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HALIAN GCC MARKET REPORT AND SALARY GUIDE

2025

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A WORD FROM THE CEO

It is with great pleasure and enthusiasm that I present the 2025 Halian GCC Market Report and Salary Guide!

This report stands as a testament to our unwavering commitment to providing our clients with the most accurate and insightful data, thereby empowering them to make informed decisions in a dynamic and evolving market.

In today's globalised world, understanding the intricacies of regional employment landscapes is crucial for any business striving for sustained success. Our team has painstakingly gathered, analysed, and synthesised data from diverse sectors across the GCC (Gulf Cooperation Council), yielding a comprehensive perspective on salary trends, talent acquisition, and the shifting dynamics of the recruitment environment.

This year's report is especially significant, as it unveils key insights into how new trends and emerging market forces have shaped the recruitment landscape in the GCC. The amalgamation of economic, technological, and social factors has given rise to a paradigm shift in how talent is sourced, assessed, and retained. By delving into the intricacies of these developments, we aim to equip our clients with the strategic foresight required to navigate this evolving terrain. The report provides a detailed breakdown of salary ranges, benefits packages, and employment trends specific to the region, allowing you to benchmark your organisation against industry standards and make informed compensation decisions.

Moreover, it offers invaluable insights into the emerging skills and competencies that are becoming increasingly sought after in this dynamic market. Our dedicated team have ensured that the data presented is not only accurate but also contextualised to provide you with actionable intelligence. By distilling this information into clear, concise narratives, we aim to facilitate a deeper understanding of the opportunities and challenges that lie ahead.

I trust that this report will serve as an invaluable resource in your strategic planning and decision-making processes. Should you have any further inquiries or require additional information, please do not hesitate to contact our team at marketing@halian.com.

We look forward to continuing to be your trusted partner in navigating the complexities of the GCC region's job market.

Thank you for entrusting us with this endeavour.

STUART FRY
CEO - HALIAN

ABOUT THIS REPORT

In Halian's GCC Market Report and Salary Guide, we look at in-depth data surrounding the recruitment market in the Gulf Cooperation Council (GCC) region, mainly covering the UAE and Saudi Arabia. This report looks at these primary industries: Technology, Finance, Marketing, Creative & Design, Healthcare & Life sciences and Construction explores the latest hiring trends along with current market salaries.

HALIAN'S APPROACH

We designed this survey by gathering data from 2,700+ professionals about compensations and benefits within the Middle East job market.

All the responses were completely anonymised before analysis to safeguard participant privacy, and no individually identifiable information was disclosed in the final report. This salary survey aims to provide comprehensive and up-to-date information on compensation trends within the Middle East.

Moreover, it seeks to assist employers, employees, and industry professionals in making informed decisions regarding salary structures and benefits packages.

MAIN OVERVIEW

MATCHING EXPECTATIONS

The GCC has long been a sought-after destination for talented professionals from all the countries and in recent years, this number has drastically increased. While this has worked in the favour of businesses, it has also led to a distinct mismatch in employee expectations and what companies are able to offer. With the business landscape changing so drastically, companies have had to take a serious look at their working culture and expectations and make the necessary changes, but it may be a while before the employee expectations line up with the work culture.

We'll begin with the salaries, which have long been a contentious point for businesses and employees. While we can see that there is a mismatch between employee expectations and what businesses see fit while increasing employee salaries, there is a definite upwards trend in salary increments. At the same time, with the changes in the technological landscape post-covid, employees are expected to be comfortable and work with a myriad of developments in the space of Ai and other advancements.

To put this in context, we can see that at an average, 40% of professionals surveyed reported an increase in their salaries this year, with an average increase between 5% and 10%, and all of it was performance-based. This does reflect an appreciation and recognition of talent and the importance of retaining it. When asked, the response of more than ¼ of professionals surveyed ranged between satisfied and neutral, showing us that though companies are trying to match employee expectations, they still have some distance to go. However, the fact that most professionals indicated that salaries have definitely increased as compared to last year, shows us that businesses are trying keep up with expectations.

For employees, other benefits are equally important, with medical insurance and air ticket allowances being right at the top of the list. Our survey also reveals that more than 40% of professionals feel that their company should support them more in terms of career progression, with the training and development programs being maximum in demand.

On the topic of training and development, more than 40% of professionals surveyed, in the UAE as well as KSA, are actively pursuing additional qualifications that will help them advance in their careers, and most of them - more than 80% - firmly believe that the advent of artificial intelligence will help them with career advancement.

The private sector continues to play a pivotal role in the GCC's employment landscape. A staggering 88% of employees are engaged in the private sector, underlining its significance in the region's economy. However, all the companies seem to face a unanimous problem when it comes to providing their employees with a work-life balance. Both in UAE as well as KSA, employees have stated that though the workload is manageable, they tend to work long hours, though this seems to be more prevalent in UAE than KSA.

RAISING THE BAR IN 2025

Perks and salary raises in the GCC are predominantly influenced by two significant factors: performance and job changes, and while a substantial 50% of respondents felt that changing their job was the way to go, an astonishing 60% also agreed that their salary increments were dependent on their performance and the better they did, the higher the chances of an increase in salary.

When it came to benefits, medical insurance was the most in demand (80%), followed by air tickets home (55%). Unusually, despite the emphasis placed on a good work-life balance by respondents, having flexible hours or a work-from-home option wasn't as important for professionals in UAE, though it was slightly more important for those in KSA.

While approximately 35% of UAE and 38% of Saudi employees perceive their work-life balance as fair, nearly half express a desire for more flexibility in taking breaks. Interestingly, there exists a slight discrepancy in communication regarding work-life balance concerns, with 40% of UAE employees being more cautious compared to their Saudi counterparts at 38%.

Despite a notable 56% satisfaction rate with their current positions, roughly half of these respondents harbour a desire to explore potentially greener pastures with alternative companies. Furthermore, Saudi employees exhibit a greater sense of optimism, with 51% expressing confidence in future employment opportunities, in contrast to 41% of their UAE counterparts, reflecting a positive outlook considering the prevailing market dynamics.

NAVIGATING WORK-LIFE BALANCE

A healthy work-life balance has long been a hot topic amongst professionals and debate on what consists a good work-life balance still rages strong. However, in the post-covid years, companies seem to be matching these expectations by adjusting the workload and increasing the work-from-home options.

In the UAE, a substantial 30% of professionals have a high level of flexibility in adjusting their work hours or location while in KSA, it's slightly higher at 34%. They can also take breaks whenever needed and an average of 45% of respondents both in UAE and KSA felt that their workload was manageable and could be completed within a standard workweek.

However, on the other side, a staggering 41% of respondents from KSA and almost 50% from UAE have felt the pressure to work extra hours beyond their set schedule.

These findings highlight the urgency for companies in the GCC to not only set clearer expectations about what an ideal work-life balance looks like but also to implement robust policies and practices that genuinely foster a healthy work environment for all employees.

For the majority of respondents looking to improve their mental well-being while still prioritising the expectations of the company employing them, in the UAE, approximately 40% stated that their company provided little to no support in the form of resources and programs, while in KSA, approximately 30% stated the same. This is something else that companies need to address on an urgent basis because the more support they can give their employees, the better the response from them will be and the lesser will be the health problems.

While it may not seem as prevalent, 30% of professionals from KSA have reported facing negative health effects as a result of their workload, while a worrying 45% of professionals from the UAE have stated the same. While this may not have an immediate effect on the work they're doing, in the long-term, it will adversely affect their work and the overall output of the company.

This also results in employees looking for greener pastures elsewhere, with roughly 85% of respondents from KSA and UAE both expressing a desire to change jobs in the next one year. Furthermore, Saudi employees exhibit a greater sense of optimism, with 51% expressing confidence in future employment opportunities, in contrast to 41% of their UAE counterparts, reflecting a positive outlook considering the prevailing market dynamics.

A GLANCE INTO THE FUTURE

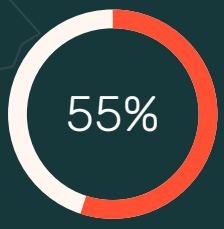
In the midst of the prevailing political and economic uncertainties in the Middle East, there is notable resilience among employees, with a striking 40% expressing a positive outlook on future employment prospects. This optimism speaks to an underlying confidence in the region's ability to navigate and adapt to evolving circumstances.

Furthermore, technology is being seen as an extremely positive addition to the workspace with an overwhelming 50% of respondents are confident about being able to use it to grow their careers, specifically artificial intelligence. A striking 85% of respondents surveyed are buoyed by the potential of Artificial Intelligence, viewing it as a powerful toolset to streamline their work processes and enhance productivity. It looks like workplaces and employees alike are ready to embrace the UAE's and Saudi's singular focus on digitization for the year 2025. This shows a promising new future and an increased demand for a workforce skilled in the latest technologies.

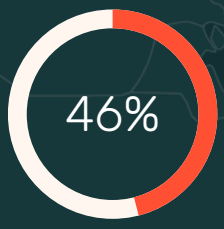
In tandem with this mindset, an encouraging 47% of employees are actively engaged in pursuing additional education and certification. This proactive approach underscores a commitment to continuous learning and skill development, positioning them for success in an ever-evolving job market. This especially holds true for professionals looking at switching their jobs as this gives them an upper edge in a market that's constantly changing. This coupled with the initiatives that governments of UAE and KSA are planning to introduce in the next year, promises a positive job market and a surge in opportunities across various sectors.

These positive indicators paint a promising picture of the economic landscape in the Middle East. The collective optimism, coupled with a strategic approach towards skill enhancement and career development, lays a robust foundation for sustained growth and prosperity in the region. The convergence of these factors suggests that Middle Eastern employees are poised to not only weather the challenges

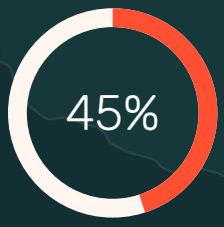
REGIONAL OVERVIEW: GCC



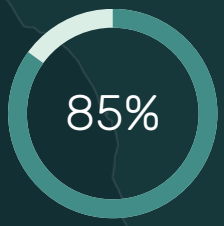
of employees believe that exploring new opportunities with a different company is currently their primary career goal.



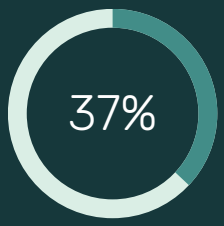
of employees feel pressure to work extra hours beyond their regular schedule.-



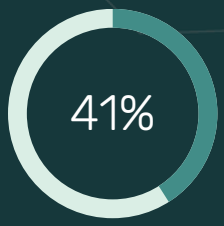
of employees said their organisation does not provide resources to support work-life-balance.



of employees plan on changing jobs.



of employees are very optimistic about future employment opportunities.



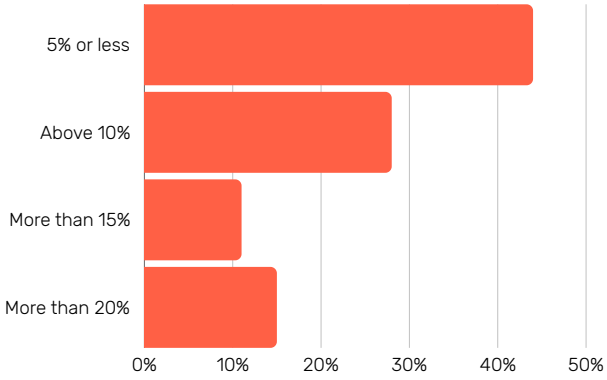
of employees have some form of hybrid work option

INTERESTING FACTS

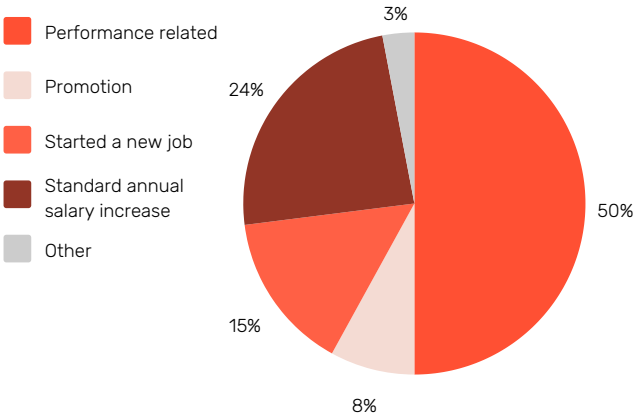
- Many respondents in the technology sector report facing health issues due to their workload, and feel that their organizations lack sufficient resources to support a healthy work-life balance.
- Over 60% of employers in the GCC are open to increasing salaries based on employee performance and upskilling efforts, with many also focused on enhancing work-life balance and providing clear growth opportunities to retain talent.
- Organizations in the GCC region are placing a strong emphasis on technology, with a growing demand for talent skilled in technological initiatives, reflecting plans to invest more heavily in technology in the coming years.
- Employees in KSA, similar to those in the UAE, report that their workload is manageable but that they frequently work extended hours. However, this trend of longer hours seems more pronounced in the UAE than in KSA.

Did you get a salary increment this year?

By how much did your salary increase?

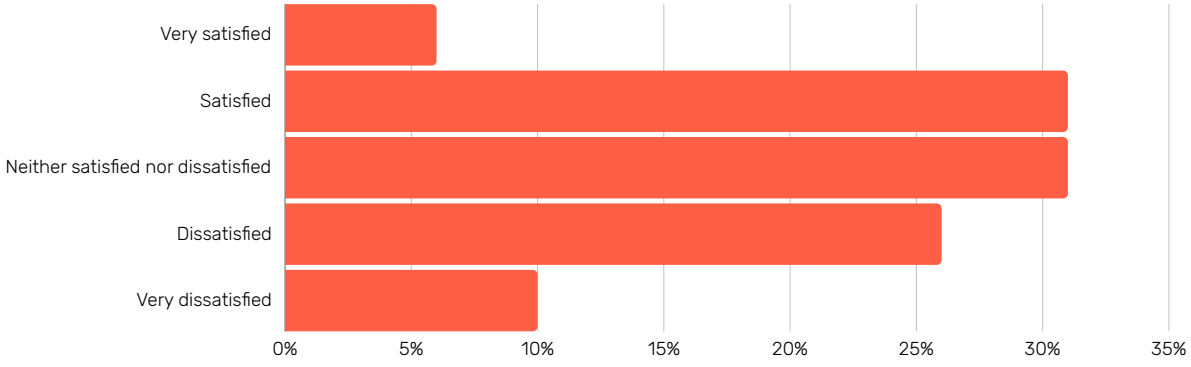


How did you get the salary increment?

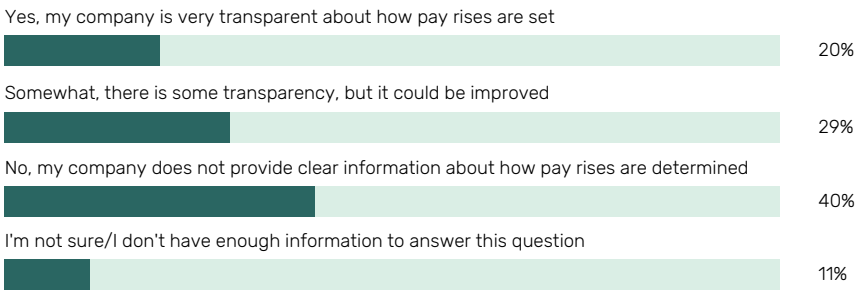


Do you expect a salary increase before the year ends?

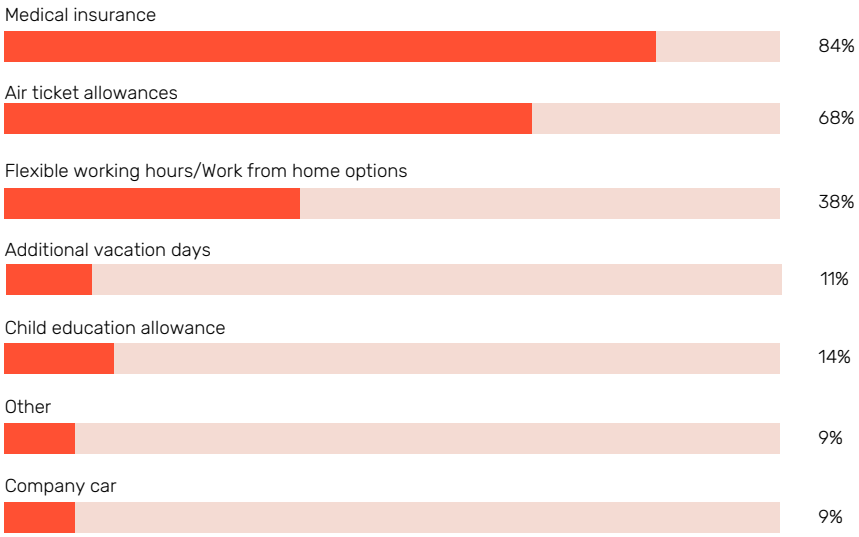
Are you happy with the salary and allowances that you currently get?



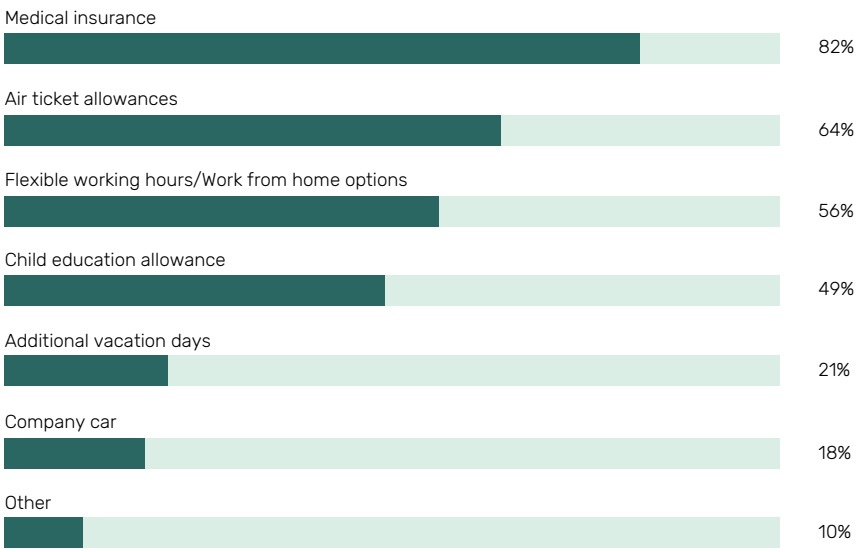
Is your company transparent on how pay rises are set?



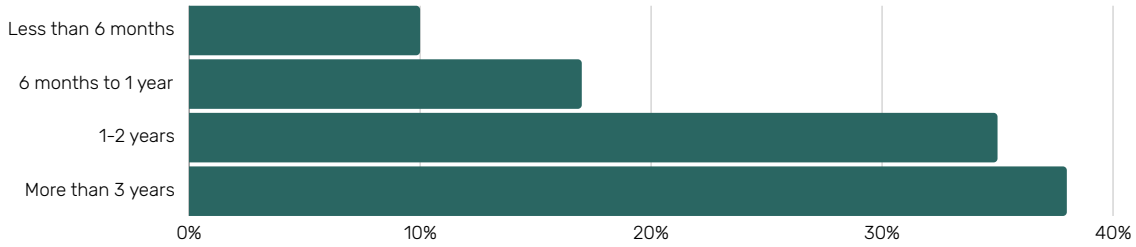
Which employee benefits do you currently have?



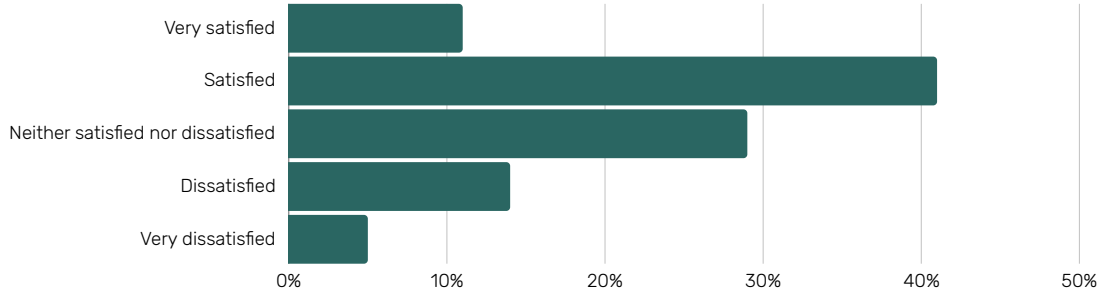
Which are the top three most important benefits to you?



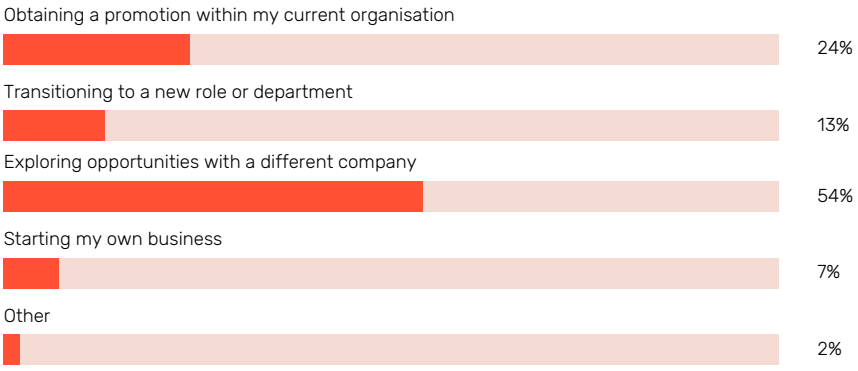
How long have you been in your current role?



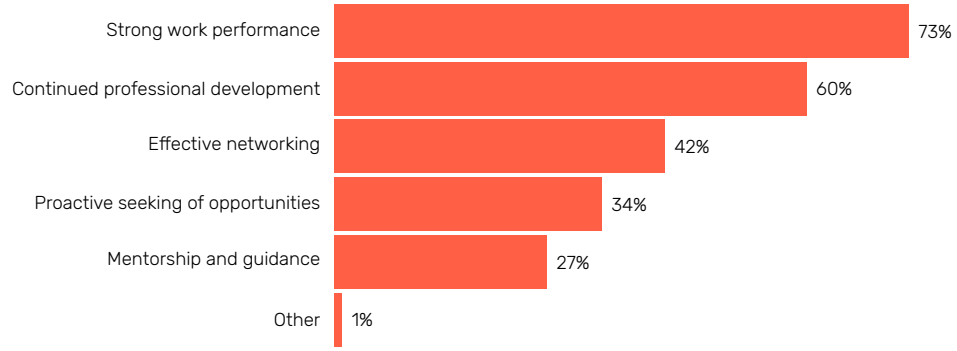
How satisfied are you with your current job?



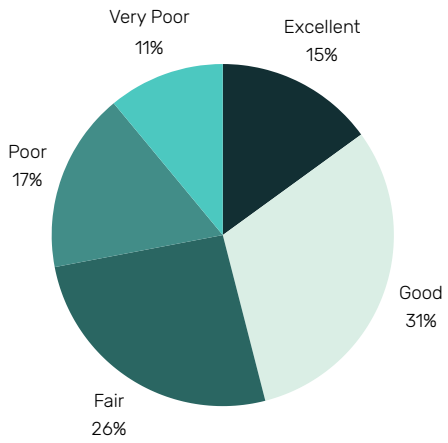
What do you consider as your primary career goal at this time?



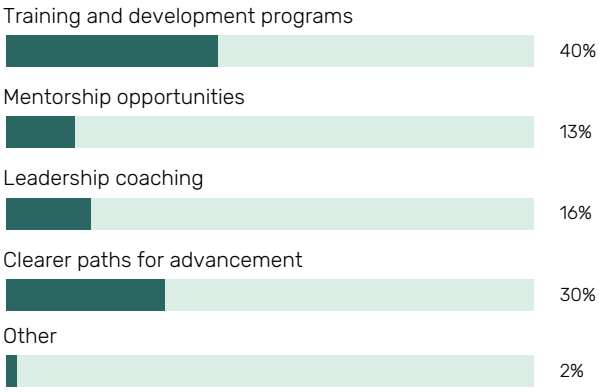
Which of the following factors do you believe have contributed most to your career advancement?



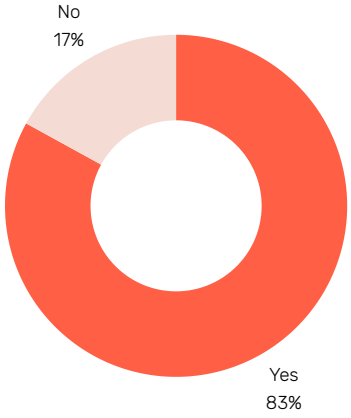
How would you rate the level of support you receive from your current employer for your career development?



What actions would you like to see provided to support your career progression?

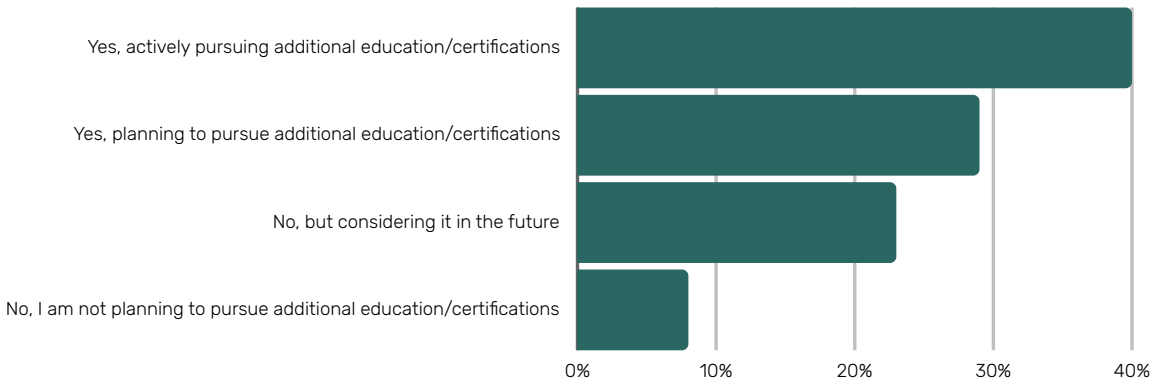


Do you plan on changing jobs in 2025?

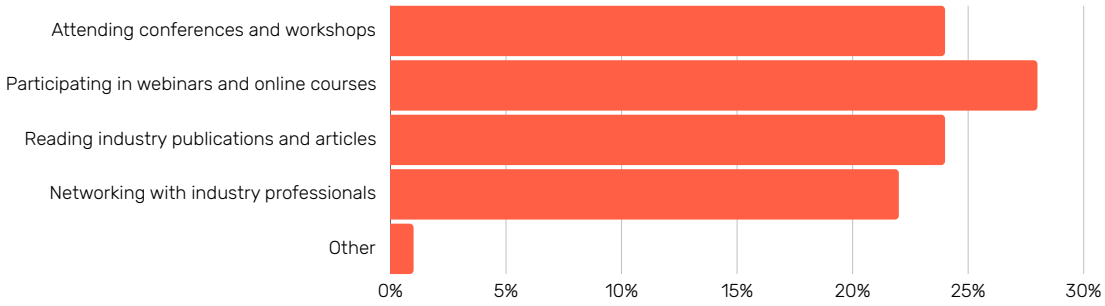


What would be the main deciding factor for leaving your current job?

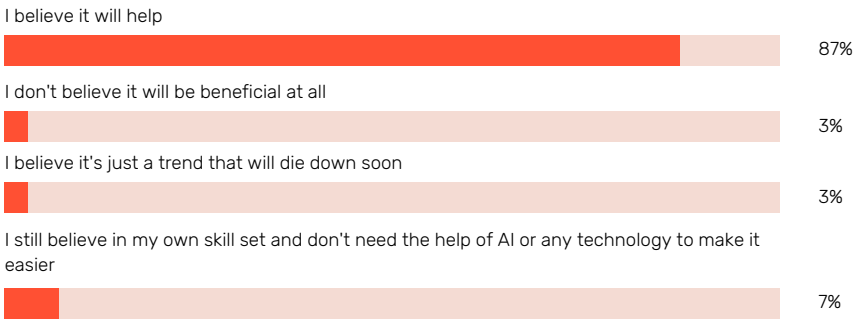
Are you pursuing any further education or professional certifications to advance your career?



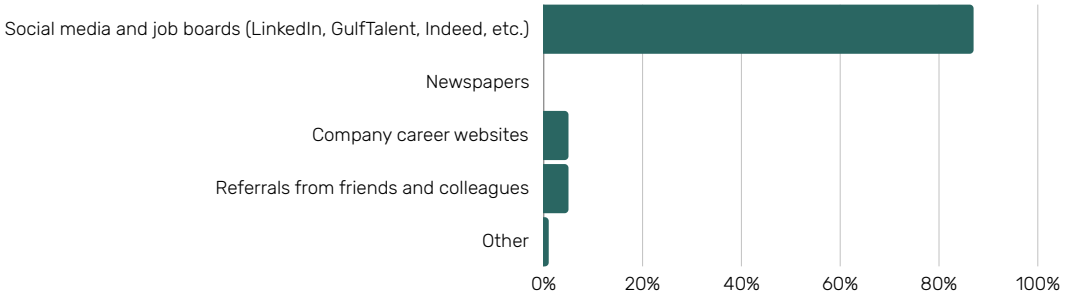
How do you stay updated on industry trends and advancements?



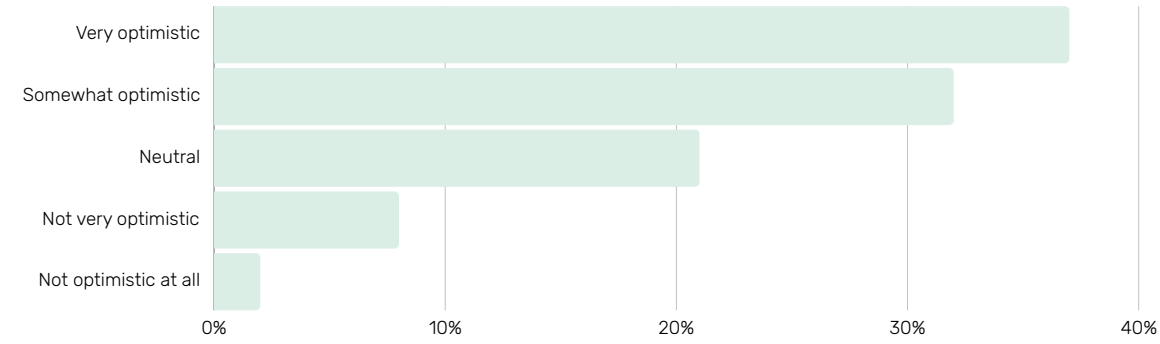
Do you believe technological advancements like Artificial Intelligence will make your job easier?



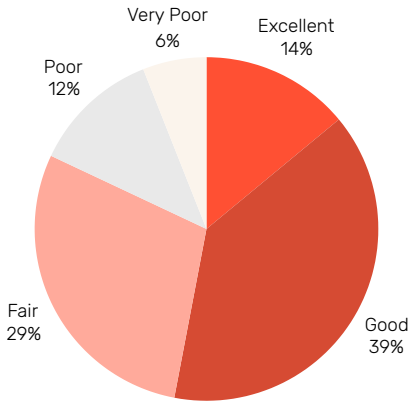
How do you usually look for new work opportunities?



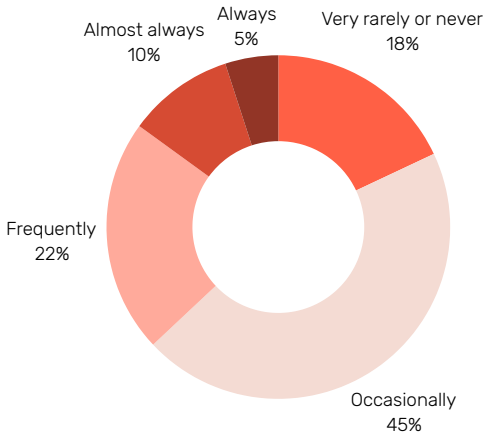
Considering the current economic climate, how optimistic are you about future employment opportunities?



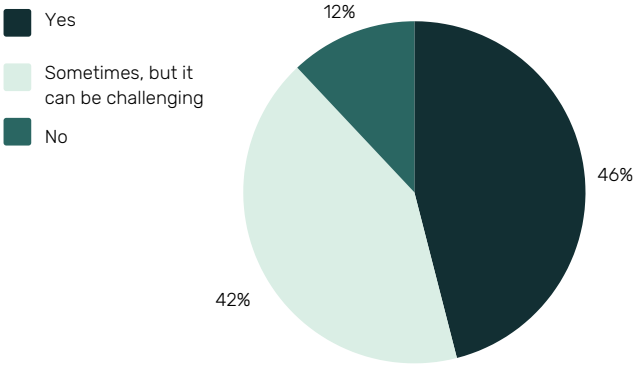
How satisfied are you with your current work-life balance?



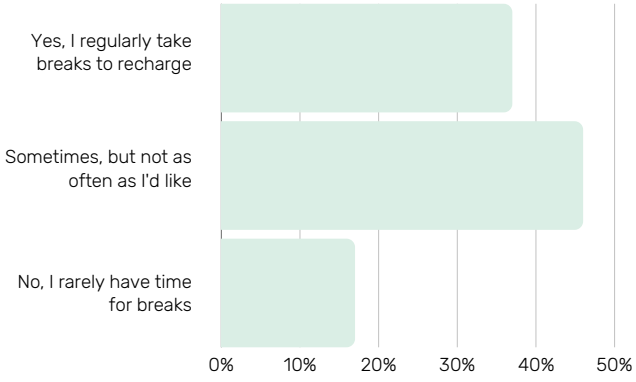
How often do you find yourself working outside of regular business hours (e.g., evenings, weekends)?



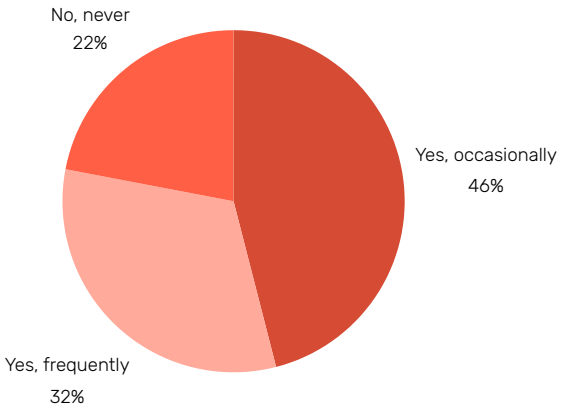
Do you feel that your workload is manageable within the standard working week?



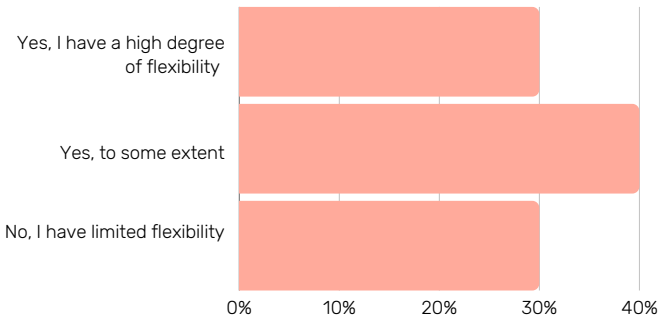
Are you able to take breaks during the workday to recharge and relax?



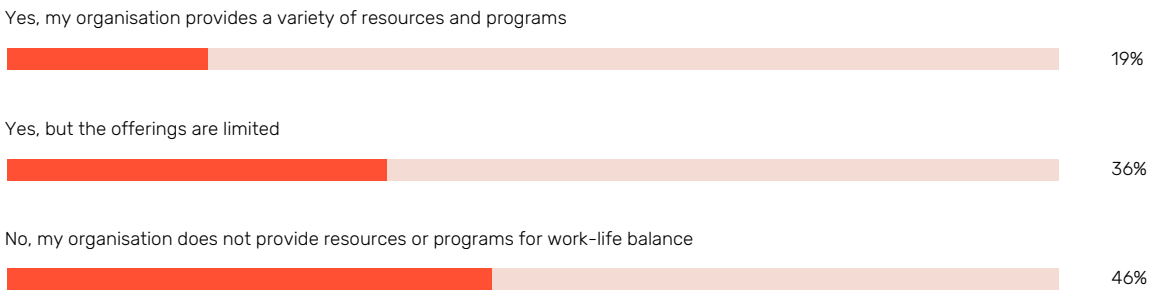
Have you ever felt pressured to work extra hours beyond your regular schedule?



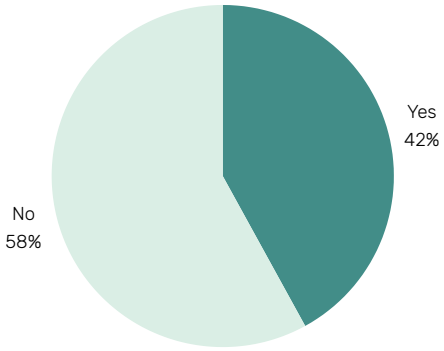
Do you have flexibility in adjusting your work hours or location (e.g., remote work) when needed?



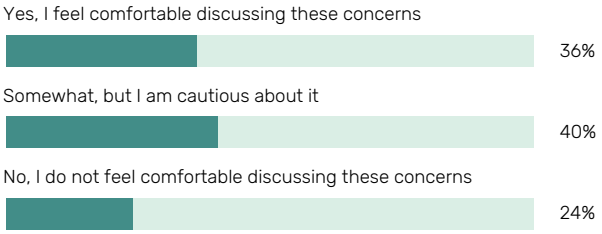
Does your organisation provide resources or programs to support work-life balance (e.g., wellness programs, flexible work arrangements)?



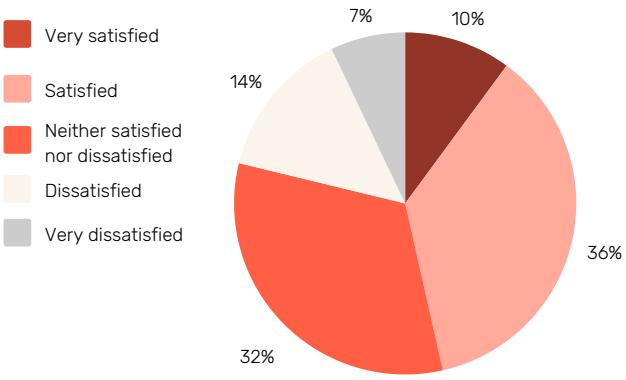
Have you experienced any negative health effects as a result of your work schedule or workload?



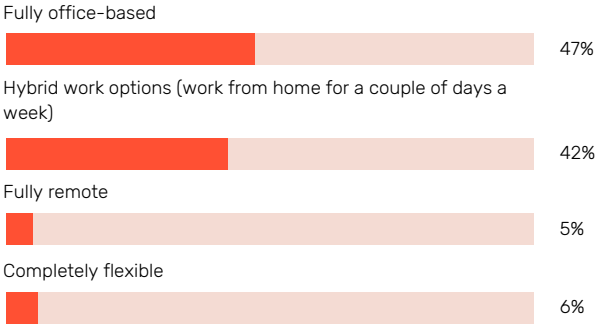
Do you feel comfortable discussing work-life balance concerns with your supervisor or management?



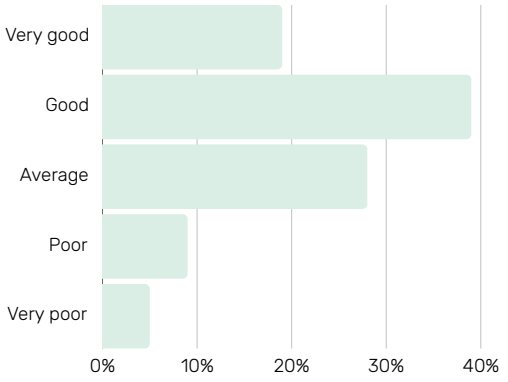
How satisfied are you with your organisation's overall work-life balance policies and practices?



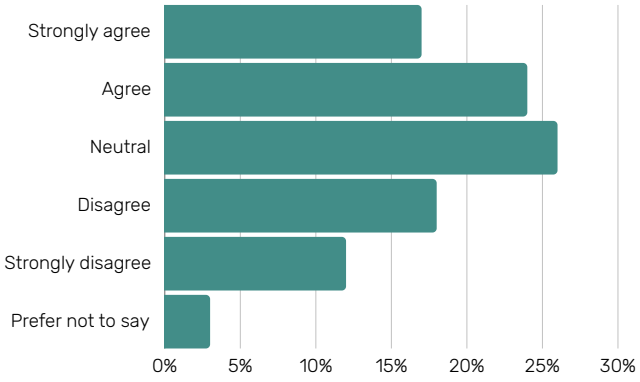
What working model best applies to your company?



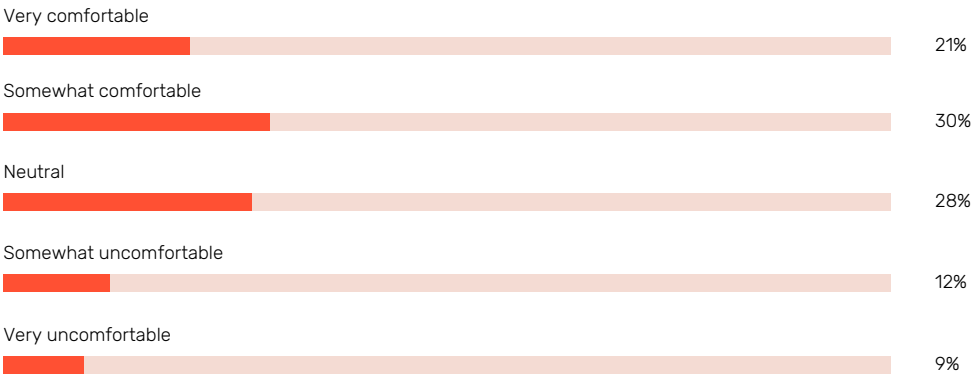
How would you rate the diversity and inclusion efforts of your current organisation?



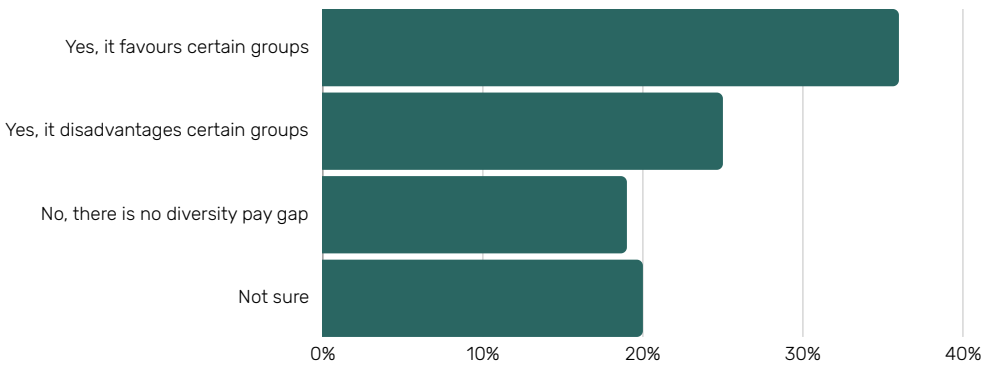
Do you believe employees of all backgrounds have equal opportunities for career advancement and salary progression at your workplace?



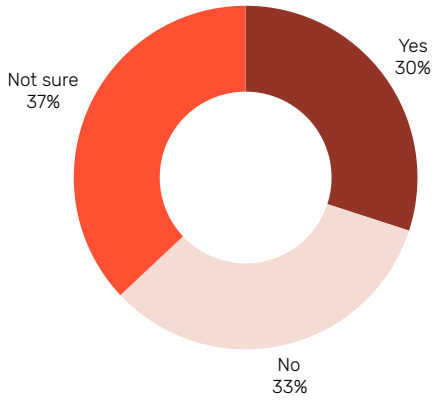
Do you feel comfortable discussing diversity and inclusion topics openly with your colleagues and superiors?



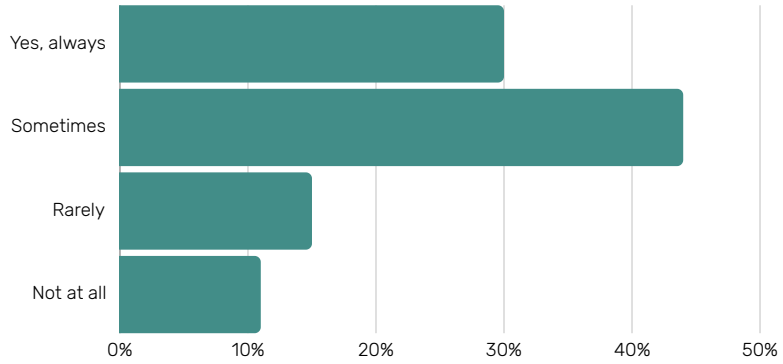
Do you feel that there is a diversity pay gap within your organisation?



Has your organisation set specific diversity and inclusion goals or targets?

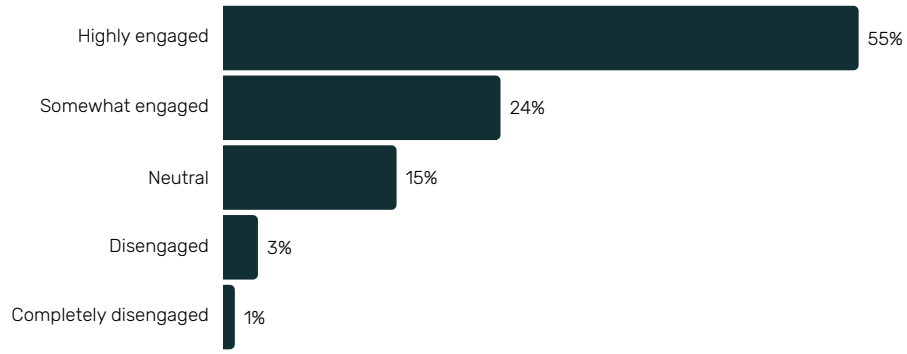


Do you feel your contributions to your organisation are recognised regardless of your background?

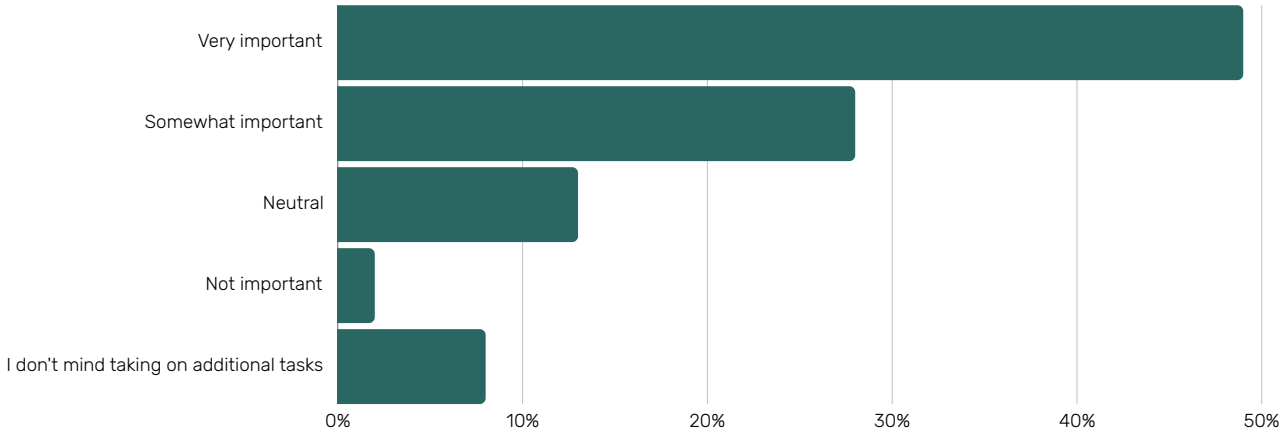


Which diversity and inclusion initiatives are practised in your organisation?

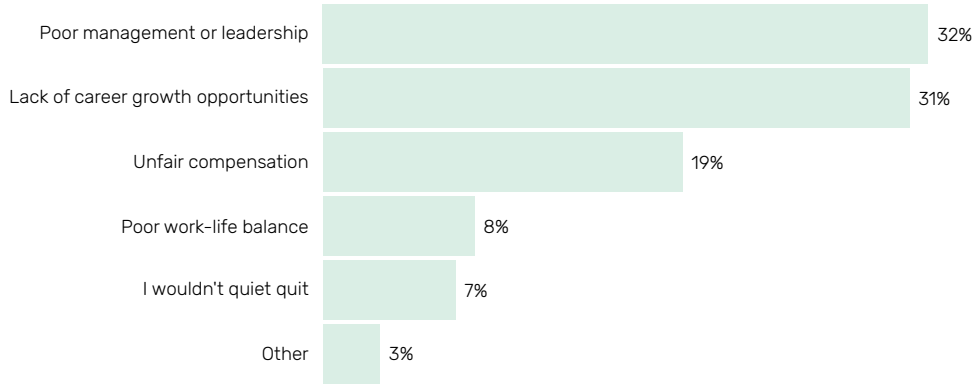
How would you describe your current level of engagement at work?



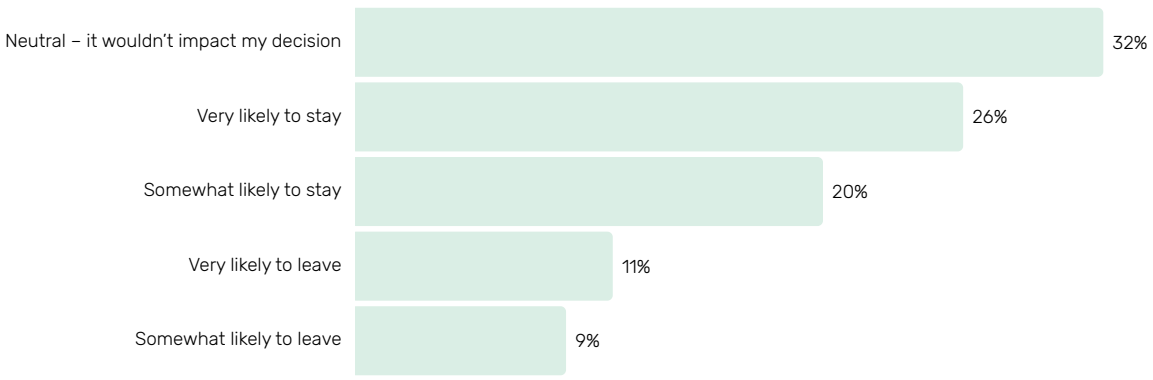
How important is it for your work responsibilities to align with your job description (i.e., avoiding tasks beyond your scope)?



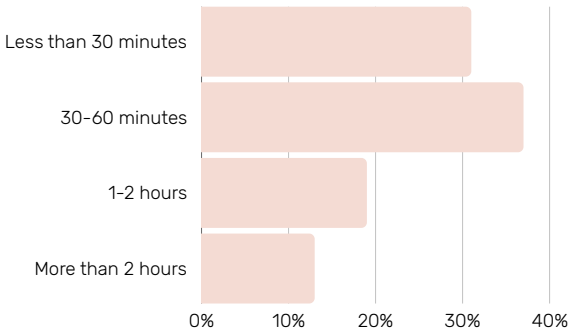
What factors would cause you to "quiet quit" a role, if at all?



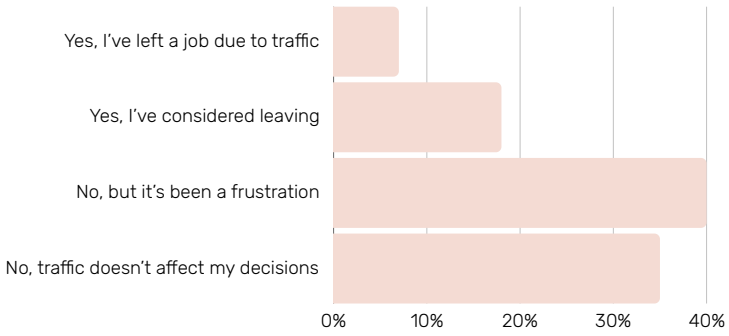
How likely would you be to stay in your current role if remote work options were completely removed?



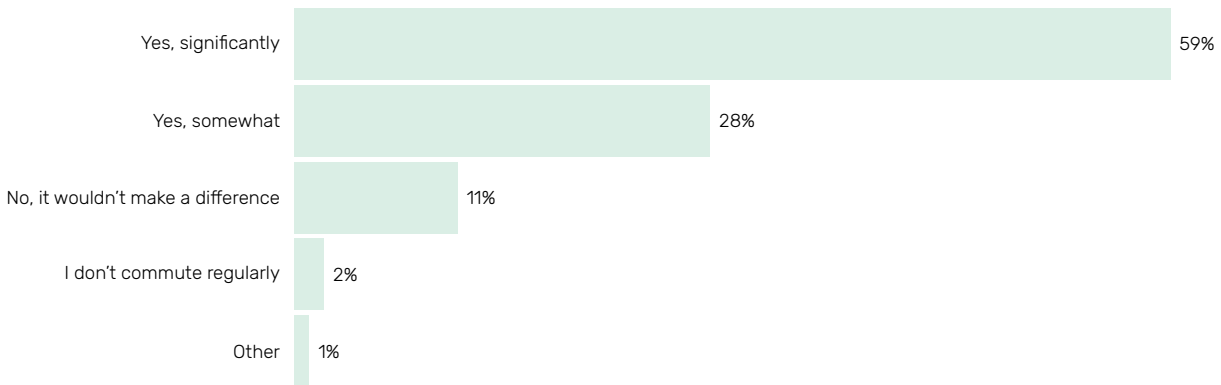
How much time do you spend commuting to work daily?



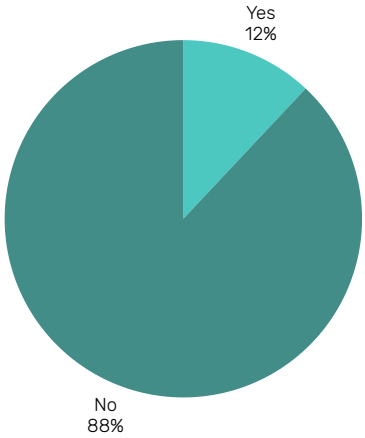
Has traffic in your region ever influenced your decision to seek or leave a job?



Do you believe flexible working hours or remote work could improve your commuting experience?



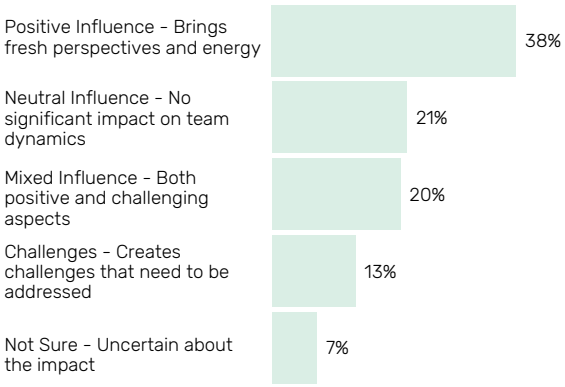
Are you from Gen Z (born between 1997 and 2012)?



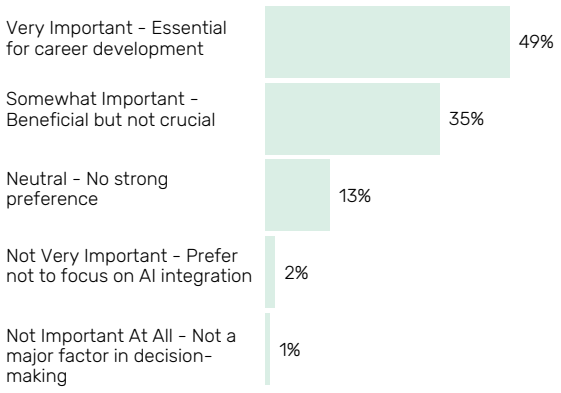
What factors are most important to you in a job?

What challenges have you observed when working with Gen Z colleagues?

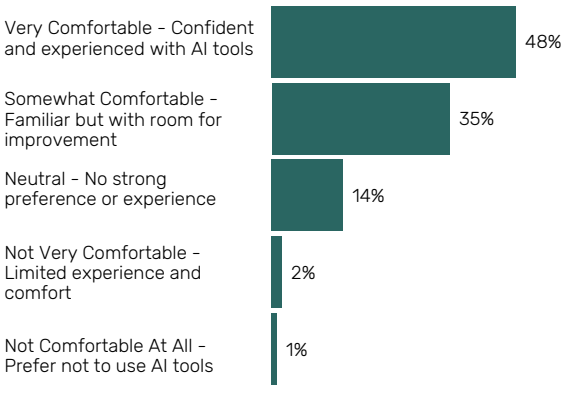
How do you think the presence of Gen Z in the workplace influences team dynamics?



How important is it for you to work in an organization that actively integrates AI technologies?



How comfortable are you with using AI tools in your work, such as chatbots, data analysis software, or automation tools?



A GLIMPSE INTO 2025

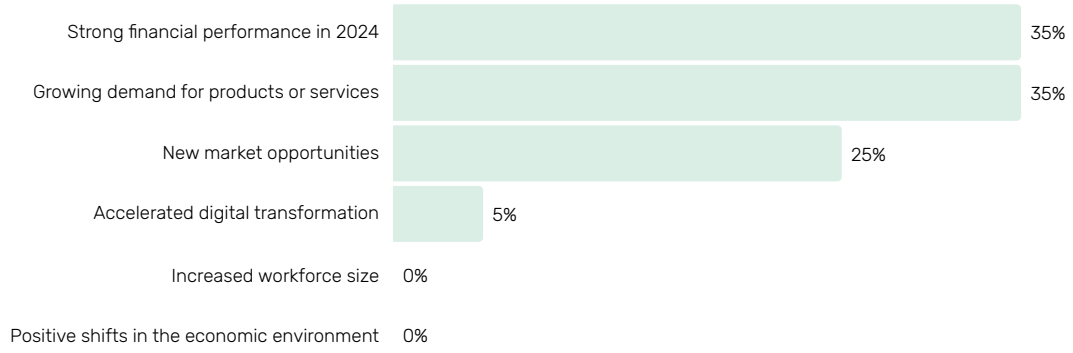
Looking at employers' survey results revealed an ongoing change in the business landscape within the GCC region. The demand for talent well-versed in the latest technological initiatives has increased, with businesses looking to invest more into technology in the coming years.

The results also revealed that organisations in the GCC, more than 60%, are open to increasing the salaries given if employees' perform according to expectations and are willing to upskill themselves.

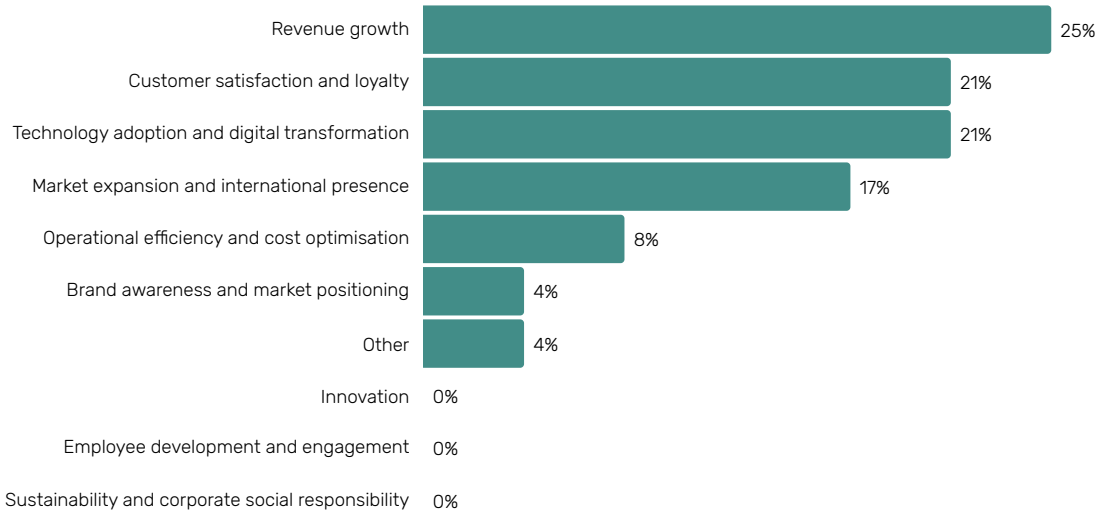
An increasing number of employers are very much in favour of a better work-life balance and they are committed to working towards creating a better working environment for employees. More than 60% believe that creating clear growth opportunities is the best way of retaining employees followed by a strong leadership team and management.

Revenue growth is still the top priority for businesses in the GCC, with many companies saying that they have increased headcount compared to last year and are planning to increase by next year.

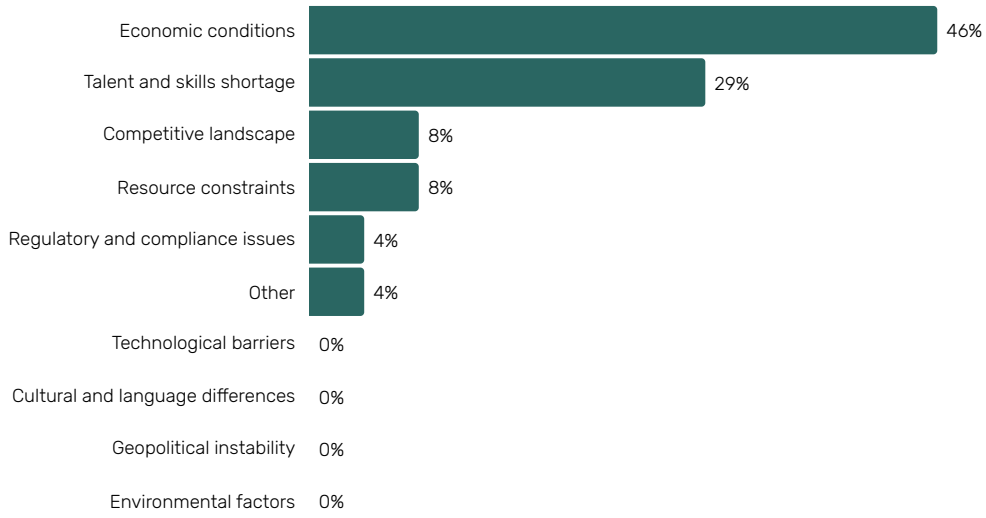
What factors are contributing to your increased optimism in your company's growth for 2025?



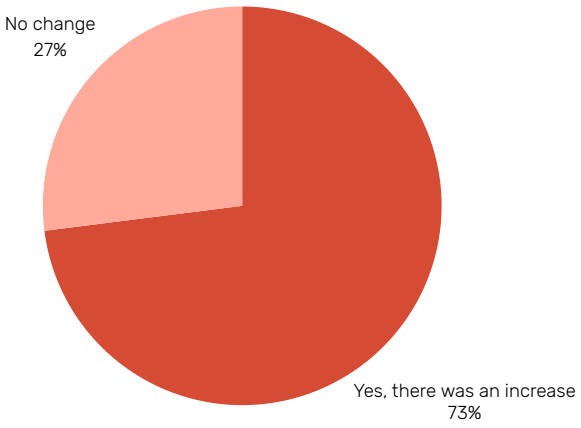
What are the current goals that your company aims to achieve?



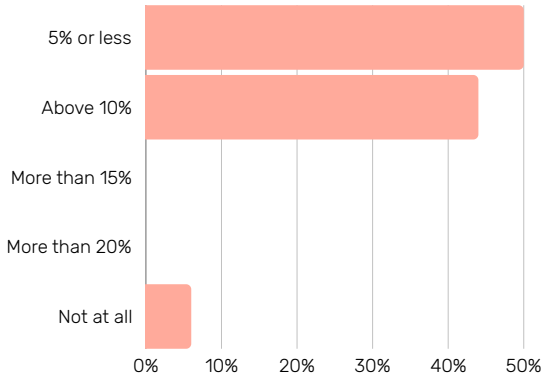
Given the goals above, what factors do you believe would prevent or limit you from achieving the said goals?



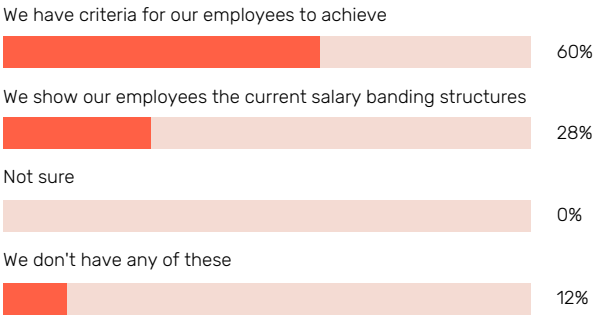
Has your organisation's salaries changed this year?



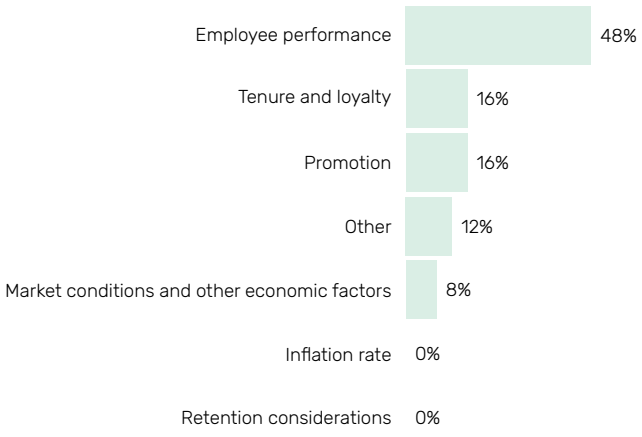
For next year, how much do you expect your employee's salaries to increase?



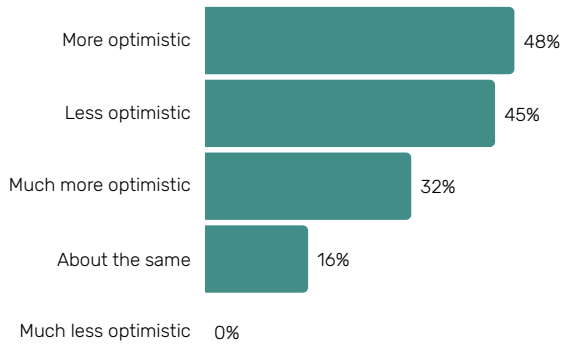
Regarding transparency, how are you relaying criteria and targets to achieve a pay rise for your employees?



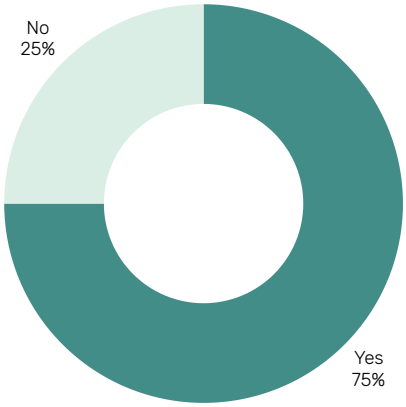
What is the main factor you consider when agreeing to an employee's salary increment?



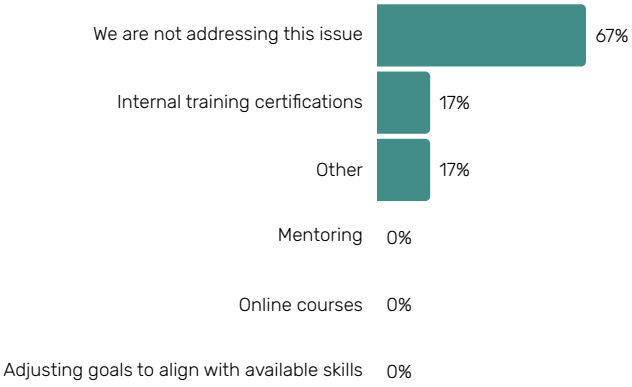
How optimistic are you about your company's growth in 2025 compared to 2024?



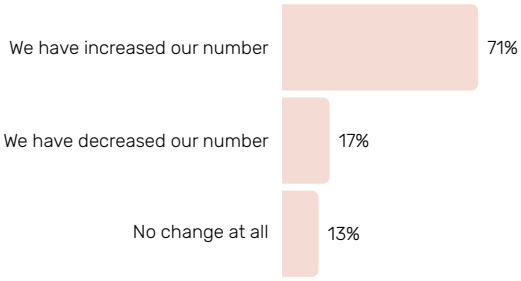
Do you believe your organisation has all the skills to achieve your goals?



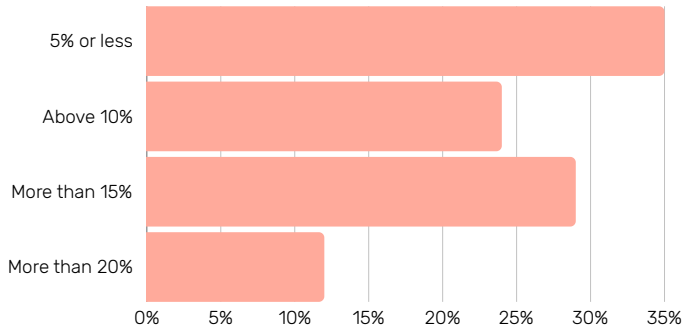
In case your organisation lacks the specific skills to achieve your goals, how are they tackling this issue?



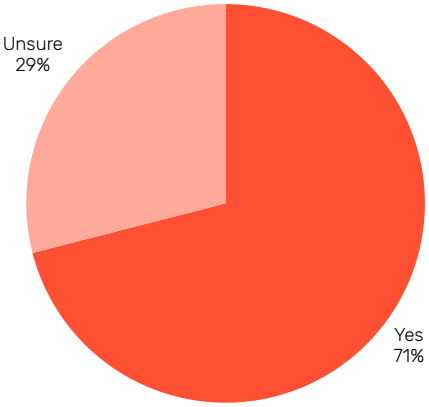
How is the organisation's headcount this year compared to last year?



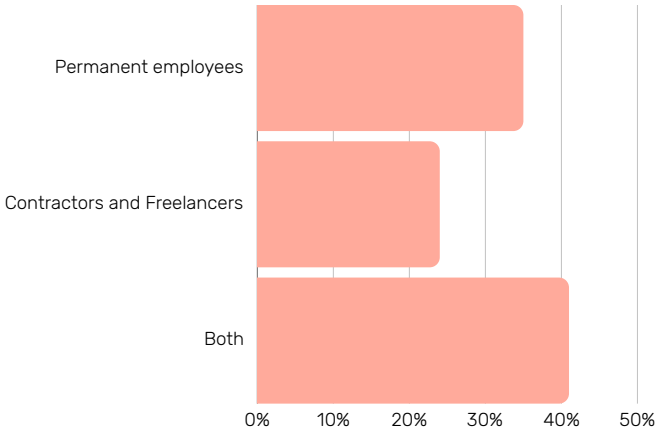
If your headcount has increased, can you specify by how much?



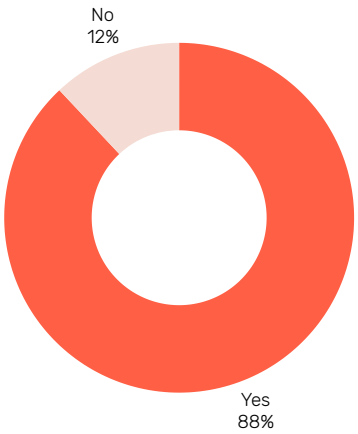
Do you have plans on increasing your manpower in 2025?



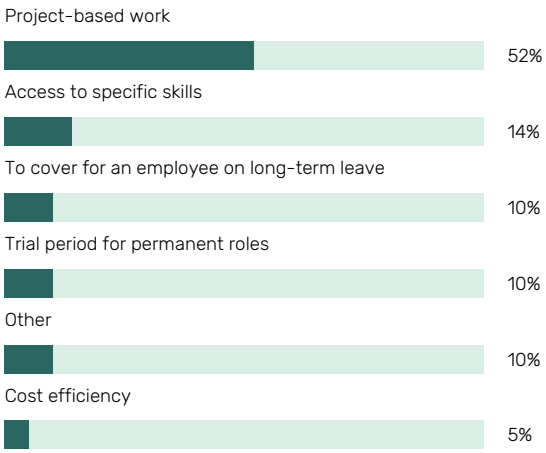
What roles are you recruiting for in 2025?



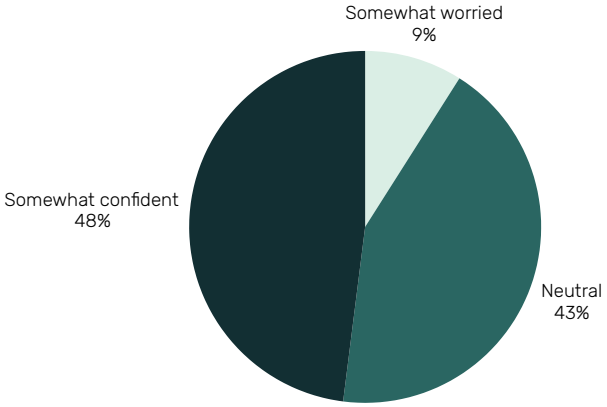
Do you currently have temporary employees or contractors in your organisation?



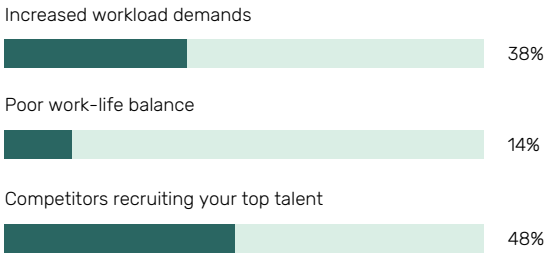
What is the main reason for you to hire freelancers or temporary employees?



How worried are you about your company's capacity to retain employees in 2025?

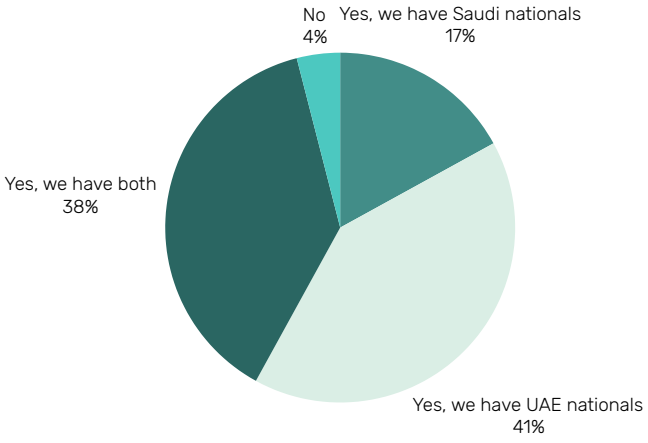


What challenges do you anticipate in retaining employees in 2025?



What are the top 3 factors that you believe are most important to help attract and retain staff?

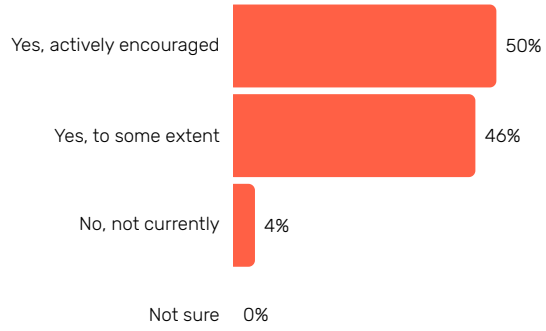
Given the ongoing Saudization and Emiratisation policies, is your company currently employing citizens of Saudi Arabia or the United Arab Emirates?



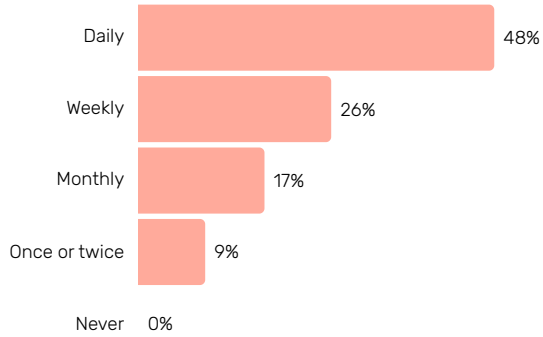
GCC EMPLOYER SURVEY RESULTS

AI

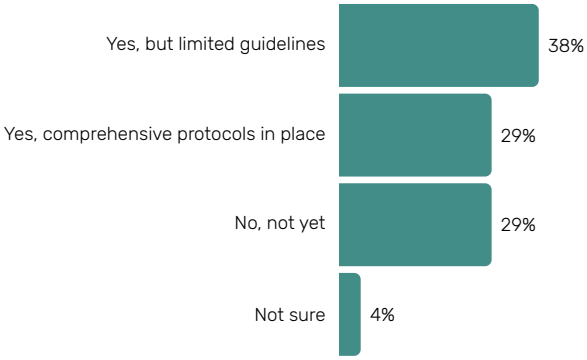
Does your organization encourage the use of AI technologies and tools?



In the past 12 months, how frequently has your organization utilized generative AI tools (e.g., ChatGPT, DALL-E, Copilot etc.) for business purposes?



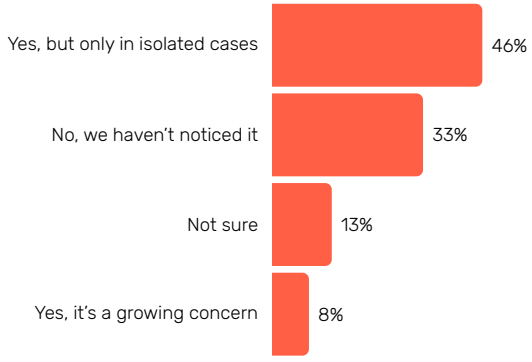
Does your organization have established protocols or guidelines for the use of AI technologies?



What are 3 key factors you believe AI has improved or enhanced within your company?

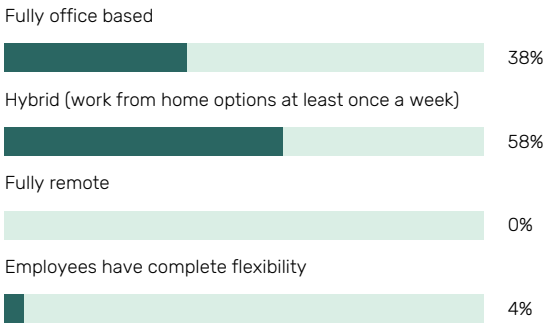
QUIET QUITTING

Have you noticed any signs of 'quiet quitting' within your organization over the past year?

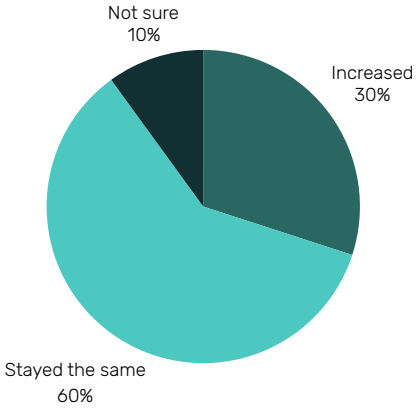


What measures is your organization taking to address 'quiet quitting'?

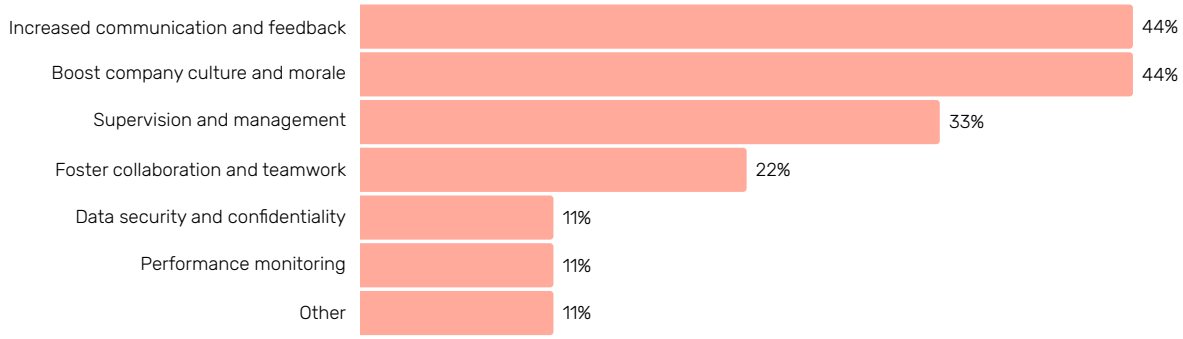
What does your organisation's working model look like?



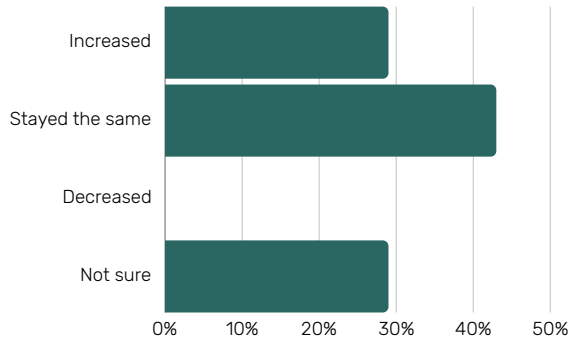
How is your employee's productivity impacted by this work arrangement?



Why do you believe employees should be in the office full-time?

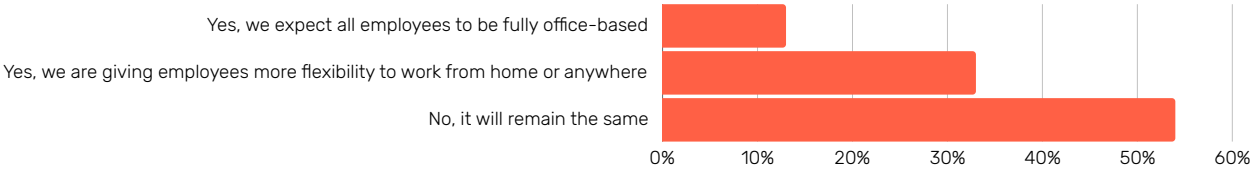


If your working model is hybrid (with an option to work from home), how is your employee's productivity impacted by this work arrangement?

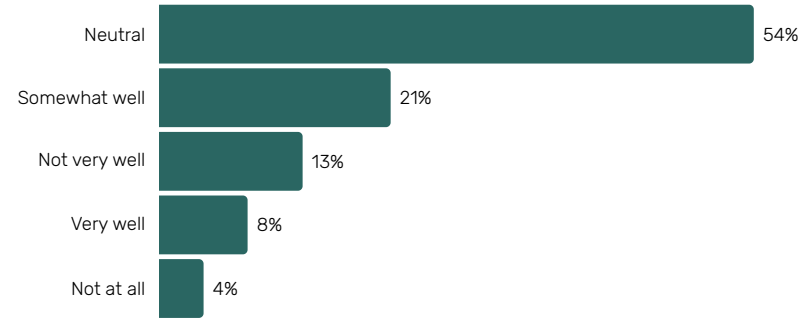


Why do you believe employees should be able to work from home at least once a week?

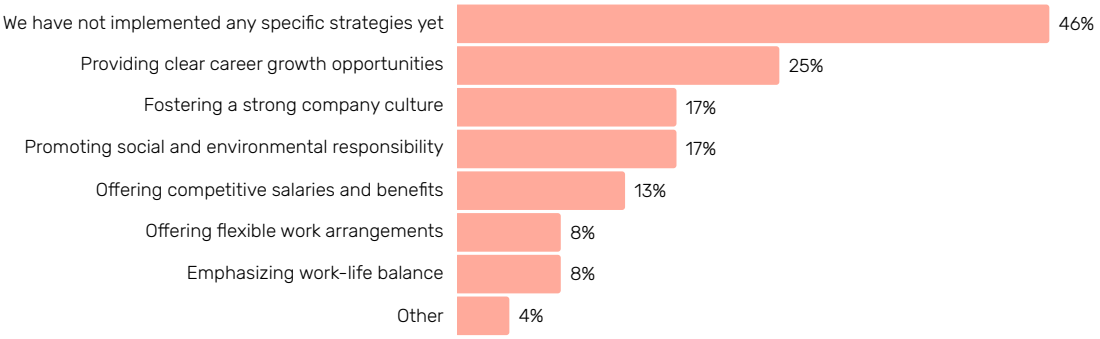
Do you see your current working model change or evolve in 2025?



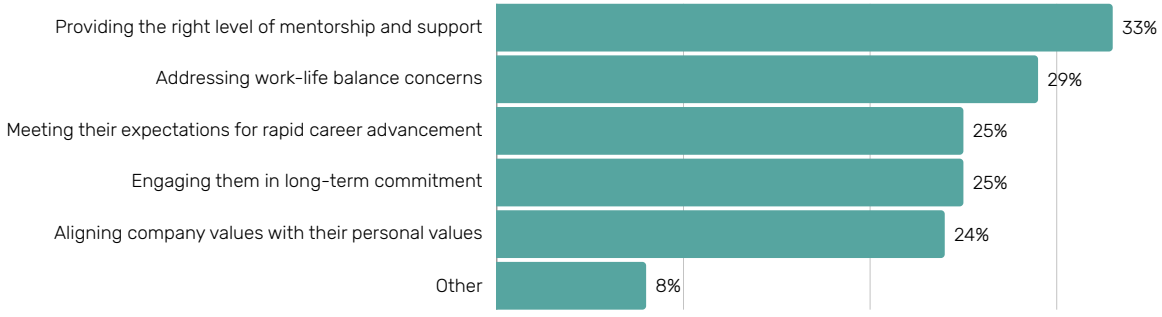
How well does your organization understand the needs and expectations of Gen Z employees?



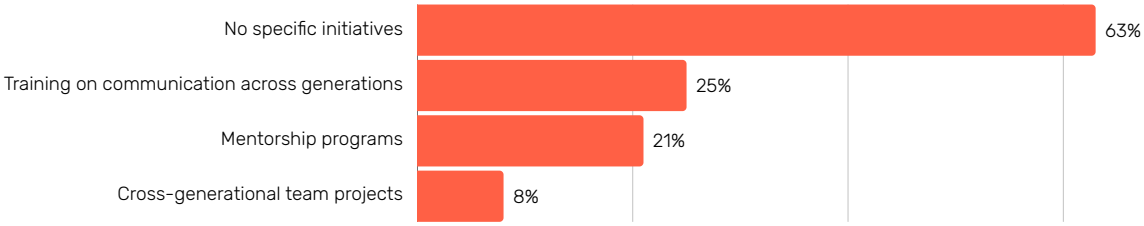
What strategies has your company implemented to attract and retain Gen Z talent?



What challenges have you faced in managing or retaining Gen Z employees?



What initiatives does your organization have in place to foster collaboration between Gen Z and other generations in the workplace?



TECHNOLOGY

A significant portion of professionals working in the technology sector are satisfied with their current role, though they aren't very happy with the degree of transparency afforded by employees. They feel it needs a definite improvement. However, most agree that salaries are performance based though they feel employers can do more to help them with self development and upskilling.

This trend highlights the recognition that in a field as dynamic as technology, continuous learning and upskilling are not only desired but imperative for long-term success. Additionally, most respondents view their work-life balance as fair. While it signifies that the balance between professional and personal life isn't unsatisfactory, it also suggests room for Improvement.

The need for transparency

We can see a definite trend in the respondents' need for transparency. An astonishing 42% state that they need their organisations to be more transparent as their companies do not provide enough information. Having said that, respondents seem to be satisfied with their salary structures as 45% stated that they expect an increase in salary before the end of the year and 49% stated that salary decisions are firmly based on performance.

However, on the flip side, they also feel that there is a distinct pay gap that favours certain sectors and that their efforts are not always recognised. 37% of the respondents surveyed stated that there is a diversity pay gap in their organisation and it favours certain groups, but most of them do not feel comfortable discussing this with their employers.

While there is some transparency in organisations in this sector, we can see that there is scope for improvement when it comes to complete transparency.

Health comes first

While respondents are more positive overall in this sector, they state that there is a lot of room for improvement when it comes to work-life balance. While an encouraging 42% have stated that they have flexibility in adjusting their work hours, the same percentage of respondents also state that they have health issues stemming from their workload. A worrying number of respondents (47%) also stated that their organisation does not provide resources to support work-life balance and 42% have stated that they aren't comfortable discussing this with their organisations.

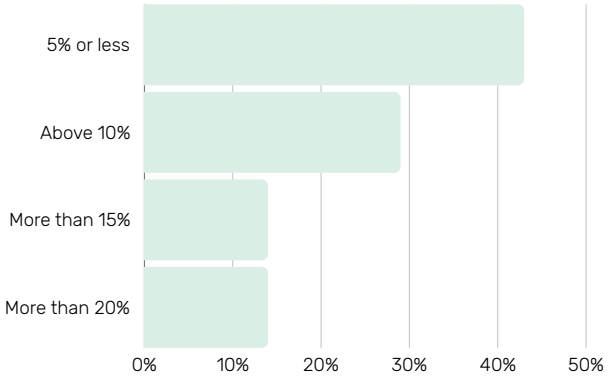
This shows us that organisations need to be more focused on employee health and welfare if they wish to increase their productivity and retain employees for the long term.

Daniel Marioni
Director - Tech

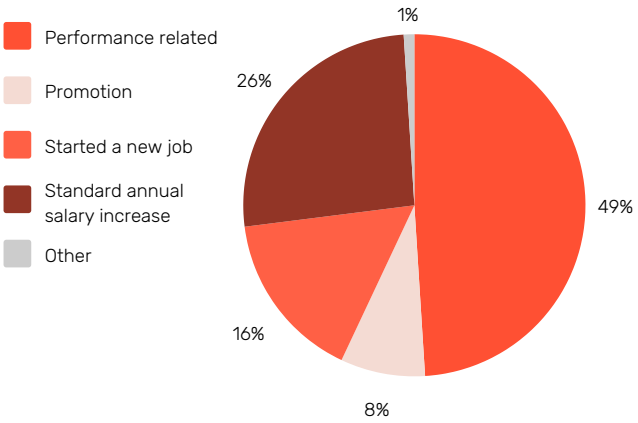
Lee Choules
Senior Director - Tech

Did you get a salary increment this year?

By how much did your salary increase?

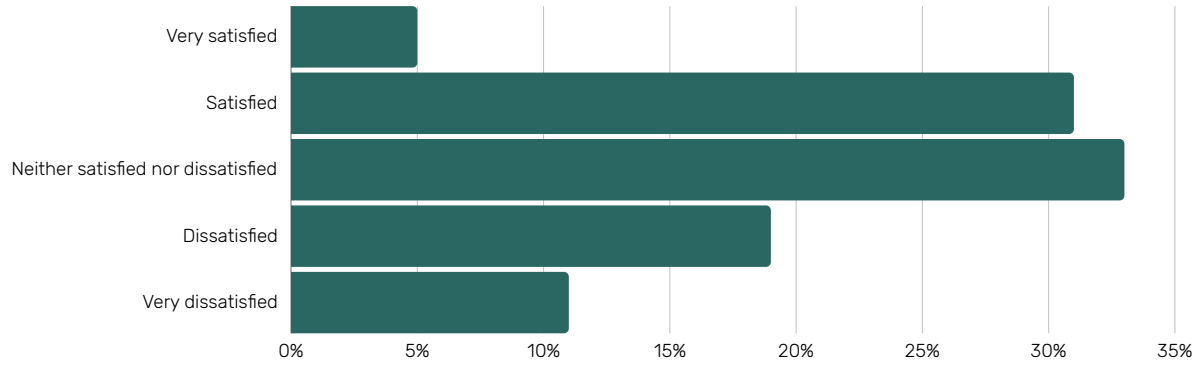


How did you get the salary increment?

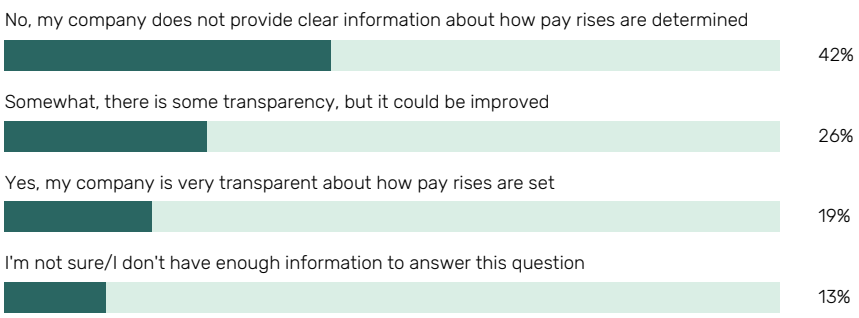


Do you expect a salary increase before the year ends?

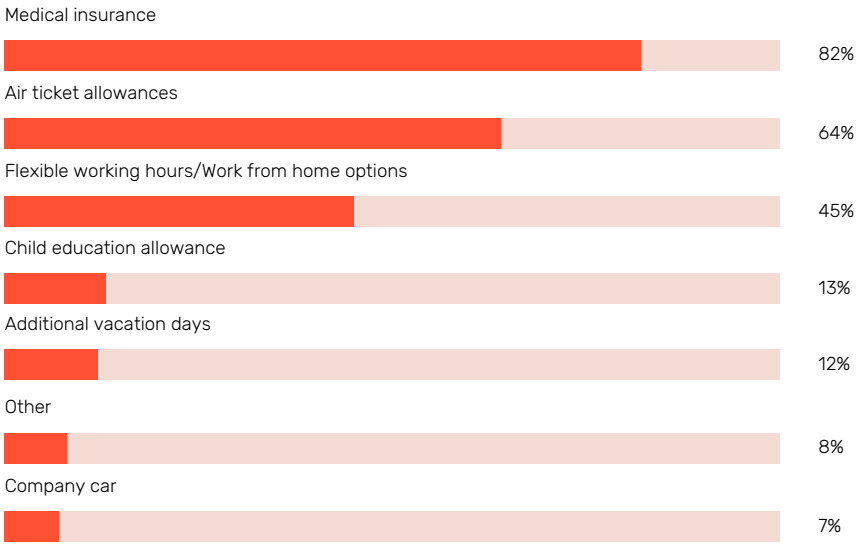
Are you happy with the salary and allowances that you currently get?



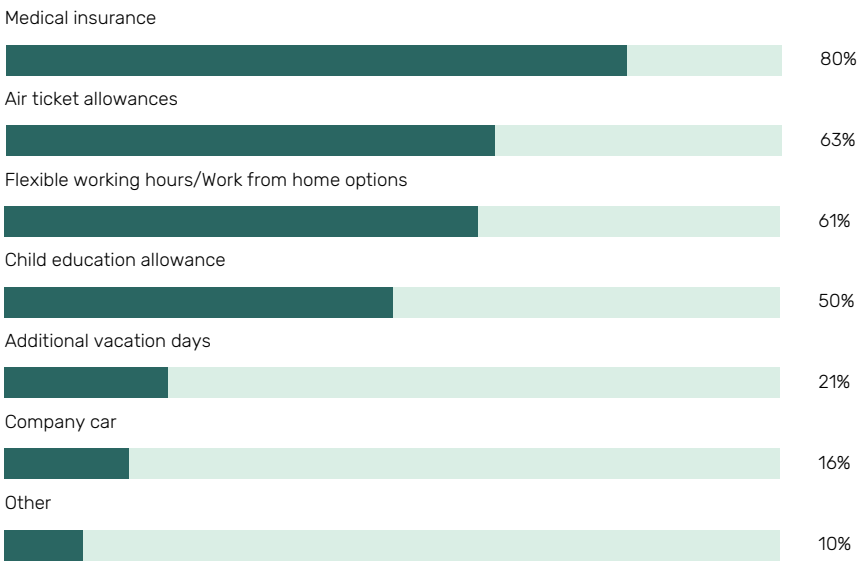
Is your company transparent on how pay rises are set?



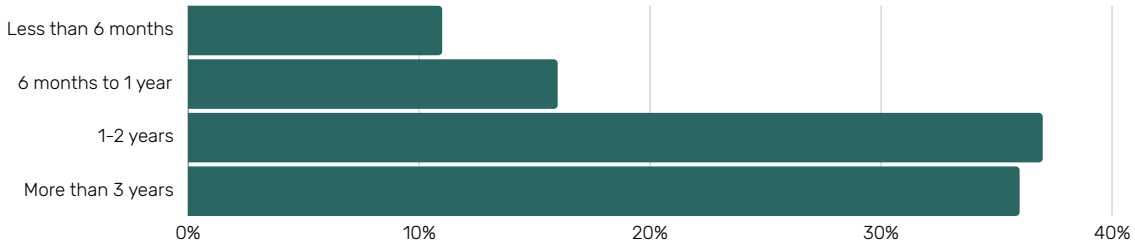
Which employee benefits do you currently have?



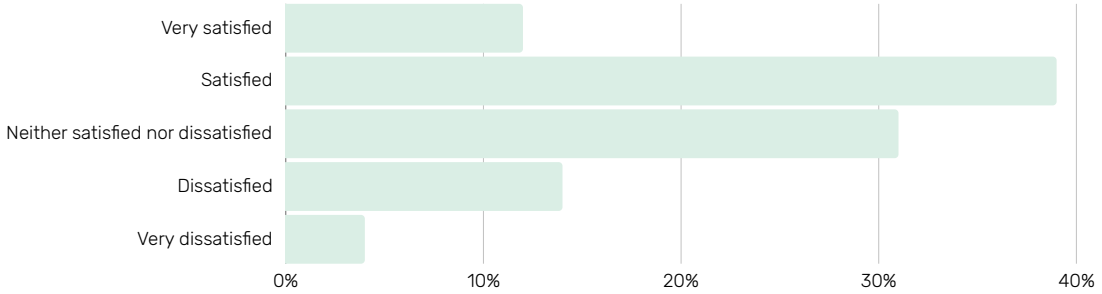
Which are the top three most important benefits to you?



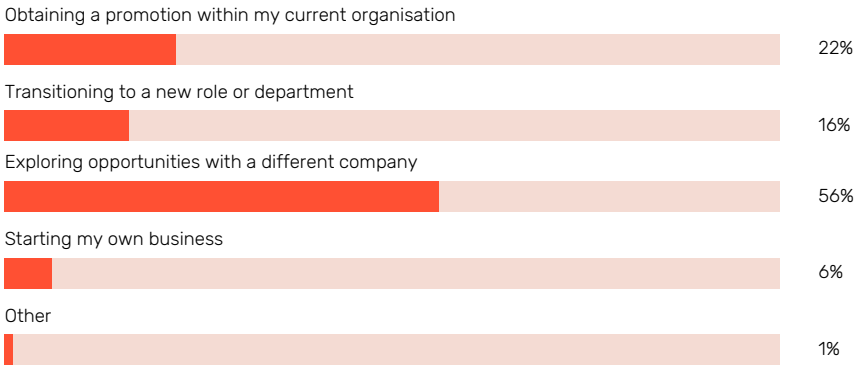
How long have you been in your current role?



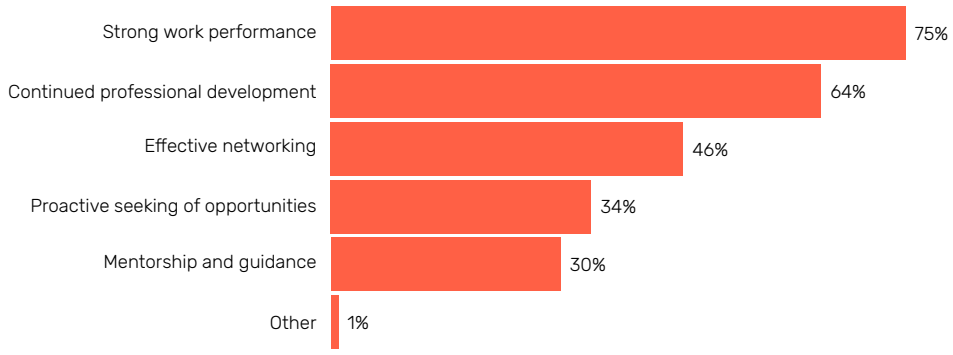
How satisfied are you with your current job?



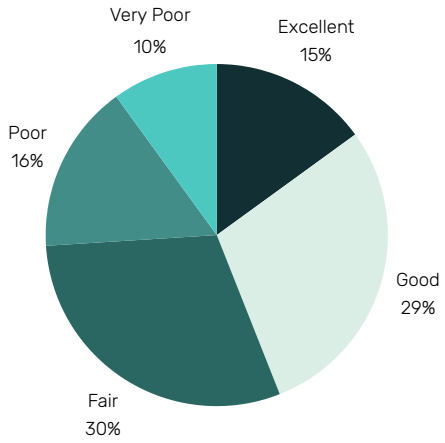
What do you consider as your primary career goal at this time?



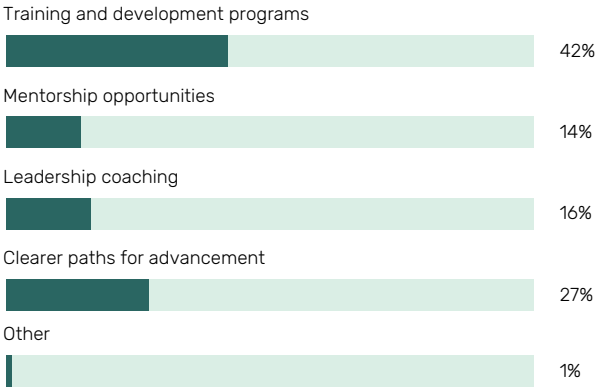
Which of the following factors do you believe have contributed most to your career advancement?



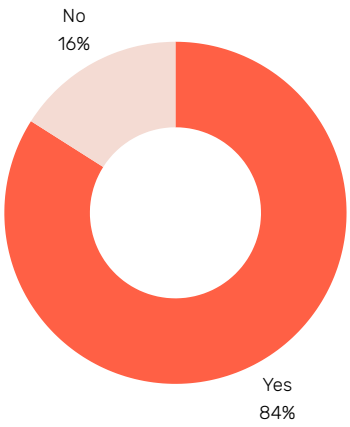
How would you rate the level of support you receive from your current employer for your career development?



What actions would you like to see provided to support your career progression?

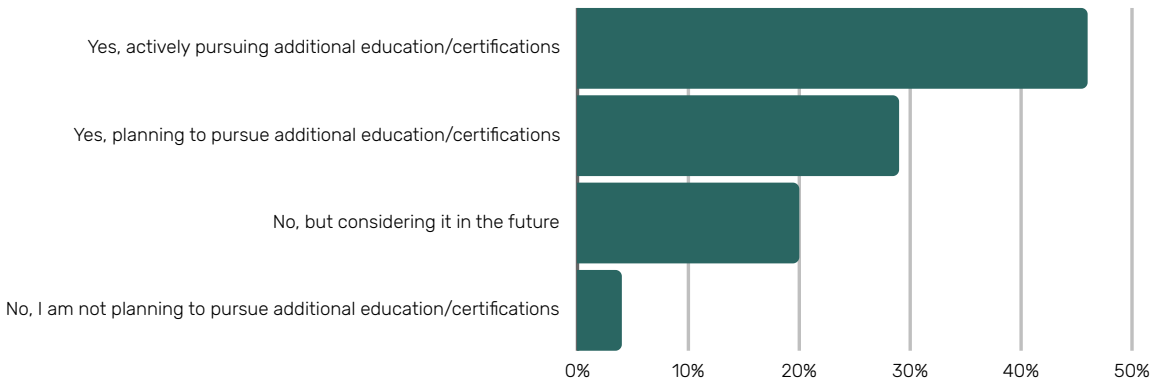


Do you plan on changing jobs in 2025?

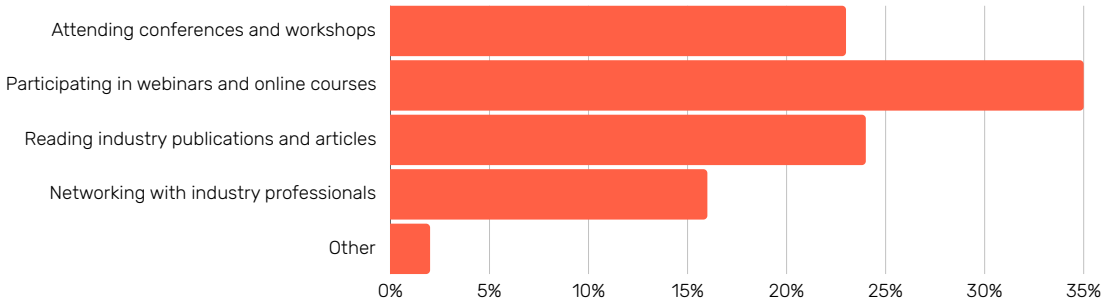


What would be the main deciding factor for leaving your current job?

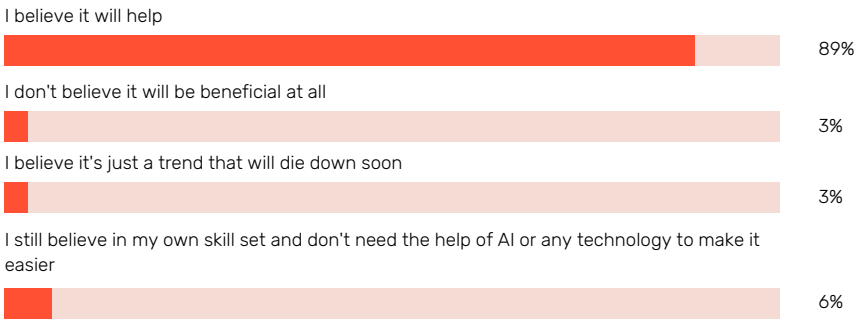
Are you pursuing any further education or professional certifications to advance your career?



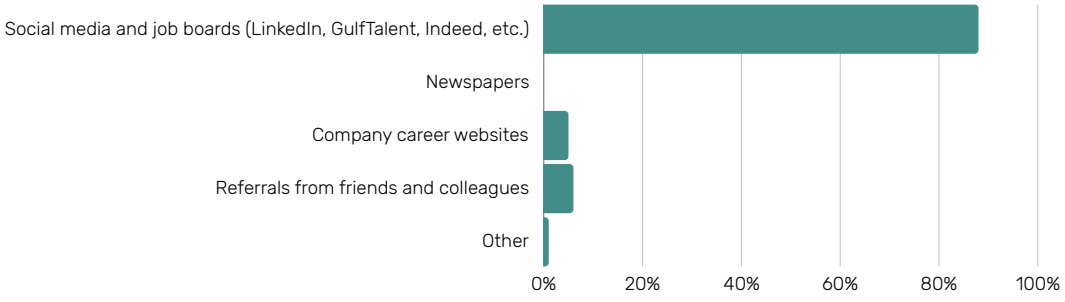
How do you stay updated on industry trends and advancements?



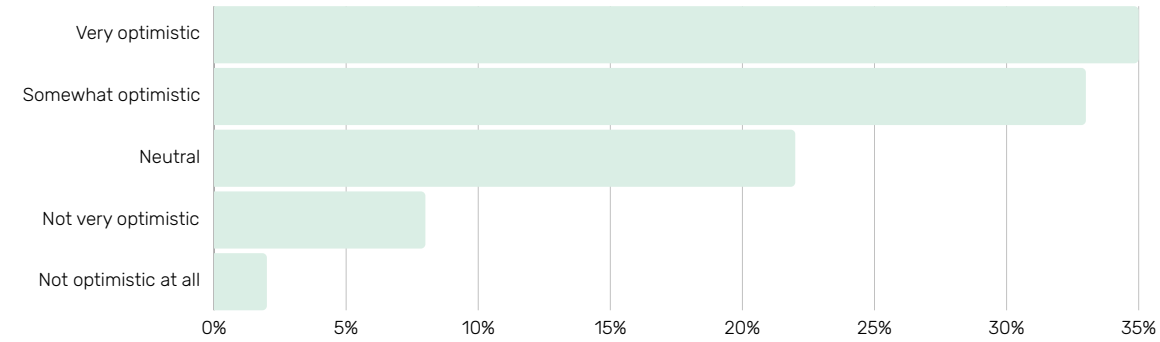
Do you believe technological advancements like Artificial Intelligence will make your job easier?



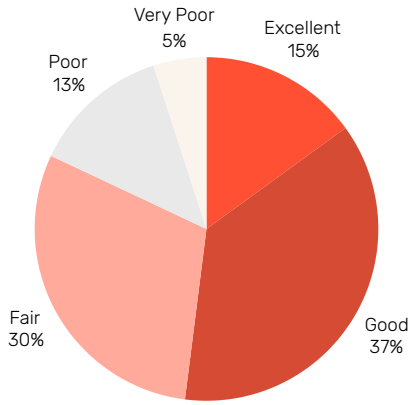
How do you usually look for new work opportunities?



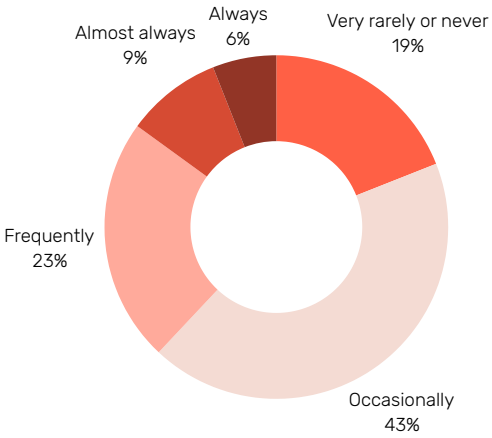
Considering the current economic climate, how optimistic are you about future employment opportunities?



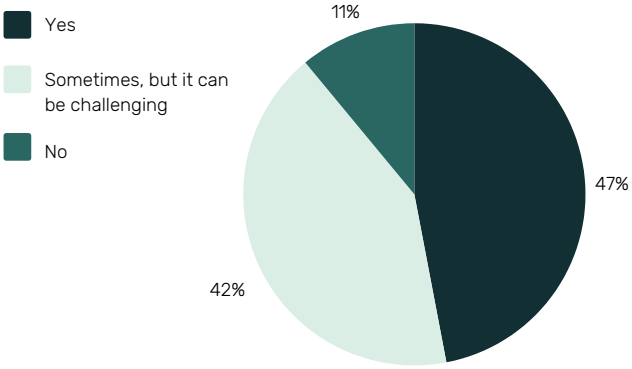
How satisfied are you with your current work-life balance?



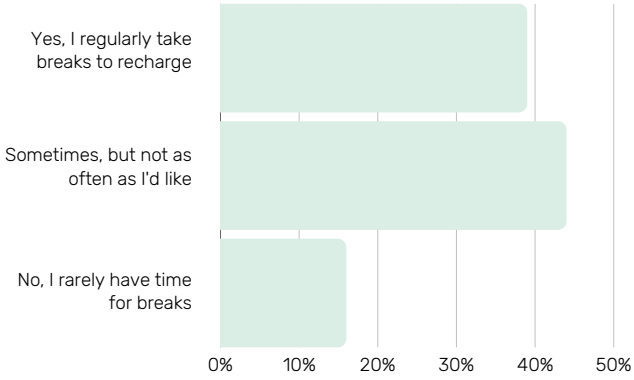
How often do you find yourself working outside of regular business hours (e.g., evenings, weekends)?



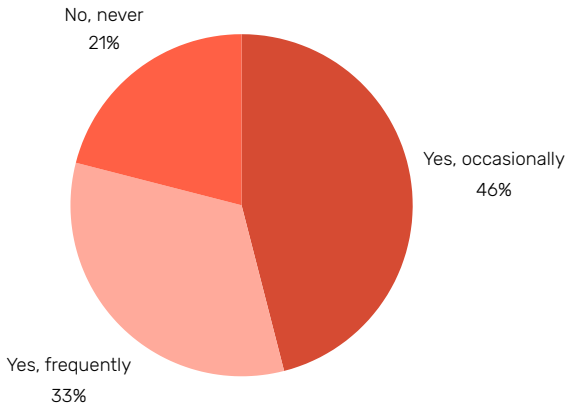
Do you feel that your workload is manageable within the standard working week?



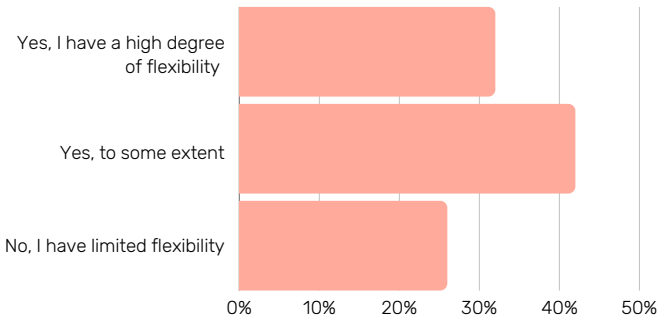
Are you able to take breaks during the workday to recharge and relax?



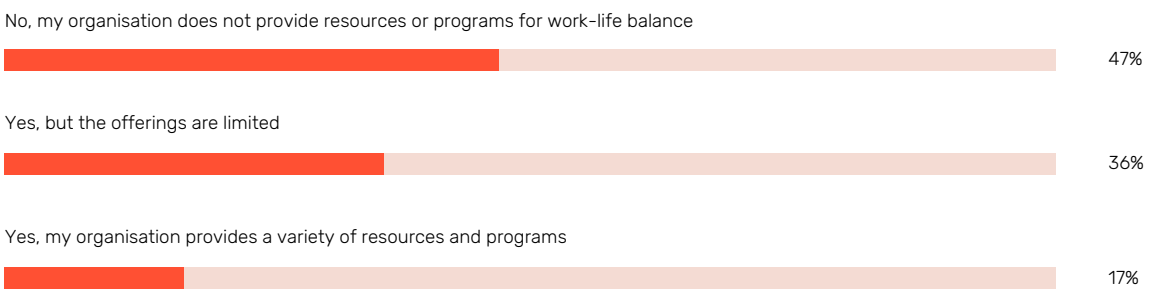
Have you ever felt pressured to work extra hours beyond your regular schedule?



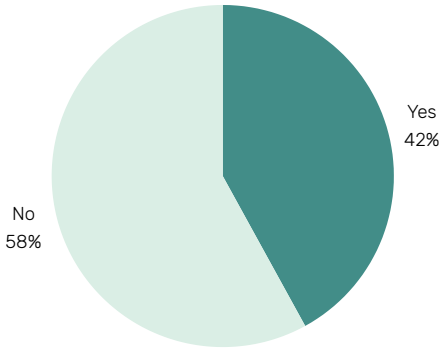
Do you have flexibility in adjusting your work hours or location (e.g., remote work) when needed?



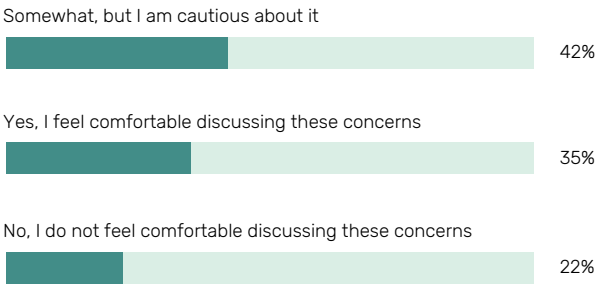
Does your organisation provide resources or programs to support work-life balance (e.g., wellness programs, flexible work arrangements)?



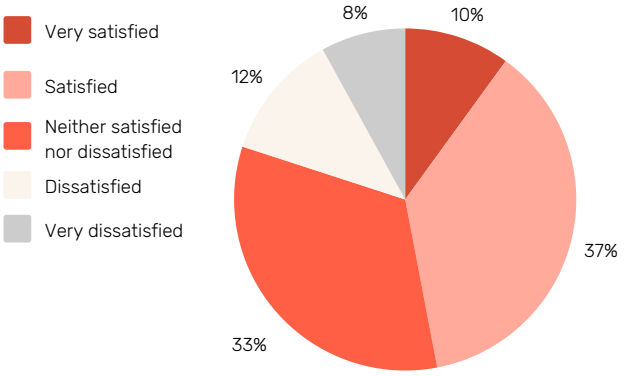
Have you experienced any negative health effects as a result of your work schedule or workload?



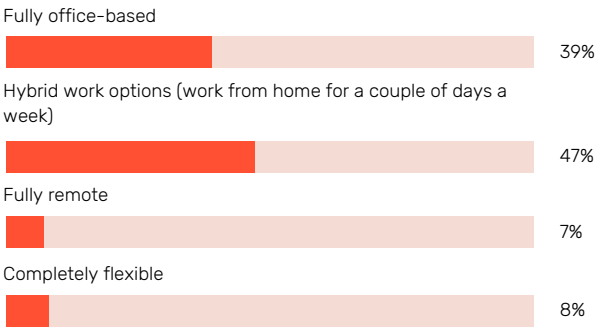
Do you feel comfortable discussing work-life balance concerns with your supervisor or management?



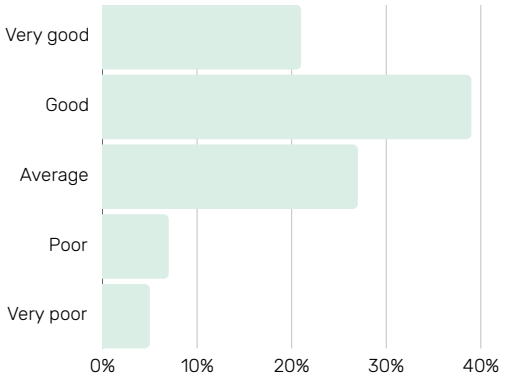
How satisfied are you with your organisation's overall work-life balance policies and practices?



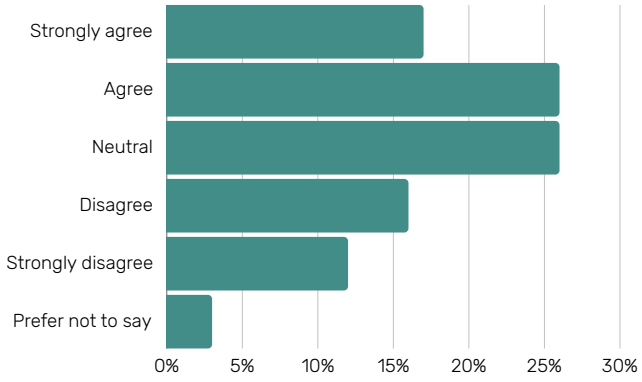
What working model best applies to your company?



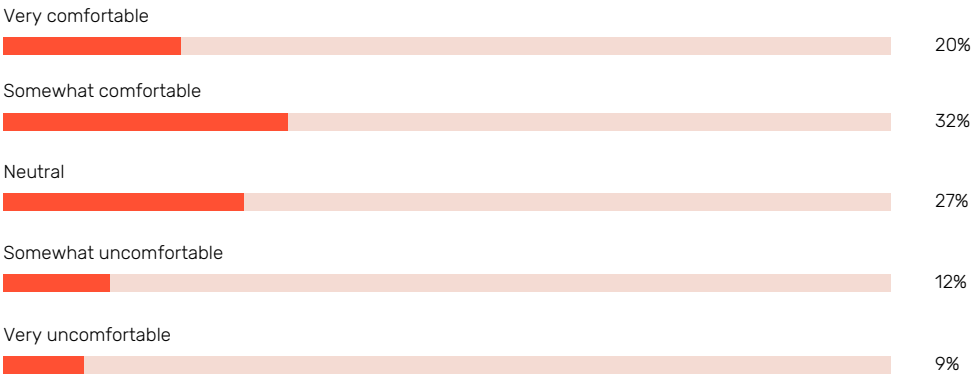
How would you rate the diversity and inclusion efforts of your current organisation?



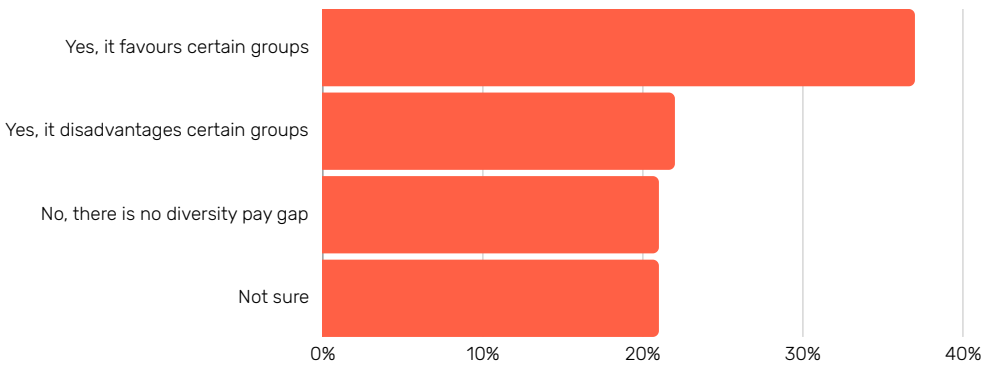
Do you believe employees of all backgrounds have equal opportunities for career advancement and salary progression at your workplace?



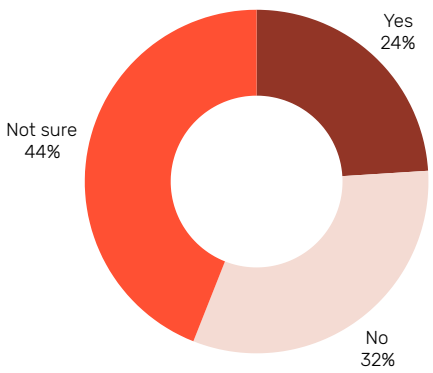
Do you feel comfortable discussing diversity and inclusion topics openly with your colleagues and superiors?



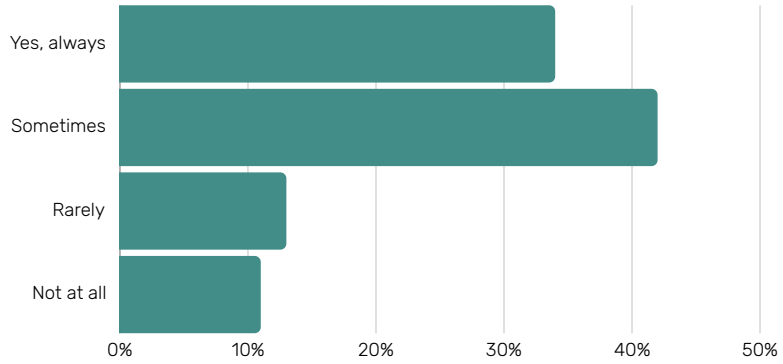
Do you feel that there is a diversity pay gap within your organisation?



Has your organisation set specific diversity and inclusion goals or targets?

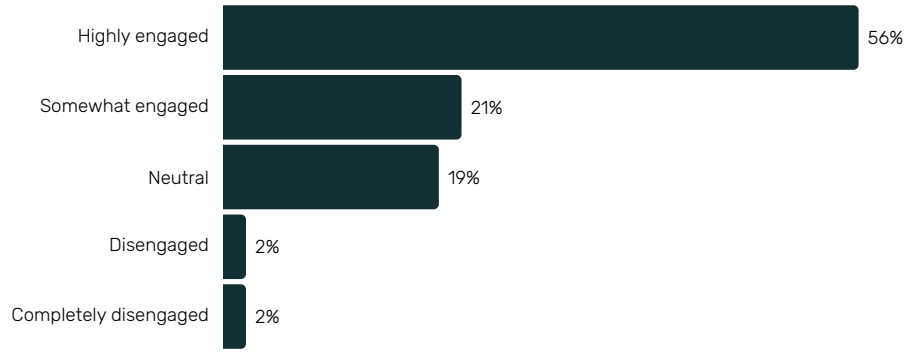


Do you feel your contributions to your organisation are recognised regardless of your background?

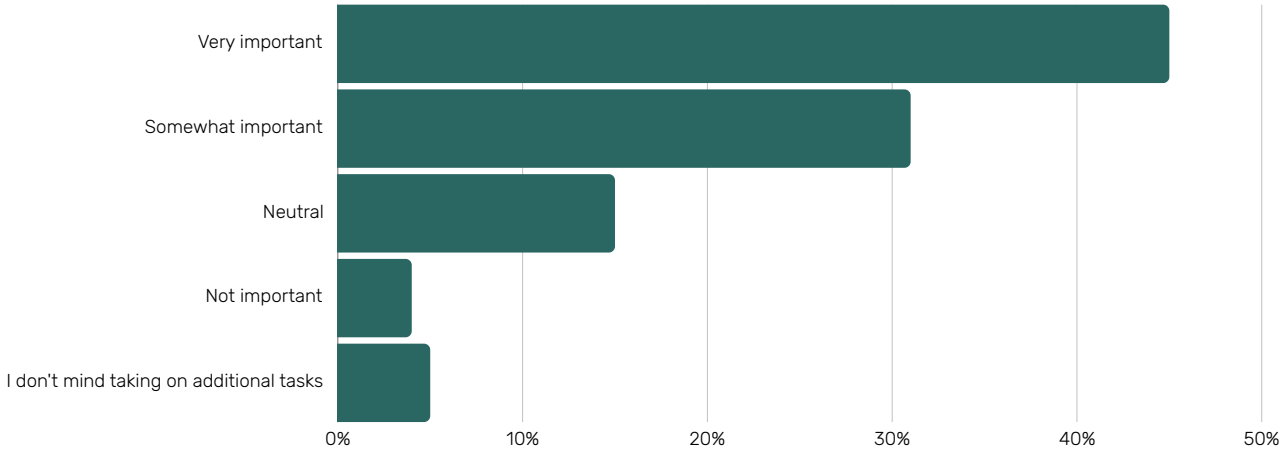


Which diversity and inclusion initiatives are practised in your organisation?

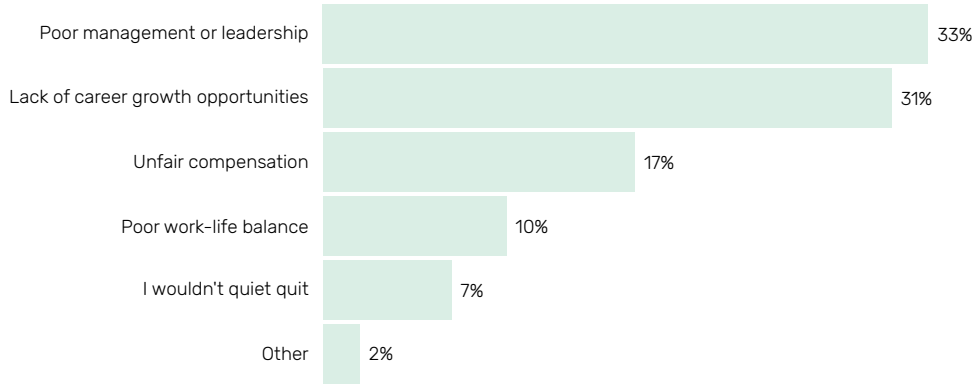
How would you describe your current level of engagement at work?



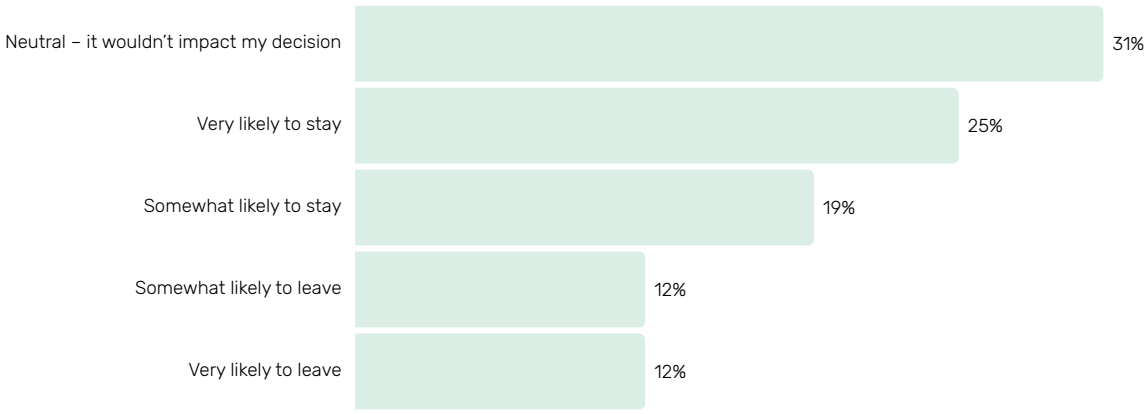
How important is it for your work responsibilities to align with your job description (i.e., avoiding tasks beyond your scope)?



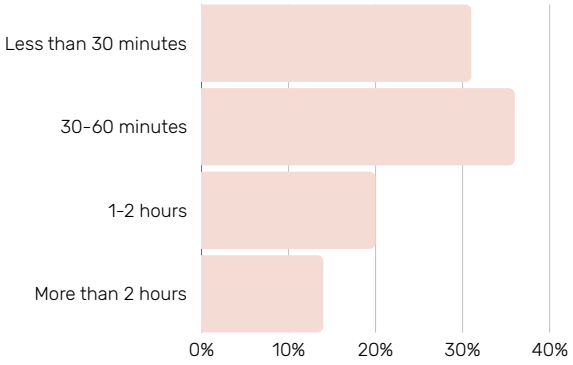
What factors would cause you to "quiet quit" a role, if at all?



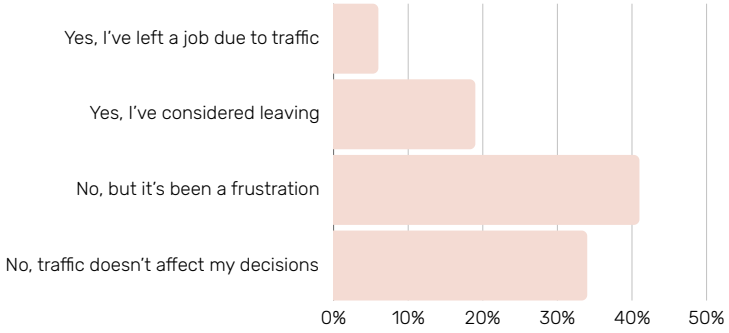
How likely would you be to stay in your current role if remote work options were completely removed?



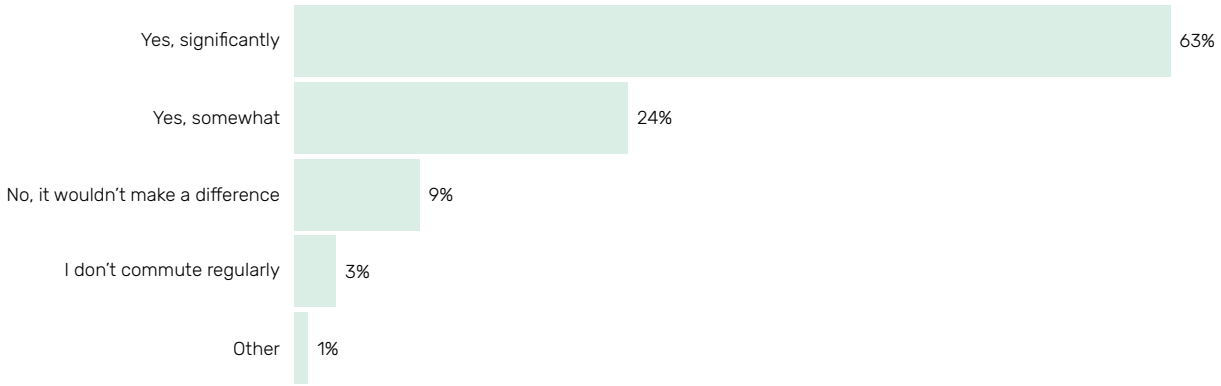
How much time do you spend commuting to work daily?



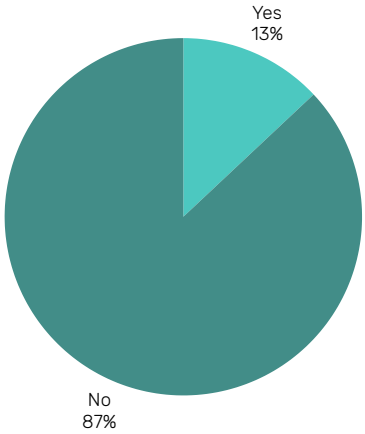
Has traffic in your region ever influenced your decision to seek or leave a job?



Do you believe flexible working hours or remote work could improve your commuting experience?

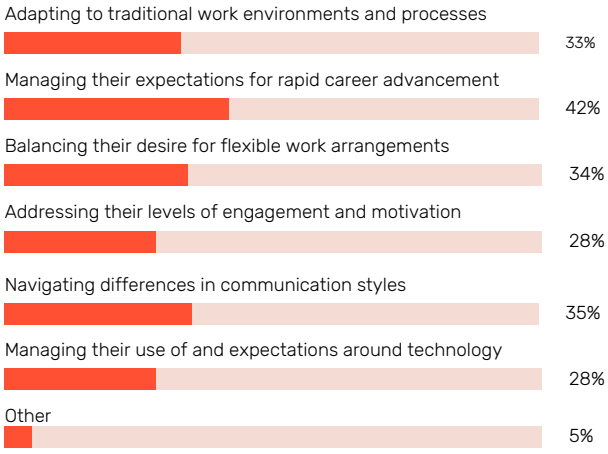


Are you from Gen Z (born between 1997 and 2012)?

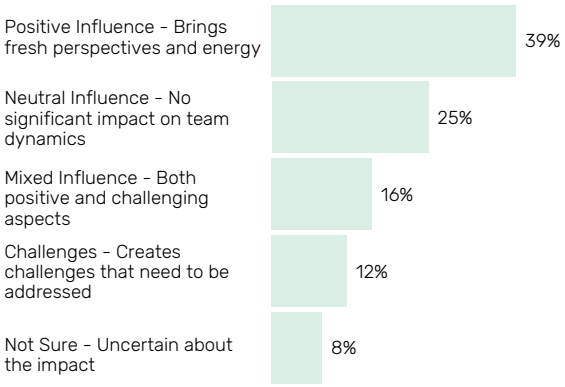


What factors are most important to you in a job?

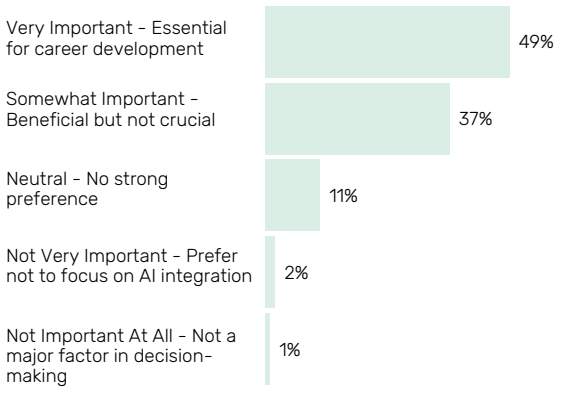
What challenges have you observed when working with Gen Z colleagues?



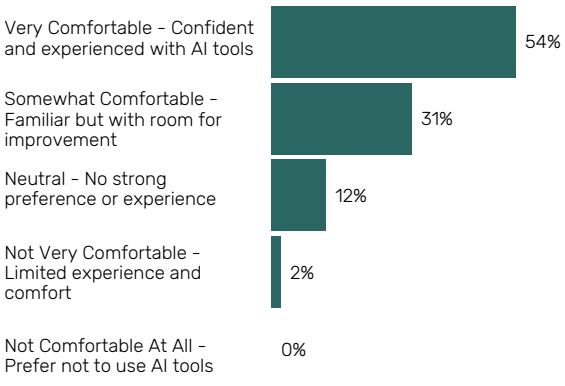
How do you think the presence of Gen Z in the workplace influences team dynamics?



How important is it for you to work in an organization that actively integrates AI technologies?



How comfortable are you with using AI tools in your work, such as chatbots, data analysis software, or automation tools?



TECHNOLOGY
SALARY GUIDE: CYBER SECURITY

POSITION	UAE		KSA	
	Min. (AED)	Max. (AED)	Min. (SAR)	Max. (SAR)
Head of Information Security	65,000	90,000	65,000	90,000
SOC L1 Analyst	12,000	20,000	12,000	20,000
SOC L2 Analyst	18,000	30,000	18,000	30,000
SOC L3/ Lead	28,000	45,000	28,000	45,000
SOC Manager	35,000	55,000	35,000	55,000
SIEM Admin/Engineer	22,000	38,000	22,000	38,000
SIEM Architect	30,000	55,000	30,000	55,000
SOAR Engineer / RE	25,000	45,000	25,000	45,000
Incident Response Consultant	28,000	50,000	28,000	50,000
DFIR Consultant	30,000	55,000	30,000	55,000
Threat Hunter	28,000	45,000	28,000	45,000
Threat Intelligence	30,000	50,000	30,000	50,000
Malware / Threat Researcher	28,000	45,000	28,000	45,000
Network Security Engineer	25,000	45,000	25,000	45,000
Security Architect	35,000	60,000	35,000	60,000
DevSecOps Engineer	30,000	50,000	30,000	50,000
Cloud Security Architect	40,000	70,000	40,000	70,000
Security Engineer (Endpoint)	22,000	38,000	22,000	38,000
IAM / PAM / CIAM Engineer	28,000	45,000	28,000	45,000
GRC Consultant	30,000	50,000	30,000	50,000
Pentester / Red Team / VAPT	30,000	55,000	30,000	55,000
Reverse Engineering	32,000	55,000	32,000	55,000
Application Security	30,000	50,000	30,000	50,000
Information Security Consultant	25,000	45,000	25,000	45,000
CISO	70,000	100,000	70,000	100,000
OT Architect	40,000	70,000	40,000	70,000
OT / ICS Consultant	35,000	60,000	35,000	60,000
Cyber Security Consultants (Tech)	28,000	50,000	28,000	50,000
Cyber Security Consultants (Advisory)	30,000	55,000	30,000	55,000

TECHNOLOGY
SALARY GUIDE: DATA & AI

POSITION	UAE		KSA	
	Min. (AED)	Max. (AED)	Min. (SAR)	Max. (SAR)
Chief Data Officer	75,000	120,000	75,000	120,000
Data Director	55,000	90,000	55,000	90,000
Head of Data	50,000	85,000	50,000	85,000
VP of Data & AI	70,000	110,000	70,000	110,000
Data Presales Specialist	30,000	55,000	30,000	55,000
Data/AI Product Owner/Manager	40,000	70,000	40,000	70,000
Data Modeller	25,000	45,000	25,000	45,000
AI Expert	45,000	80,000	45,000	80,000
AI Assistant	15,000	25,000	15,000	25,000
Data Analytics Manager	35,000	60,000	35,000	60,000
Data Governance	30,000	50,000	30,000	50,000
Data Analyst	18,000	30,000	18,000	30,000
Data Engineer	28,000	50,000	28,000	50,000
Data Specialist / SME	30,000	55,000	30,000	55,000
Data Science	32,000	55,000	32,000	55,000
ML/AI Data Engineer	35,000	60,000	35,000	60,000
Digital Transformation Consultant	40,000	70,000	40,000	70,000
IoT/Data/Cloud/Smart Cities Specialist in presales & product	40,000	65,000	40,000	65,000
Digital Transformation Architect - Cloud & Data	50,000	85,000	50,000	85,000
Data Quality	25,000	45,000	25,000	45,000
Machine Learning Engineer	35,000	60,000	35,000	60,000

TECHNOLOGY
SALARY GUIDE: ERP

POSITION	UAE		KSA	
	Min. (AED)	Max. (AED)	Min. (SAR)	Max. (SAR)
ERP Functional Consultant	18,000	35,000	18,000	35,000
ERP Technical Consultant	18,000	35,000	18,000	35,000
ERP Architects	25,000	50,000	25,000	50,000
ERP System Administrators	18,000	30,000	18,000	30,000
ERP Project/Delivery Manager	25,000	50,000	25,000	50,000
ERP Developer	15,000	30,000	15,000	30,000
ERP Financial Manager/Controller	25,000	40,000	25,000	40,000
ERP Analyst	18,000	30,000	18,000	30,000
ERP System Managers	25,000	50,000	25,000	50,000
ERP Sales Professionals	20,000	40,000	20,000	40,000

TECHNOLOGY
SALARY GUIDE: INFRASTRUCTURE & CLOUD

	POSITION	UAE		KSA	
		Min. (AED)	Max. (AED)	Min. (SAR)	Max. (SAR)
Infrastructure	DevOps Engineer	25,000	30,000	22,000	27,000
	Senior DevOps Engineer	30,000	40,000	27,000	36,000
	Lead DevOps Engineer	40,000	45,000	36,000	41,000
	Cloud Engineer	25,000	30,000	22,000	27,000
	Senior Cloud Engineer	30,000	40,000	27,000	36,000
	Lead Cloud Engineer	40,000	45,000	36,000	41,000
	Cloud Solution Architect	30,000	40,000	27,000	36,000
	Cloud Architect	25,000	45,000	22,000	41,000
	Site Reliability Engineer	20,000	35,000	18,000	32,000
	DevOps Architect	30,000	45,000	27,000	41,000
	DevOps Manager	30,000	50,000	27,000	46,000
	Cloud Project Manager	25,000	40,000	22,000	36,000
	Head of DevOps	40,000	60,000	36,000	55,000
	Cloud Product Manager	25,000	40,000	22,000	36,000
	Cloud Consultant	35,000	45,000	32,000	41,000
	Head of SRE	40,000	60,000	36,000	55,000
	Platform Engineer	15,000	25,000	13,000	23,000
	Systems Engineer	15,000	25,000	13,000	23,000
	Enterprise Architect	40,000	50,000	36,000	46,000
	Cloud Product Manager	25,000	40,000	22,000	36,000
	Head of Digital Workspace	40,000	60,000	36,000	55,000
	Head of Infrastructure Platforms	40,000	60,000	36,000	55,000
	Network Engineer	15,000	30,000	13,000	27,000
	Network Manager	25,000	40,000	22,000	36,000
	DBA	15,000	30,000	13,000	27,000
	Technical Support Manager	25,000	30,000	22,000	27,000
	IT Support Engineer	15,000	20,000	13,000	18,000

TECHNOLOGY
SALARY GUIDE: INFRASTRUCTURE & CLOUD

	POSITION	UAE		KSA	
		Min. (AED)	Max. (AED)	Min. (SAR)	Max. (SAR)
Infrastructure	Application Support Analyst	15,000	20,000	13,000	18,000
	Infrastructure Director	50,000	65,000	46,000	60,000
	Infrastructure Manager	35,000	45,000	32,000	41,000
	Infrastructure Engineer	15,000	25,000	13,000	23,000
	Infrastructure Specialist	20,000	35,000	18,000	32,000
	Service Delivery Manager	30,000	45,000	27,000	41,000
	VMware Engineer	18,000	30,000	16,000	27,000
	Linux/Unix Engineer	18,000	30,000	16,000	27,000
	Base 24 Developer	18,000	30,000	16,000	27,000
	T24 Developer	18,000	30,000	16,000	27,000
	Applications Director	40,000	60,000	36,000	55,000
	Applications Manager	30,000	45,000	27,000	41,000
	Technical/Functional Consultant	25,000	40,000	22,000	36,000
	ERP Consultant	25,000	40,000	22,000	36,000
	ERP Support	20,000	30,000	18,000	27,000
	Head of Core Banking (SVP)	70,000	110,000	64,000	100,000
	CTO Banking	80,000	110,000	73,000	100,000
	Head of Platforms (SVP)	80,000	110,000	73,000	100,000
	Director of Infrastructure	80,000	110,000	73,000	100,000
	Service Desk	15,000	20,000	13,000	18,000
	Desktop Support	15,000	20,000	13,000	18,000
	Database Admin	15,000	20,000	13,000	18,000
Cloud	System Administrator	15,000	20,000	13,000	18,000
	DevOps	25,000	30,000	22,000	27,000
	Development Engineer	25,000	30,000	22,000	27,000
	System Engineer	15,000	25,000	13,000	23,000
	Network Manager	25,000	40,000	22,000	36,000

TECHNOLOGY
SALARY GUIDE: SOFTWARE ENGINEERING

	POSITION	UAE		KSA	
		Min. (AED)	Max. (AED)	Min. (SAR)	Max. (SAR)
Engineering	Chief Information Officer	70,000	120,000	70,000	120,000
	VP of Engineering	65,000	100,000	65,000	100,000
	Director of Engineering	55,000	85,000	55,000	85,000
	Chief Architect	60,000	90,000	60,000	90,000
	Software Architect	45,000	75,000	45,000	75,000
	Solution Architect	40,000	70,000	40,000	70,000
	Enterprise Architect	45,000	75,000	45,000	75,000
	Engineering Manager	40,000	65,000	40,000	65,000
	Technical Lead	35,000	55,000	35,000	55,000
	Engineering Lead	35,000	55,000	35,000	55,000
	Principal Software Engineer	40,000	60,000	40,000	60,000
	Senior Software Engineer	30,000	50,000	30,000	50,000
	Software Engineer	22,000	42,000	22,000	42,000
	Android Engineer	20,000	40,000	20,000	40,000
	Hybrid Mobile Developer	18,000	40,000	18,000	40,000
	Front End Developer	18,000	36,000	18,000	36,000
	Full Stack Developer	22,000	40,000	22,000	40,000
	Game Developer	20,000	40,000	20,000	40,000
	JavaScript Developer	20,000	38,000	20,000	38,000
	Micro services / API Lead Designer	35,000	55,000	35,000	55,000
	Mobile Application Architect	40,000	65,000	40,000	65,000
	QA Engineer	16,000	30,000	16,000	30,000

TECHNOLOGY
SALARY GUIDE: SOFTWARE ENGINEERING

	POSITION	UAE		KSA	
		Min. (AED)	Max. (AED)	Min. (SAR)	Max. (SAR)
Development	Chief Technical Officer (CTO)	70,000	120,000	70,000	120,000
	Webmaster	15,000	25,000	15,000	25,000
	Web Designer	12,000	22,000	12,000	22,000
	Web Project Manager	25,000	45,000	25,000	45,000
	Business Project Manager	30,000	50,000	30,000	50,000
	Front-End Developer	18,000	40,000	18,000	40,000
	Back-End Developer	20,000	40,000	20,000	40,000
	Java / PHP / SQL Developer	22,000	45,000	22,000	45,000
	Business Analyst	18,000	45,000	18,000	45,000

TECHNOLOGY
SALARY GUIDE: PROJECTS AND CHANGE

	POSITION	UAE		KSA	
		Min. (AED)	Max. (AED)	Min. (SAR)	Max. (SAR)
Project	Project Administrator	10,000	15,000	10,000	15,000
	Project Coordinator	10,000	15,000	10,000	15,000
	Project Controller	10,000	15,000	10,000	15,000
	PMO Coordinator	10,000	15,000	10,000	15,000
	PMO Analyst/Specialist	15,000	20,000	15,000	20,000
	PMO Manager/Director	40,000	60,000	40,000	60,000
	Project Manager	20,000	40,000	20,000	40,000
	Project Lead/Director	25,000	50,000	25,000	50,000
	Program Manager/Director	40,000	60,000	40,000	60,000
	Portfolio Manager/Director	40,000	60,000	40,000	60,000
Change	Transformation Manager	40,000	60,000	40,000	60,000
	Change Manager	20,000	40,000	20,000	40,000
	Service Manager	20,000	40,000	20,000	40,000
	Transition Analyst	15,000	25,000	15,000	25,000
	Business Architect	25,000	40,000	25,000	40,000
	Agile Lead	20,000	40,000	20,000	40,000
	Agile Coach	20,000	40,000	20,000	40,000
	Scrum Master	20,000	35,000	20,000	35,000

FINANCE

The Finance sector is witnessing a significant surge in job transitions, with an overwhelming majority of respondents expressing an intention to change roles.

The main reason for this seems to be the diversity pay gap as an overwhelming 37% feel that a certain sector is favoured over others and there is a prevailing sense among employees that their contributions often go unnoticed, which may warrant a deeper examination of recognition practices within the industry.

The call for work-life balance

The finance sector is currently undergoing notable shifts in employment trends. A significant 61% are looking for flexible working hours and 42% feel that their organisation needs to provide more programs and support for better work-life balance.

Despite that, more than half are highly engaged at work, showing that their satisfaction with the work they're doing counts more towards their job happiness.

An overwhelming 60% of finance sector employees are looking for clearer growth paths in 2025, demonstrating a clear desire for change or dissatisfaction within the industry and an overwhelming 53% say it's very essential for them to work in an organisation that incorporates AI technologies. These trends highlight the importance for employers to make some drastic changes in the upcoming year.

Reaping the benefits

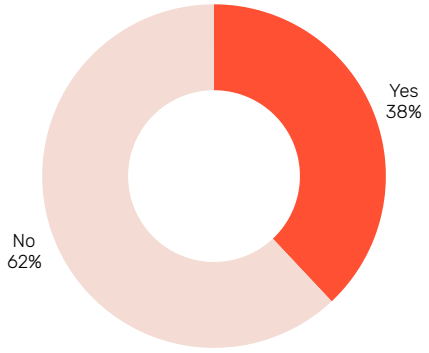
When it comes to employee benefits, organisations in the finance sector seem to have them covered with 84% of respondents stating that they get medical insurance, followed by 60% stating that they have air ticket allowances. If we take a look at the employee preferences also, we can see that 83% value medical insurance as a benefit, followed by 66% for air ticket allowances.

With this, it stands to reason that 39% state that they are satisfied with their current job, they still feel that their company can be more transparent on pay rises and how they are set.

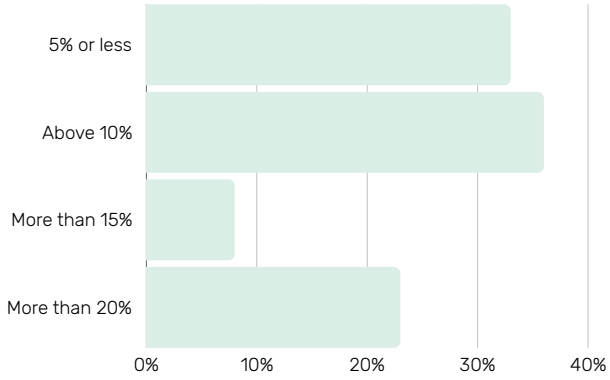
From this, we can see that while organisations are on the right track, they can still do a lot more to increase the confidence and trust employees have in the organisation.

Dhanu Asokkumar
Principal Consultant – Finance

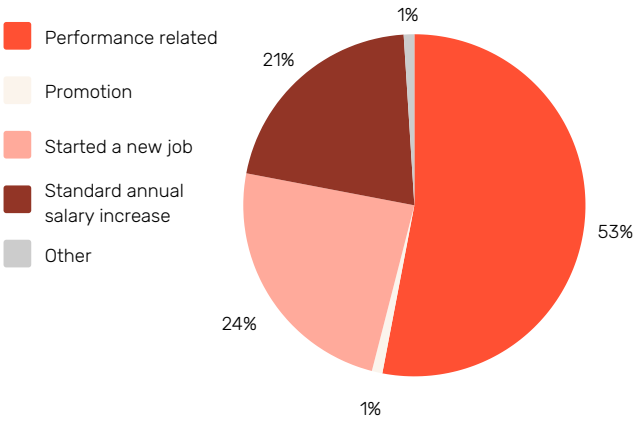
Did you get a salary increment this year?



By how much did your salary increase?

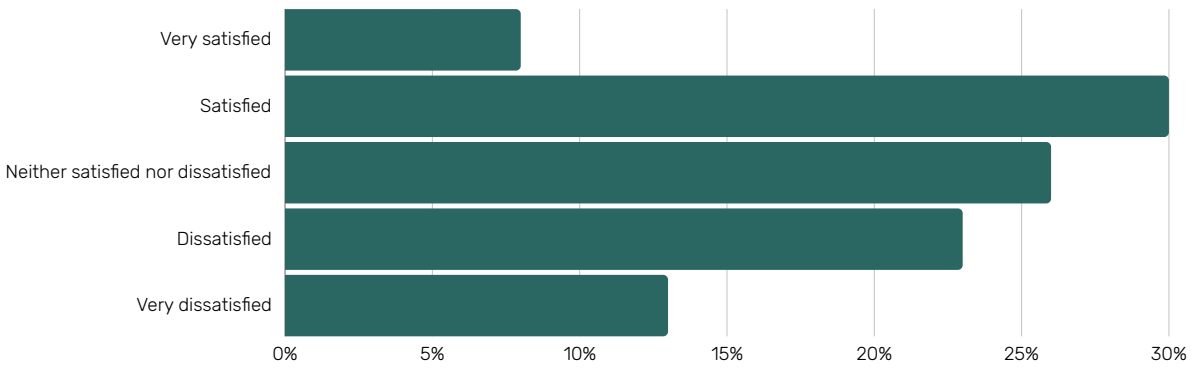


How did you get the salary increment?

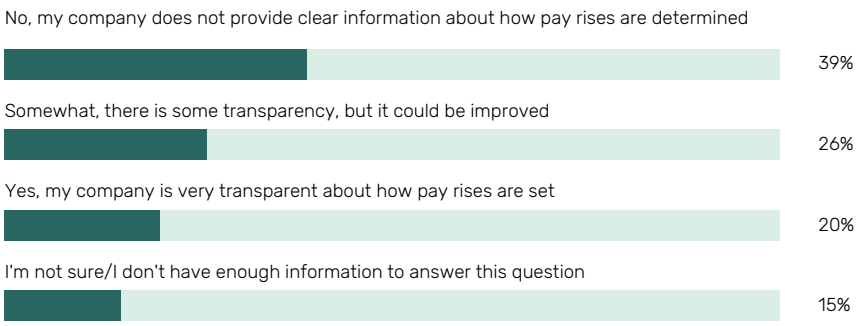


Do you expect a salary increase before the year ends?

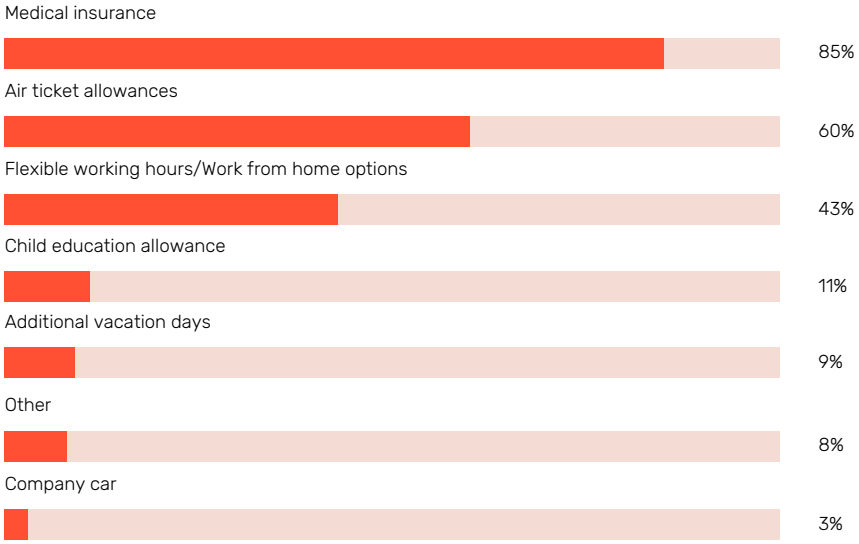
Are you happy with the salary and allowances that you currently get?



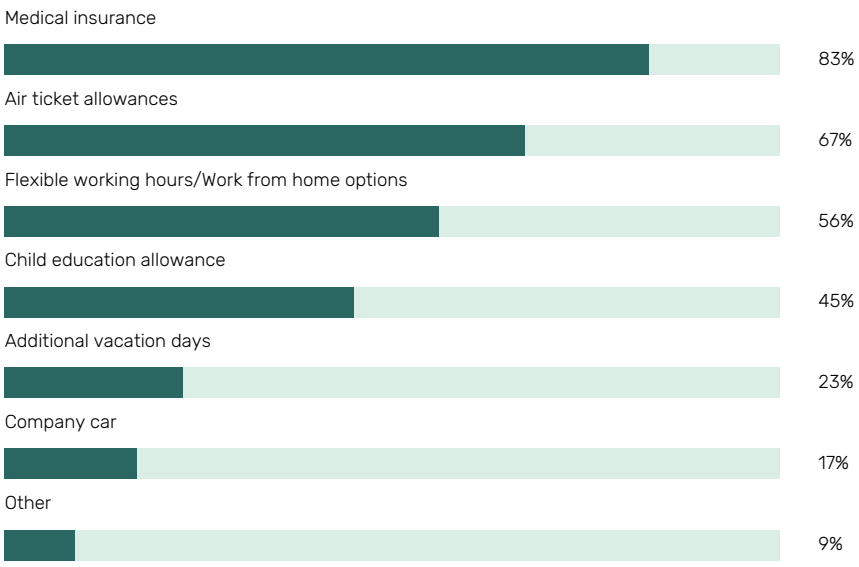
Is your company transparent on how pay rises are set?



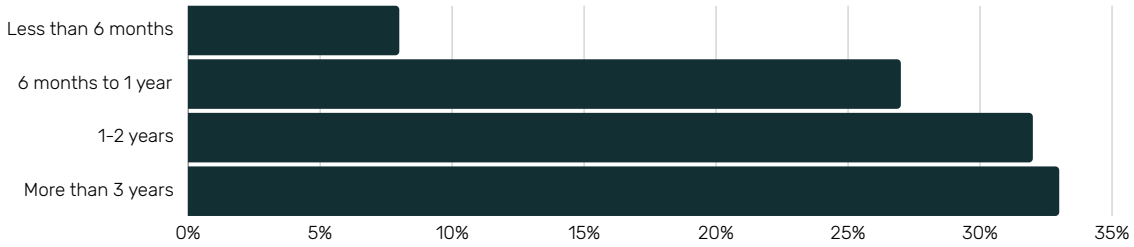
Which employee benefits do you currently have?



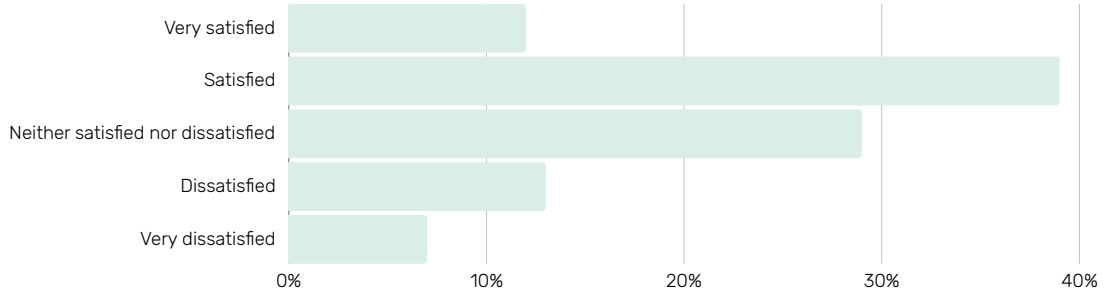
Which are the top three most important benefits to you?



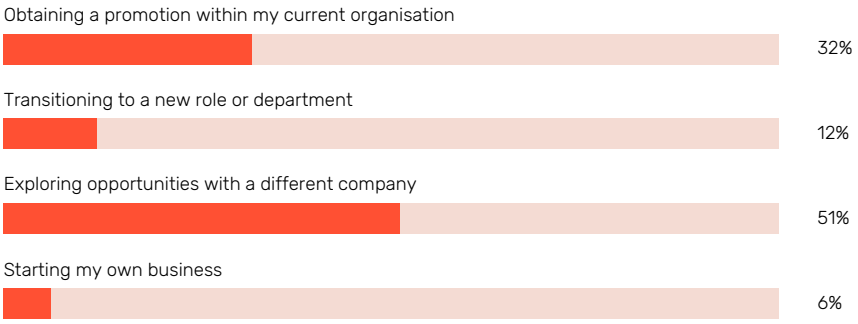
How long have you been in your current role?



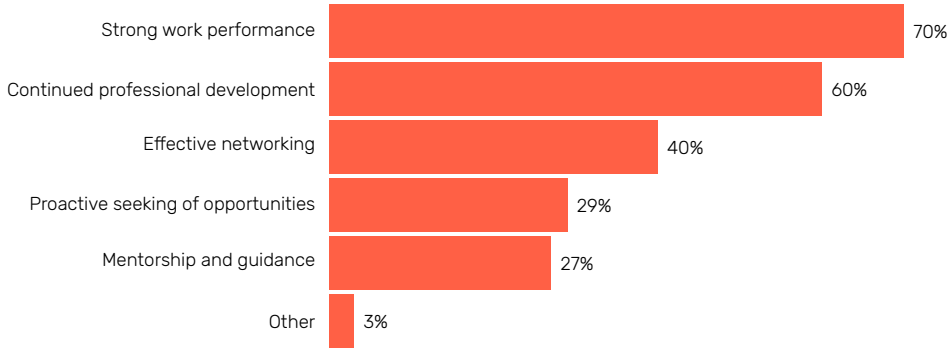
How satisfied are you with your current job?



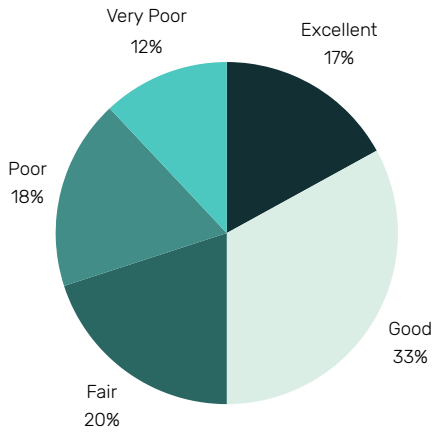
What do you consider as your primary career goal at this time?



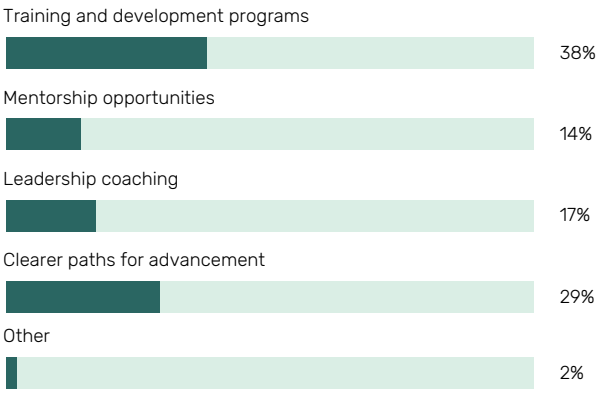
Which of the following factors do you believe have contributed most to your career advancement?



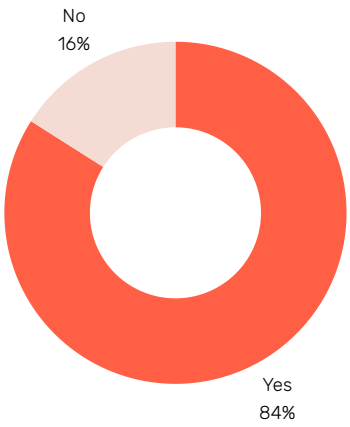
How would you rate the level of support you receive from your current employer for your career development?



What actions would you like to see provided to support your career progression?

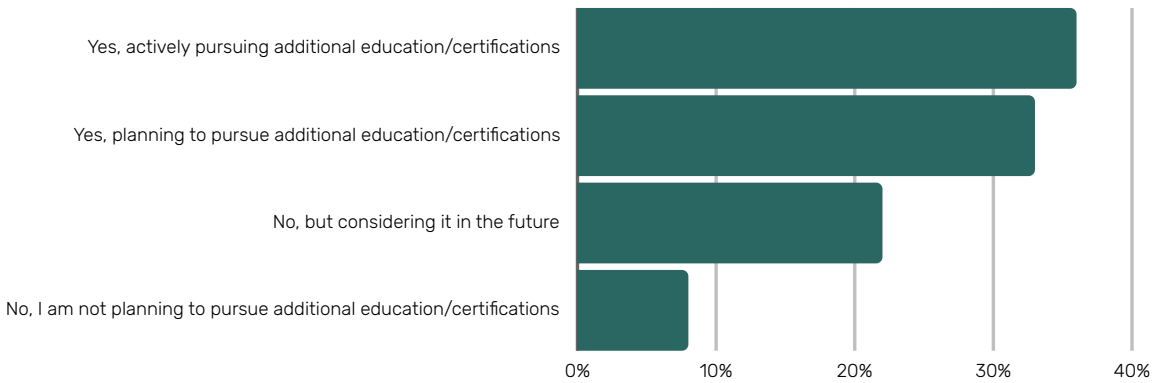


Do you plan on changing jobs in 2025?

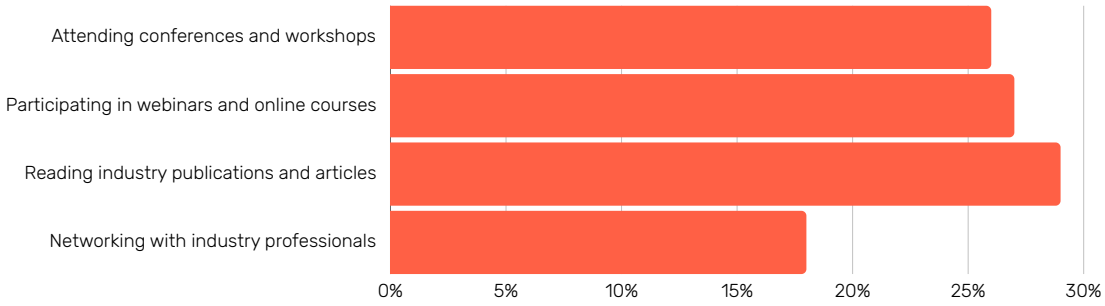


What would be the main deciding factor for leaving your current job?

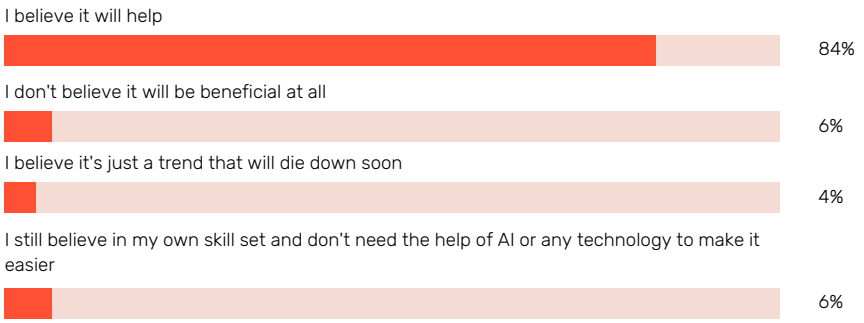
Are you pursuing any further education or professional certifications to advance your career?



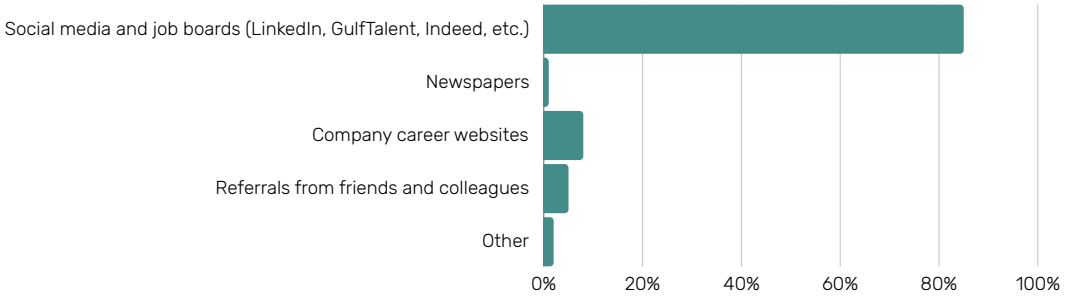
How do you stay updated on industry trends and advancements?



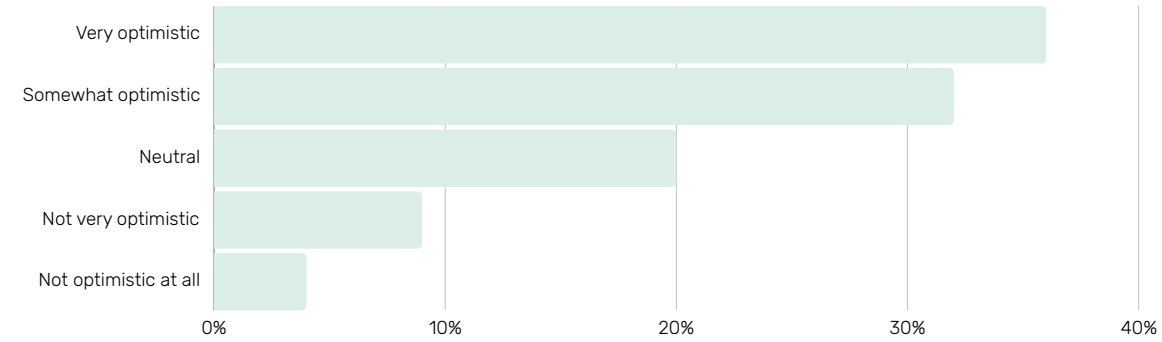
Do you believe technological advancements like Artificial Intelligence will make your job easier?



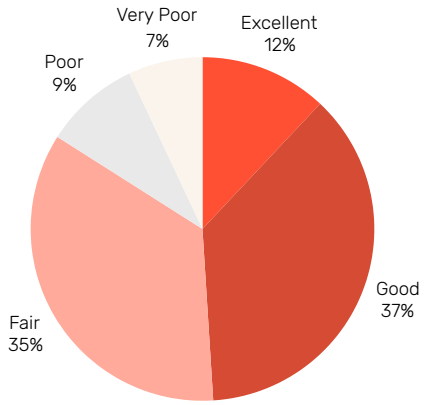
How do you usually look for new work opportunities?



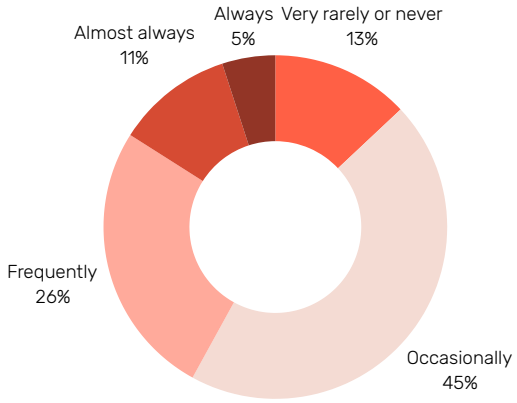
Considering the current economic climate, how optimistic are you about future employment opportunities?



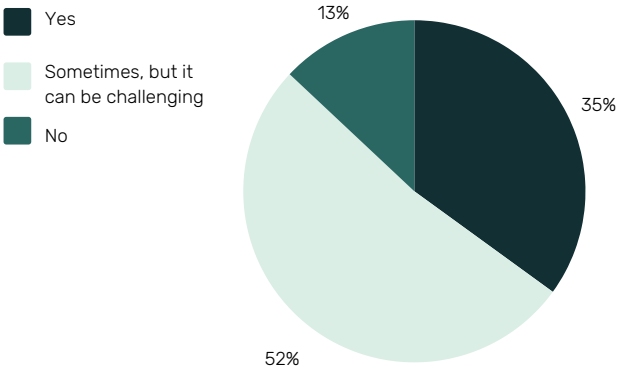
How satisfied are you with your current work-life balance?



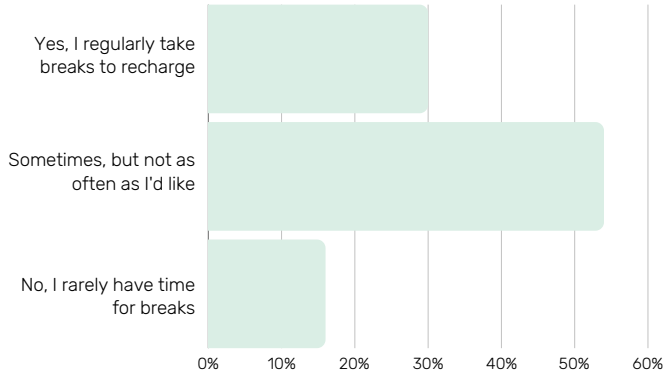
How often do you find yourself working outside of regular business hours (e.g., evenings, weekends)?



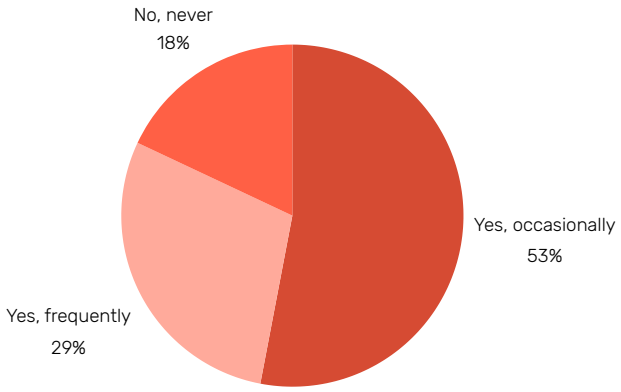
Do you feel that your workload is manageable within the standard working week?



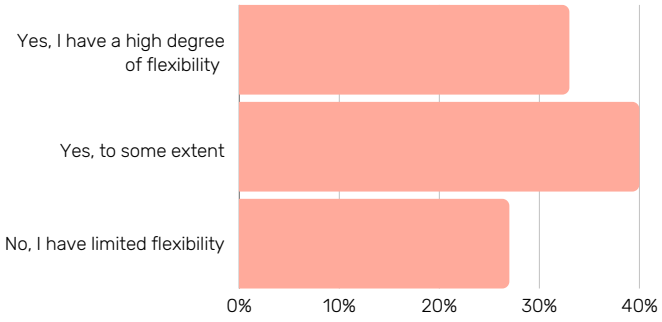
Are you able to take breaks during the workday to recharge and relax?



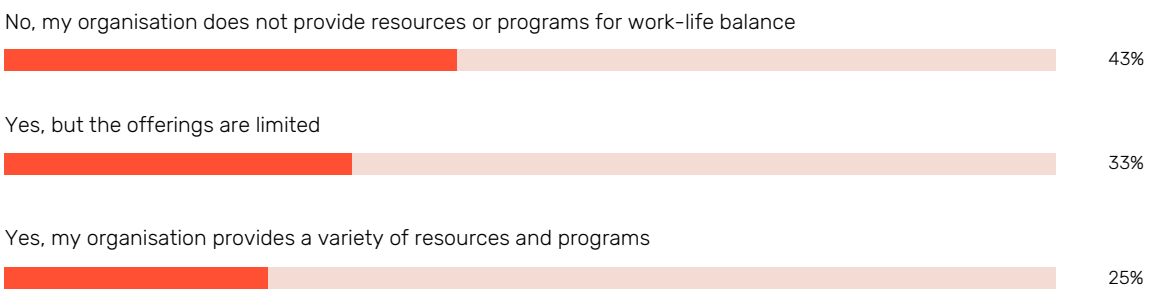
Have you ever felt pressured to work extra hours beyond your regular schedule?



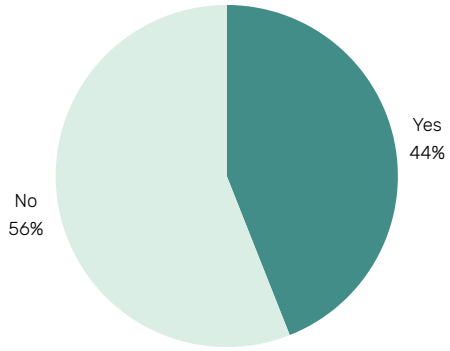
Do you have flexibility in adjusting your work hours or location (e.g., remote work) when needed?



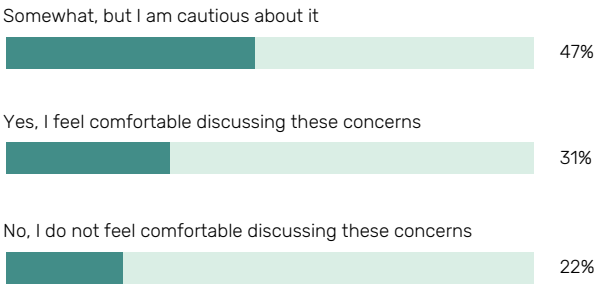
Does your organisation provide resources or programs to support work-life balance (e.g., wellness programs, flexible work arrangements)?



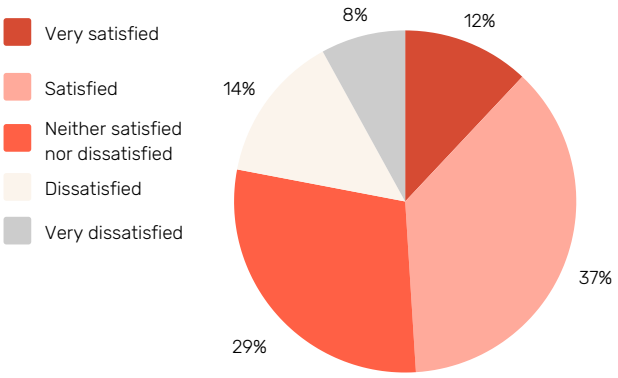
Have you experienced any negative health effects as a result of your work schedule or workload?



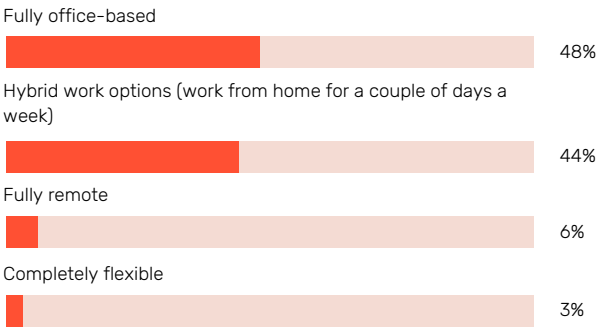
Do you feel comfortable discussing work-life balance concerns with your supervisor or management?



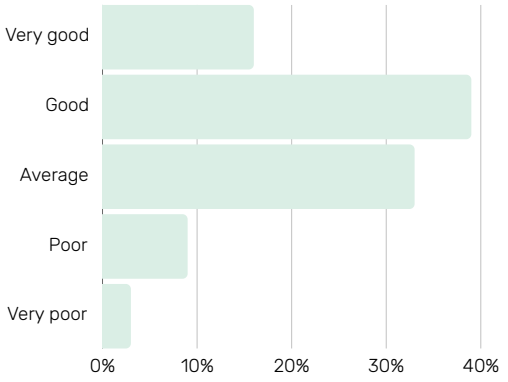
How satisfied are you with your organisation's overall work-life balance policies and practices?



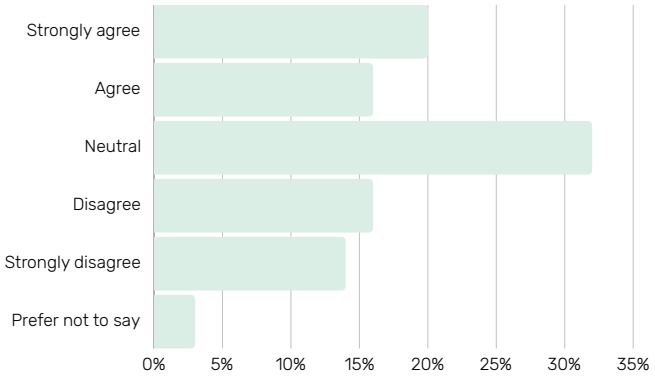
What working model best applies to your company?



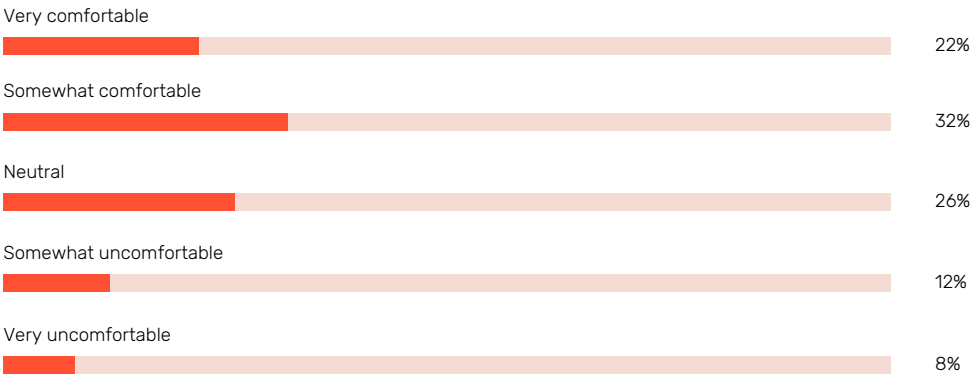
How would you rate the diversity and inclusion efforts of your current organisation?



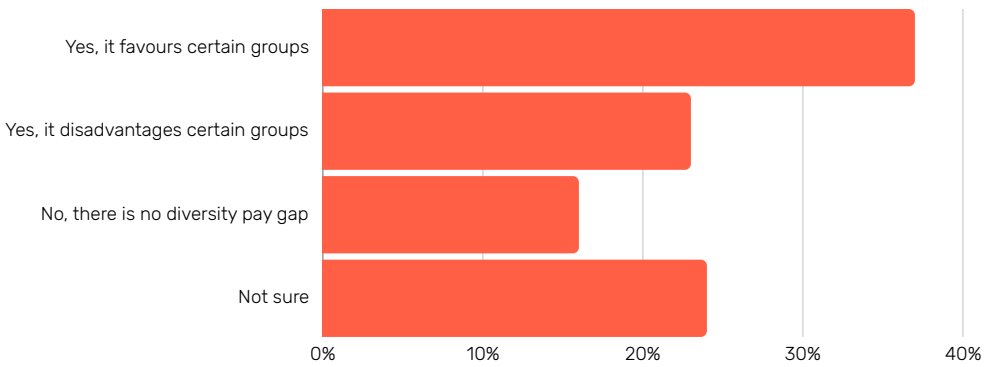
Do you believe employees of all backgrounds have equal opportunities for career advancement and salary progression at your workplace?



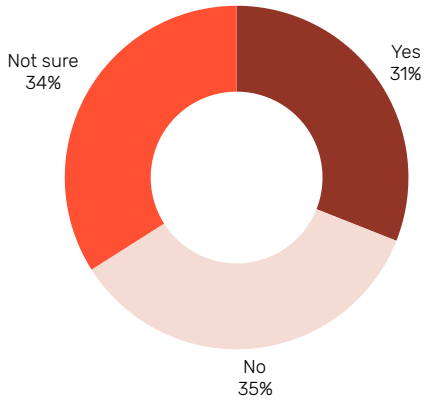
Do you feel comfortable discussing diversity and inclusion topics openly with your colleagues and superiors?



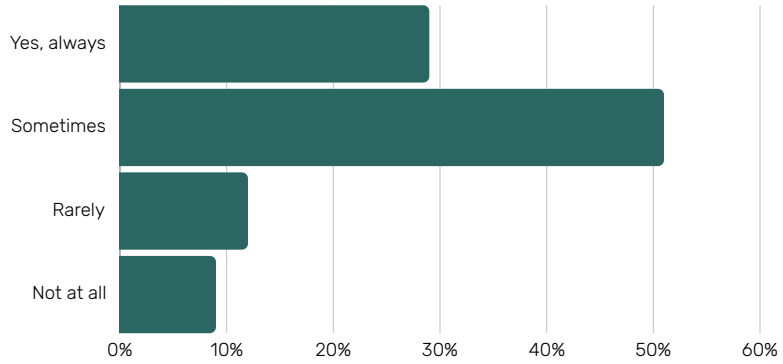
Do you feel that there is a diversity pay gap within your organisation?



Has your organisation set specific diversity and inclusion goals or targets?

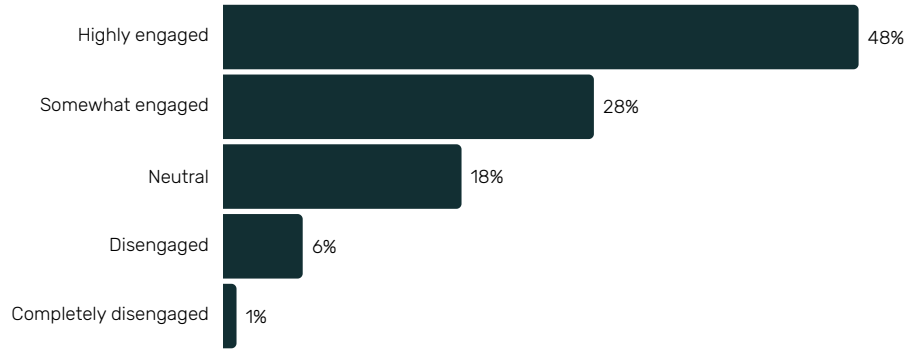


Do you feel your contributions to your organisation are recognised regardless of your background?

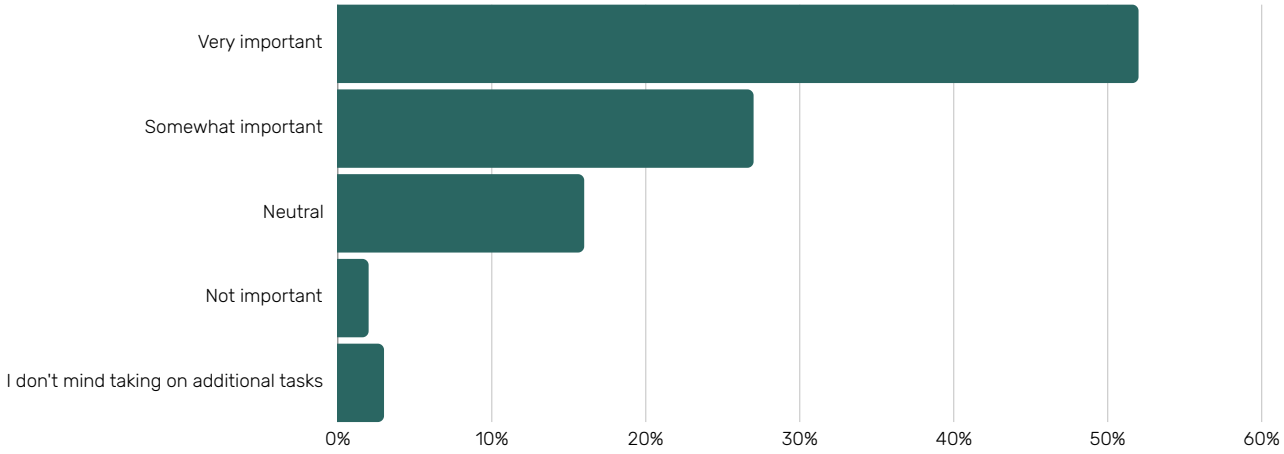


Which diversity and inclusion initiatives are practised in your organisation?

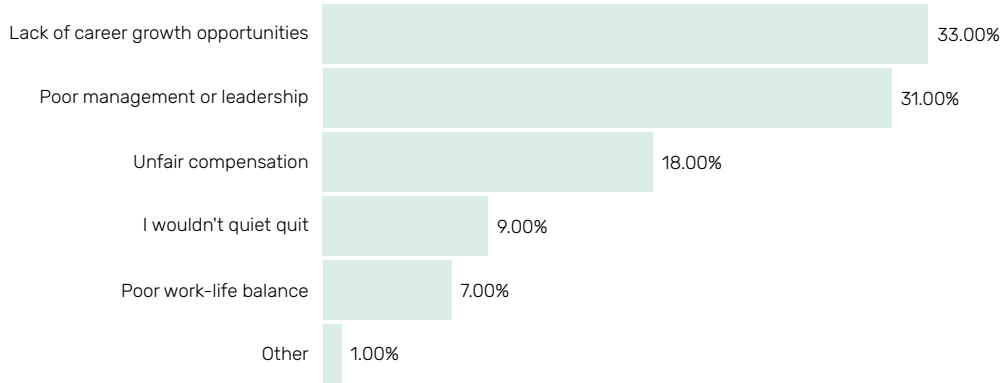
How would you describe your current level of engagement at work?



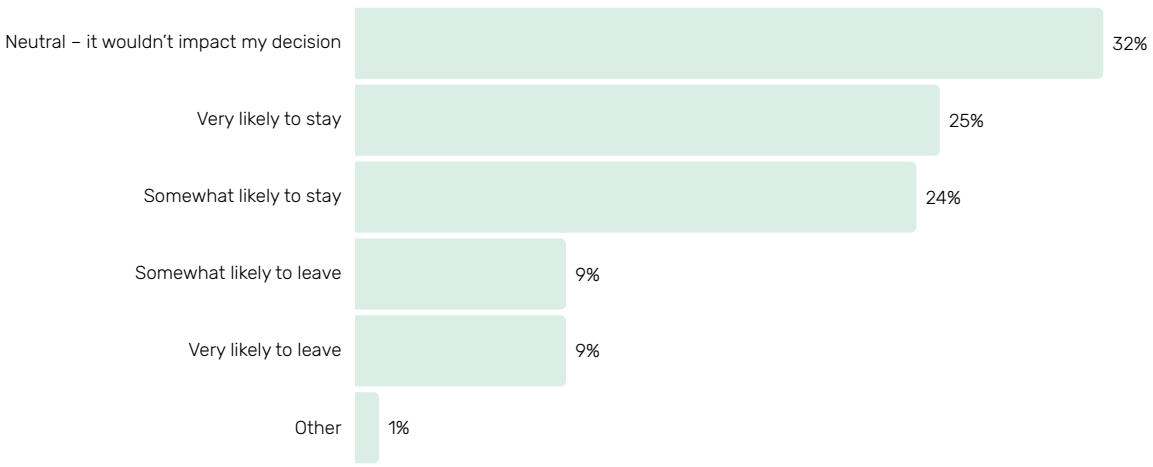
How important is it for your work responsibilities to align with your job description (i.e., avoiding tasks beyond your scope)?



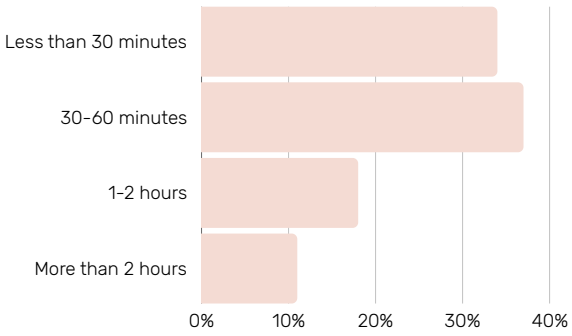
What factors would cause you to "quiet quit" a role, if at all?



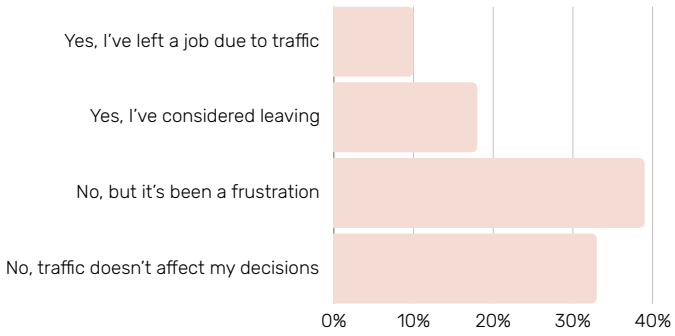
How likely would you be to stay in your current role if remote work options were completely removed?



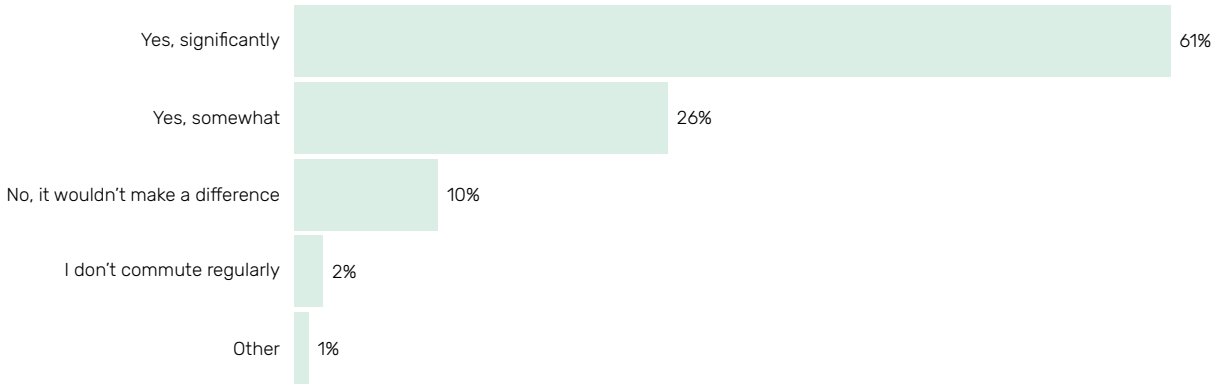
How much time do you spend commuting to work daily?



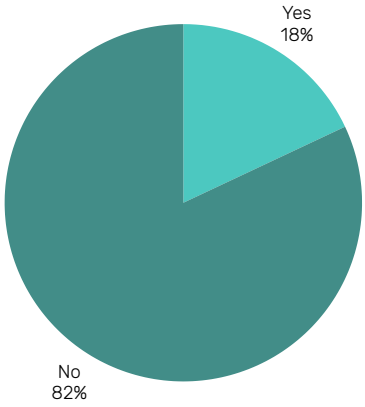
Has traffic in your region ever influenced your decision to seek or leave a job?



Do you believe flexible working hours or remote work could improve your commuting experience?

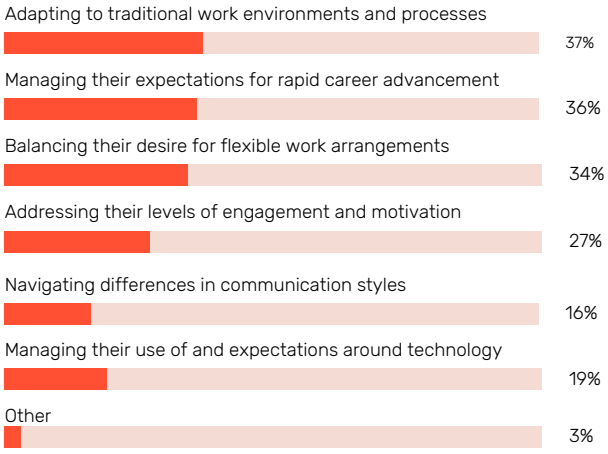


Are you from Gen Z (born between 1997 and 2012)?

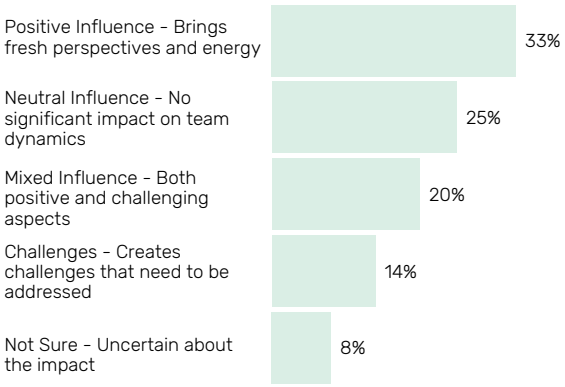


What factors are most important to you in a job?

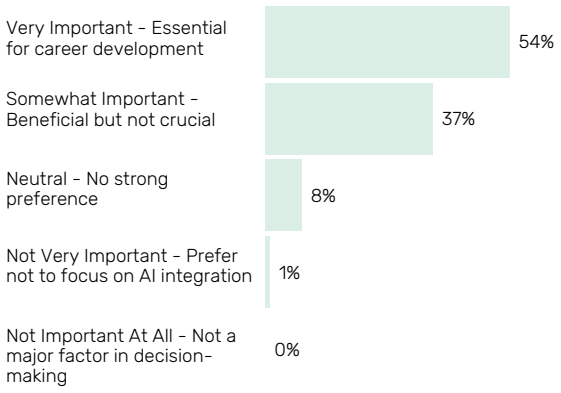
What challenges have you observed when working with Gen Z colleagues?



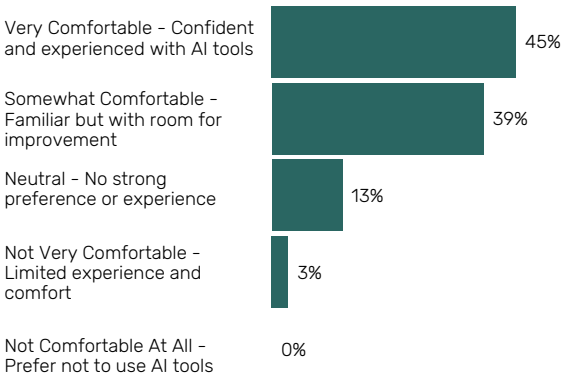
How do you think the presence of Gen Z in the workplace influences team dynamics?



How important is it for you to work in an organization that actively integrates AI technologies?



How comfortable are you with using AI tools in your work, such as chatbots, data analysis software, or automation tools?



FINANCE
SALARY GUIDE

	POSITION	UAE		KSA	
		Min. (AED)	Max. (AED)	Min. (SAR)	Max. (SAR)
Risk	Head of Risk Management / CRO	60,000	150,000	70,000	180,000
	Risk Manger	30,000	60,000	40,000	70,000
	Risk Analyst	20,000	30,000	20,000	40,000
Compliance	Head of Compliance / CCO	40,000	120,000	60,000	180,000
	Compliance Manager	30,000	50,000	35,000	70,000
	Compliance Officer	20,000	35,000	20,000	40,000
	KYC Analyst	15,000	25,000	18,000	25,000
	AML KYC Officer	15,000	25,000	18,000	25,000
	Junior Compliance Officer	10,000	20,000	12,000	25,000
Private Equity & Asset Management	Managing Director	70,000	120,000	80,000	150,000
	Portfolio Manager	50,000	80,000	60,000	90,000
	Associate	30,000	50,000	35,000	55,000
	Analyst	18,000	30,000	20,000	30,000
Finance	CFO	80,000	200,000	100,000	250,000
	Finance Director / Head of Finance	45,000	90,000	70,000	120,000
	Financial Controller	30,000	50,000	40,000	70,000
	Finance Manager	25,000	40,000	30,000	50,000
	Finance Analyst	20,000	30,000	20,000	35,000
	Senior Accountant	15,000	25,000	18,000	30,000
	Finance Assistant	10,000	15,000	10,000	18,000

MARKETING, CREATIVE & DESIGN

While there is a sense of positivity with professionals in the digital space, there are also certain issues that they have to grapple with, and the survey made that extremely obvious.

Quite a few professionals are satisfied with their jobs, but a substantial number of those surveyed were unhappy with the lack of transparency and the lack of support from their organisations. However, about 48% of the respondents also agreed that pay rises significantly depended on performance.

Because of the lack of a clear career graph also, almost 50% of respondents are contemplating a job transition. This inclination is primarily attributed to the perceived limitation in working options, signaling a desire for growth and new challenges in the ever-evolving digital realm. As the sector continues to surge forward, the quest to remain updated with the industry is a significant driving factor for these professionals.

Focus On Career Advancements

Being in the digital sector, a significant number (93%) believe that artificial intelligence and other developments in the industry will make their jobs a lot easier than they are. They also firmly believe in actively pursuing additional certifications to ensure that their career graph is trending upwards.

On the positive side, about 49% of respondents stated that they were satisfied with their current work-life balance as they are able to get their work done within the work week and they have to put in extra hours only occasionally.

Diversity and Inclusion

The importance of diversity and inclusion is felt very keenly in the digital sector. While professionals may feel uncertain about talking openly about this topic, a notable 39% of respondents were satisfied that their organisations were inclusive enough.

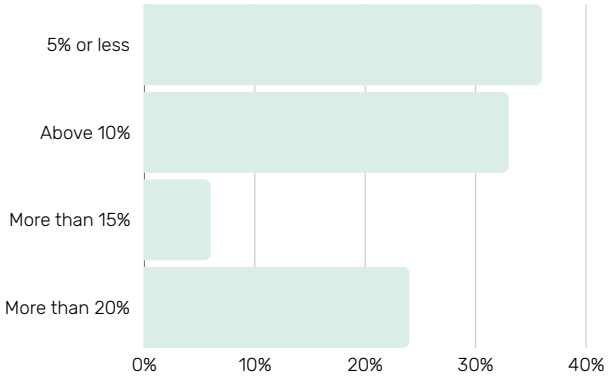
However, it is worth noting that 32% of professionals felt that there was a clear pay gap in their organisations and certain groups were at a disadvantage because of that. But, on the positive side, 32% did feel that their contributions were recognised irrespective of their background and 40% did say that their organisation was taking effort in the right direction with employee training sessions and workshops.

Overall, while there is definitely a lot that organisations need to do to make the work environment more inclusive for employees, we can say that their efforts are trending in the right direction.

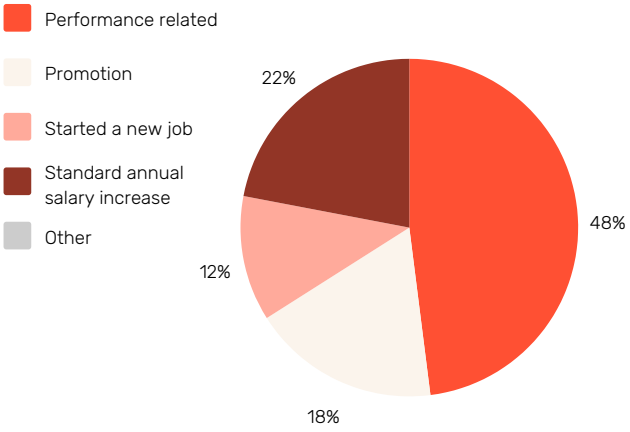
Bernice Hart
Recruitment Consultant - Marketing

Did you get a salary increment this year?

By how much did your salary increase?

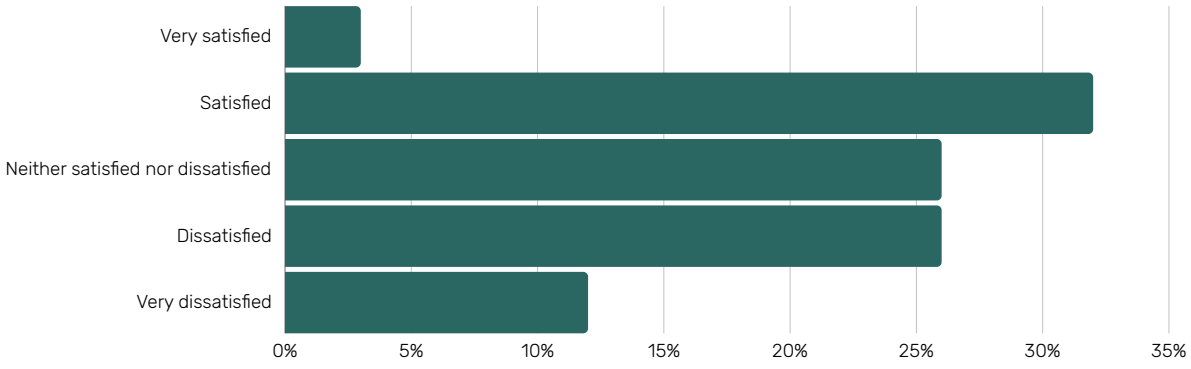


How did you get the salary increment?

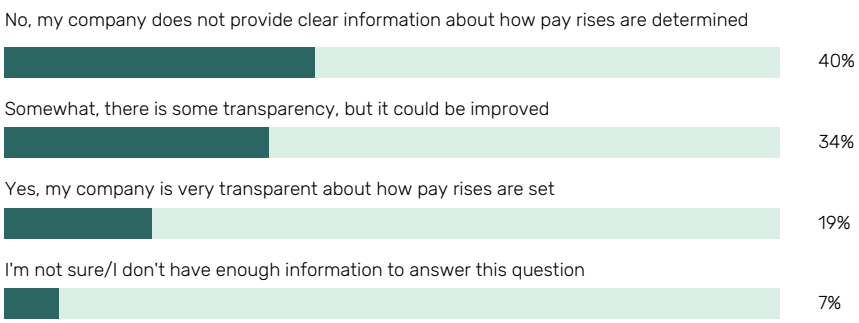


Do you expect a salary increase before the year ends?

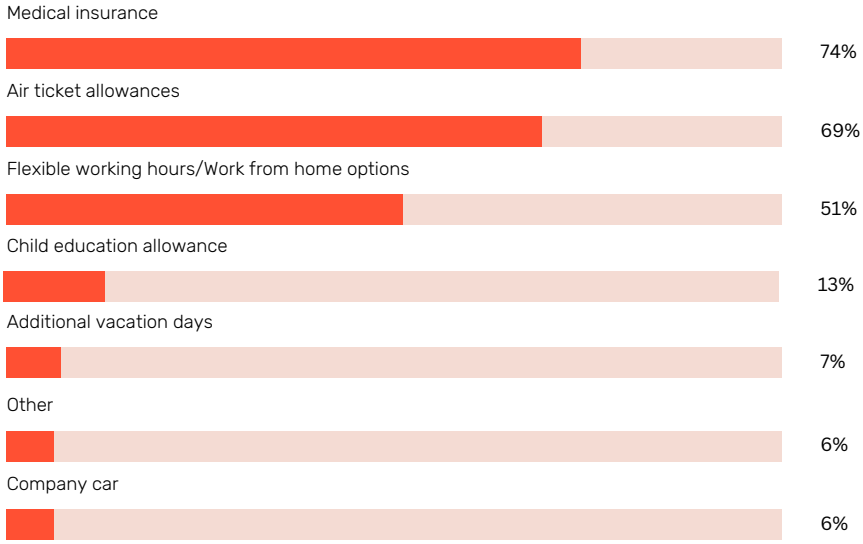
Are you happy with the salary and allowances that you currently get?



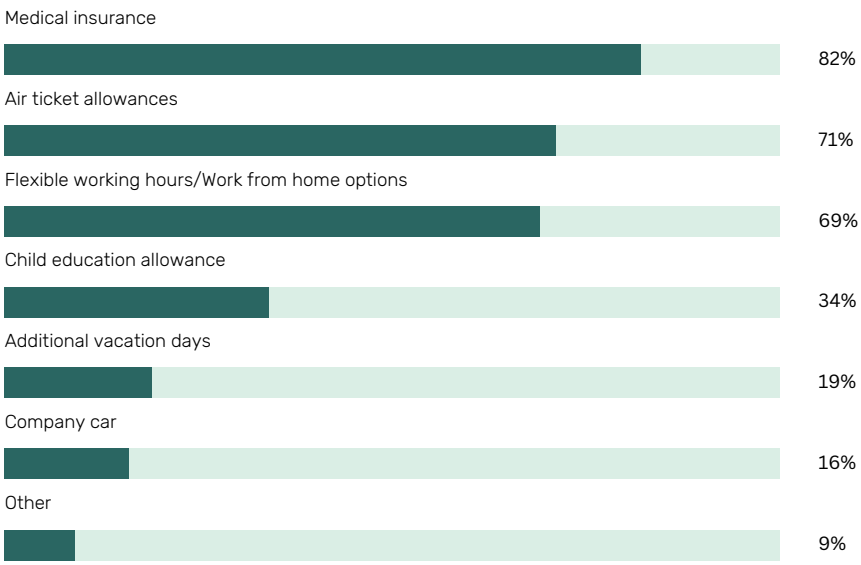
Is your company transparent on how pay rises are set?



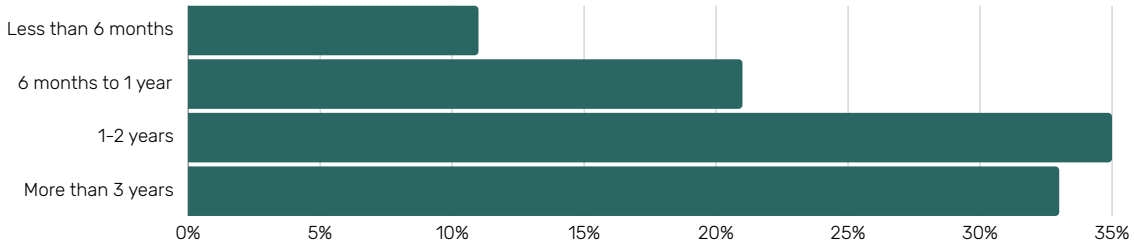
Which employee benefits do you currently have?



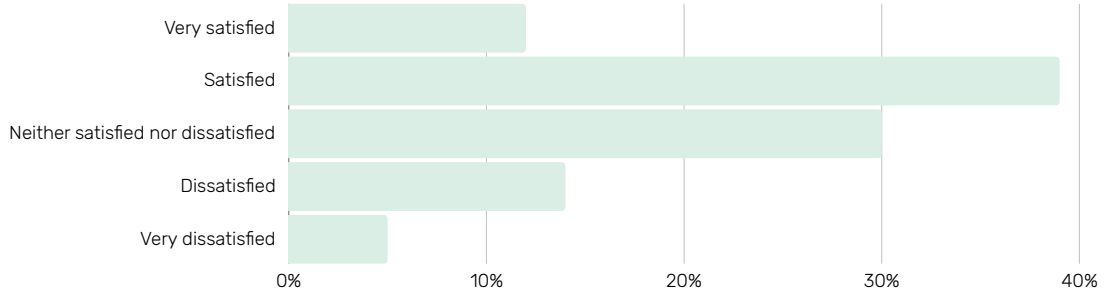
Which are the top three most important benefits to you?



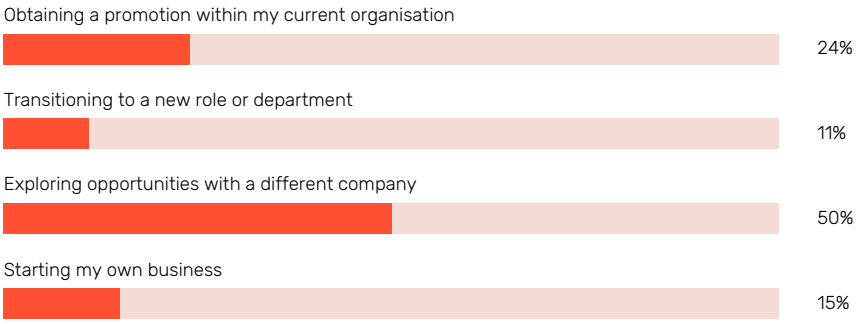
How long have you been in your current role?



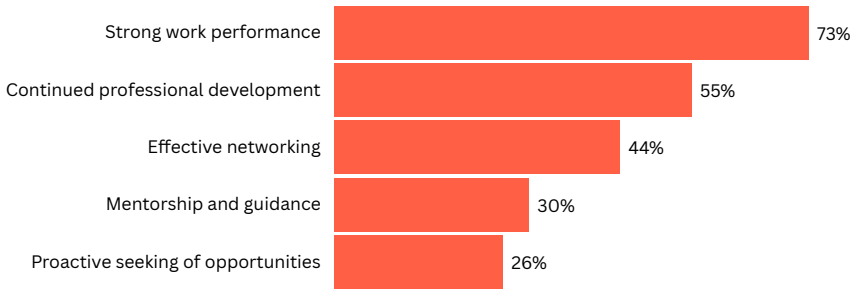
How satisfied are you with your current job?



What do you consider as your primary career goal at this time?

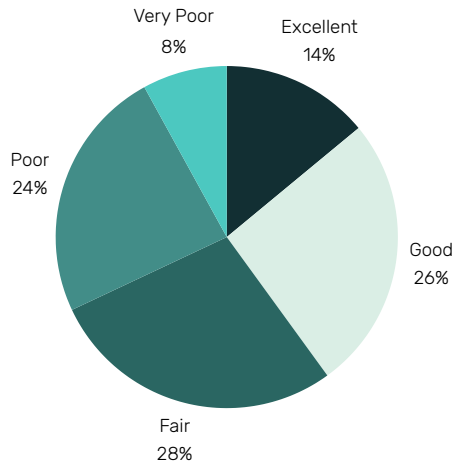


Which of the following factors do you believe have contributed most to your career advancement?

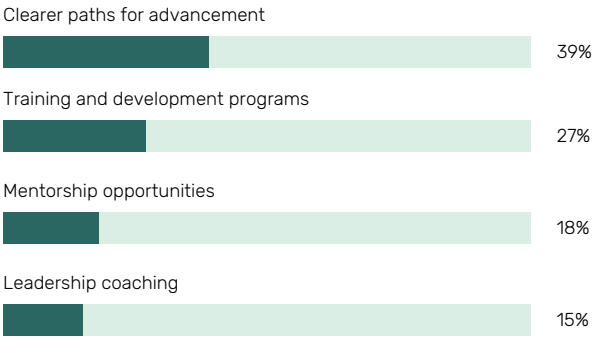


GCC EMPLOYEE SURVEY RESULTS
MARKETING, CREATIVE & DESIGN

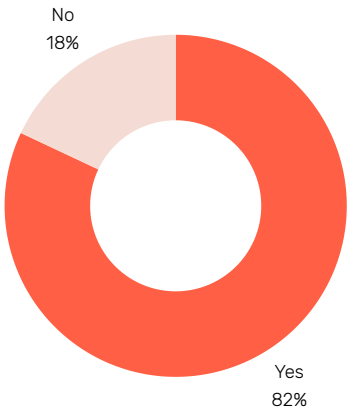
How would you rate the level of support you receive from your current employer for your career development?



What actions would you like to see provided to support your career progression?

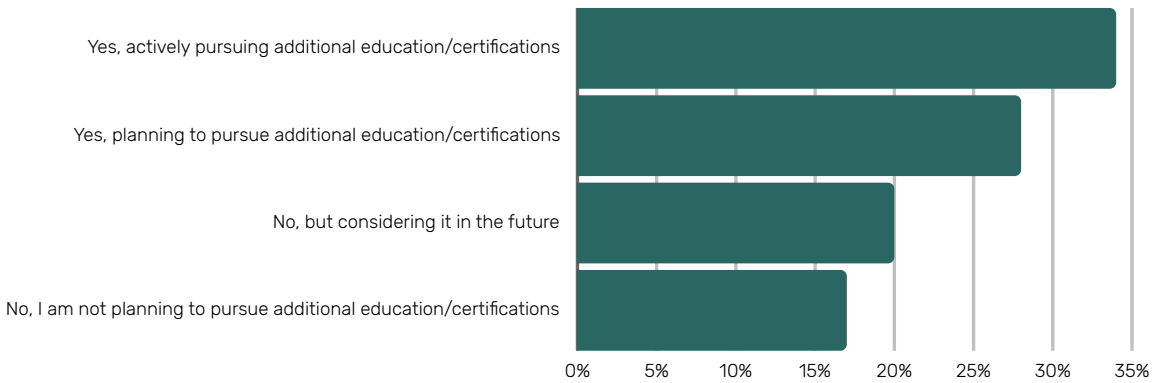


Do you plan on changing jobs in 2025?

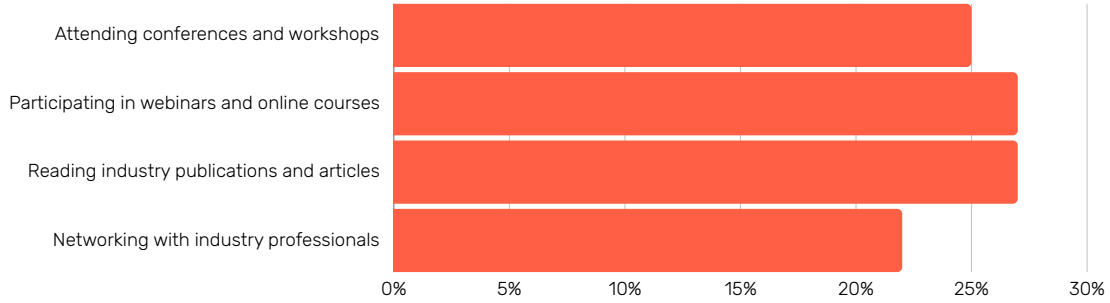


What would be the main deciding factor for leaving your current job?

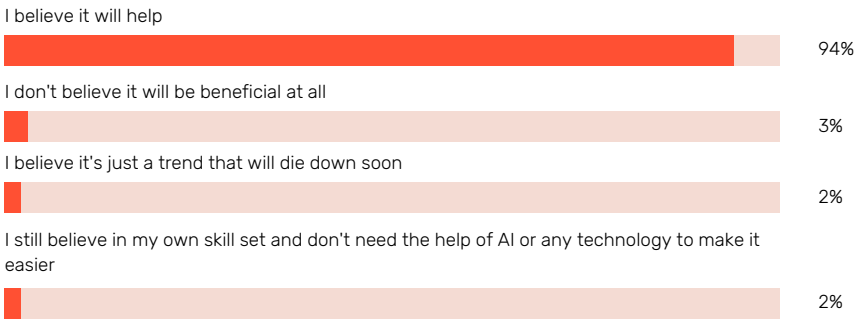
Are you pursuing any further education or professional certifications to advance your career?



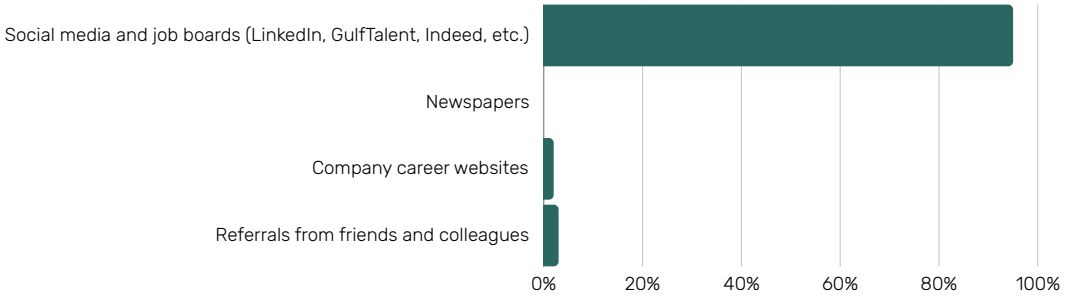
How do you stay updated on industry trends and advancements?



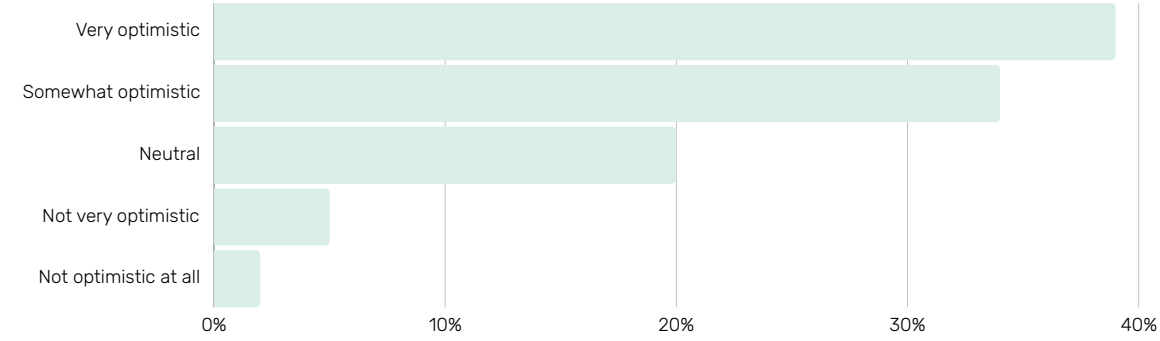
Do you believe technological advancements like Artificial Intelligence will make your job easier?



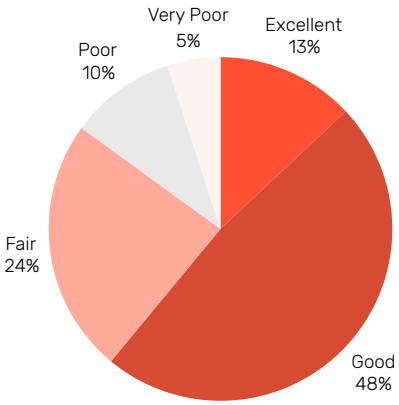
How do you usually look for new work opportunities?



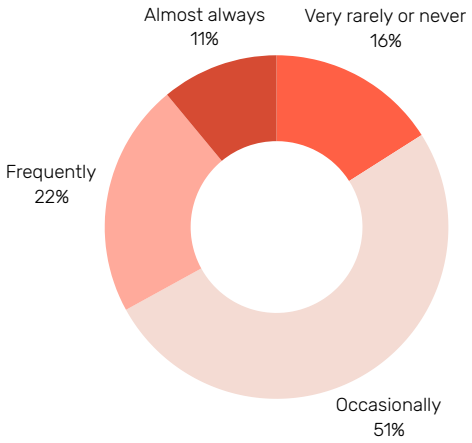
Considering the current economic climate, how optimistic are you about future employment opportunities?



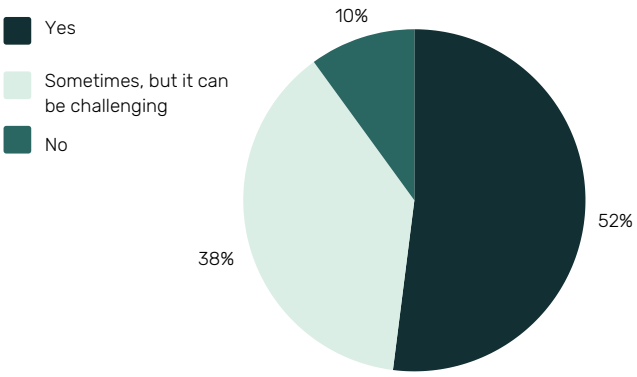
How satisfied are you with your current work-life balance?



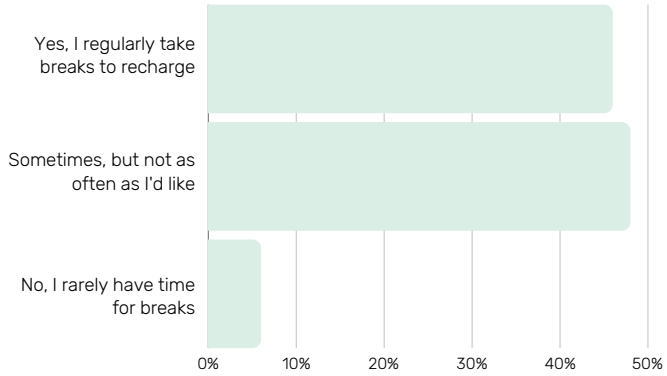
How often do you find yourself working outside of regular business hours (e.g., evenings, weekends)?



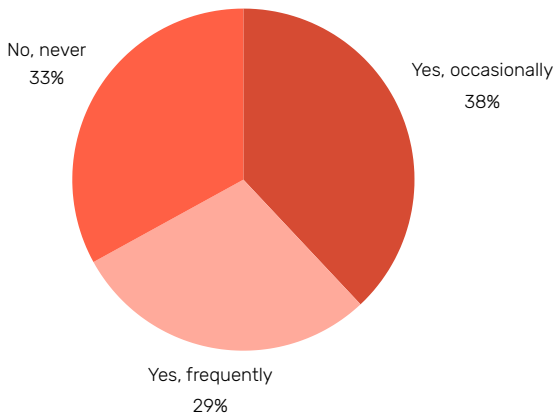
Do you feel that your workload is manageable within the standard working week?



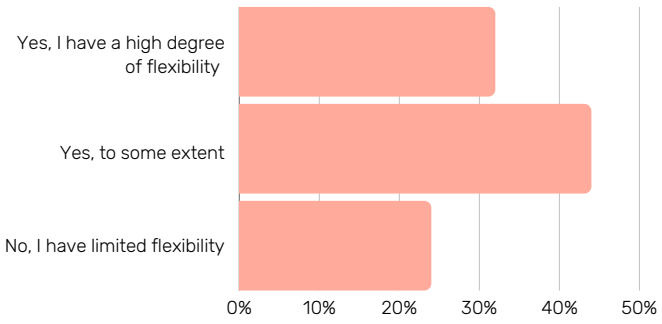
Are you able to take breaks during the workday to recharge and relax?



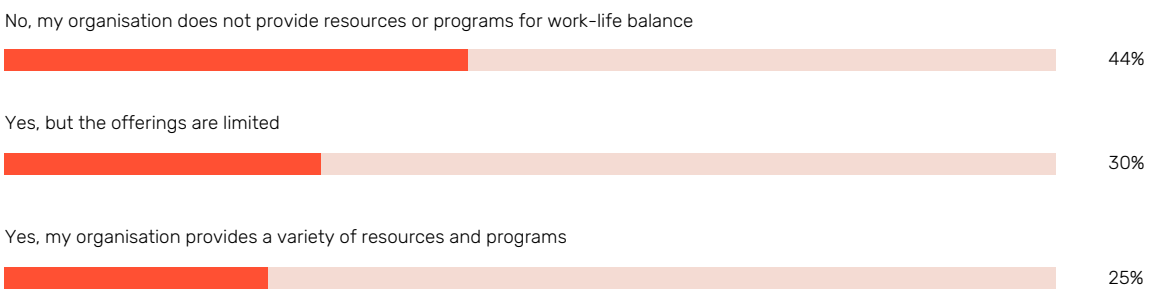
Have you ever felt pressured to work extra hours beyond your regular schedule?



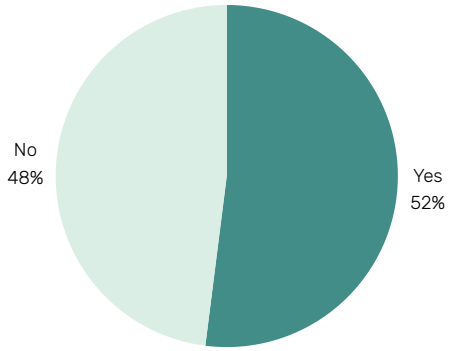
Do you have flexibility in adjusting your work hours or location (e.g., remote work) when needed?



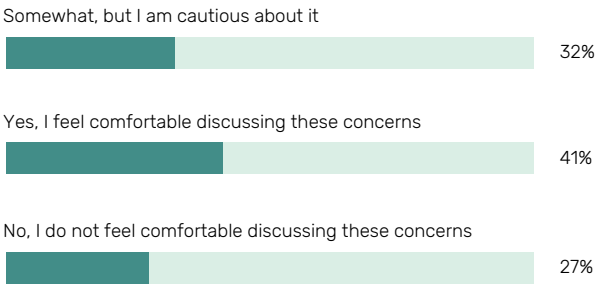
Does your organisation provide resources or programs to support work-life balance (e.g., wellness programs, flexible work arrangements)?



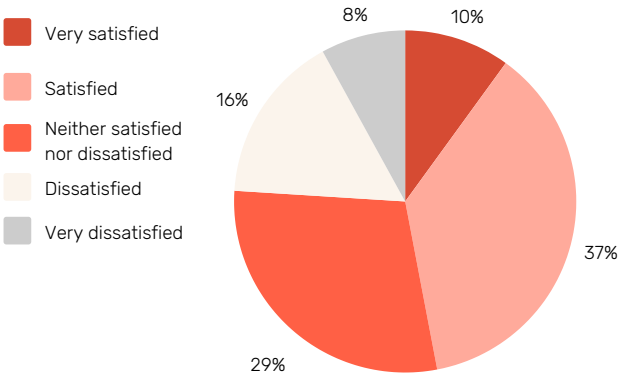
Have you experienced any negative health effects as a result of your work schedule or workload?



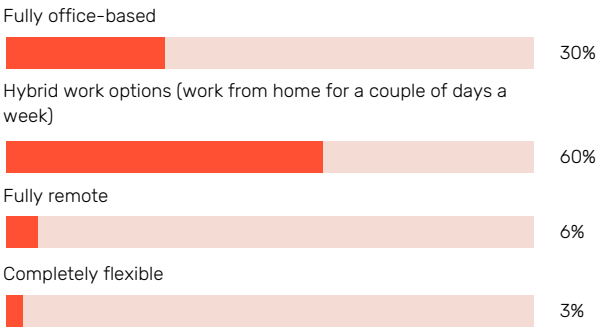
Do you feel comfortable discussing work-life balance concerns with your supervisor or management?



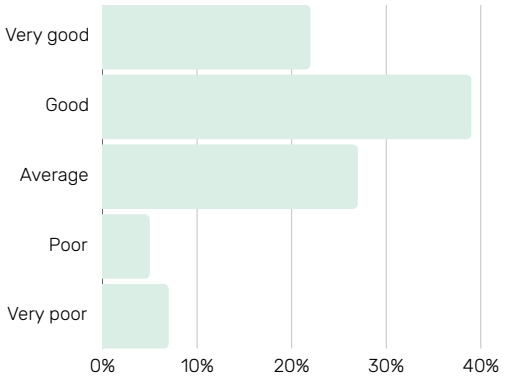
How satisfied are you with your organisation's overall work-life balance policies and practices?



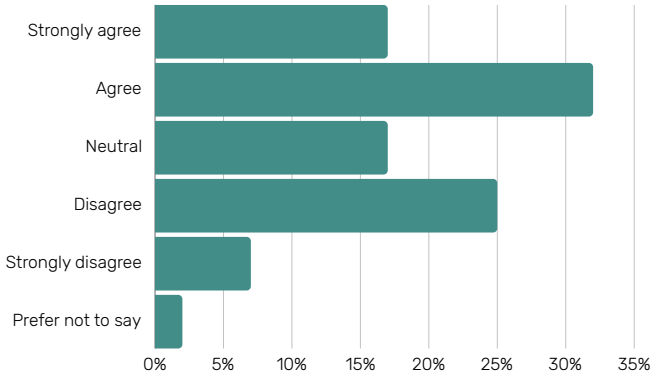
What working model best applies to your company?



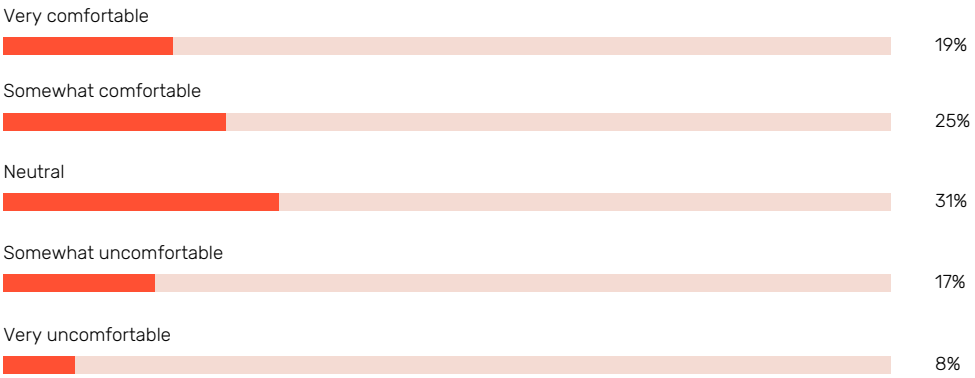
How would you rate the diversity and inclusion efforts of your current organisation?



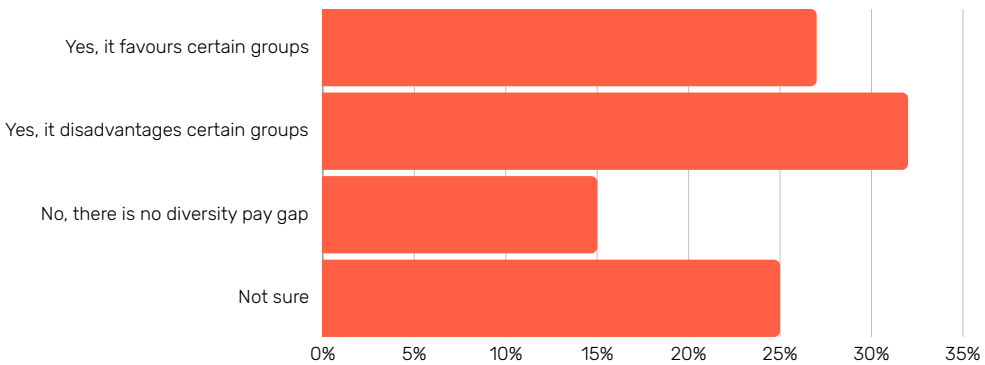
Do you believe employees of all backgrounds have equal opportunities for career advancement and salary progression at your workplace?



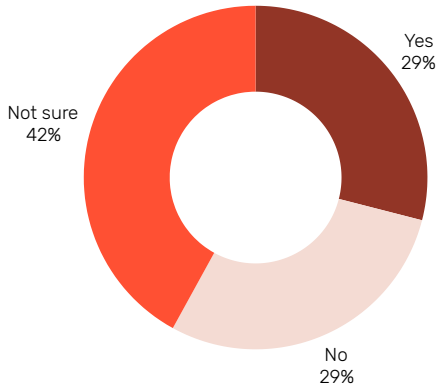
Do you feel comfortable discussing diversity and inclusion topics openly with your colleagues and superiors?



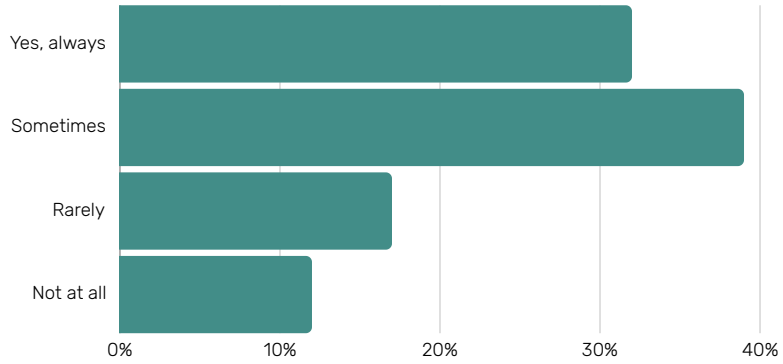
Do you feel that there is a diversity pay gap within your organisation?



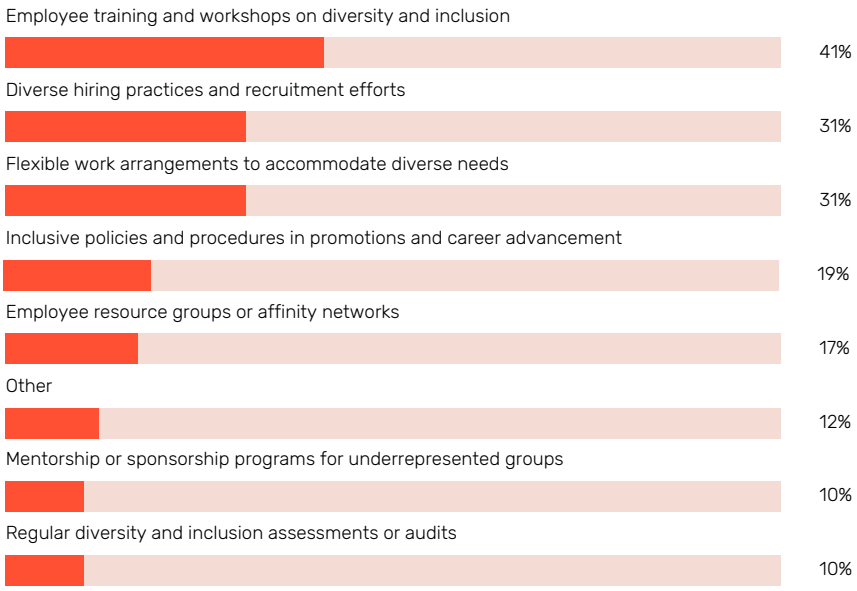
Has your organisation set specific diversity and inclusion goals or targets?



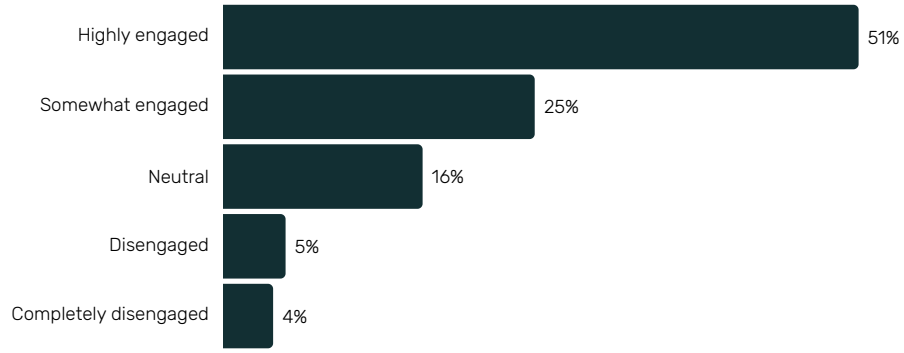
Do you feel your contributions to your organisation are recognised regardless of your background?



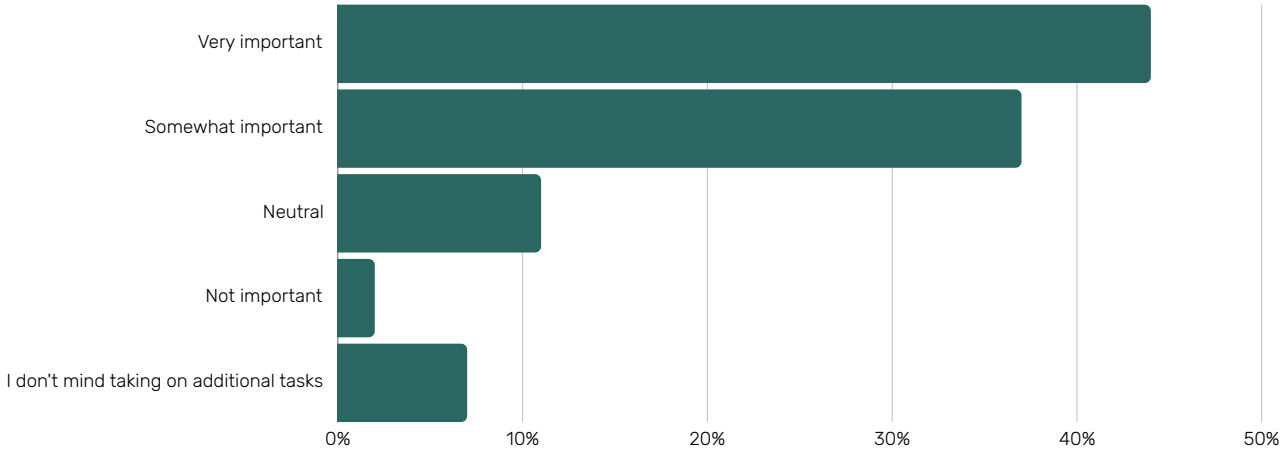
Which diversity and inclusion initiatives are practised in your organisation?



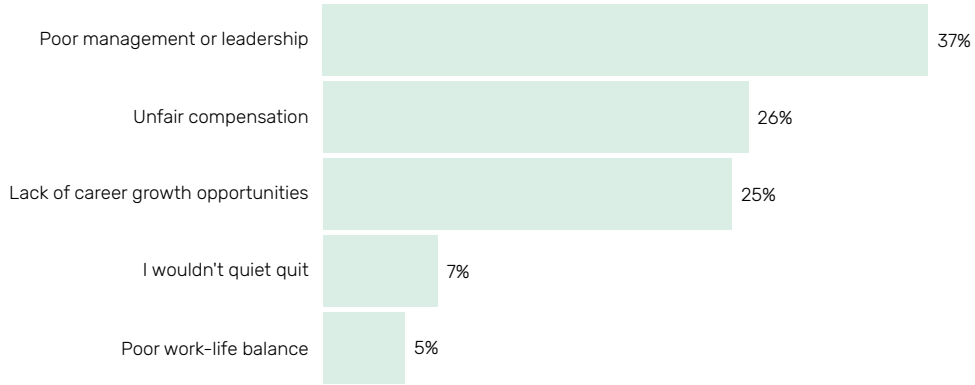
How would you describe your current level of engagement at work?



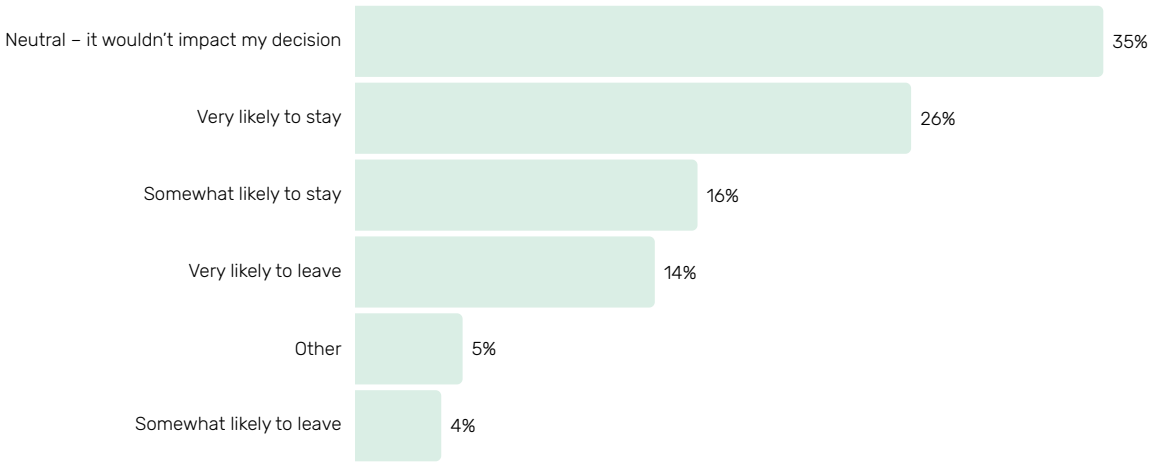
How important is it for your work responsibilities to align with your job description (i.e., avoiding tasks beyond your scope)?



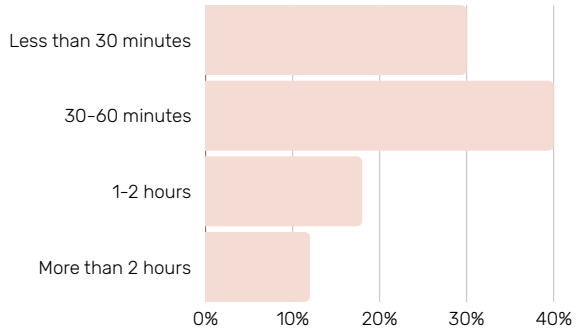
What factors would cause you to "quiet quit" a role, if at all?



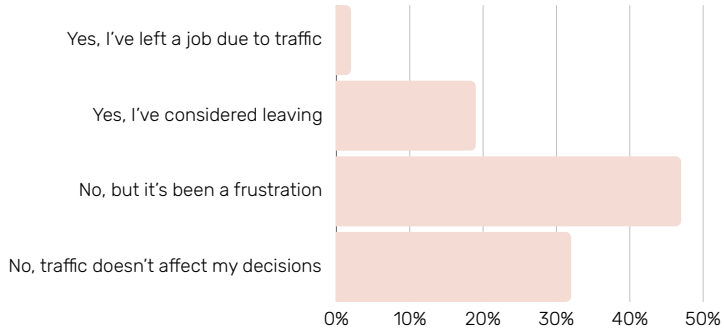
How likely would you be to stay in your current role if remote work options were completely removed?



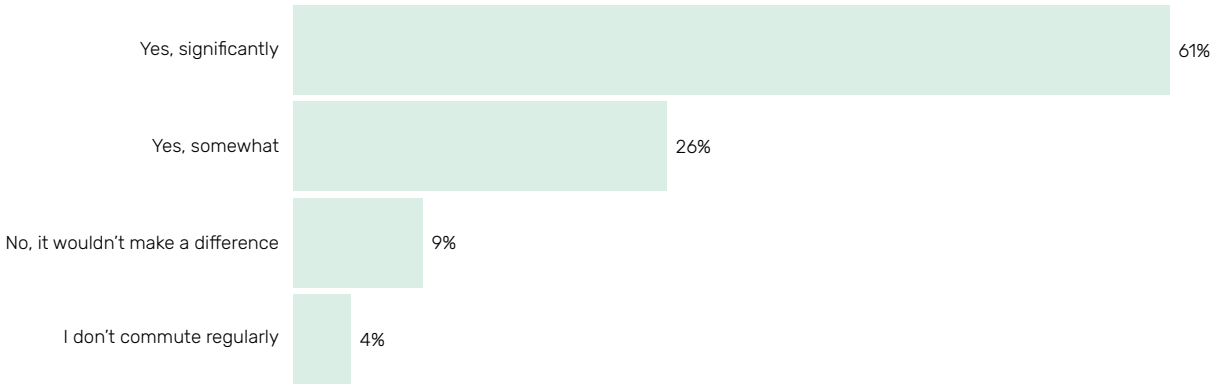
How much time do you spend commuting to work daily?



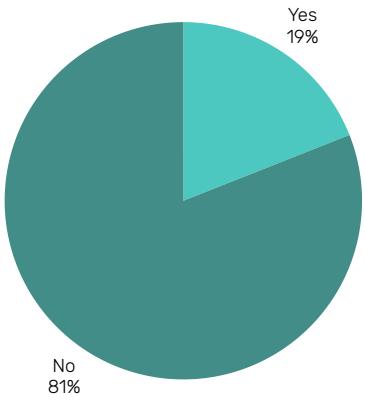
Has traffic in your region ever influenced your decision to seek or leave a job?



Do you believe flexible working hours or remote work could improve your commuting experience?



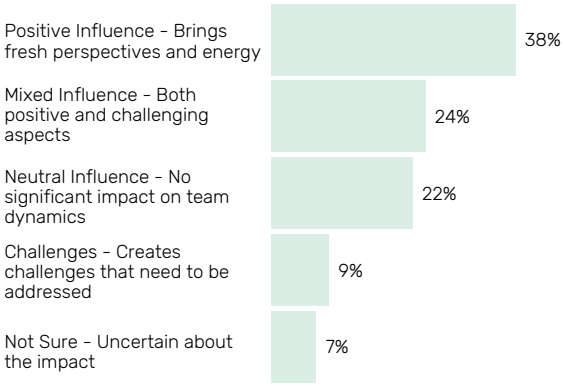
Are you from Gen Z (born between 1997 and 2012)?



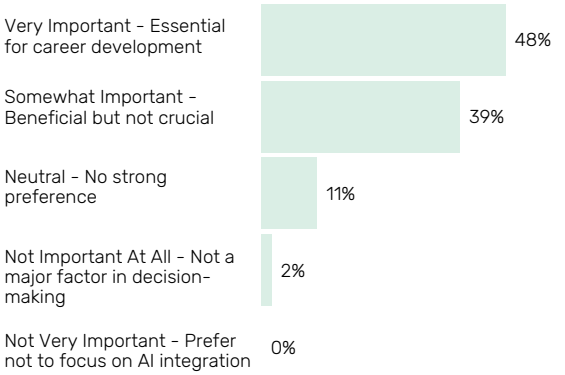
What factors are most important to you in a job?

What challenges have you observed when working with Gen Z colleagues?

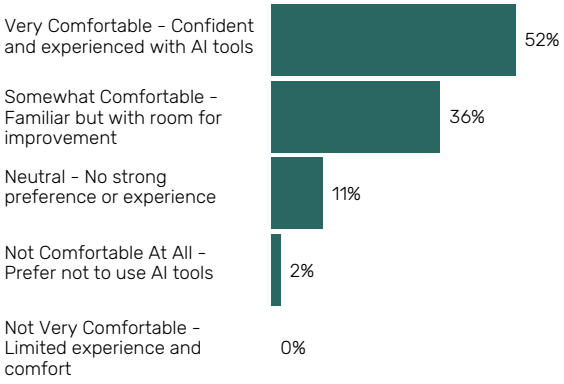
How do you think the presence of Gen Z in the workplace influences team dynamics?



How important is it for you to work in an organization that actively integrates AI technologies?



How comfortable are you with using AI tools in your work, such as chatbots, data analysis software, or automation tools?



MARKETING, CREATIVE & DESIGN
SALARY GUIDE

	POSITION	UAE		KSA	
		Min. (AED)	Max. (AED)	Min. (SAR)	Max. (SAR)
Marketing	Chief Marketing Officer	50,000	70,000	55,000	80,000
	Head of Marketing	40,000	55,000	45,000	65,000
	Marketing Director	35,000	45,000	40,000	55,000
	Senior Marketing Manager	30,000	40,000	35,000	45,000
	Marketing Manager	20,000	30,000	30,000	40,000
	Marketing Assistant	12,000	20,000	15,000	22,000
	Head of PR and Communications	40,000	55,000	45,000	65,000
	PR and Communications Manager	20,000	30,000	30,000	40,000
	Digital Marketing Manager	20,000	30,000	30,000	40,000
	Digital Marketing Specialist	12,000	20,000	15,000	22,000
	Performance Marketing Manager	20,000	30,000	30,000	40,000
	Performance Marketing Specialist	12,000	20,000	15,000	22,000
	Brand Manager	25,000	35,000	30,000	40,000
	SEO Specialist	10,000	15,000	15,000	20,000
	Content Writer	15,000	20,000	15,000	25,000
Product	Chief Product Officer	50,000	70,000	55,000	80,000
	Head of Product	40,000	55,000	45,000	60,000
	Product Owner	22,000	30,000	25,000	35,000
	Lead Product Designer	35,000	40,000	30,000	42,000
	Product Manager	20,000	30,000	25,000	35,000
	Product Lead	28,000	40,000	30,000	45,000
Design	Head of Design	45,000	60,000	50,000	65,000
	UX Designer	20,000	30,000	22,000	32,000
	Senior UX Researcher	25,000	35,000	28,000	38,000
	Visual Designer	20,000	30,000	22,000	32,000
	Graphic Designer	15,000	25,000	15,000	25,000
Creative	Head of Creative	45,000	60,000	50,000	70,000
	Digital Director	40,000	55,000	50,000	70,000
	Senior Product Manager	30,000	40,000	32,000	42,000
	Art Director	22,000	32,000	25,000	35,000
	Multimedia Manager	20,000	25,000	22,000	28,000
	Production Manager	20,000	25,000	22,000	28,000
	Videographer	15,000	20,000	18,000	25,000

HEALTHCARE & LIFE SCIENCES

Professionals in the healthcare sector are known for their single-minded focus when it comes to their careers and their jobs. As such, it can be expected that most of them would be happy with their jobs and their careers.

Job satisfaction at the maximum

As expected, 50% of professionals surveyed reported that they were extremely engaged at their workplace and a sizeable 46% stated that they were satisfied with their current job. While 37% also mentioned that they were happy about the level of support received from their employers for their career development, 45% still feel that their organisations can do more in terms of training and development.

On a slightly different note from the rest of the industries surveyed, while 43% are actively pursuing additional certifications to go ahead in their careers, 31% mentioned that they stay updated on industry trends through networking events.

The epitome of work-life balance

While we may feel that the work-life balance in the healthcare sector leaves much to be desired, surprisingly 41% say that it is good, and 41% of respondents state that they have to work outside their normal hours only occasionally.

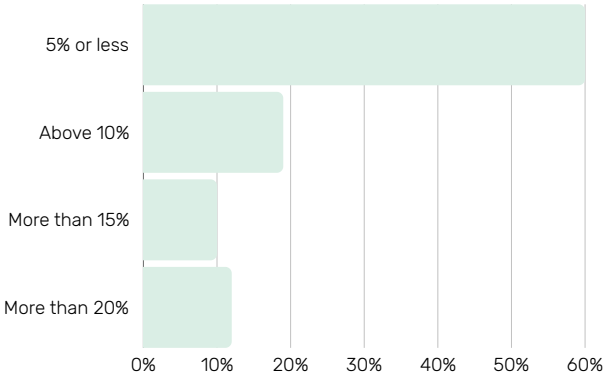
A stunning 54% feel that their workload is manageable within the normal hours, which is a more positive statistic than the other industries surveyed. Though 51% did state that they feel pressured to work extra hours beyond the normal schedule, 32% also stated that they have a lot of flexibility when it comes to their work hours.

From this, we can see that while there may still be quite a bit of room for improvement, the organisations in the healthcare sector are definitely going in the right direction.

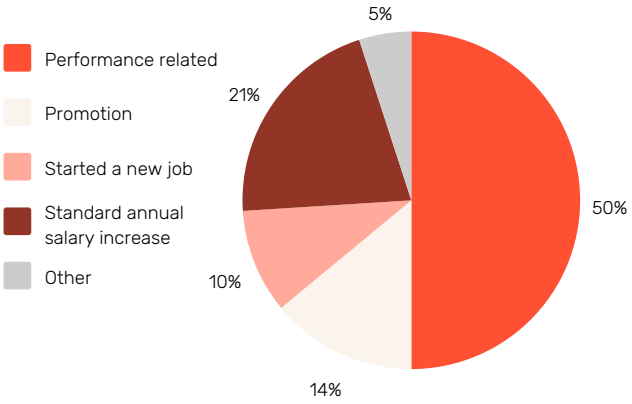
Jack Macauley
SVP - Sales

Did you get a salary increment this year?

By how much did your salary increase?

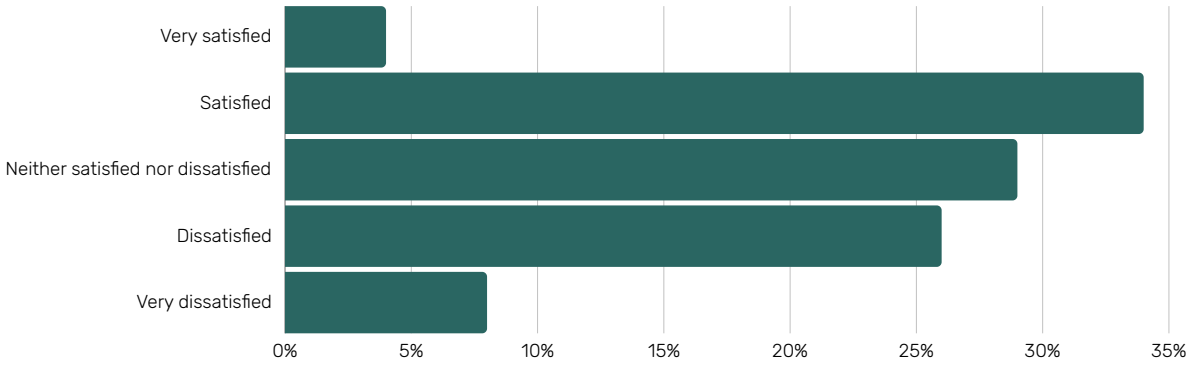


How did you get the salary increment?

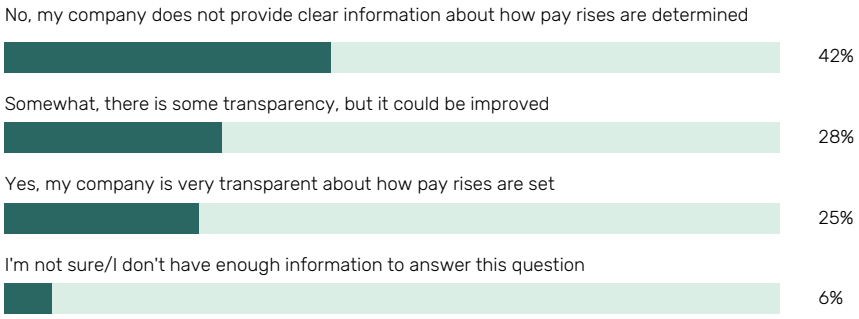


Do you expect a salary increase before the year ends?

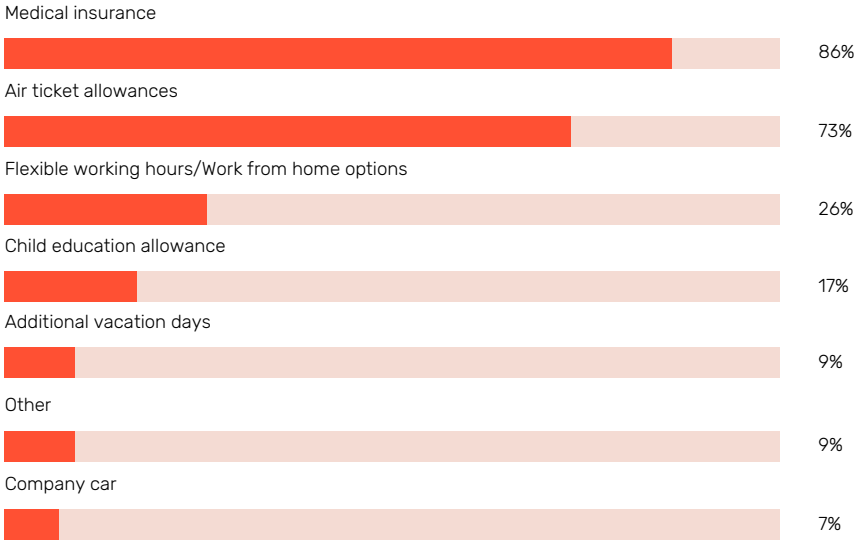
Are you happy with the salary and allowances that you currently get?



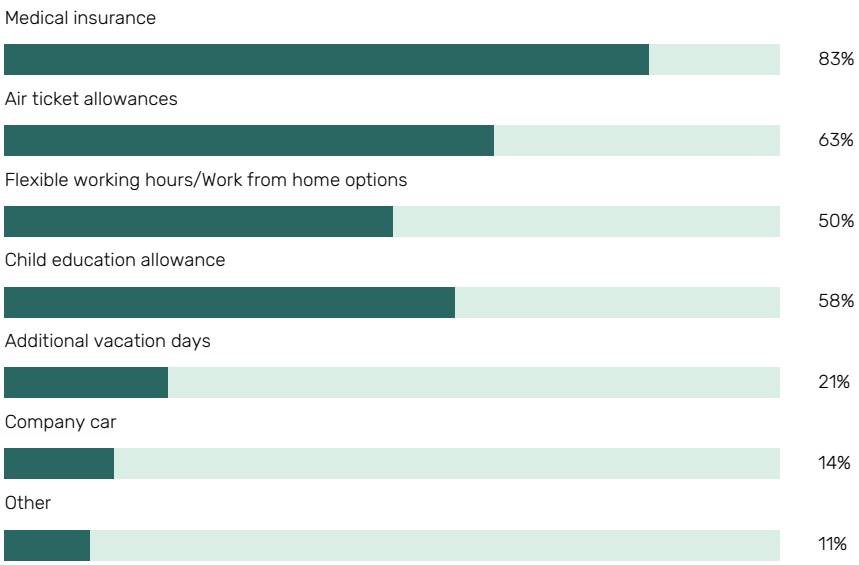
Is your company transparent on how pay rises are set?



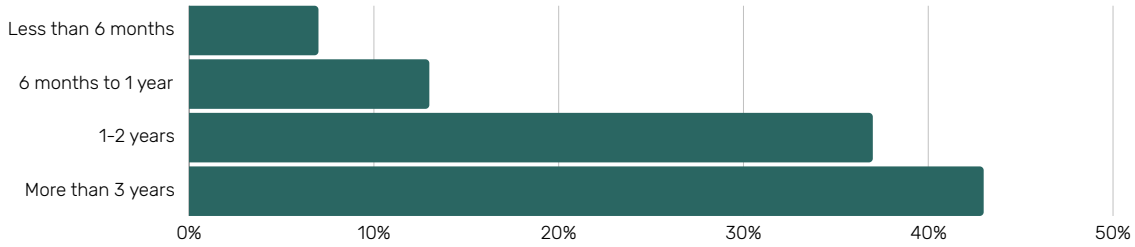
Which employee benefits do you currently have?



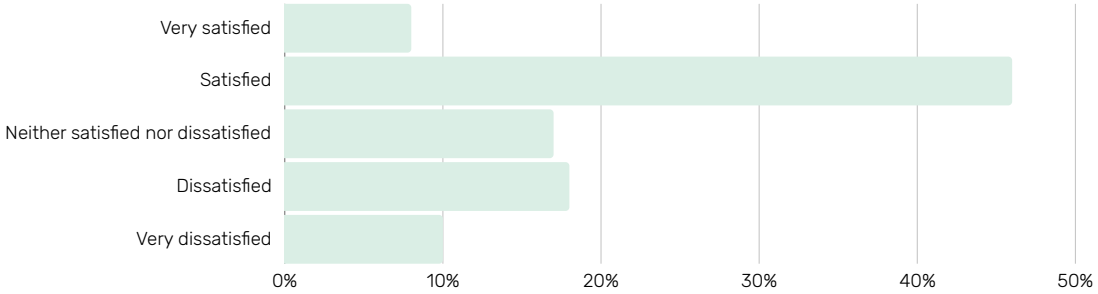
Which are the top three most important benefits to you?



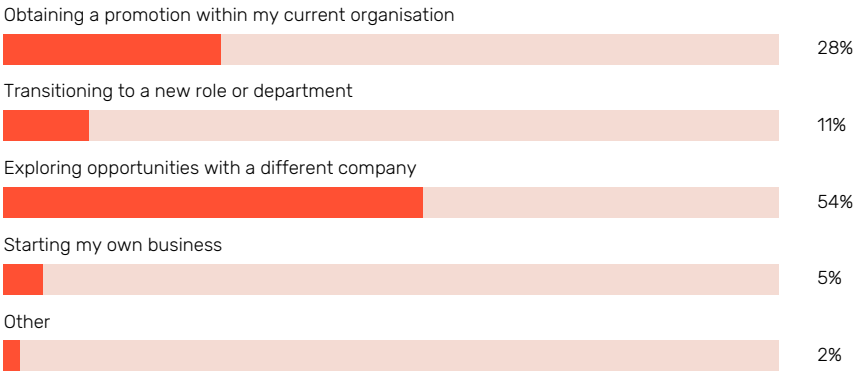
How long have you been in your current role?



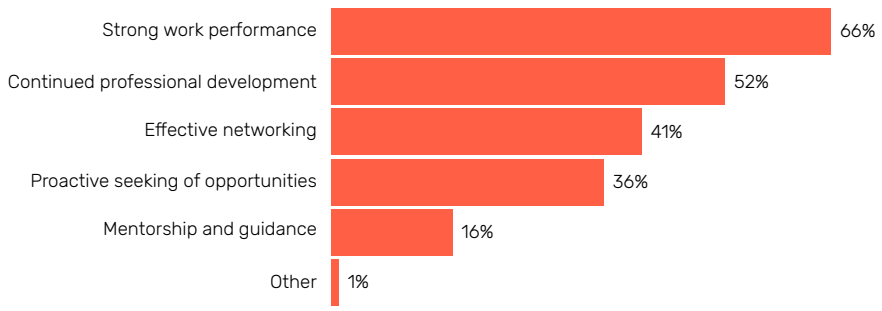
How satisfied are you with your current job?



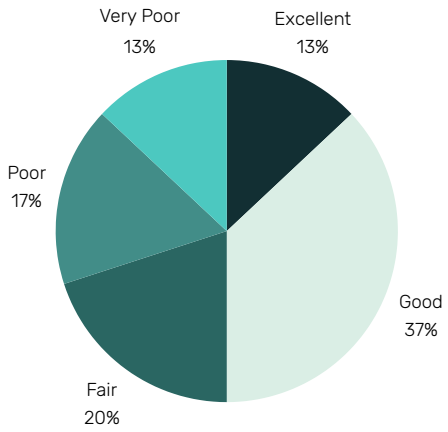
What do you consider as your primary career goal at this time?



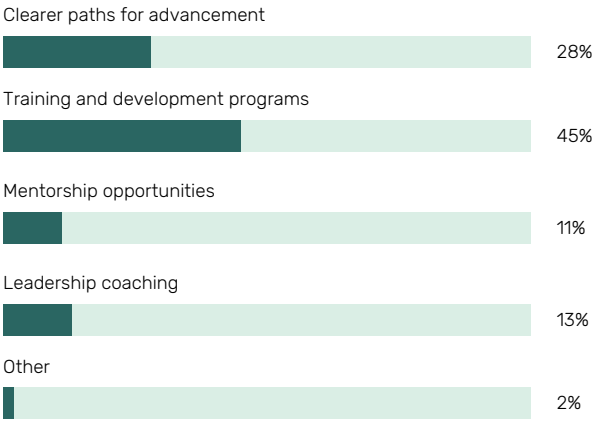
Which of the following factors do you believe have contributed most to your career advancement?



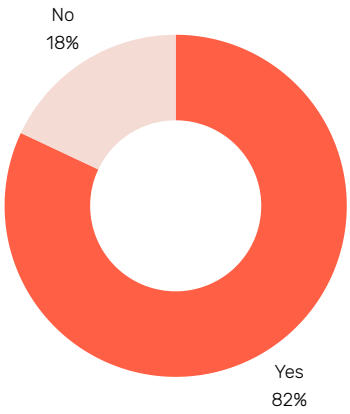
How would you rate the level of support you receive from your current employer for your career development?



What actions would you like to see provided to support your career progression?

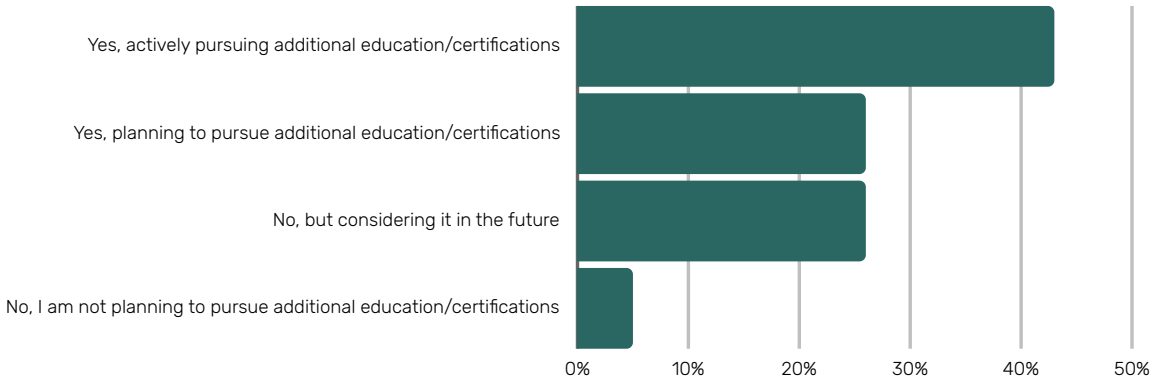


Do you plan on changing jobs in 2025?

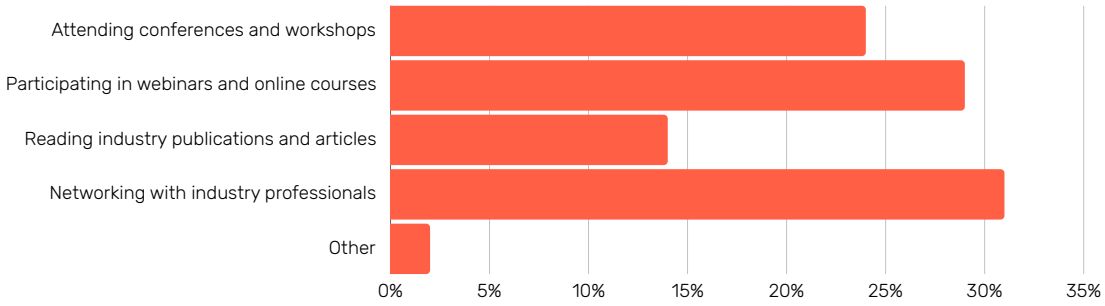


What would be the main deciding factor for leaving your current job?

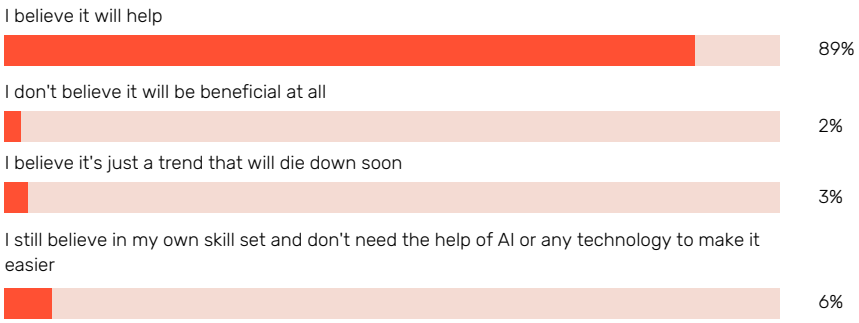
Are you pursuing any further education or professional certifications to advance your career?



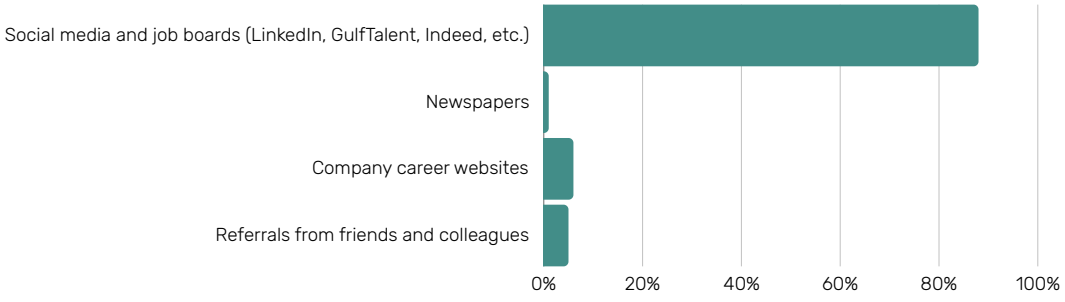
How do you stay updated on industry trends and advancements?



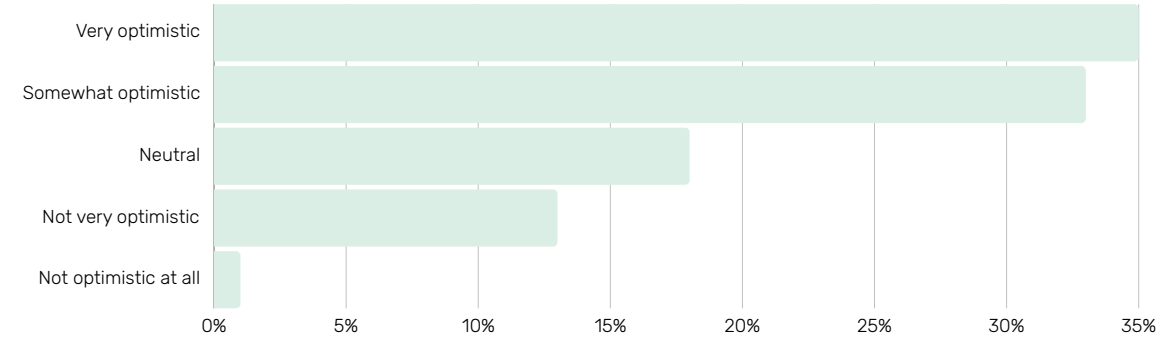
Do you believe technological advancements like Artificial Intelligence will make your job easier?



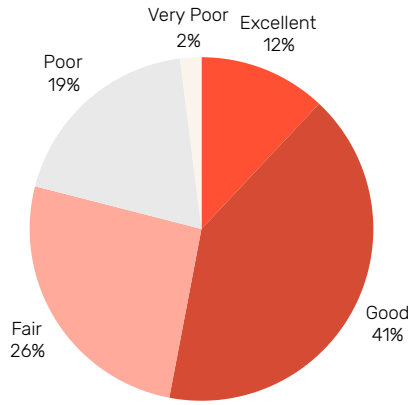
How do you usually look for new work opportunities?



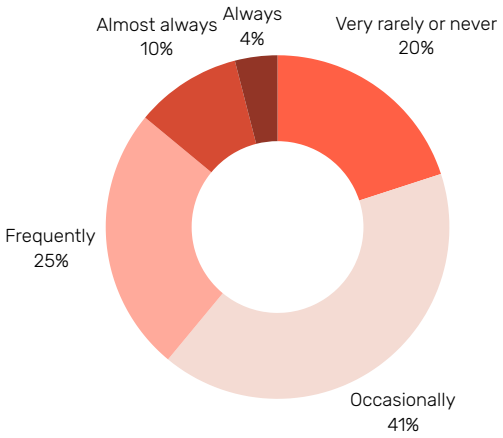
Considering the current economic climate, how optimistic are you about future employment opportunities?



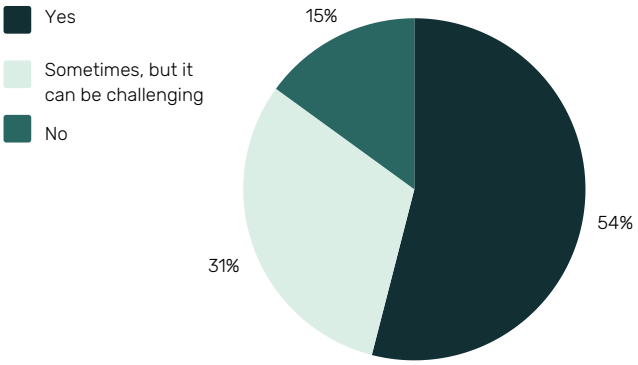
How satisfied are you with your current work-life balance?



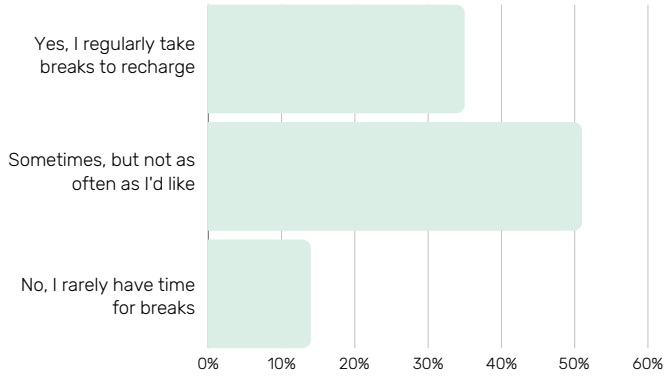
How often do you find yourself working outside of regular business hours (e.g., evenings, weekends)?



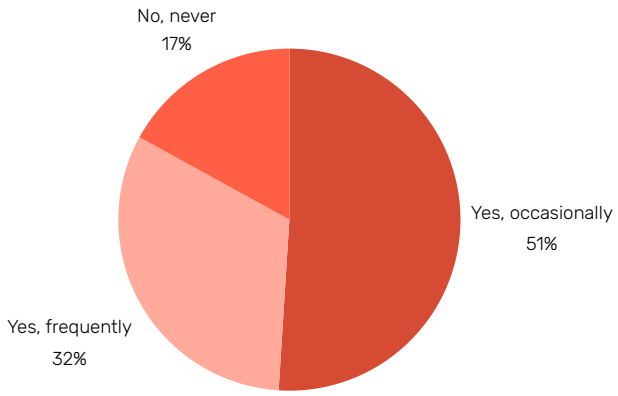
Do you feel that your workload is manageable within the standard working week?



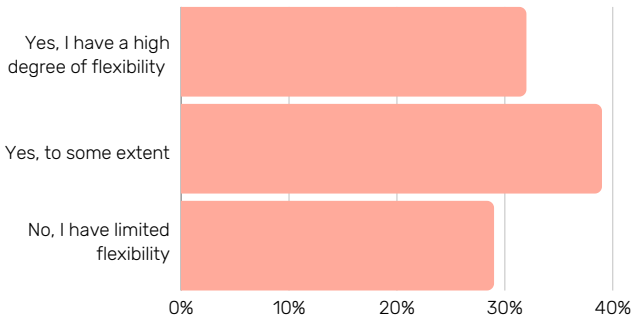
Are you able to take breaks during the workday to recharge and relax?



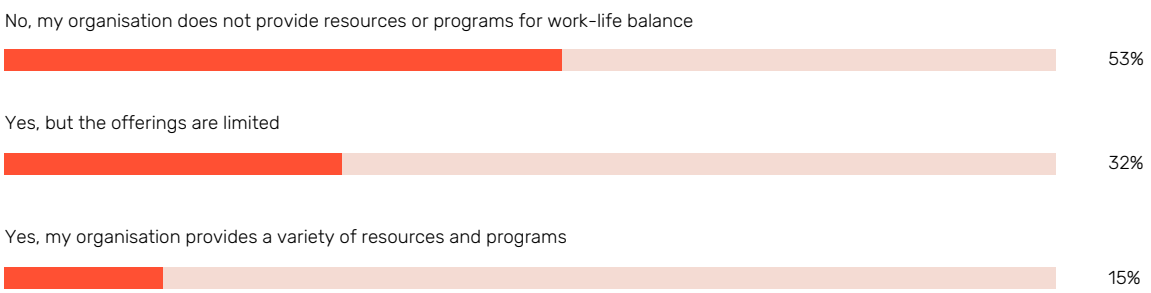
Have you ever felt pressured to work extra hours beyond your regular schedule?



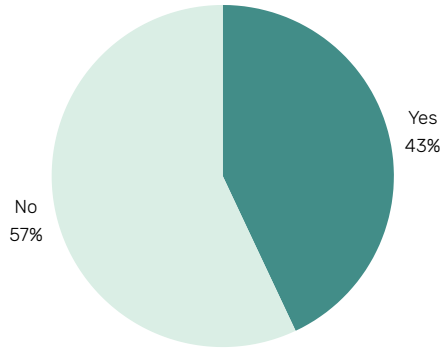
Do you have flexibility in adjusting your work hours or location (e.g., remote work) when needed?



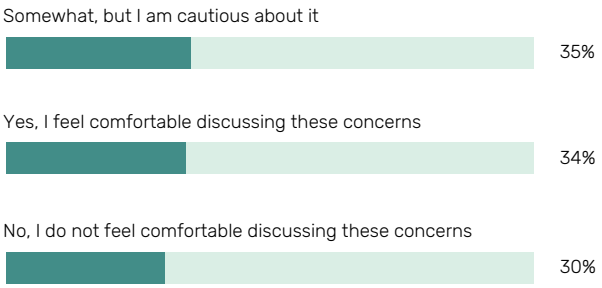
Does your organisation provide resources or programs to support work-life balance (e.g., wellness programs, flexible work arrangements)?



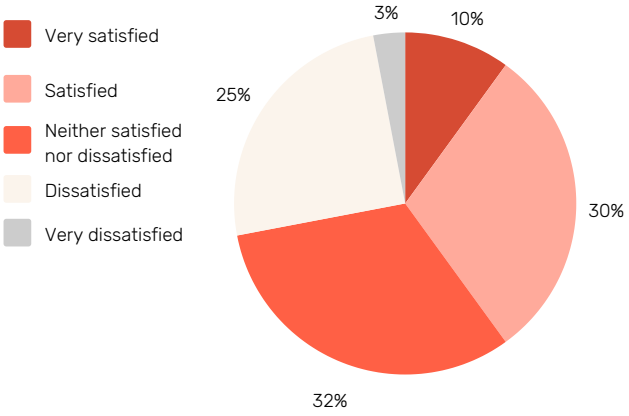
Have you experienced any negative health effects as a result of your work schedule or workload?



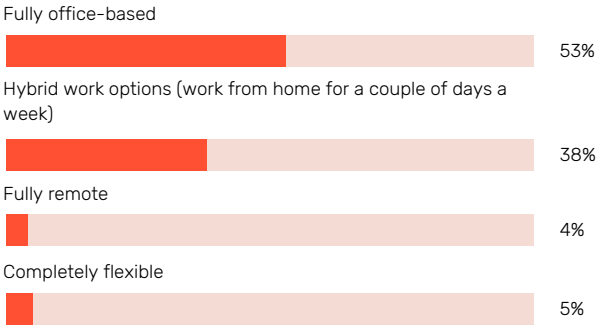
Do you feel comfortable discussing work-life balance concerns with your supervisor or management?



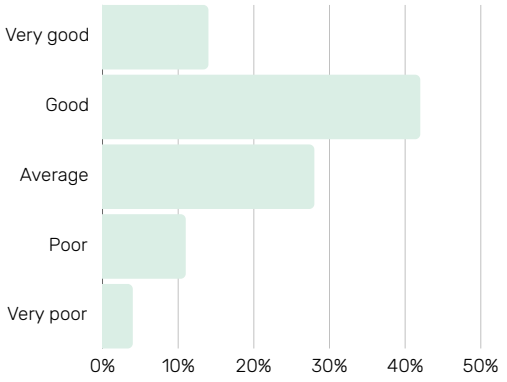
How satisfied are you with your organisation's overall work-life balance policies and practices?



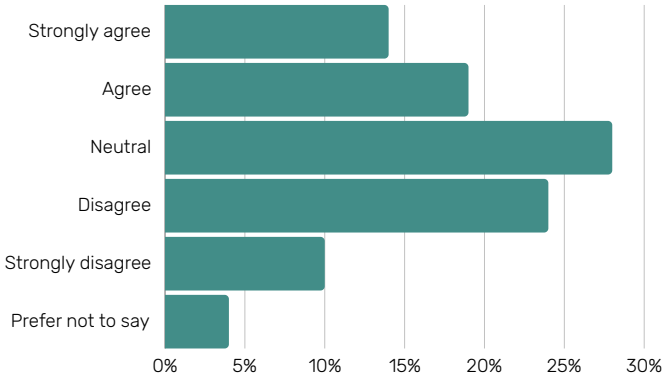
What working model best applies to your company?



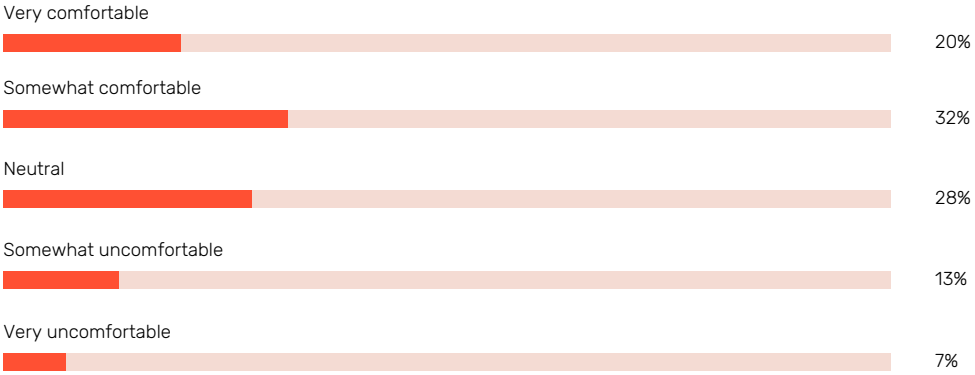
How would you rate the diversity and inclusion efforts of your current organisation?



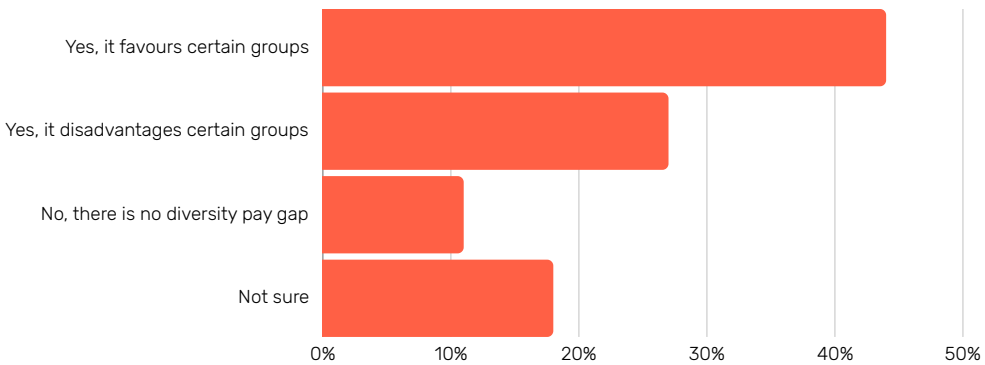
Do you believe employees of all backgrounds have equal opportunities for career advancement and salary progression at your workplace?



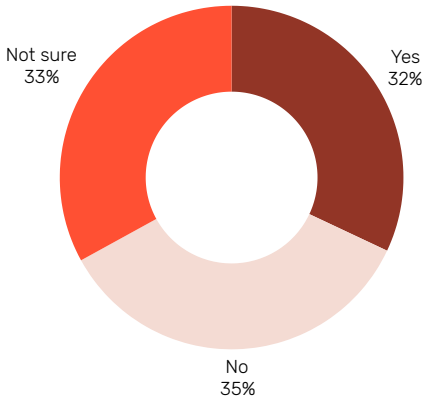
Do you feel comfortable discussing diversity and inclusion topics openly with your colleagues and superiors?



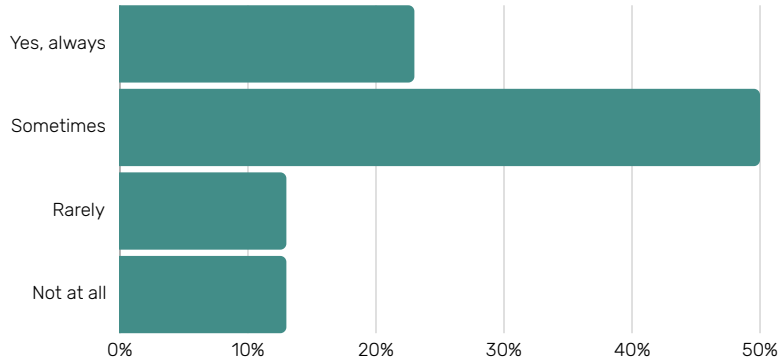
Do you feel that there is a diversity pay gap within your organisation?



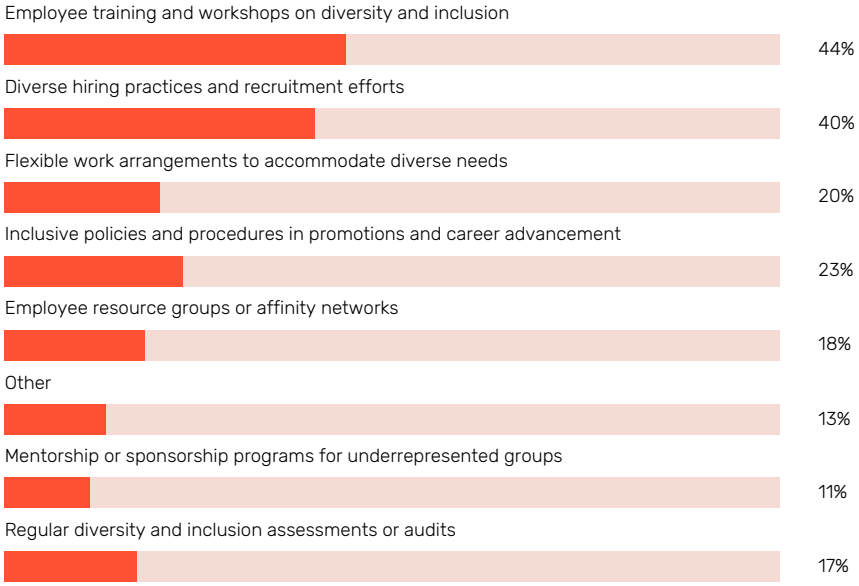
Has your organisation set specific diversity and inclusion goals or targets?



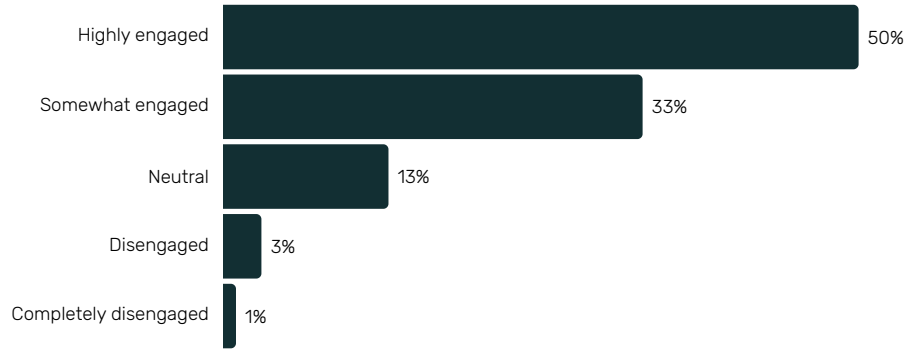
Do you feel your contributions to your organisation are recognised regardless of your background?



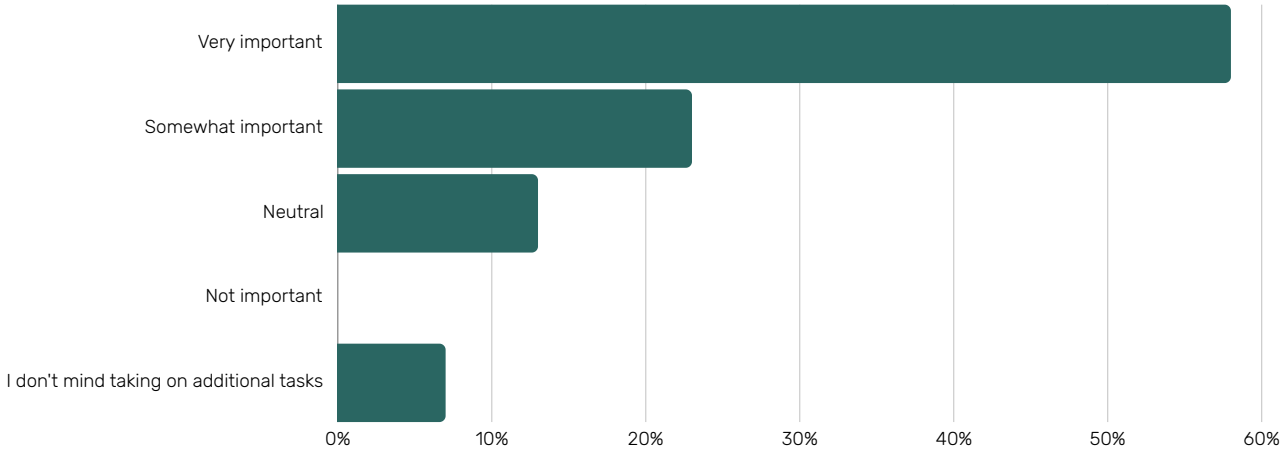
Which diversity and inclusion initiatives are practised in your organisation?



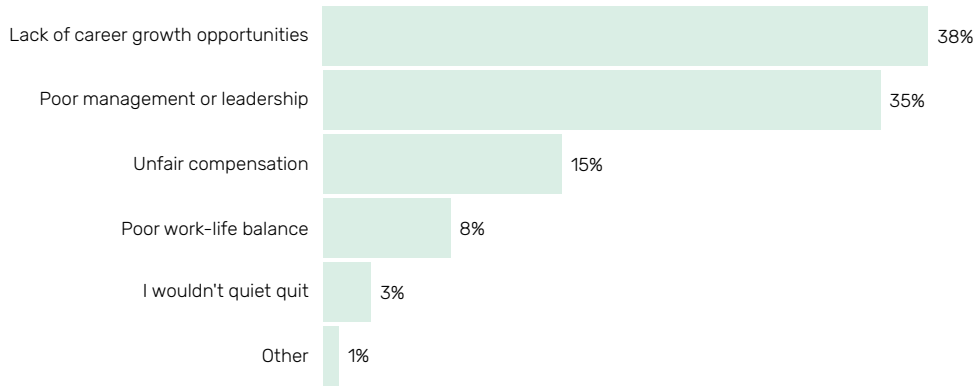
How would you describe your current level of engagement at work?



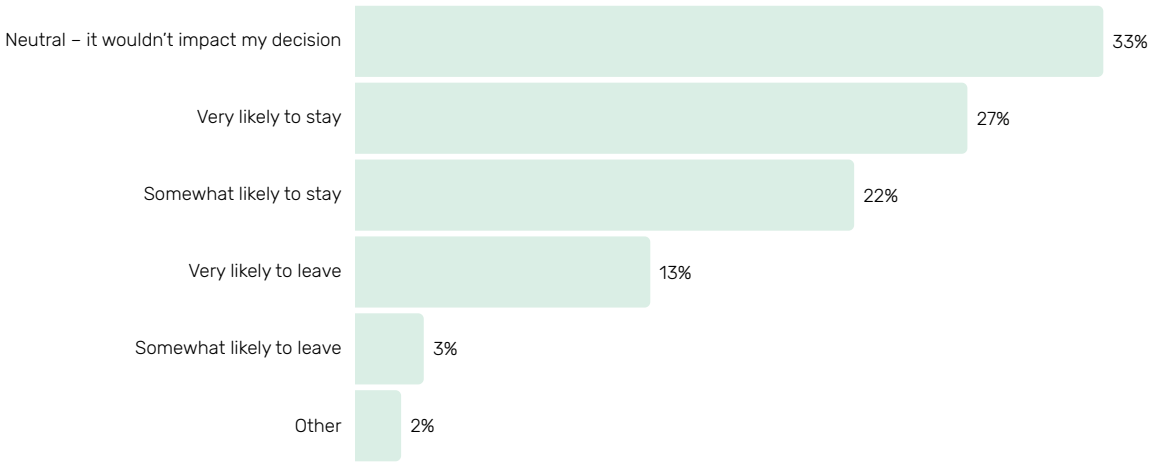
How important is it for your work responsibilities to align with your job description (i.e., avoiding tasks beyond your scope)?



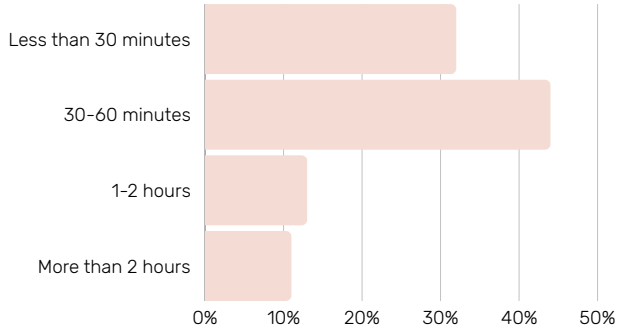
What factors would cause you to "quiet quit" a role, if at all?



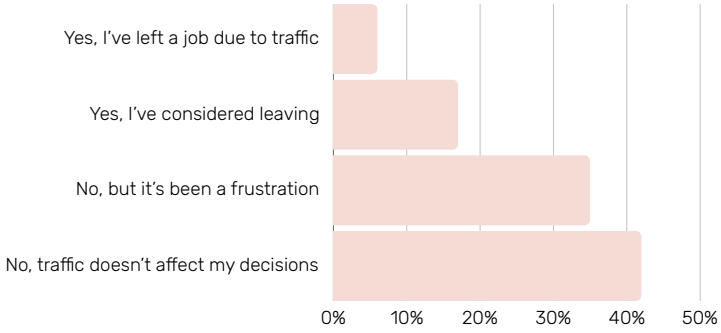
How likely would you be to stay in your current role if remote work options were completely removed?



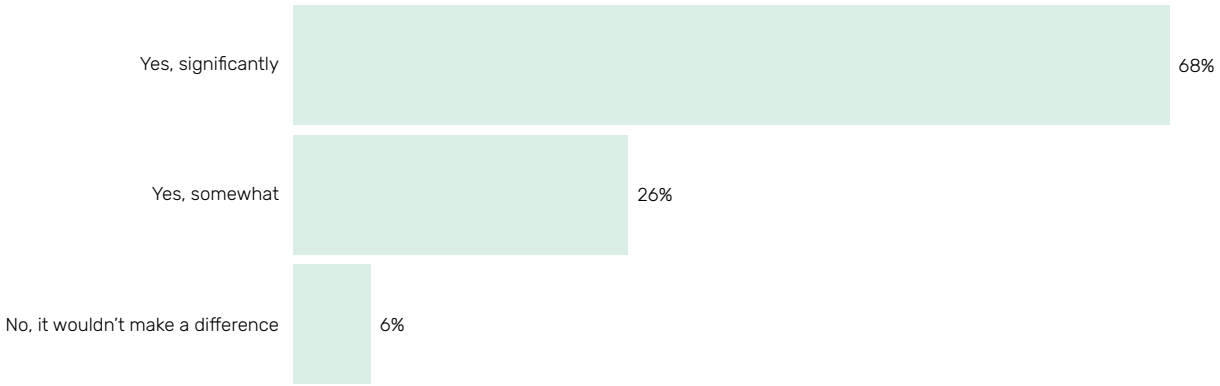
How much time do you spend commuting to work daily?



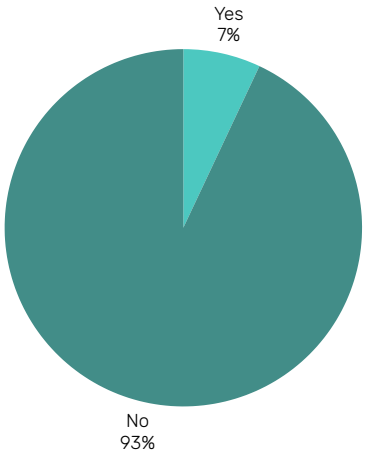
Has traffic in your region ever influenced your decision to seek or leave a job?



Do you believe flexible working hours or remote work could improve your commuting experience?



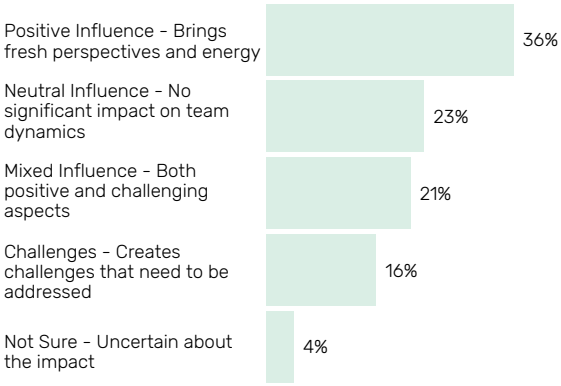
Are you from Gen Z (born between 1997 and 2012)?



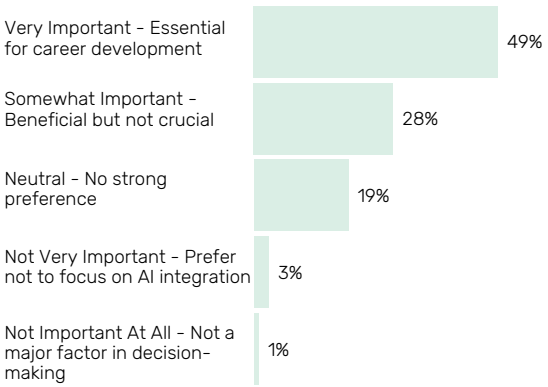
What factors are most important to you in a job?

What challenges have you observed when working with Gen Z colleagues?

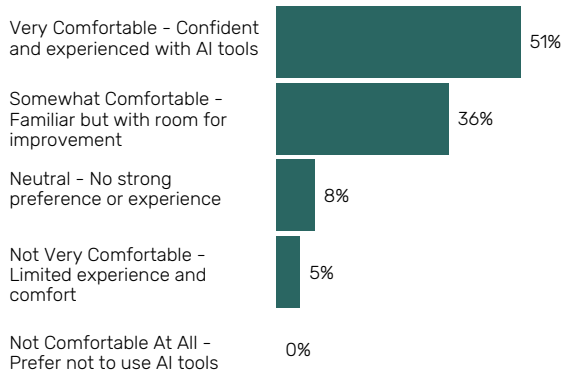
How do you think the presence of Gen Z in the workplace influences team dynamics?



How important is it for you to work in an organization that actively integrates AI technologies?



How comfortable are you with using AI tools in your work, such as chatbots, data analysis software, or automation tools?



CONSTRUCTION

The construction industry seems to be looking at the future in an upbeat and positive manner. While we can still see some dissatisfaction leaking in, especially with regards to employer transparency, it is manageable with the right initiatives. While the sector as a whole has seen some incredible progress in this year and will be seeing more developments in the next year, the trends on salaries can definitely be much better.

The trends on salaries

The construction sector is currently undergoing shifts in employment trends. While 37% got a salary increase, a substantial 63% of those did not see any significant change in their salaries. But a sizable number of respondents (48%) are still expecting a salary hike before the year ends, which is a positive sign.

Job mobility is high, with more than 80% actively exploring opportunities with other companies. Alarmingly, 46% of employees voiced dissatisfaction with their employers' support for career development, indicating a need for more comprehensive training programs, though more than 30% did state that they were happy with the way their organisations were supporting them.

This is a clear sign that companies in the construction sector need to be more proactive and attentive to their employee requirements, taking their basic necessities into consideration.

Technology for the win

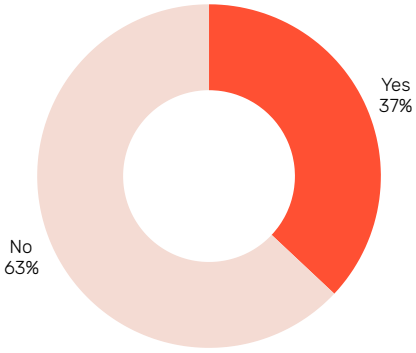
Technology and AI are seen as positive additions to the workplace by respondents in the construction sector. Upon being asked, almost 85% of respondents feel that AI will make their job easier, while 29% feel that keeping themselves updated on industry developments will make quite a difference to their career graphs.

Probably due to this reason, an optimistic 42% feel that their future career options are very bright and 43% are actively pursuing further qualifications that would advance their careers.

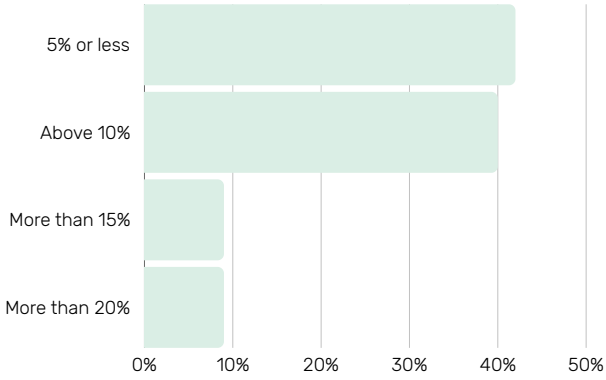
From this, we can see that respondents in the construction industry have embraced technology and are extremely confident in their abilities to keep on par with it.

Feyza Altundag
Recruitment Consultant

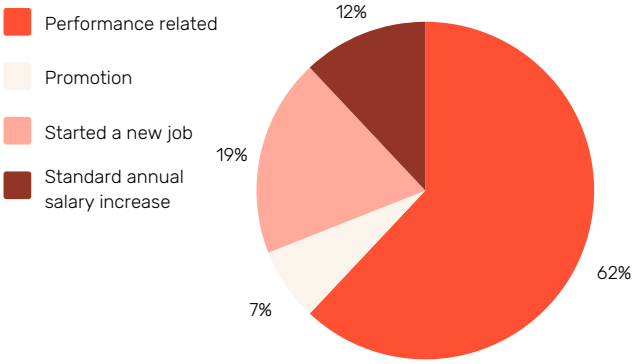
Did you get a salary increment this year?



By how much did your salary increase?

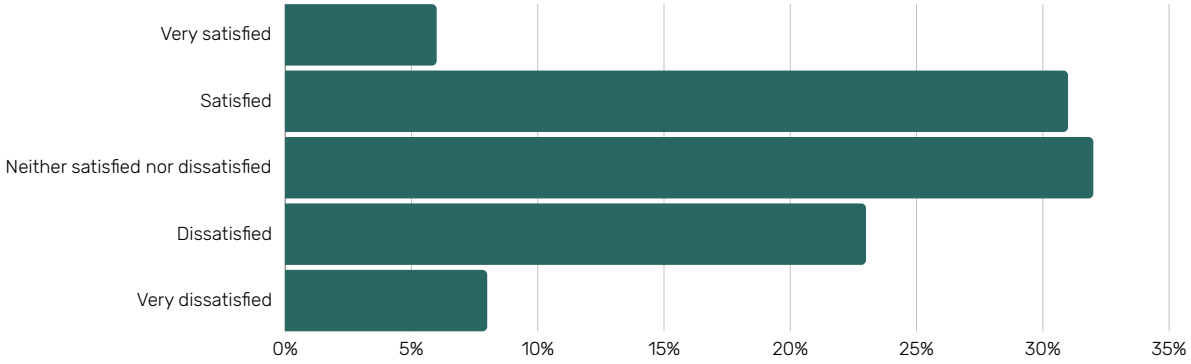


How did you get the salary increment?

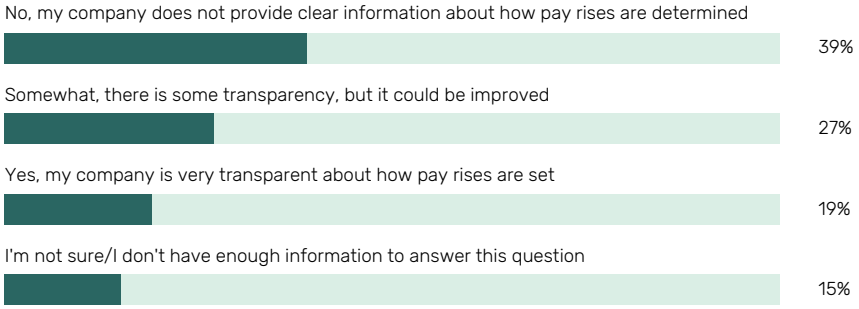


Do you expect a salary increase before the year ends?

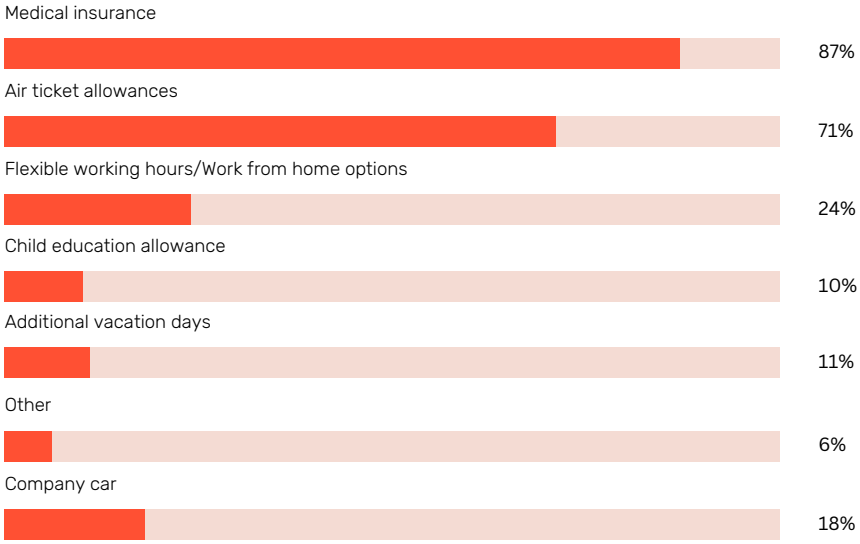
Are you happy with the salary and allowances that you currently get?



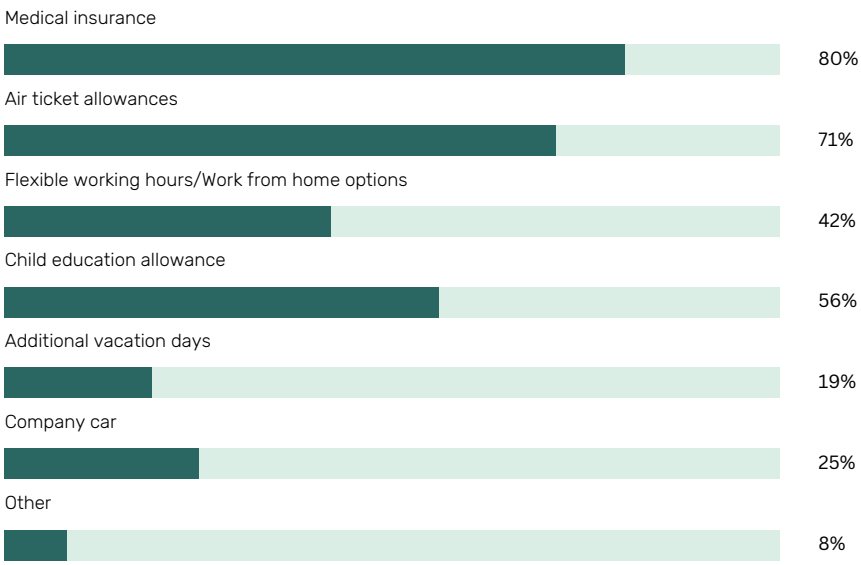
Is your company transparent on how pay rises are set?



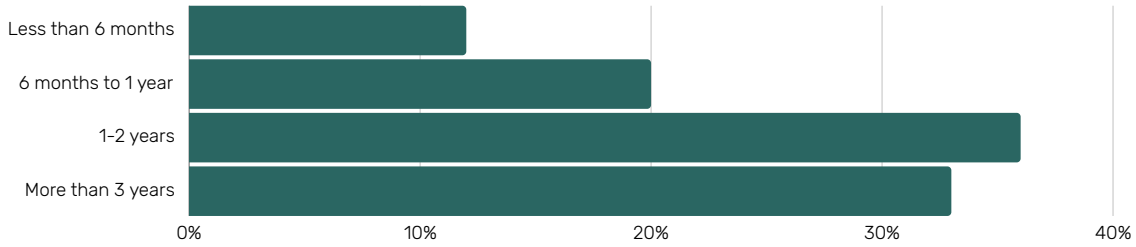
Which employee benefits do you currently have?



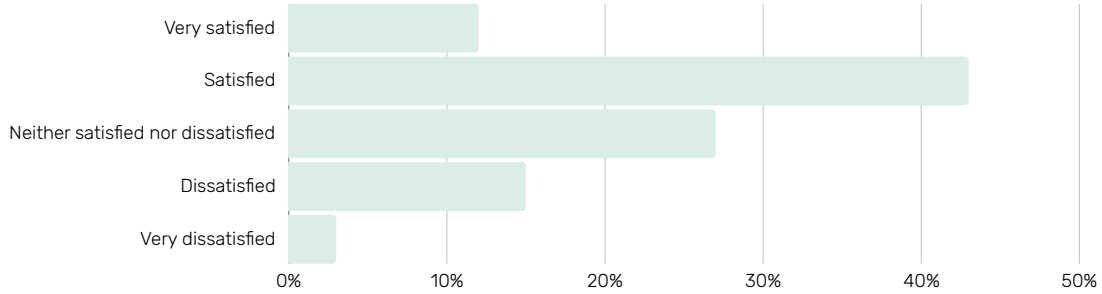
Which are the top three most important benefits to you?



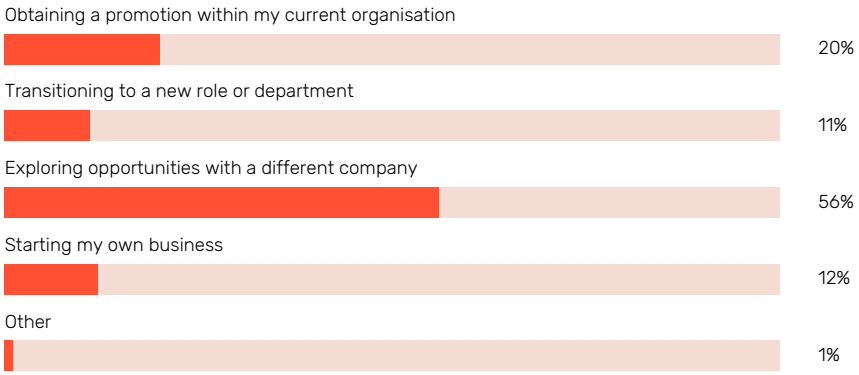
How long have you been in your current role?



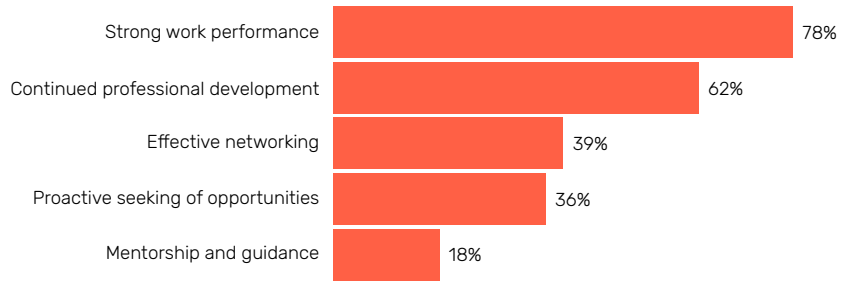
How satisfied are you with your current job?



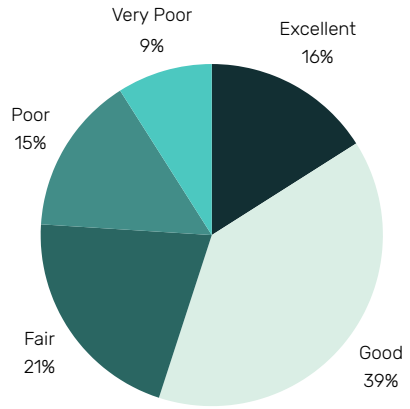
What do you consider as your primary career goal at this time?



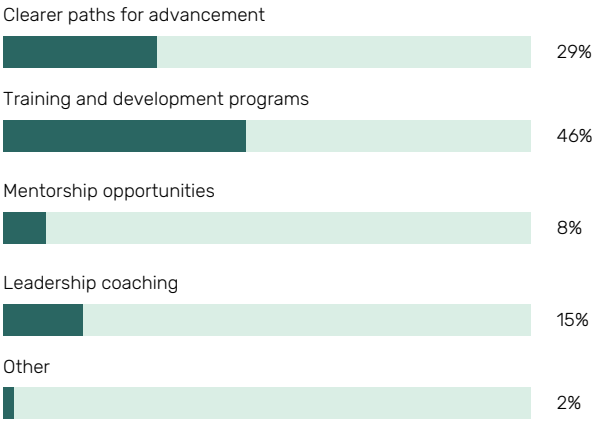
Which of the following factors do you believe have contributed most to your career advancement?



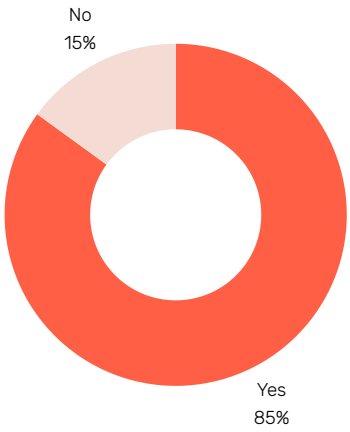
How would you rate the level of support you receive from your current employer for your career development?



What actions would you like to see provided to support your career progression?

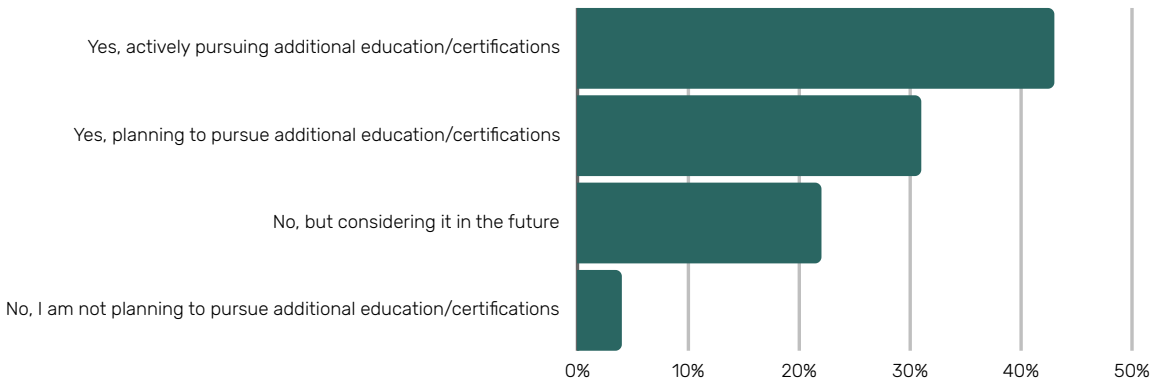


Do you plan on changing jobs in 2025?

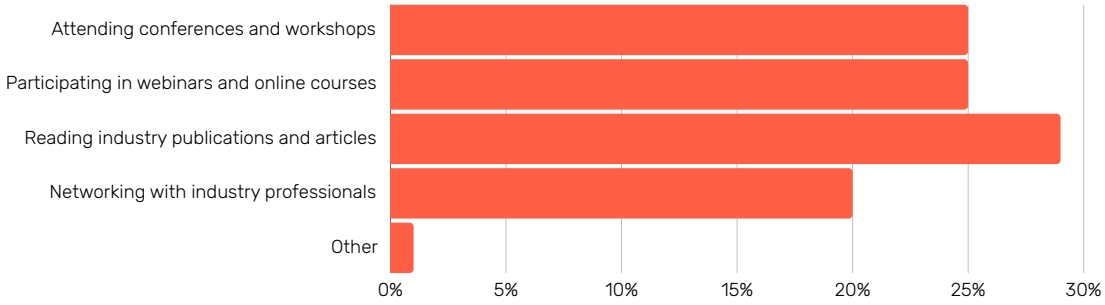


What would be the main deciding factor for leaving your current job?

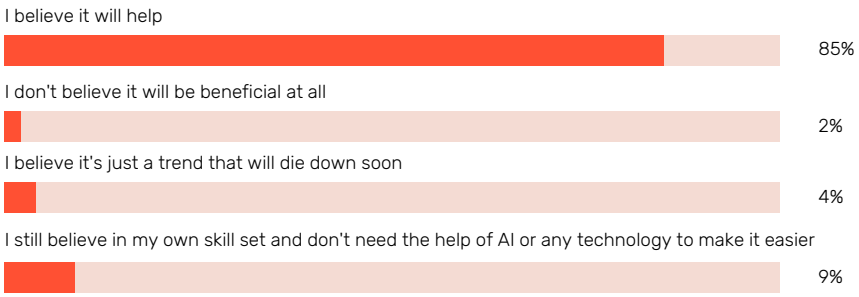
Are you pursuing any further education or professional certifications to advance your career?



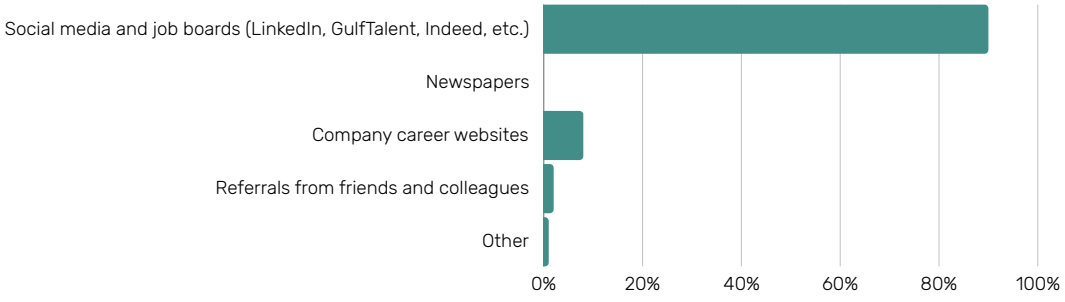
How do you stay updated on industry trends and advancements?



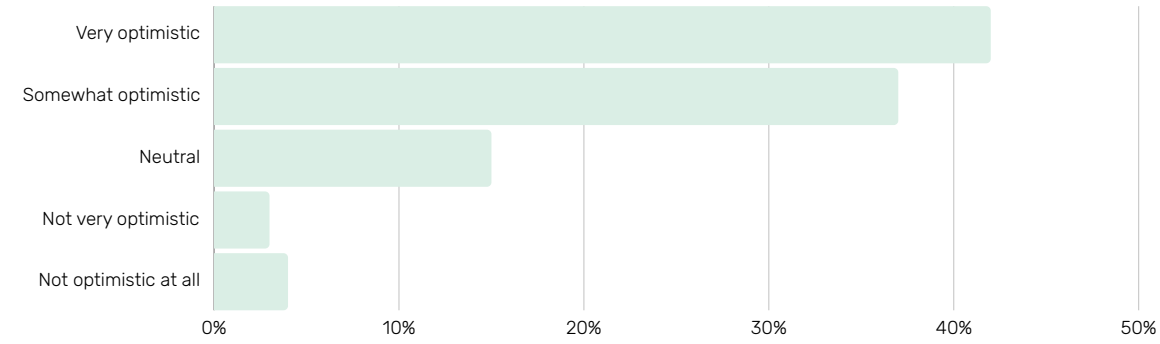
Do you believe technological advancements like Artificial Intelligence will make your job easier?



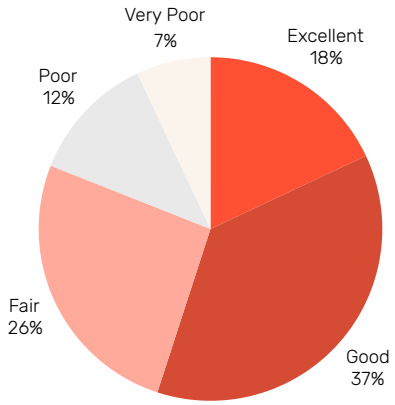
How do you usually look for new work opportunities?



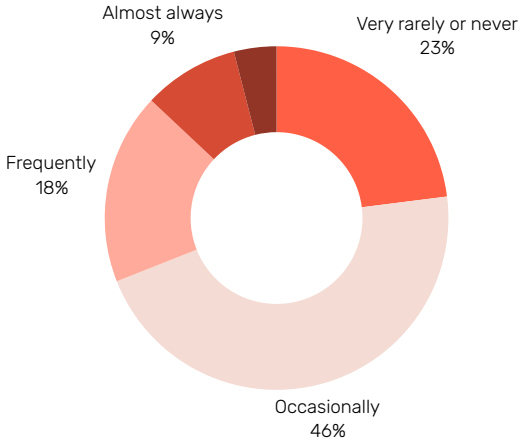
Considering the current economic climate, how optimistic are you about future employment opportunities?



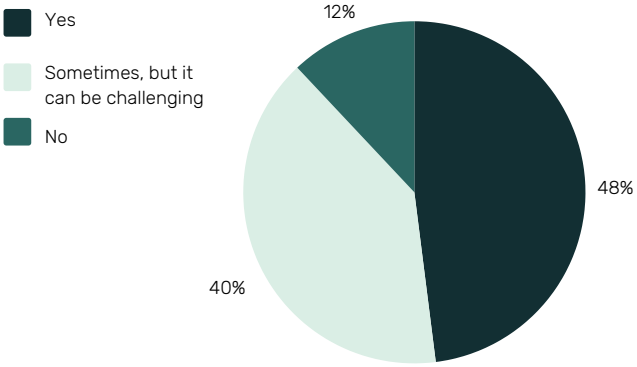
How satisfied are you with your current work-life balance?



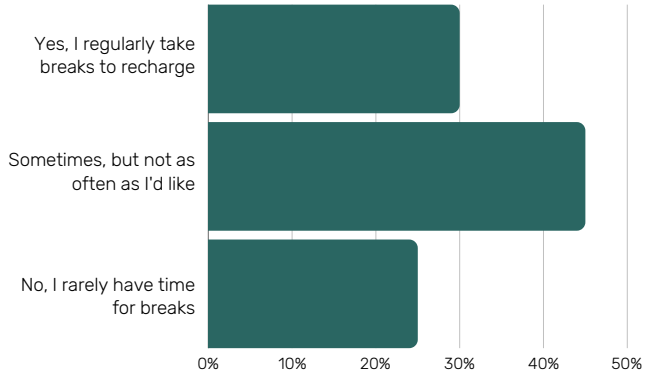
How often do you find yourself working outside of regular business hours (e.g., evenings, weekends)?



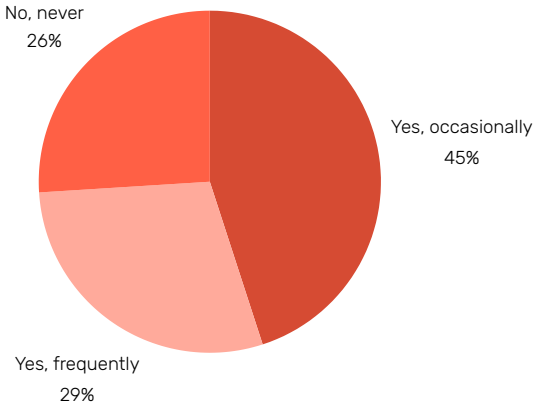
Do you feel that your workload is manageable within the standard working week?



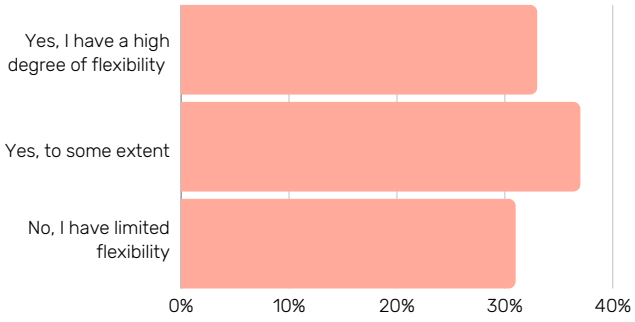
Are you able to take breaks during the workday to recharge and relax?



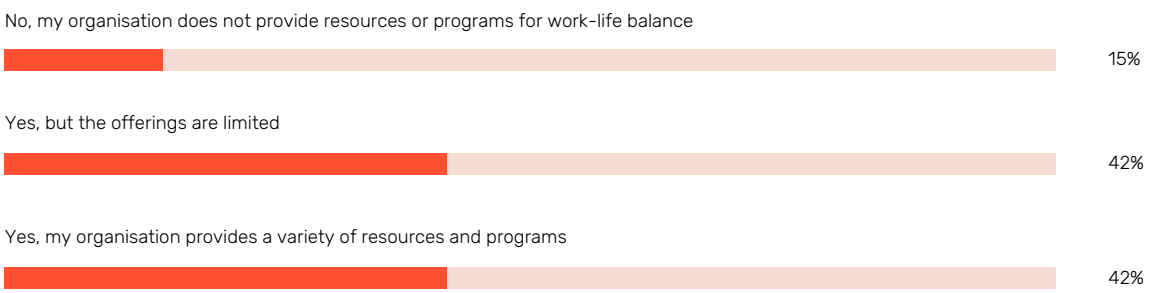
Have you ever felt pressured to work extra hours beyond your regular schedule?



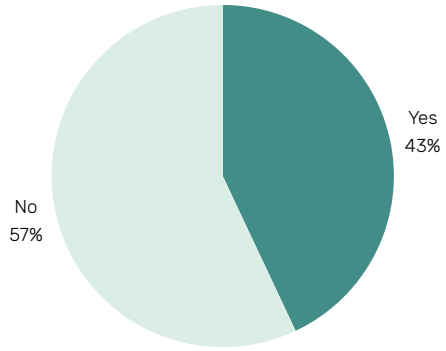
Do you have flexibility in adjusting your work hours or location (e.g., remote work) when needed?



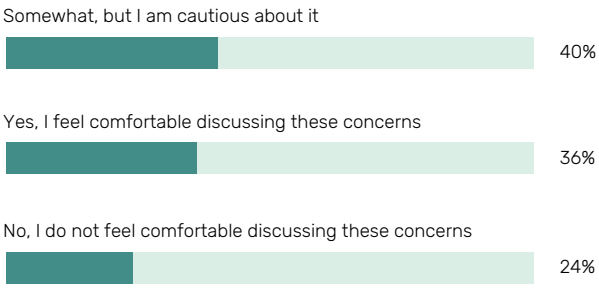
Does your organisation provide resources or programs to support work-life balance (e.g., wellness programs, flexible work arrangements)?



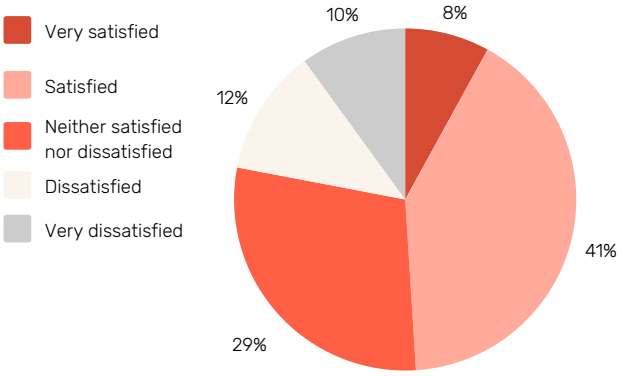
Have you experienced any negative health effects as a result of your work schedule or workload?



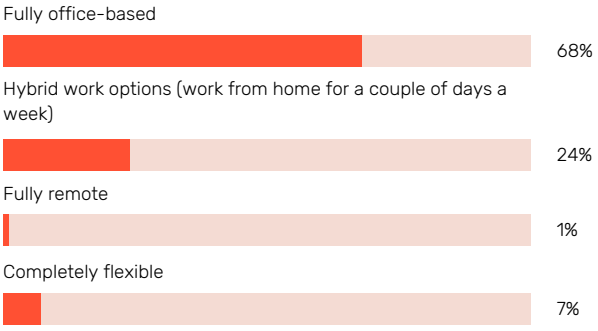
Do you feel comfortable discussing work-life balance concerns with your supervisor or management?



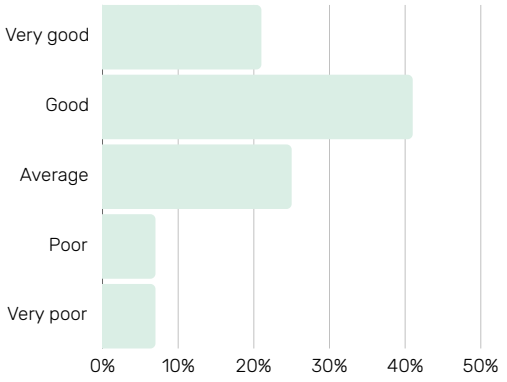
How satisfied are you with your organisation's overall work-life balance policies and practices?



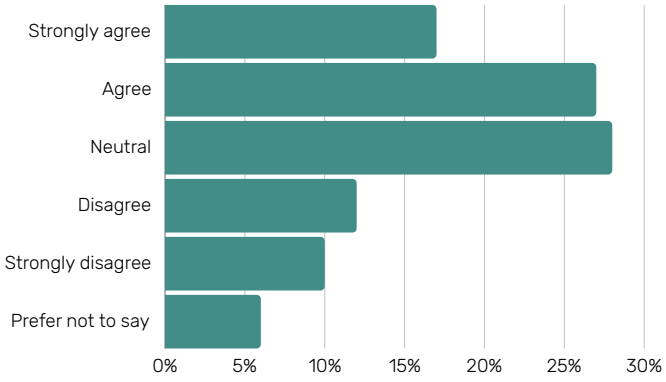
What working model best applies to your company?



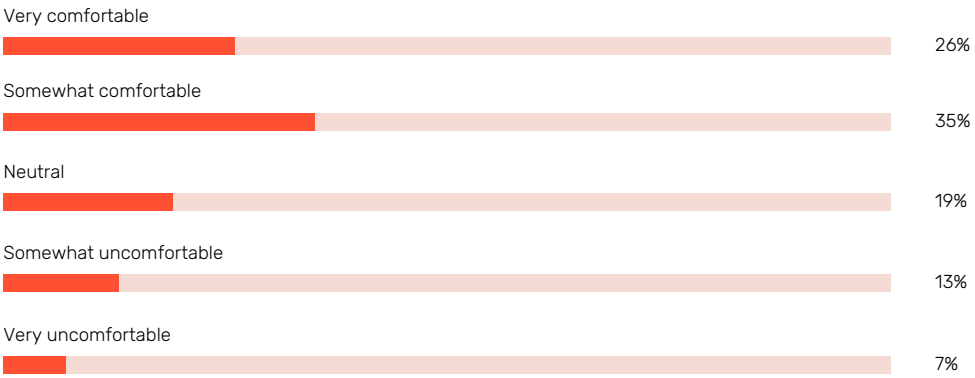
How would you rate the diversity and inclusion efforts of your current organisation?



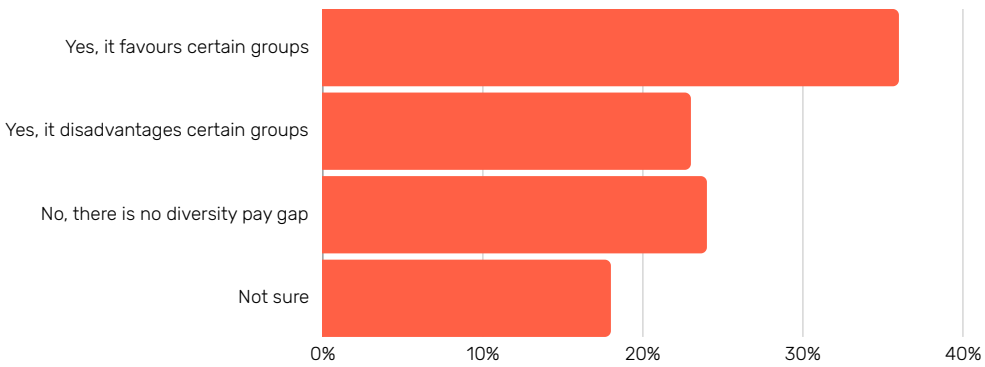
Do you believe employees of all backgrounds have equal opportunities for career advancement and salary progression at your workplace?



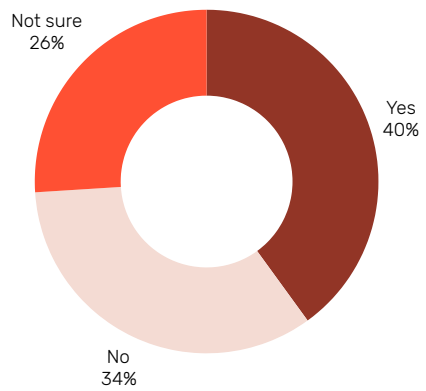
Do you feel comfortable discussing diversity and inclusion topics openly with your colleagues and superiors?



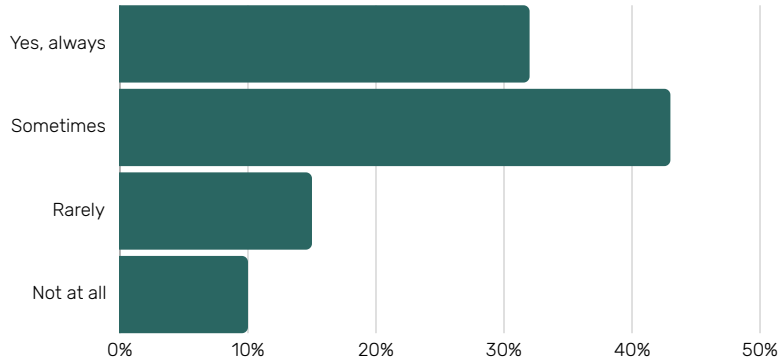
Do you feel that there is a diversity pay gap within your organisation?



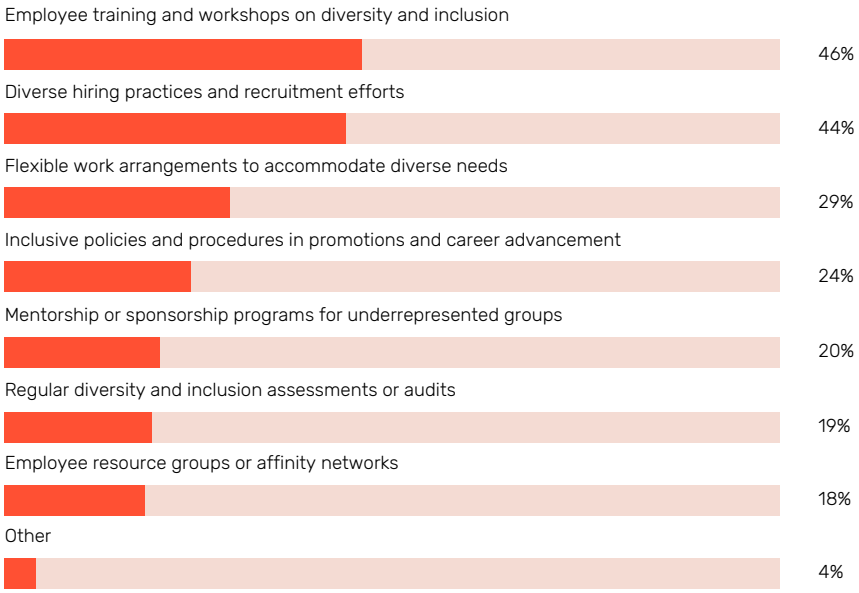
Has your organisation set specific diversity and inclusion goals or targets?



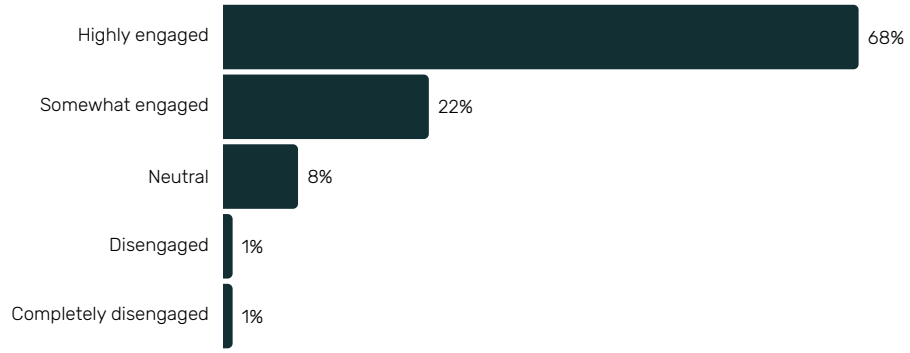
Do you feel your contributions to your organisation are recognised regardless of your background?



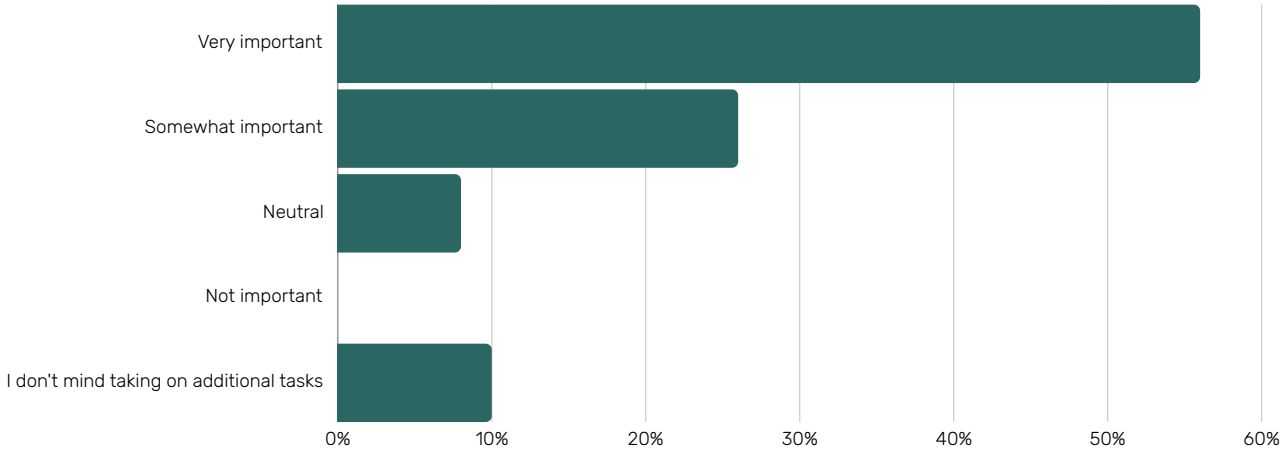
Which diversity and inclusion initiatives are practised in your organisation?



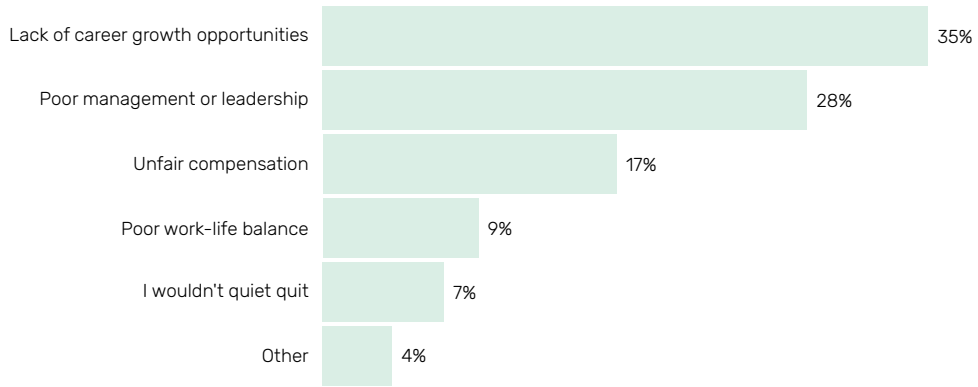
How would you describe your current level of engagement at work?



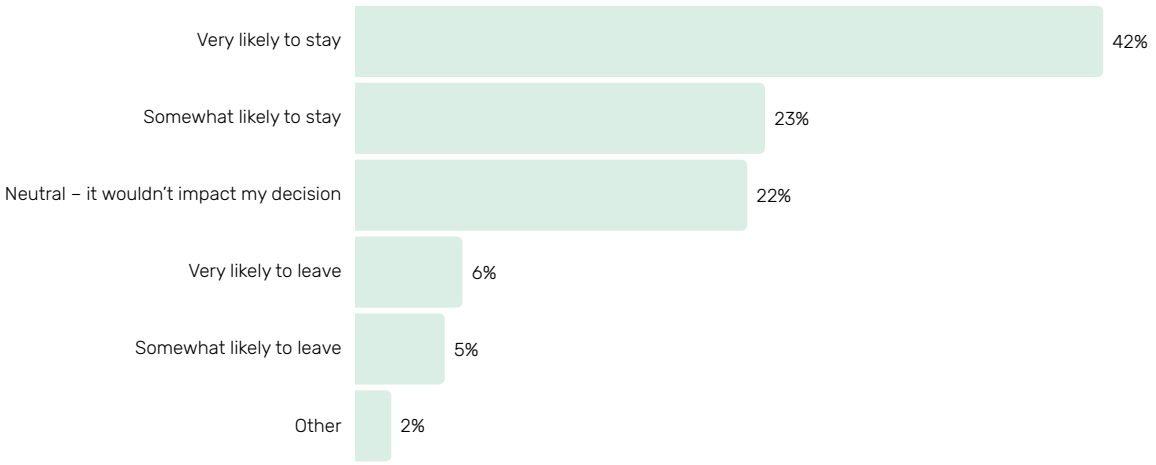
How important is it for your work responsibilities to align with your job description (i.e., avoiding tasks beyond your scope)?



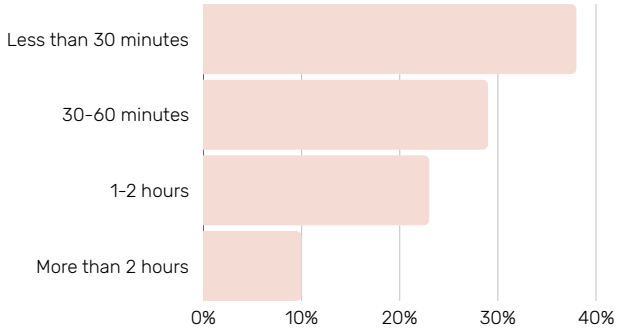
What factors would cause you to "quiet quit" a role, if at all?



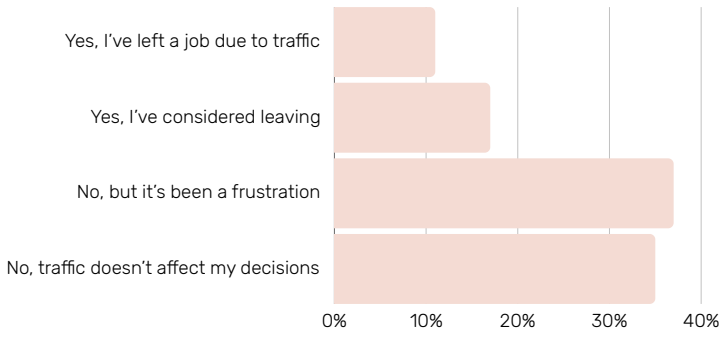
How likely would you be to stay in your current role if remote work options were completely removed?



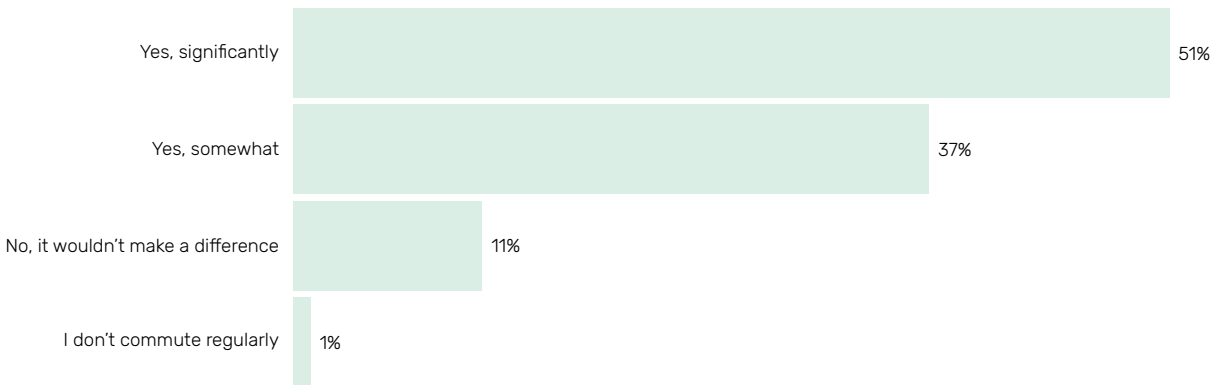
How much time do you spend commuting to work daily?



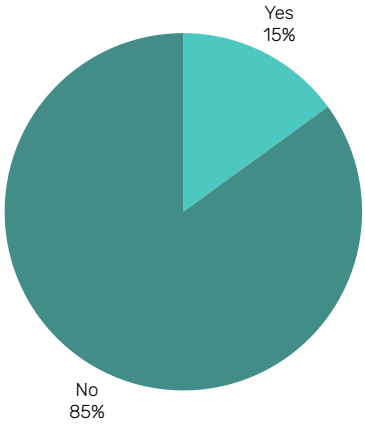
Has traffic in your region ever influenced your decision to seek or leave a job?



Do you believe flexible working hours or remote work could improve your commuting experience?



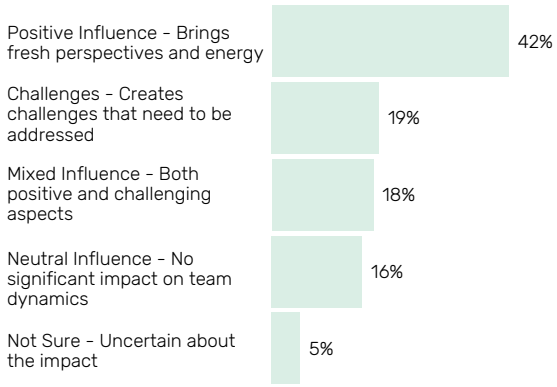
Are you from Gen Z (born between 1997 and 2012)?



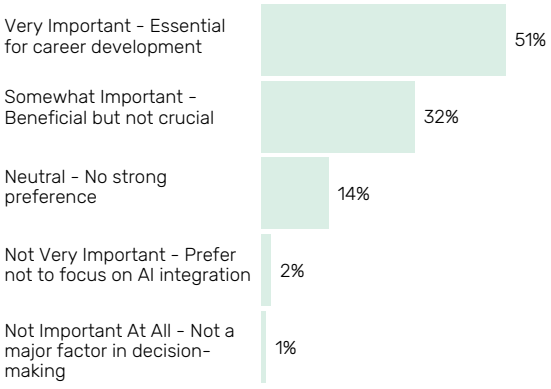
What factors are most important to you in a job?

What challenges have you observed when working with Gen Z colleagues?

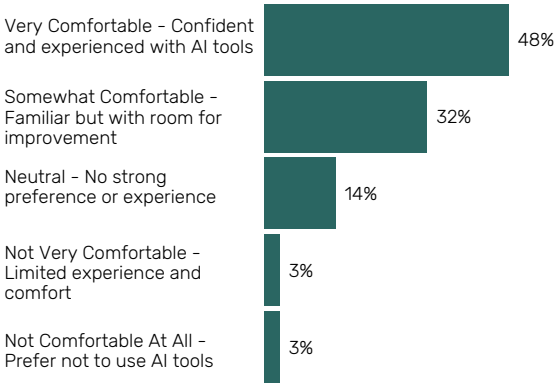
How do you think the presence of Gen Z in the workplace influences team dynamics?



How important is it for you to work in an organization that actively integrates AI technologies?



How comfortable are you with using AI tools in your work, such as chatbots, data analysis software, or automation tools?



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