



Income change survey 2026

Results of survey conducted in July 2026 by Valenco Inc.

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In its 6th Income Change survey, Valenco asked respondents if their income had changed in the last 2 years, by how much and the impact on income while staying with an employer or post a job change.

A majority of responses were received from USA and working in IT services.

Summary of findings

- a) 75% respondents indicated that their income rose in the last 2 years. This is lower than the 81% in the 2024 survey and the peak of 93% in the 2022 survey.
- b) IT sales and delivery professionals voiced this decline in trend more.
- c) In contrast, a larger % of those working outside in IT sales and tech, and also those with less than 20 years of experience said yes to income gains in the 2026 survey.

Those who switched

- a) 92% of those switching jobs negotiated better pay packages.
- b) However, only 84% of those who changed jobs said their income rose subsequently. This is a dip from 100% in the 2024 survey.
- c) The income jump post job changes shrunk, with only 42% quoting an income boost of 20+%. This is a sharp contrast to 67% - 71% saying income went up 20+ % in the last two surveys.
- d) The gains in income were realized in the first-year post switching.

Those who stayed

- e) For those who stayed on with their current employer, 69% mentioned their income grew the last two years. This is similar to the findings of the 2024 survey.
- f) Also, as in the prior survey, income gains for these 69% stayers were mostly in the 0- 20% range in the 24-month period.

Attrition & job shifts

- a) Attrition is up a little (43%) compared to the 38% in the 2024 survey. The job changes by tech professionals have jumped up in the current survey.



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1. Change in income in the last 2 years

The proportion of respondents who have seen income increases the past 2 years is 75% which is lower than the previous 10-year trend.

The high increases of >20% have moderated considerably.

Income change – all respondents

	>20%	10-20%	0-10%	Flat	Decreased
2026 survey	21%	25%	29%	18%	7%
2024 survey	30%	21%	30%	8%	11%
2022 survey	42%	23%	28%	3.5%	3.5%
2020 survey	33%	27%	18%	7%	15%
2018 survey	34%	20%	27%	4%	15%

Who did income rise for – trend from last 3 surveys

Geo				Profession				Experience			
	2026	2024	2022		2026	2024	2022		2026	2024	2022
USA & Canada	74%	83%	96%	IT sales/account sales	70%	81%	92%	< 20 years	100%	71%	100%
India & ROW	100%	71%	82%	IT SME / delivery	75%	80%	92%	20+ years	73%	83%	91%
				Other professions	100%	80%	100%				

2. Job change trend

43% of the respondents had changed jobs in the last 2 years.

Reversing from the last survey, tech professionals had a much higher job change compared with sales professionals

3. The impact of switching jobs on income

In this survey 84% of switchers realized income boosts which is the lowest in the last 4 surveys.



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Income changes last 2 years Changed employer	2026	2024	2022	Income changes last 2 years Did not change job	2026	2024	2022
>20%	42%	67%	71%	>20%	6%	7%	21%
10-20%	25%	28%	21%	10-20%	25%	17%	24%
Less than 10%	18%	5%	4%	Less than 10%	38%	45%	45%
Flat	8%			Flat	25%	14%	6%
Decreased	8%		4%	Decreased	6%	17%	3%

Compensation package changes when switching companies

92% of those who switched jobs did so with an improved package.

2026 survey	2024 survey	2022 survey	2020 survey	2018 survey	2016 survey
92%	94%	88%	71%	78%	89%

When did actual income increase?

For the 84% who saw income rise after switching jobs, the growth was within the first year of moving.

	2026 survey	2024 survey	2022 survey	2020 survey	2018 survey	2016 survey
Year 1	100%	83%	91%	91%	84%	65%
Year 2	0%	17%	9%	9%	16%	35%

4. Demographics and profile of respondents

Respondent profile - location

	USA/Canada	India & Other geo's
2026 survey	96%	4%
2024 survey	85%	15%
2022 survey	81%	19%
2020 survey	81%	19%
2018 survey	79%	21%
2016 survey	77%	23%

Respondent profile - profession



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	IT Sales / account sales	IT SME/Delivery	Other professions
2026 survey	71%	14%	15%
2024 survey	68%	21%	11%
2022 survey	63%	21%	16%
2020 survey	58%	21%	21%
2018 survey	65%	16%	19%
2016 survey	61%	23%	16%