

Earning Power

Project Management Salary Survey
Fourteenth Edition



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Earning Power: Project Management Salary Survey Fourteenth Edition

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Introduction

In a year marked by persistent inflation, higher interest rates, job market changes and rapid advances in AI that are reshaping roles and workflows, project management continues to stand out as a resilient, well-compensated career path.

Organizations are relying on smaller teams to get more done, making skilled project managers more valuable than ever. So, while the world is changing, the need for project talent remains strong. In fact, our *Global Project Management Talent Gap* report shows the world needs up to 30 million more professionals by 2035.

Earning Power: Project Management Salary Survey — Fourteenth Edition provides a fresh snapshot of compensation among project professionals across 21 countries, helping individuals benchmark their earning power and giving hiring managers a trusted resource to use as an input on salary discussions.





Report Highlights

Survey respondents with a Project Management Professional (PMP)[®] certification report higher median salaries than those without a PMP[®] certification — **17% higher** on average across the 21 countries surveyed (study average).

In the U.S., survey respondents with a PMP certification report a median salary of \$135,000 compared to \$109,157 among non-PMPs — representing a **24% gap in earnings**.

Over the prior 12 months, nearly **60% of PMP certified professionals** reported an increase in total compensation (including salary, bonus and other cash incentives), with three-quarters of those indicating their increase was in the 1%- 10% range.

While the impact of PMP certification on salary growth varies by country, global findings show that holding the certification contributes significantly to salary growth.

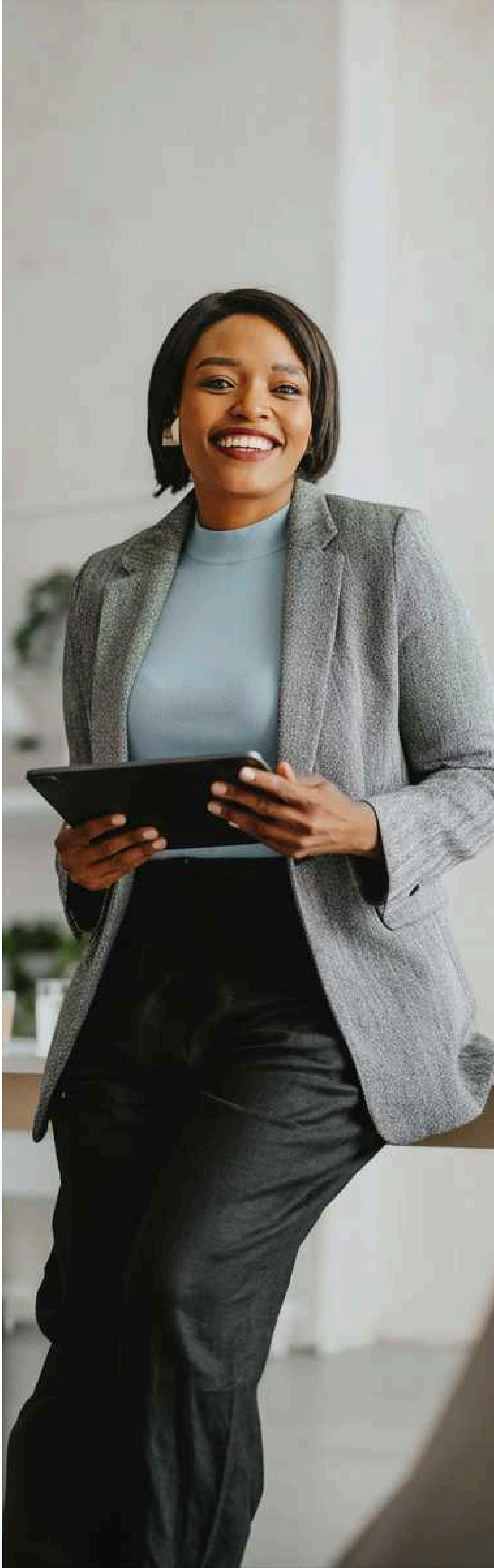
Respondents that work in a project management role are much more likely to realize salary growth from earning certification (versus those in a role not dedicated to project management).

A Note on the Numbers

The following report provides country-by-country medians and crosscuts to help practitioners and employers benchmark by role, tenure, company context, and certification status. PMI members can also access a customizable [interactive salary tool](#) on PMI.org to filter results by variables such as country, position, company size and PMP status.

PMI continuously publishes this report because understanding the relationship between skill level, experience, certifications and salary can give project professionals substantial knowledge to compete effectively in a dynamic job market. This vital data can also help recruiters, human resources professionals and compensation professionals establish fair and equitable salaries for project management roles within their organizations.

It is important to note that while the PMP certification is associated with higher reported medians in many markets, these survey results **do not claim causation**. Differences may reflect broader factors (e.g., experience, role seniority, industry, local dynamics and sample 3 composition). Treat these findings as a high-quality snapshot to inform, not determine, compensation decisions.



General Overview

About this report

The PMI biennial report, *Earning Power: Project Management Salary Survey — Fourteenth Edition*, is an industry-leading source of data for both project practitioners and organizations that want to stay current with the salary landscape.

The fourteenth edition is based on self-reported salary information from 14,628 project management practitioners sourced from the PMI community. The stratified random sampling methodology used for this study results in the ability to report meaningful compensation data for 21 countries.

A customized **interactive salary tool** will be available for PMI members on PMI.org. The interactive salary tool includes the following salary variables:

- Country
- Position
- Industry*
- Organization size (annual revenues)
- Organization revenue
- PMP certification status
- Option to exclude “self-employed” respondents (because self-employed data can skew results)
- Demographics (age and gender)

***Available for the 21 countries surveyed: Australia, Brazil, Canada, China, Colombia, Egypt, France, Germany, India, Indonesia, Japan, Mexico, Nigeria, Peru, Saudi Arabia, Singapore, South Africa, South Korea, UAE, United Kingdom and United States salary queries**

Methodology

Survey invitations for the PMI report, *Earning Power: Project Management Salary Survey — Fourteenth Edition*, were sent to a stratified sampling of PMI community members in 21 countries. Countries included in the sampling were selected based on two factors: having a concentration of PMI members and/or PMP certification holders within the PMI community within a given country and the desire to represent all major geographic regions.

The survey was offered to respondents in seven languages: English, French, German, Japanese, Latin American Spanish, Brazilian Portuguese and Simplified Chinese. The survey invitation was sent via an email that included a link to the web-based survey.

PMI contracted with a third-party market research vendor, PeriscopeIQ, for this study (periscopeiq.com). PeriscopeIQ is a global strategy consulting and market research firm with a focus on scientific rigor and research-based methodologies.



The salary survey was conducted according to PeriscopelQ's best compensation survey practices, including confidentiality of individual responses.

Email invitations to the web-based survey were sent to 295,780 PMI community members beginning on 9 March 2025. Nonresponders were sent a total of four reminder emails throughout the field period, which ended on 19 April 2025. Data collection for the survey closed with a total of 19,934 initial responses. The responses collected were run through extensive quality checks by PeriscopelQ, resulting in the elimination of 5,306 responses. As a result of this data-cleaning process, the findings are based on a total of 14,628 respondents.

The number of survey invitations sent is determined by reviewing universe counts in conjunction with historical sample allocations and response patterns from previous years to understand typical participation by country. The sample is drawn randomly across each country.

Final Survey Response Rates by Country (Fourteenth Edition)

Country	Survey invitations sent	Usable survey responses	Final response rate
Australia	11,806	513	4%
Brazil	9905	843	9%
Canada	18,289	1,162	6%
China	46,000	1,538	3%
Colombia	7267	696	10%
Egypt	10,473	129	1%
France	9605	760	8%
Germany	10,813	864	8%
India	14,340	577	4%
Indonesia	4831	141	3%
Japan	13,407	875	7%
Mexico	8466	819	10%
Nigeria	7743	205	3%
Peru	6304	526	8%
Saudi Arabia	10,457	391	4%
Singapore	13,112	404	3%
South Africa	5288	332	6%
South Korea	11,546	220	2%
United Arab Emirates	11,190	170	2%
United Kingdom	11,449	442	4%
United States	53,489	3,021	6%
Average study response rate (final)	295,780	14,628	5%

Data Considerations and Limitations

The validity of data in the report, as in all survey research, is impacted by sample sizes; smaller sample sizes result in larger margins of error, whereas larger sample sizes result in smaller margins of error.

The sample sizes in this *Fourteenth Edition* have been thoroughly validated to adequately represent each country. Comprehensive checks and balances were implemented to confirm the validity of both the sample and its size for each country. To ensure sufficient participation, the survey was open for six weeks, resulting in final numbers that are statistically reliable.

Each edition of the salary survey provides a snapshot of the global labor market, reflecting current conditions, respondent mix, and industry dynamics. While the findings are valuable for understanding today's compensation landscape, the data should not be compared directly across years due to:

Respondent variation. Each survey draws on a different mix of industries, roles, tenure, levels of experience, genders and subnational regions.

Nonresponse bias. Changes in the characteristics of those who choose to respond (e.g., more senior professionals one year, more early-career professionals the next) can impact the findings.

Methodology shifts. Updates in survey design, question wording or data weighting alter comparability. Even minor tweaks to job titles, categories or definitions can make year over-year comparisons misleading.

Economic context. Currency and exchange rate fluctuations, inflation and market volatility influence reported salaries.



Detailed Findings

Impact of PMP Certification on Global Salaries and Career Advancements

The study highlights the significant impact of the PMP certification on salary and career advancement. Twenty-eight percent (28%) of respondents hold an academic degree in project management, and 86% possess the PMP certification. Those with the PMP certification report a 17% higher median salary on average across 21 countries compared to noncertified respondents. For example, in the U.S., PMP-certified professionals earn a median salary of \$135,000, which is 24% higher than their noncertified counterparts. Analysis of the findings also shows a correlation between PMP tenure and salary, with longer certification tenure associated with higher median salaries.

Additionally, nearly 60% of PMP-certified professionals reported an increase in total compensation over the past year, reinforcing the perception that the PMP certification is a valuable investment; 75% of these participants report an increase of between 1%-10%.

In a different PMI study of PMP certification holders¹, analysis found that both newer and tenured holders tended to view the PMP as a long-term investment — bringing sustained earnings growth, greater job marketability and advancement into higher-responsibility roles — rather than a quick path to higher pay. Many also reported greater confidence in their capabilities — a durable enabler of those outcomes.

¹ PMP Certification Value Study 2023, unpublished



Country of Employment

As shown in the following table, the median annualized salary (reported in U.S. dollars) differs substantially across countries.

Annualized Salary (in U.S. Dollars by Country)

Country	N	Median salary exchange rate
Australia	513	\$111,693
Brazil	843	\$38,178
Canada	1,162	\$86,264
China	1,538	\$30,087
Colombia	696	\$33,647
Egypt	129	\$11,764
France	760	\$80,363
Germany	864	\$119,396
India	577	\$29,609
Indonesia	141	\$29,667
Japan	875	\$77,446
Mexico	819	\$50,893
Nigeria	205	\$12,937
Peru	526	\$36,543
Saudi Arabia	391	\$50,667
Singapore	404	\$103,535
South Africa	332	\$61,968
South Korea	220	\$70,189
United Arab Emirates	170	\$81,688
United Kingdom	442	\$99,858
United States	3,021	\$130,000

PMP Certification Status

Eighty-six percent (86%) of survey participants hold the PMP certification.

In most countries analyzed in this study, individuals with PMP certification report higher median salaries compared to those without the certification. However, the extent of the salary increase for PMP certification holders varies significantly from one country to another. The most substantial salary differences are observed in Colombia, Peru, India, Brazil and the U.S., where PMP holders report the highest median salary advantage over nonholders.

It is crucial to consider the link between the duration of holding a PMP certification, which closely aligns with years of experience, and salary. The median salary tends to rise with the length of time an individual maintains a PMP certification.

Annualized Salary (U.S. Dollars) by PMP Certification Status

Country	PMP	PMP < 5 years	PMP 5 ≤ 10 years	PMP 10+ years	Non-PMP	% difference PMP vs. non-PMP
Australia	\$114,885	\$107,130	\$121,586	\$120,695	\$103,396	11.1%
Brazil	\$40,694	\$37,310	\$41,128	\$46,541	\$30,542	33.2%
Canada	\$86,775	\$77,115	\$93,646	\$106,300	\$73,217	18.5%
China	\$30,087	\$28,719	\$34,189	\$56,070	-	-
Colombia	\$37,318	\$30,321	\$36,385	\$47,581	\$19,905	87.5%
Egypt	\$11,632	\$10,098	-	-	-	-
France	\$84,283	\$78,870	\$90,818	\$94,139	\$68,882	22.4%
Germany	\$122,266	\$105,619	\$126,284	\$137,994	\$102,825	18.9%
India	\$30,525	\$27,003	\$38,215	\$46,961	\$22,894	33.3%
Indonesia	\$35,579	\$28,184	-	-	-	-
Japan	\$78,156	\$71,051	\$85,262	\$85,262	\$56,803*	37.6%*
Mexico	\$53,847	\$43,259	\$56,491	\$66,161	\$39,697	35.6%
Nigeria	\$12,773	\$12,401	-	-	\$14,963*	-14.6%*
Peru	\$40,000	\$33,321	\$40,603	\$49,265	\$27,042	47.9%
Saudi Arabia	\$50,934	\$43,867	\$64,800	-	\$46,400*	9.8%*
Singapore	\$106,659	\$91,684	\$109,257	\$124,576	\$89,392	19.3%
South Africa	\$62,909	\$54,769	\$70,981	\$72,587	\$55,381	13.6%
South Korea	\$70,189	\$63,170	\$70,189*	\$80,086	-	-
United Arab Emirates	\$81,688	\$70,796	\$104,833*	-	-	-
United Kingdom	\$103,062	\$91,016	\$99,046	\$122,737	\$88,339	16.7%
United States	\$135,000	\$123,000	\$150,000	\$173,000	\$109,157	23.7%



Conclusion

Across the countries studied, this *Fourteenth Edition* affirms that project management remains a resilient, well-compensated career, especially as project professionals' responsibilities and influence expand.

For practitioners, the takeaway is practical: First, benchmark your role and location. Then, if you are a PMI member, use the **interactive salary tool** to plan your next step — whether that's expanding scope, pursuing recognized certifications or targeting sectors with strong demand.

For employers, calibrate pay to local conditions, clarify career paths and invest in upskilling; doing so strengthens delivery capacity when teams are lean and expectations are rising.

Looking ahead, sustained demand for project talent underscores why building skills — and recognizing them fairly — remains a smart, durable investment.



Appendix

History of PMI Salary Survey

PMI Salary Survey is a longstanding initiative that offers valuable salary benchmarking for the project management community. Conducted biennially since 1999, its primary objective is to serve as a member benefit, enabling PMI members to compare their earnings with peers and understand the financial impact of professional development. This ongoing effort supports informed career decisions and highlights the value of continuous education and certification in the project management field.

The PMI Salary Survey was initiated in 1999 to provide salary benchmarking for the PMI community.

It has been conducted every two years, maintaining a consistent schedule.

The survey is designed to be a member benefit, allowing PMI members to compare their salaries with others in the field.

It serves as a tool for understanding salary trends and the impact of professional development on earning potential.

The survey helps PMI members make informed career decisions by providing insights into global salary trends.



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