals are entitled to a car, while 52% are provided with fuel + mobile phones, 8% with car + mobile phone and 26% are given other benefits

37% of the senior level professionals were promoted within the last year, 6% within last 6 months, 29% within last two years and 28% more than 2 years ago.

44% 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%, 12% 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 522 Helpdesk / Support professionals nationwide with 302 (58%) of them working in entry levels, 151 (29%) in middle level and 69 (13%) working in senior levels. It reveals average national basic monthly salaries of Rs. 40,250 for entry level professionals, Rs. 64,864 for middle level professionals and Rs. 116,749 for senior level professionals.

Entry Level

The 2016 results reveal 10.64% increase over 2015 with average national salary of Rs. 40,250. Karachi professionals earn Rs. 37,030 per month while average salaries for Lahore professionals remained Rs. 45,885 and Islamabad professionals earn Rs 39,848 per month.

16% 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 45% are given other benefits

35% of the entry level professionals were promoted within the last year, 26% within last 6 months and 39% are not promoted since hired.

51% 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%, 8% 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 9.07% increase in 2016 over last year with average national salary of 64,864. Karachi professionals earn Rs. 51,891 per month while average salaries for Lahore professionals remained Rs. 60,324 and Islamabad professionals earn Rs 66,810 per month.

47% of the middle level professionals are entitled to mobile phones and fuel, 6% are provided a car and mobile phone as benefits, while 4% are provided with car + mobile phone + fuel and 43% are given other benefits

10% of the middle level professionals were promoted within the last year, 4% within last 6 months, 62% within last two year and 24% more than 2 years ago.

34% 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%, 17% were subject to increments between 20% and 25%, 23% were given increments between 25% & 30% and 11% between 30% & 35%.

Senior Level

The 2016 results reveal 1.27% increase over 2015 with average national salary of 116,749. Karachi professionals earn Rs. 110,912 per month while average salaries for Lahore professionals remained Rs. 121,419 and Islamabad professionals earn Rs 128,424 per month.

15% of the senior level professionals are entitled to a car, while 43% are provided with fuel + mobile phones, 6% with car + mobile phone and 36% 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.

31% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 38% were given increments between 15% & 20%, 12% were subject to increments between 20% and 25%, 15% were given increments between 25% and 30% and 4% between 35% & 40%.

Product Manager

The survey included findings from 112 Product Managers nationwide with 77 (69%) of them working in middle level and 35 (31%) working in senior levels. It reveals average national basic monthly salaries of Rs. 125,990 for middle level professionals and Rs. 234,152 for senior level professionals.

Middle Level

There has been a 19.15% increase in 2016 over last year with average national salary of 125,990. Karachi professionals earn Rs. 112,131 per month while average salaries for Lahore professionals remained Rs. 123,470 and Islamabad professionals earn Rs 144,889 per month.

13% of the middle level professionals are entitled to mobile phones and fuel, 35% are provided a car and mobile phone as benefits, while 18% are provided with car + mobile phone + fuel and 34% are given other benefits

26% of the middle level professionals were promoted within the last year, 15% within last 6 months, 38% within last two years and 21% more than 2 years ago.

24% 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%, 21% were subject to increments between 20% and 25%, 12% were given increments between 25% & 30% and 14% between 30% & 35%.

Senior Level

The 2016 results reveal 14.65% increase over 2015 with average national salary of 234,152. Karachi professionals earn Rs. 229,469 per month while average salaries for Lahore professionals remained Rs. 264,592 and Islamabad professionals earn Rs 227,127 per month.

36% of the senior level professionals are entitled to a car, while 18% are provided with fuel + mobile phones, 27% with car + mobile phone and 19% are given other benefits

22% of the senior level professionals were promoted within the last year, 6% within last 6 months, 49% within last two years and 23% more than 2 years ago.

20% 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%, 22% were given increments between 25% and 30% and 11% between 35% & 40%.



Project Manager

The survey included findings from 334 Project Managers nationwide with 204 (61%) of them working in middle level and 130 (39%) working in senior levels. It reveals average national basic monthly salaries of Rs. 126,846 for middle level professionals and Rs. 178,952 for senior level professionals.

Middle Level

There has been a 11.31% increase in 2016 over last year with average national salary of 126,846. Karachi professionals earn Rs. 130,651 per month while average salaries for Lahore professionals remained Rs. 125,578 and Islamabad professionals earn Rs 120,504 per month.

23% of the middle level professionals are entitled to mobile phones and fuel, 32% are provided a car and mobile phone as benefits, while 16% are provided with car + mobile phone + fuel and 29% are given other benefits

19% of the middle level professionals were promoted within the last year, 15% within last 6 months, 53% within last two years and 13% more than 2 years ago.

41% 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%, 14% were subject to increments between 20% and 25%, 11% were given increments between 25% & 30% and 8% between 30% & 35%.

Senior Level

The 2016 results reveal 9.25% increase over 2015 with average national salary of 178,952. Karachi professionals earn Rs. 170,004 per month while average salaries for Lahore professionals remained Rs. 189,689 and Islamabad professionals earn Rs 196,847 per month.

28% of the senior level professionals are entitled to a car, while 12% are provided with fuel + mobile phones, 34% with car + mobile phone and 26% are given other benefits

24% of the senior level professionals were promoted within the last year, 14% within last 6 months, 29% within last two years and 33% more than 2 years ago.

26% 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%, 14% were given increments between 25% and 30% and 6% between 35% & 40%.



Software Development Manager

The survey included findings from 168 Software Development Managers nationwide with 97 (58%) of them working in middle level and 71 (42%) working in senior levels. It reveals average national basic monthly salaries of Rs. 129,330 for middle level professionals and Rs. 205,252 for senior level professionals.

Middle Level

There has been a 12.25% increase in 2016 over last year with average national salary of 129,330. Karachi professionals earn Rs. 107,344 per month while average salaries for Lahore professionals remained Rs. 151,316 and Islamabad professionals earn Rs 124,157 per month.

26% of the middle level professionals are entitled to mobile phones and fuel, 29% are provided a car and mobile phone as benefits, while 23% are provided with car + mobile phone + fuel and 22% are given other benefits

21% of the middle level professionals were promoted within the last year, 12% within last 6 months, 43% within last two years and 24% more than 2 years ago.

39% 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%, 10% were given increments between 25% & 30% and 8% between 30% & 35%.

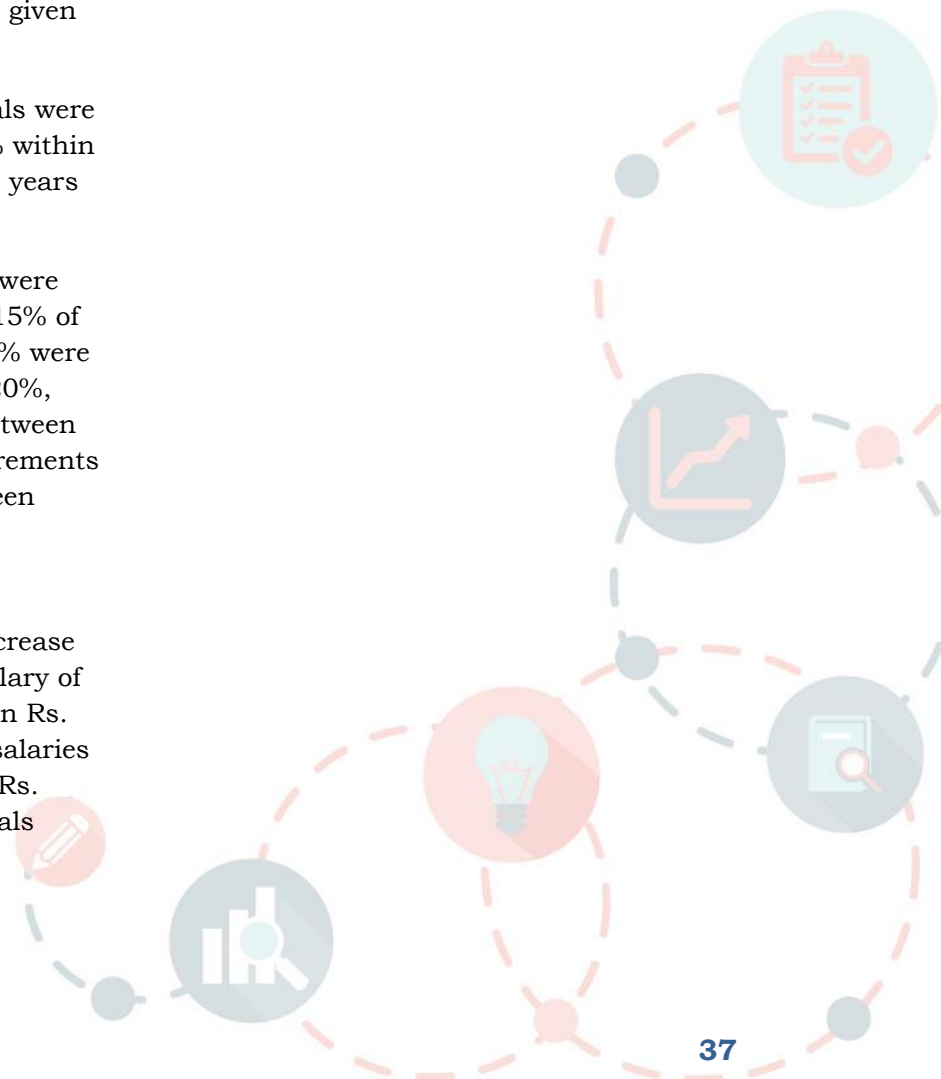
Senior Level

The 2016 results reveal 11.49% increase over 2015 with average national salary of 205,252. Karachi professionals earn Rs. 242,197 per month while average salaries for Lahore professionals remained Rs. 211,410 and Islamabad professionals earn Rs 203,199 per month.

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

38% of the senior level professionals were promoted within the last year, 7% within last 6 months, 36% within last two years and 19% more than 2 years ago.

39% 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%, 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 346 Team Leaders nationwide with 219 (63%) of them working in middle level and 127 (37%) working in senior levels. It reveals average national basic monthly salaries of Rs. 108,960 for middle level professionals and Rs. 195,225 for senior level professionals.

Middle Level

There has been a 12.97% increase in 2016 over last year with average national salary of 108,960. Karachi professionals earn Rs. 106,781 per month while average salaries for Lahore professionals remained Rs. 128,573 and Islamabad professionals earn Rs 113,318 per month.

19% of the middle level professionals are entitled to mobile phones + fuel, 31% are provided a car + mobile phone as benefits, while 36% are provided with car + mobile phone + fuel and 14% are given other benefits

20% of the middle level professionals were promoted within the last year, 13% within last 6 months, 39% within last two years and 28% more than 2 years ago.

37% 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%, 11% were given increments between 25% & 30% and 7% between 30% & 35%.

Senior Level

The 2016 results reveal 9.58% increase over 2015 with average national salary of 195,225. Karachi professionals earn Rs. 212,795 per month while average salaries for Lahore professionals remained Rs. 193,273 and Islamabad professionals earn Rs 197,177 per month.

42% of the senior level professionals are entitled to a car, while 15% are provided with fuel + mobile phones, 32% with car + mobile phone + fuel and 11% are given other benefits

24% of the senior level professionals were promoted within the last year, 5% within last 6 months, 44% within last two years and 27% more than 2 years ago.

32% 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%, 17% were subject to increments between 20% and 25%, 18% were given increments between 25% and 30% and 5% between 35% & 40%.

Quality Assurance

The survey included findings from 784 Quality Assurance professionals nationwide with 382 (49%) of them working in entry levels, 249 (32%) in middle level and 153 (19%) working in senior levels. It reveals average national basic monthly salaries of Rs. 64,122 for entry level professionals, Rs. 76,954 for middle level professionals and Rs. 124,612 for senior level professionals.

Entry Level

The 2016 results reveal 21.81% increase over 2015 with average national salary of Rs. 64,122. Karachi professionals earn Rs. 60,916 per month while average salaries for Lahore professionals remained Rs. 65,404 and Islamabad professionals earn Rs 67,328 per month.

16% 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 45% are given other benefits

35% of the entry level professionals were promoted within the last year, 26% within last 6 months and 39% are not promoted since hired.

36% 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%, 5% were given increments between 30% & 35% and 7% between 35% & 40%

Middle Level

There has been a 10.88% increase in 2016 over last year with average national salary of 76,954. Karachi professionals earn Rs. 73,106 per month while average salaries for Lahore professionals remained Rs. 93,114 and Islamabad professionals earn Rs 79,263 per month.

46% of the middle level professionals are entitled to mobile phones and fuel, 7% are provided a car and mobile as benefits, while 4% are provided with car + mobile phone + fuel and 43% are given other benefits

11% of the middle level professionals were promoted within the last year, 4% within last 6 months, 61% within last two year and 24% more than 2 years ago.

35% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 14% were given increments between 15% & 20%, 16% were subject to increments between 20% and 25%, 23% were given increments between 25% & 30% and 12% between 30% & 35%.

Senior Level

The 2016 results reveal 18.96% increase over 2015 with average national salary of 124,612. Karachi professionals earn Rs. 125,858 per month while average salaries for Lahore professionals remained Rs. 110,905 and Islamabad professionals earn Rs 128,350 per month.

16% of the senior level professionals are entitled to a car, while 42% are provided with fuel + mobile phones, 8% with car + mobile phone and 34% are given other benefits

21% of the senior level professionals were promoted within the last year, 9% within last 6 months, 43% within last two years and 27% more than 2 years ago.

32% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 37% 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 178 Data Miners & Scientists nationwide with 86 (49%) of them working in entry levels, 56 (31%) in middle level and 36 (20%) working in senior levels. It reveals average national basic monthly salaries of Rs. 48,740 for entry level professionals, Rs. 95,632 for middle level professionals and Rs. 189,788 for senior level professionals.

Entry Level

The 2016 results reveal 14.7% increase over 2015 with average national salary of Rs. 48,740. Karachi professionals earn Rs. 45,328 per month while average salaries for Lahore professionals remained Rs. 49,227 and Islamabad professionals earn Rs 54,101 per month.

18% of the entry level professionals are entitled to mobile phones, while 15% are provided with fuel + mobile phones, 4% with car + fuel, 22% with only fuel and 41% are given other benefits

33% of the entry level professionals were promoted within the last year, 30% within last 6 months and 37% 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%, 29% were subject to increments between 20% & 25%, 9% were given increments between 30% & 35% and 11% between 35% & 40%.

Middle Level

There has been a 18.87% increase in 2016 over last year with average national salary of 95,632. Karachi professionals earn Rs. 98,501 per month while average salaries for Lahore professionals remained Rs. 74,593 and Islamabad professionals earn Rs 96,588 per month.

35% of the middle level professionals are entitled to mobile phones and fuel, 12% are provided a car and phone as benefits, while 8% are provided with car + phone + fuel and 45% are given other benefits

13% of the middle level professionals were promoted within the last year, 6% within last 6 months, 51% within last two year and 30% more than 2 years ago.

34% 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%, 17% were subject to increments between 20% and 25%, 24% were given increments between 25% & 30% and 10% between 30% & 35%.

Senior Level

The 2016 results reveal 10.64% increase over 2015 with average national salary of 189,788. Karachi professionals earn Rs. 182,196 per month while average salaries for Lahore professionals remained Rs. 216,358 and Islamabad professionals earn Rs 201,175 per month.

19% of the senior level professionals are entitled to a car, while 39% are provided with fuel + mobile phones, 10% with car + mobile and 32% are given other benefits

17% of the senior level professionals were promoted within the last year, 13% within last 6 months, 39% within last two years and 31% more than 2 years ago.

27% 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%, 16% 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 246 Technical Writers nationwide with 108 (44%) of them working in entry levels, 85 (34%) in middle level and 54 (22%) working in senior levels. It reveals average national basic monthly salaries of Rs. 56,412 for entry level professionals, Rs. 72,155 for middle level professionals and Rs. 117,844 for senior level professionals.

Entry Level

The 2016 results reveal 25.78% increase over 2015 with average national salary of Rs. 56,412. Karachi professionals earn Rs. 54,156 per month while average salaries for Lahore professionals remained Rs. 60,361 and Islamabad professionals earn Rs 55,848 per month.

14% of the entry level professionals are entitled to mobile phones, while 19% are provided with fuel + mobile phones, 7% with car + fuel, 19% with only fuel and 41% are given other benefits

36% of the entry level professionals were promoted within the last year, 27% within last 6 months and 34% are not promoted since hired.

24% 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%, 12% were given increments between 30% & 35% and 8% between 35% & 40%.

Middle Level

There has been a 22.32% increase in 2016 over last year with average national salary of 72,155. Karachi professionals earn Rs. 68,547 per month while average salaries for Lahore professionals remained Rs. 81,535 and Islamabad professionals earn Rs 75,041 per month.

29% of the middle level professionals are entitled to mobile phones and fuel, 15% are provided a car and phone as benefits, while 12% are provided with car + phone + fuel and 44% are given other benefits

15% of the middle level professionals were promoted within the last year, 4% within last 6 months, 49% 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, 21% were given increments between 15% & 20%, 20% were subject to increments between 20% and 25%, 23% were given increments between 25% & 30% and 8% between 30% & 35%.

Senior Level

The 2016 results reveal 24.64% increase over 2015 with average national salary of 117,844. Karachi professionals earn Rs. 114,309 per month while average salaries for Lahore professionals remained Rs. 120,201 and Islamabad professionals earn Rs 113,130 per month.

24% of the senior level professionals are entitled to a car, while 34% are provided with fuel + mobile phones, 14% with car + mobile phone and 28% are given other benefits

17% of the senior level professionals were promoted within the last year, 13% within last 6 months, 39% 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%, 16% were subject to increments between 20% and 25%, 17% were given increments between 25% and 30% and 10% between 35% & 40%.

System Administrator

The survey included findings from 442 System Administrators nationwide with 182 (41%) of them working in entry levels, 156 (35%) in middle level and 104 (24%) working in senior levels. It reveals average national basic monthly salaries of Rs. 50,745 for entry level professionals, Rs. 79,226 for middle level professionals and Rs. 128,752 for senior level professionals.

Entry Level

The 2016 results reveal 13.12% increase over 2015 with average national salary of Rs. 50,745. Karachi professionals earn Rs. 46,178 per month while average salaries for Lahore professionals remained Rs. 52,267 and Islamabad professionals earn Rs 50,238 per month.

16% 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 43% are given other benefits

37% of the entry level professionals were promoted within the last year, 28% within last 6 months and 32% are not promoted since hired.

26% 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%, 12% were given increments between 30% & 35% and 9% between 35% & 40%.

Middle Level

There has been a 15.57% increase in 2016 over last year with average national salary of 79,226. Karachi professionals earn Rs. 86,356 per month while average salaries for Lahore professionals remained Rs. 76,849 and Islamabad professionals earn Rs 75,265 per month.

28% of the middle level professionals are entitled to mobile phones and fuel, 16% are provided a car and phone as benefits, while 13% are provided with car + phone + fuel and 43% are given other benefits

21% of the middle level professionals were promoted within the last year, 8% within last 6 months, 43% within last two year and 28% more than 2 years ago.

23% 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%, 20% were subject to increments between 20% and 25%, 19% were given increments between 25% & 30% and 12% between 30% & 35%.

Senior Level

The 2016 results reveal 14.10% increase over 2015 with average national salary of 128,752. Karachi professionals earn Rs. 132,615 per month while average salaries for Lahore professionals remained Rs. 123,602 and Islamabad professionals earn Rs 148,065 per month.

21% of the senior level professionals are entitled to a car, while 37% are provided with fuel + mobile phones, 16% with car + mobile phone and 28% are given other benefits

15% of the senior level professionals were promoted within the last year, 15% within last 6 months, 41% 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, 38% 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 198 Research & Development professionals nationwide with 76 (38%) of them working in entry levels, 71 (36%) in middle level and 52 (26%) working in senior levels. It reveals average national basic monthly salaries of Rs. 64,980 for entry level professionals, Rs. 114,225 for middle level professionals and Rs. 162,320 for senior level professionals.

Entry Level

The 2016 results reveal 10.62% increase over 2015 with average national salary of Rs. 64,980. Karachi professionals earn Rs. 51,984 per month while average salaries for Lahore professionals remained Rs. 64,330 and Islamabad professionals earn Rs 69,529 per month.

18% 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 38% are given other benefits

22% of the entry level professionals were promoted within the last year, 38% within last 6 months and 37% are not promoted since hired.

22% 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 8% between 35% & 40%.

Middle Level

There has been a 16.74% increase in 2016 over last year with average national salary of 114,225. Karachi professionals earn Rs. 125,648 per month while average salaries for Lahore professionals remained Rs. 109,656 and Islamabad professionals earn Rs 118,794 per month.

19% 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 46% are given other benefits

30% of the middle level professionals were promoted within the last year, 7% within last 6 months, 37% within last two year and 26% more than 2 years ago.

18% 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%, 21% were subject to increments between 20% and 25%, 22% were given increments between 25% & 30% and 12% between 30% & 35%.

Senior Level

The 2016 results reveal 10.09% increase over 2015 with average national salary of 162,320. Karachi professionals earn Rs. 167,190 per month while average salaries for Lahore professionals remained Rs. 123,363 and Islamabad professionals earn Rs 178,552 per month.

18% of the senior level professionals are entitled to a car, while 38% are provided with fuel + mobile phones, 17% with car + mobile phone and 30% 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, 39% were given increments between 15% & 20%, 18% were subject to increments between 20% and 25%, 16% were given increments between 25% and 30% and 9% between 35% & 40%.

Social Media Marketing/ SEO & SEM

The survey included findings from 302 Social Media Marketing professionals nationwide with 115 (38%) of them working in entry levels, 106 (35%) in middle level and 81 (27%) working in senior levels. It reveals average national basic monthly salaries of Rs. 52,116 for entry level professionals, Rs. 68,562 for middle level professionals and Rs. 135,220 for senior level professionals.

Entry Level

The 2016 results reveal 13.62% increase over 2015 with average national salary of Rs. 52,116. Karachi professionals earn Rs. 48,989 per month while average salaries for Lahore professionals remained Rs. 56,285 and Islamabad professionals earn Rs 51,074 per month.

27% of the entry level professionals are entitled to mobile phones, while 9% are provided with fuel + mobile phones, 13% with car + fuel, 19% with only fuel and 32% are given other benefits

37% of the entry level professionals were promoted within the last year, 34% 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, 18% 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 11.93% increase in 2016 over last year with average national salary of 68,562. Karachi professionals earn Rs. 67,191 per month while average salaries for Lahore professionals remained Rs. 64,448 and Islamabad professionals earn Rs 72,676 per month.

19% 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 46% are given other benefits

28% of the middle level professionals were promoted within the last year, 9% within last 6 months, 34% within last two year and 29% more than 2 years ago.

21% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 30% 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 2016 results reveal 1.70% increase over 2015 with average national salary of 135,220. Karachi professionals earn Rs. 139,277 per month while average salaries for Lahore professionals remained Rs. 128,233 and Islamabad professionals earn Rs 131,163 per month.

28% of the senior level professionals are entitled to a car, while 34% are provided with fuel + mobile phones, 12% with car + mobile phone and 26% 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.

16% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 37% were given increments between 15% & 20%, 17% were subject to increments between 20% and 25%, 16% were given increments between 25% and 30% and 14% between 35% & 40%.

Senior Management

The survey included findings from 421 Senior Management professionals nationwide with 101 (24%) of them working as CEOs, 51 (12%) as CIOs, 76 (18%) as CTOs, 69 (16%) as CFOs, 75 (18%) as COOs and 49 (12%) as CMOs.

It reveals average national basic monthly salaries of Rs. 484,520 for CEOs, Rs. 396,522 for CIOs, Rs. 355,912 for CTOs, 362,590 for CFOs, 340,490 for COOs and Rs. 386,562 for CMOs.

CEO

The 2016 results reveal 26.40% increase over 2015 for Chief Executive Officers with average national salary of Rs. 484,520.

24% of the CEOs are entitled to a car, while 22% are provided with fuel + mobile phones, 28% with car + mobile and 26% are given other benefits

31% of the CEOs were given increments between 10% to 15% of their existing salaries this year, 19% were given increments between 15% & 20%, 22% were subject to increments between 20% & 25%, 16% were given increments between 30% & 35% and 12% between 35% & 40%.

CIO

The 2016 results reveal 11.93% increase over 2015 for Chief Information Officers with average national salary of Rs. 396,522.

30% of the CIOs are entitled to a car, while 16% are provided with fuel + mobile phones, 26% with car + mobile and 28% are given other benefits

41% of the CIOs were given increments between 10% to 15% of their existing salaries this year, 14% were given increments between 15% & 20%, 20% were subject to increments between 20%

& 25%, 17% were given increments between 30% & 35% and 8% between 35% & 40%.

CTO

The 2016 results reveal 26.98% increase over 2015 for Chief Technology Officers with average national salary of Rs. 355,912.

22% of the CTOs are entitled to a car, while 24% are provided with fuel + mobile phones, 26% with car + mobile and 28% are given other benefits

29% of the CTOs 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% & 25%, 17% were given increments between 30% & 35% and 13% between 35% & 40%.

CFO

The 2016 results reveal 30.96% increase over 2015 for Chief Financial Officers with average national salary of Rs. 362,590.

29% of the CFOs are entitled to a car, while 18% are provided with fuel + mobile phones, 27% with car + mobile phone and 26% are given other benefits

26% of the CFOs were given increments between 10% to 15% of their existing salaries this year, 22% were given increments between 15% & 20%, 24% were subject to increments between 20% & 25%, 13% were given increments between 30% & 35% and 15% between 35% & 40%.

COO

The 2016 results reveal 6.64% salary increase over 2015 for Chief Operating

Officers with average national salary of Rs. 340,490.

32% of the COOs are entitled to a car, while 20% are provided with fuel + mobile phones, 25% with car + mobile phone and 23% are given other benefits

19% of the COOs were given increments between 10% to 15% of their existing salaries this year, 23% were given increments between 15% & 20%, 24% were subject to increments between 20% & 25%, 18% were given increments between 30% & 35% and 16% between 35% & 40%.

CMO

The 2016 results reveal 18.49% increase over 2015 for Chief Marketing Officer salaries with average national salary of Rs. 386,562.

25% of the CMOs are entitled to a car, while 21% are provided with fuel + mobile phones, 27% with car + mobile phone and 27% are given other benefits

30% of the CMOs were given increments between 10% to 15% of their existing salaries this year, 20% 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 432 Human Resource professionals nationwide with 210 (49%) of them working in entry levels, 136 (31%) in middle level and 86 (20%) working in senior levels. It reveals average national basic monthly salaries of Rs. 46,230 for entry level professionals, Rs. 91,462 for middle level professionals and Rs. 144,736 for senior level professionals.

Entry Level

The 2016 results reveal 16.77% increase over 2015 with average national salary of Rs. 46,230. Karachi professionals earn Rs. 43,456 per month while average salaries for Lahore professionals remained Rs. 49,466 and Islamabad professionals earn Rs 48,542 per month.

26% 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 34% are given other benefits

38% of the entry level professionals were promoted within the last year, 35% within last 6 months and 27% are not promoted since hired.

26% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 20% 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 8.60% increase in 2016 over last year with average national salary of 91,462. Karachi professionals earn Rs. 90,547 per month while average salaries for Lahore professionals remained Rs. 94,608 and Islamabad professionals earn Rs 97,864 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 17% are provided with car + phone + fuel and 41% are given other benefits

21% of the middle level professionals were promoted within the last year, 11% within last 6 months, 36% within last two year and 32% more than 2 years ago.

31% 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%, 14% were given increments between 25% & 30% and 12% between 30% & 35%.

Senior Level

The 2016 results reveal 10.02% increase over 2015 with average national salary of 144,736. Karachi professionals earn Rs. 137,499 per month while average salaries for Lahore professionals remained Rs. 166,446 and Islamabad professionals earn Rs 157,762 per month.

27% of the senior level professionals are entitled to a car, while 33% are provided with fuel + mobile phones, 14% with car + mobile phone and 26% are given other benefits

18% of the senior level professionals were promoted within the last year, 14% within last 6 months, 37% within last two years and 31% 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%, 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 312 Marketing professionals nationwide with 140 (45%) of them working in entry levels, 98 (31%) in middle level and 75 (24%) working in senior levels. It reveals average national basic monthly salaries of Rs. 62,880 for entry level professionals, Rs. 106,334 for middle level professionals and Rs. 196,342 for senior level professionals.

Entry Level

The 2016 results reveal 15.99% increase over 2015 with average national salary of Rs. 62,880. Karachi professionals earn Rs. 64,138 per month while average salaries for Lahore professionals remained Rs. 58,221 and Islamabad professionals earn Rs 69,168 per month.

23% 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 32% are given other benefits

35% of the entry level professionals were promoted within the last year, 41% within last 6 months and 24% 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%, 27% 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 11.19% increase in 2016 over last year with average national salary of 106,334. Karachi professionals earn Rs. 105,271 per month while average salaries for Lahore professionals remained Rs. 112,714 and Islamabad professionals earn Rs 101,017 per month.

26% of the middle level professionals are entitled to mobile phones and fuel, 16% 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, 11% within last 6 months, 34% 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, 26% 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 2016 results reveal 12.65% increase over 2015 with average national salary of 196,342. Karachi professionals earn Rs. 217,940 per month while average salaries for Lahore professionals remained Rs. 184,561 and Islamabad professionals earn Rs 190,452 per month.

24% of the senior level professionals are entitled to a car, while 30% are provided with fuel + mobile phones, 17% with car + mobile and 29% are given other benefits

20% of the senior level professionals were promoted within the last year, 12% within last 6 months, 35% 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, 26% were given increments between 15% & 20%, 21% were subject to increments between 20% and 25%, 12% were given increments between 25% and 30% and 14% between 35% & 40%.

Business Development / Sales

The survey included findings from 580 Business Development & Sales professionals nationwide with 247 (43%) of them working in entry levels, 178 (31%) in middle level and 155 (27%) working in senior levels. It reveals average national basic monthly salaries of Rs. 68,895 for entry level professionals, Rs. 115,255 for middle level professionals and Rs. 199,362 for senior level professionals.

Entry Level

The 2016 results reveal 11.87% increase over 2015 with average national salary of Rs. 68,895. Karachi professionals earn Rs. 71,029 per month while average salaries for Lahore professionals remained Rs. 66,828 and Islamabad professionals earn Rs 74,473 per month.

23% of the entry level professionals are entitled to mobile phones, while 10% are provided with fuel + mobile phones, 21% with car + fuel, 8% with only fuel and 38% are given other benefits

27% of the entry level professionals were promoted within the last year, 38% within last 6 months and 35% are not promoted since hired.

27% 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%, 21% were given increments between 30% & 35% and 11% between 35% & 40%.

Middle Level

There has been a 17.78% increase in 2016 over last year with average national salary of 115,255. Karachi professionals earn Rs. 124,086 per month while average salaries for Lahore professionals remained Rs. 109,187 and Islamabad professionals earn Rs 123,933 per month.

18% of the middle level professionals are entitled to mobile phones and fuel, 20% are provided a car and phone as benefits, while 15% are provided with car + phone + fuel and 47% 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.

16% 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%, 19% were subject to increments between 20% and 25%, 23% were given increments between 25% & 30% and 13% between 30% & 35%.

Senior Level

The 2016 results reveal 11.84% increase over 2015 with average national salary of 199,362. Karachi professionals earn Rs. 185,407 per month while average salaries for Lahore professionals remained Rs. 211,324 and Islamabad professionals earn Rs 229,266 per month.

21% of the senior level professionals are entitled to a car, while 35% are provided with fuel + mobile phones, 16% with car + mobile phone and 31% are given other benefits

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

19% 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%, 18% were subject to increments between 20% and 25%, 26% were given increments between 25% and 30% and 12% between 35% & 40%.

Business Analysts / Strategy Analysts

The survey included findings from 486 Business / Strategy Analysts nationwide with 197 (41%) of them working in entry levels, 184 (38%) in middle level and 105 (22%) working in senior levels. It reveals average national basic monthly salaries of Rs. 65,327 for entry level professionals, Rs. 96,588 for middle level professionals and Rs. 126,750 for senior level professionals.

Entry Level

The 2016 results reveal 4.57% increase over 2015 with average national salary of Rs. 65,327. Karachi professionals earn Rs. 64,020 per month while average salaries for Lahore professionals remained Rs. 66,749 and Islamabad professionals earn Rs 71,206 per month.

27% of the entry level professionals are entitled to mobile phones, while 9% are provided with fuel + mobile phones, 13% with car + fuel, 19% with only fuel and 32% are given other benefits

37% of the entry level professionals were promoted within the last year, 34% 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, 18% 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 14.29% increase in 2016 over last year with average national salary of 96,588. Karachi professionals earn Rs. 98,520 per month while average salaries for Lahore professionals remained Rs. 92,724 and Islamabad professionals earn Rs 94,656 per month.

19% 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 46% are given other benefits

28% of the middle level professionals were promoted within the last year, 9% within last 6 months, 34% within last two year and 29% more than 2 years ago.

21% of the middle level employees were given increments between 10% to 15% of their existing salaries this year, 30% 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 2016 results reveal 7.74% increase over 2015 with average national salary of 126,750. Karachi professionals earn Rs. 124,215 per month while average salaries for Lahore professionals remained Rs. 127,228 and Islamabad professionals earn Rs 129,285 per month.

28% of the senior level professionals are entitled to a car, while 34% are provided with fuel + mobile phones, 12% with car + mobile and 26% 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.

16% of the senior level employees were given increments between 10% to 15% of their existing salaries this year, 37% were given increments between 15% & 20%, 17% were subject to increments between 20% and 25%, 16% were given increments between 25% and 30% and 14% between 35% & 40%.

Finance

The survey included findings from 490 Finance professionals nationwide with 191 (39%) of them working in entry levels, 155 (32%) in middle level and 143 (29%) working in senior levels. It reveals average national basic monthly salaries of Rs. 54,620 for entry level professionals, Rs. 75,570 for middle level professionals and Rs. 140,872 for senior level professionals.

Entry Level

The 2016 results reveal 26.35% increase over 2015 with average national salary of Rs. 54,620. Karachi professionals earn Rs. 56,805 per month while average salaries for Lahore professionals remained Rs. 50,242 and Islamabad professionals earn Rs 60,082 per month.

26% 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 34% are given other benefits

38% of the entry level professionals were promoted within the last year, 35% within last 6 months and 27% are not promoted since hired.

26% of the entry level employees were given increments between 10% to 15% of their existing salaries this year, 20% 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 16.78% increase in 2016 over last year with average national salary of 75,570. Karachi professionals earn Rs. 72,547 per month while average salaries for Lahore professionals remained Rs. 80,860 and Islamabad professionals earn Rs 74,059 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 17% are provided with car + phone + fuel and 41% are given other benefits

21% of the middle level professionals were promoted within the last year, 11% within last 6 months, 36% within last two year and 32% more than 2 years ago.

31% 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%, 14% were given increments between 25% & 30% and 12% between 30% & 35%.

Senior Level

The 2016 results reveal 0.32% decrease over 2015 with average national salary of 140,872. Karachi professionals earn Rs. 143,689 per month while average salaries for Lahore professionals remained Rs. 134,602 and Islamabad professionals earn Rs 152,777 per month.

27% of the senior level professionals are entitled to a car, while 33% are provided with fuel + mobile phones, 14% with car + mobile phone and 26% are given other benefits

18% of the senior level professionals were promoted within the last year, 14% within last 6 months, 37% within last two years and 31% 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%, 18% were subject to increments between 20% and 25%, 14% were given increments between 25% and 30% and 15% between 35% & 40%.

Administration

The survey included findings from 532 Administration professionals nationwide with 250 (47%) of them working in entry levels, 219 (41%) in middle level and 63 (12%) working in senior levels. It reveals average national basic monthly salaries of Rs. 32,896 for entry level professionals, Rs. 49,254 for middle level professionals and Rs. 78,144 for senior level professionals.

Entry Level

The 2016 results reveal 16.55% increase over 2015 with average national salary of Rs. 32,896. Karachi professionals earn Rs. 31,238 per month while average salaries for Lahore professionals remained Rs. 34,199 and Islamabad professionals earn Rs 31,580 per month.

23% 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 32% are given other benefits

35% of the entry level professionals were promoted within the last year, 41% within last 6 months and 24% 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%, 27% 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 21.17% increase in 2016 over last year with average national salary of 49,254. Karachi professionals earn Rs. 47,284 per month while average salaries for Lahore professionals remained Rs. 50,239 and Islamabad professionals earn Rs 51,717 per month.

26% of the middle level professionals are entitled to mobile phones and fuel, 16% 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, 11% within last 6 months, 34% 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, 26% 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 2016 results reveal 5.29% increase over 2015 with average national salary of 78,144. Karachi professionals earn Rs. 79,707 per month while average salaries for Lahore professionals remained Rs. 77,363 and Islamabad professionals earn Rs 82,360 per month.

24% of the senior level professionals are entitled to a car, while 30% are provided with fuel + mobile phones, 17% with car + mobile phone and 29% are given other benefits

20% of the senior level professionals were promoted within the last year, 12% within last 6 months, 35% 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, 26% were given increments between 15% & 20%, 21% were subject to increments between 20% and 25%, 12% were given increments between 25% and 30% and 14% between 35% & 40%.

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www.access.net.pk

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www.averox.com

afiniti (formerly known as
Satmap Services Pvt.
Ltd.)
www.afiniti.com

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www.alliedc.com

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www.arkhitech.com

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www.csquare.co

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Cogilent Solutions
www.cogilent.com

Conceptbeans Pvt Ltd
www.conceptbeans.com

Contour Software (Pvt)
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e-Access (Pvt) Ltd
www.access.net.pk

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www.echelontechlab.com

Edev Technologies
www.edevtech.com

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www.eLinksol.net

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

Evamp & Saanga
www.evampsaanga.com

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www.fiveriverstech.com

Formulatrix
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www.gurutrax.com

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www.spursol.com

Sweet pixel studios
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Synergy-IT Private
Limited
www.synergy-it.pk

Systems Limited
www.systemsltd.com

tbox solutionz
www.tboxsolutionz.com

Tech4Life Enterprises
www.tech4lifeenterprises.com

Techaccess Pakistan
www.techaccesspak.com

Techlogix
www.techlogix.com

Tectonic
www.gettectonic.com

TEO International
www.teo-intl.com

Teradata (GDC) Pakistan
www.teradatanet.teradata.com

TimeExperts Pvt Ltd /
WorkForce Software
www.workforcesoftware.com

Tintash
www.tintash.com

TkXel
www.tkxel.com

Touchtone
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www.TouchstoneBPO.com

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www.tplholdings.com

TPS Pakistan Pvt. Ltd.
www.tpsonline.com

TradeKey
www.TradeKey.com

Traffic Online
www.wewanttraffic.com

UBL Fund Managers Ltd
www.ublfunds.com

Vaival Technologies
www.vaival.com

VaporVM
www.vaporvm.com

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Ltd.
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Visionary Computer
Solutions (pvt) Ltd.
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Vizteck Solutions
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Vortechs Innovations
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Warid Telecom
www.warditel.com

Wavetec
www.wavetec.com

WebSouls
www.websouls.com

Zeropoint.it
www.zeropoint.it

Zigron Pakistan pvt Ltd
www.zigron.com

