

P@SHA



SALARY BENCHMARKING

QUICK GUIDE 2022

**PAKISTAN SOFTWARE HOUSES
ASSOCIATION FOR IT & ITES**



P@SHA

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Research and analysis

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Foreword



I am pleased to present the [P@SHA Salary Benchmarking Quick Guide 2022](#) and [P@SHA Employee Benefit Analysis Survey Analysis 2022](#), efforts of P@SHA to allow IT and ITeS industry companies to make informed decisions about pay scales and HR policies. I am hopeful that these reports will serve as the cornerstone for the relevant stakeholders to initiate programs and discussions focused on attracting, retaining, and engaging resources and new talent - which is a major contributor to any organization.

IT and ITeS industry is the fastest growing industry in Pakistan. This growth represents significant opportunities but also comes with challenges. The biggest challenge is emerging to be a lack of human resources to catch up with the industry demand. We at P@SHA believe in the growth of the IT & ITeS industry which is only possible by broadening, aligning, and integrating the employee benefits strategy and execution with organizational goals and values. It will not only accommodate a changing workforce but will also aid in delivering high-performing and sustainable businesses. This would also contribute meaningfully to employee security, well-being, engagement, and productivity – thus facilitating the growth and success of an organization.

We at P@SHA are working tirelessly in providing IT & ITeS companies with data to make informed decisions regarding recruiting, employee benefits, and HR policies. Apart from active members' communities where HR managers from various organizations can discuss and share their concerns, P@SHA has also a community for job openings. It provides companies with a platform to share about their job openings and access to resumes of credible and potential resources.

Last year's [P@SHA Salary Survey 2021](#) was a successful example of addressing various aspects of 'employee benefits strategy' by providing meaningful data on employee benefit policies and practices, enablement programs, and costs associated with these initiatives. P@SHA Salary Benchmarking 2022 is an extension of the report from last year, which provides an overview of current salary ranges based on data collected from 175 companies in 2021.

In 2022, companies have faced changing global conditions due to inflation, which also needed companies to redesign perks policies. The dynamics of the industry require companies to continuously evolve and change compensation and benefits to face the fierce competition in recruiting and retaining the best talent. This led us to obtain data for P@SHA Employee Benefit Analysis Survey 2022. A total of 73 unique IT and ITeS companies with 14,677 employees participated in the survey. I am grateful to each one of them for their trust and input that led us to create a comprehensive report.

With the increase in demand for resources, the industry has also reported that there are 42 job openings per company on an average (27 technical, 20 non-technical, 15 management). This further emphasizes on the need of skill development programs, which are already a core focus of P@SHA activities.

We hope you find these reports useful. If you have any queries, comments, or suggestions, please feel free to reach out to me at sg@pasha.org.pk or write to the P@SHA research team at services@pasha.org.pk.

Hira Zainab

Secretary-General, P@SHA

Message by Chairman



Congratulations to the P@SHA Secretariat team for publishing this report that provides valuable insights for HR professionals in the IT and ITeS industry! Our team has done excellent work and I am happy to see that they also ensured the confidentiality of data on all levels. I am thankful for the trust of P@SHA member companies for sharing their data and participating in the surveys. I am pleased to see how P@SHA Research Team has strengthened and allowed data-driven decision-making for launching different programs for the enablement of the IT and ITeS industry in Pakistan.

According to Globalization Partners, the minimum wage in Pakistan varies by region. As of 2022, Pakistan raised its monthly minimum wage for unskilled workers to PKR 25,000. These numbers could continue to rise in the years to come, so it's important to keep an eye on any changes in Pakistan's compensation law and employee benefit packages. However, we do not have a minimum wage for skilled labor.

To succeed in any marketplace a company needs to be able to attract, retain and grow its employees. Human resources are one of the few potential sources of competitive advantage in a modern organization. Therefore, it is of utmost importance to create an environment that people love to work in. This, in turn, will create a company that thrives. While there are many important ingredients to this successful recipe, one key element is having an excellent employee benefits strategy in place.

After establishing any company, one needs to create a benefits program that stands out, especially if one wants to compete with regional and international players. A competitive benefits plan will make your job openings more appealing to job seekers. It will also boost the morale of your current employees, leading to better retention rates and less turnover. Beyond complying with legal responsibilities, one needs to demonstrate that your company is genuinely invested in your employees.

With changing international economic dynamics, employment trends and employee expectations are also changing. Thus, the need for an effective employee benefits strategy has become critical. Today's worker's demands are different than the previous generations. With more job options and opportunities providing flexibility, one feels compelled to switch to a job suiting to one needs. Thus, by providing appealing benefits, a company can increase the job satisfaction and engagement of its employees. It will not only result in making them work harder but will aid in better customer experience and satisfaction.

I sincerely hope that you will find P@SHA Salary Survey Report 2022 and P@SHA Employee Benefit Survey 2022 useful.

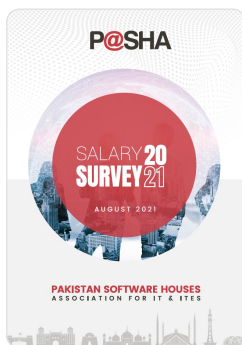
Muhammad Zohaib Khan

Chairman, P@SHA

About P@SHA

Pakistan Software Houses Association for IT and ITeS (P@SHA) is one of the oldest ICT associations of the region and the sole trade association in Pakistan representing the industry since 1992. P@SHA is the only Pakistani entity globally registered with and recognized by institutions such as WISTA (World Information Technology and Services Alliance), ASOCIO (Asian Oceanic Computing Industry Organization) and APICTA (Asia Pacific ICT Alliance). Over the years, P@SHA has registered more than 1,000 companies across Pakistan and has been the voice of the industry, advocating policy initiatives and working towards creating a high growth sustainable business environment in the country.

P@SHA has been constantly making efforts toward developing a strong insightful database and research repository. In order to make informed decisions, the availability of updated information and data insights plays a key role. In the past P@SHA has worked on various research reports highlighting the key concerns and issues of the IT & ITeS Industry.



P@SHA Salary Surveys
& Benchmarking

[View Report](#)



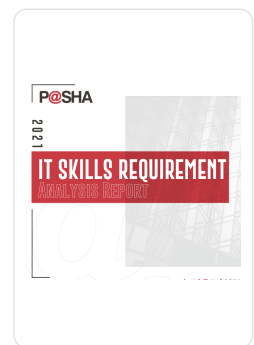
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Analysis 2022

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Gap Analysis 2022

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IT Skills Requirements
Report 2021

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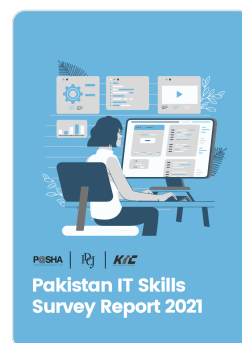
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Framework

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Pakistan IT Skills Report
2021

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Budget Recommendations
for IT Industry 2022

[View Report](#)

Executive Summary

Salary benchmarking or compensation benchmarking, is a rigorous process to set the salary for an internal position by comparing it to similar job postings and descriptions. Salary benchmarking is an essential exercise for employers to maintain the wage cost without compromising talent retention and attraction. However, the relationship of wage growth and inflation in salary benchmarking can't be ignored. In order to enable companies to have reliable data centered around wage push inflation.

P@SHA has been sharing its 'P@SHA's Salary Survey Report' on a yearly basis. The purpose of these Salary Survey Reports is to help the IT and ITeS industry in performance evaluation and increments, allow salary benchmarking, analyze, and address reasons behind employee turnover rates.

Last year, we launched our eighth 'P@SHA Salary Survey Report, 2021' covering 62 roles and 225 jobs from 175 participating companies and 30,000 employees. Apart from Salary Benchmarking the report also covered additional sections on women in technology, university ranking, employee's perks and benefits, increment trends, employee turnover rate and enablement programs.

However, owing to the circumstances faced by the soaring inflation many IT companies were trying to find the right balance between salaries and employee's perks and benefits. **P@SHA's Salary Benchmarking: A Quick Reference Guide 2022'** is an attempt to provide the support and guidance to the IT companies before the launch of our next P@SHA Salary Survey Report. It provides the estimated salaries for this year by using last year P@SHA Salary Survey 2021. It has taken into account the annual inflation and its impact on wage growth. It has also covered the percentage incremental of each job role accordingly. It is an extension of P@SHA Salary Survey 2022, covering the impact of inflation on wage growth.

We hope this document will act as a guideline for companies before the launch P@SHA Salary Survey 2022.



About Salary Benchmarking | A Quick Reference Guide 2022

The report includes salary benchmarking of 63 roles and 225 jobs for the IT and ITeS industry in Pakistan. The structure of salary management data is in three categories based on information.

- **Standard roles:** Technical roles, non-technical roles & IT management roles
- **Limited roles:** Technical roles, non-technical roles & IT management roles
- **Senior Management Roles** (including C-suite and Directors)

Technical Roles	Non-Technical Roles	Management Roles
Entry Level: 0-1 years' experience	Entry Level: 0-1 years' experience	Entry Level: Less than 6 years
Junior Level: 1-3 years' experience	Junior Level: 1-3 years' experience	Junior Level: 6-12 years
Middle Level: 3-6 years' experience	Middle Level: 3-6 years' experience	Middle Level: +12 years
Senior Level: 6+ years' experience	Senior Level: 6+ years' experience	

- **Specialized Roles:** These roles had limited data (less than 5 companies), thus average values are provided for reference. It covers employee percentage, average salary, and average last increment
- **Senior Management Roles:** Senior Management Role includes Directors and C-Suite category roles.
















Salary Benchmarking:

Technical Roles, Non-Technical Roles & Management Role

- The salary benchmarking is conducted against each job role with respect to its experience level. There are four experience levels (entry, junior, middle and senior).
- Each level covers the national average salary, most common salary (mode), and the highest salary (maximum) for each role.
- The 'average salary' will tell you the standard salary provided across the country. The mode tells the trend observed about the common salary provided across the country. The maximum salary as the name shows will reflect upon the highest salary provided for that job role. If you have a fairly experienced resource for that level, then we recommend you consider the maximum value.
- Salary increments, a percentage of an employee's overall base pay are used to explain three types of increments: 20%, 25% and 30% respectively.

- The salary benchmarking is done by keeping in mind the impact of inflation on wage growth. For this purpose, the sources taken under consideration for annual inflation were **Pakistan Bureau of Statistics** and **Hanke's Inflation** (John Hopkins University). Hanke's Inflation has made measurements of each country's inflation by using high-frequency, free-market exchange-rate data in combination with Purchasing Power Parity (PPP) theory. For countries with elevated inflation rates, the PPP method has proven very accurate and reliable. Inflation has a direct impact on the purchasing power of the dollar – which, in turn, has a direct impact on the value of your employees' compensation packages. As per Hanke's calculations Pakistan ranks 11th on the inflation dashboard. On June 9, Pakistan's inflation was at a stunning 41%/year, almost 3x the official inflation rate of 14%/year.

Hanke's Inflation Dashboard (6-9-2022)

Rank	Country	Hanke's Annual Measure Inflation Rate ¹	Date for Last Official Inflation Rate	Last Recorded Official Inflation Rate
1	 Zimbabwe	▲ 324%	April 2022	96.40%
2	 Turkey	▲ 129%	May 2022	73.50%
3	 Sri Lanka	▲ 124%	May 2022	39.10%
4	 Lebanon	▼ 102%	April 2022	206.24%
5	 Venezuela	▲ 90%	May 2022	151.00%
6	 Laos	▲ 65%	May 2022	12.81%
7	 Ghana	▲ 48%	April 2022	24%
8	 Argentina	▲ 44%	March 2022	55%
9	 Iran	▲ 44%	May 2022	39%
10	 Ukraine	▲ 42%	April 2022	16%
11	 Pakistan	▲ 41%	May 2022	14%
12	 Syria	▲ 32%	December 2022	35%
13	 Sudan	▲ 31%	February 2022	31%
14	 Nigeria	▼ 31%	March 2022	16%
15	 Egypt	▲ 29%	April 2022	13%



*Hanke annual inflation rates are implied using PPP from free and black-market exchange rate data. Computed by Steve H. Hanke, The John Hopkins University Note: The green (red) arrows indicate weekly increases (decreases) in annual inflation

Job Roles Overview

Technical Roles: 13 Categories

Roles: 39

■ Software Solution Architect

- Software Architect

■ Programmer

- iOS
- Android
- Unity
- Front End HTML Developer
- React Native/JS/Vue JS/Angular
- MEAN/MERN/Full Stack
- Backend Developer
- Java
- .NET
- Python
- Ruby Developer
- Node
- PHP/Laravel/CodeIgnitor/Yii
- C++ Developer
- Embedded Firmware Developer
- Microsoft Dynamics AX
- Microsoft SharePoint
- Software Architect

■ Data Miner / Data Scientist / Data Engineer

■ Gaming and Animation Roles

- 2D Animator
- 3D Animator
- Game Designer
- Game Producer

■ CRM Roles

- Siebel Developer
- SAP/ERP Developer

■ Salesforce Roles

- Salesforce Architect
- Salesforce Developer
- Salesforce Administrator

■ Database & System Administration

- System Administrator
- Database Administrator

■ Security Engineers

- Network Security
- Cyber Security

■ Quality Assurance (QA)

- QA
- QA (Automation)

■ Graphic Designer

■ DevOps Engineer

■ Business Analyst/Strategy Analyst

■ Helpdesk/Support Engineer

Non-Tech Roles: 10 Categories

Roles: 10

■ BPO Customer Service Professional

■ Technical Writer/Content Creator

■ Content Developer

■ Social Media Marketing/ SEO and SEM

■ Business Development / B2B Sales

■ Research & Development

■ Operations

■ Admin

■ Finance

■ Human Resources

Job Roles Overview

Management Roles: 3 Categories

Roles: 15

■ Software Management

- Team Lead
- Software Development Manager
- QA Manager

■ Project & Product Management

- Project Coordinator
- Project Manager
- Product Owner / Scrum Master

■ Senior Management

- Art Director
- HR Director
- CFO
- CMO
- VP/Director
- CTO
- CIO
- COO
- CEO/MD/Country Manager

■ Technical

Salary Benchmarking 2022

Technical Roles: 13 Categories

Roles: 38

All salaries are mentioned in Pakistani Rupee (PKR)



Note: The salaries are based upon Hanke's inflation measured 14% for Pakistan in June 2022 backed by last year P@SHA Salary Survey data 2021.

Programmer – iOS

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	52,308	59,631	62,770	65,385	68,000
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	112,500	128,250	135,000	140,625	146,250

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	83,065	94,694	99,678	103,831	107,985
Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
Highest Salaries (Max)	162,500	185,250	195,000	203,125	211,250

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	141,528	161,342	169,834	176,910	183,986
Most Common Salaries (Mode)	162,500	185,250	195,000	203,125	211,250
Highest Salaries (Max)	212,500	242,250	255,000	265,625	276,250

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	204,259	232,855	245,111	255,324	265,537
Most Common Salaries (Mode)	187,500	213,750	225,000	234,375	243,750
Highest Salaries (Max)	312,500	356,250	375,000	390,625	406,250

Programmer – Android

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	50,833	57,950	61,000	63,541	66,083
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	90,000	102,600	108,000	112,500	117,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	85,500	97,470	102,600	106,875	111,150
Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
Highest Salaries (Max)	162,500	185,250	195,000	203,125	211,250

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	121,929	138,999	146,315	152,411	158,508
Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
Highest Salaries (Max)	212,500	242,250	255,000	265,625	276,250

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	194,444	221,666	233,333	243,055	252,777
Most Common Salaries (Mode)	187,500	213,750	225,000	234,375	243,750
Highest Salaries (Max)	287,500	327,750	345,000	359,375	373,750

Programmer – Unity

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	55,000	62,700	66,000	68,750	71,500
■ Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
■ Highest Salaries (Max)	70000	79,800	84,000	87,500	91,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	100,000	114,000	120,000	125,000	130,000
■ Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
■ Highest Salaries (Max)	137,500	156,750	165,000	171,875	178,750

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	156,250	178,125	187,500	195,313	203,125
■ Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
■ Highest Salaries (Max)	237500	270,750	285,000	296,875	308,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	200,000	228,000	240,000	250,000	260,000
■ Most Common Salaries (Mode)	187,500	213,750	225,000	234,375	243,750
■ Highest Salaries (Max)	287,500	327,750	345,000	359,375	373,750

Programmer – HTML Front End

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	46,184	52,650	55,421	57,730	60,040
Most Common Salaries (Mode)	30,000	34,200	36,000	37,500	39,000
Highest Salaries (Max)	112,500	128,250	135,000	140,625	146,250

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	66,357	75,647	79,629	82,946	86,264
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	137,500	156,750	165,000	171,875	178,750

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	109,929	125,319	131,914	137,411	142,907
Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
Highest Salaries (Max)	212,500	242,250	255,000	265,625	276,250

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	149,167	170,050	179,000	186,458	193,917
Most Common Salaries (Mode)	137,500	156,750	165,000	171,875	178,750
Highest Salaries (Max)	312,500	356,250	375,000	390,625	406,250

Programmer – React Native/JS/Vue JS/Angular

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	56,296	64,178	67,556	70,370	73,185
Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
Highest Salaries (Max)	112,500	128,250	135,000	140,625	146,250

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	85,135	97,054	102,162	106,419	110,676
Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
Highest Salaries (Max)	162,500	185,250	195,000	203,125	211,250

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	136,667	155,800	164,000	170,833	177,667
Most Common Salaries (Mode)	162,500	185,250	195,000	203,125	211,250
Highest Salaries (Max)	212,500	242,250	255,000	265,625	276,250

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	205,682	234,477	246,818	257,102	267,386
Most Common Salaries (Mode)	137,500	156,750	165,000	171,875	178,750
Highest Salaries (Max)	312,500	356,250	375,000	390,625	406,250

Programmer – MEAN/MERN/Full Stack

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	61,786	70,436	74,143	77,233	80,322
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	112,500	128,250	135,000	140,625	146,250

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	101,111	115,267	121,333	126,389	131,444
Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
Highest Salaries (Max)	187,500	213,750	225,000	234,375	243,750

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	160,000	182,400	192,000	200,000	208,000
Most Common Salaries (Mode)	137,500	156,750	165,000	171,875	178,750
Highest Salaries (Max)	287,500	327,750	345,000	359,375	373,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	233,654	266,366	280,385	292,068	303,750
Most Common Salaries (Mode)	162,500	185,250	195,000	203,125	211,250
Highest Salaries (Max)	337,500	384,750	405,000	421,875	438,750

Programmer – Backend Developer

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	57,941	66,053	69,529	72,426	75,324
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	162,500	185,250	195,000	203,125	211,250

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	90,946	103,678	109,135	113,682	118,230
Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
Highest Salaries (Max)	237,500	270,750	285,000	296,875	308,750

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	132,429	150,969	158,914	165,536	172,157
Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
Highest Salaries (Max)	237,500	270,750	285,000	296,875	308,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	198,158	225,900	237,789	247,697	257,605
Most Common Salaries (Mode)	137,500	156,750	165,000	171,875	178,750
Highest Salaries (Max)	362,500	413,250	435,000	453,125	471,250

Programmer – Java

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	59,423	67,742	71,308	74,279	77,250
Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
Highest Salaries (Max)	112,500	128,250	135,000	140,625	146,250

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	98,261	112,017	117,913	122,826	127,739
Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
Highest Salaries (Max)	237,500	270,750	285,000	296,875	308,750

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	146,429	166,929	175,714	183,036	190,357
Most Common Salaries (Mode)	162,500	185,250	195,000	203,125	211,250
Highest Salaries (Max)	237,500	270,750	285,000	296,875	308,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	230,357	262,607	276,429	287,946	299,464
Most Common Salaries (Mode)	287,500	327,750	345,000	359,375	373,750
Highest Salaries (Max)	337,500	384,750	405,000	421,875	438,750

Programmer – .NET

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	51,296	58,478	61,556	64,120	66,685
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	112,500	128,250	135,000	140,625	146,250

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	89,038	101,504	106,846	111,298	115,750
Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
Highest Salaries (Max)	187,500	213,750	225,000	234,375	243,750

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	133,171	151,815	159,805	166,463	173,122
Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
Highest Salaries (Max)	262,500	299,250	315,000	328,125	341,250

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	199,569	227,509	239,483	249,461	259,440
Most Common Salaries (Mode)	212,500	242,250	255,000	265,625	276,250
Highest Salaries (Max)	275,000	313,500	330,000	343,750	357,500

Programmer – Python

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	56,136	63,995	67,364	70,170	72,977
■ Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
■ Highest Salaries (Max)	90,000	102,600	108,000	112,500	117,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	105,417	120,175	126,500	131,771	137,042
■ Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
■ Highest Salaries (Max)	187,500	213,750	225,000	234,375	243,750

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	162,917	185,725	195,500	203,646	211,792
■ Most Common Salaries (Mode)	162,500	185,250	195,000	203,125	211,250
■ Highest Salaries (Max)	262,500	299,250	315,000	328,125	341,250

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	225,000	256,500	270,000	281,250	292,500
■ Most Common Salaries (Mode)	212,500	242,250	255,000	265,625	276,250
■ Highest Salaries (Max)	262,500	299,250	315,000	328,125	341,250

Programmer – Ruby

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	60,417	68,875	72,500	75,521	78,542
Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
Highest Salaries (Max)	90,000	102,600	108,000	112,500	117,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	100,833	114,950	121,000	126,042	131,083
Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
Highest Salaries (Max)	162,500	185,250	195,000	203,125	211,250

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	169,688	193,444	203,625	212,109	220,594
Most Common Salaries (Mode)	137,500	156,750	165,000	171,875	178,750
Highest Salaries (Max)	287,500	327,750	345,000	359,375	373,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	208,929	238,179	250,714	261,161	271,607
Most Common Salaries (Mode)	187,500	213,750	225,000	234,375	243,750
Highest Salaries (Max)	287,500	327,750	345,000	359,375	373,750

Programmer – Node

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	51,250	58,425	61,500	64,063	66,625
Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
Highest Salaries (Max)	70,000	79,800	84,000	87,500	91,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	121,406	138,403	145,688	151,758	157,828
Most Common Salaries (Mode)	112,000	127,680	134,400	140,000	145,600
Highest Salaries (Max)	187,500	213,750	225,000	234,375	243,750

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	190,625	217,313	228,750	238,281	247,813
Most Common Salaries (Mode)	137,500	156,750	165,000	171,875	178,750
Highest Salaries (Max)	287,500	327,750	345,000	359,375	373,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	216,667	247,000	260,000	270,833	281,667
Most Common Salaries (Mode)	262,500	299,250	315,000	328,125	341,250
Highest Salaries (Max)	337,500	384,750	405,000	421,875	438,750

Programmer – PHP/Laravel/CodeIgnitor/Yii

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	41,719	47,559	50,063	52,148	54,234
Most Common Salaries (Mode)	30,000	34,200	36,000	37,500	39,000
Highest Salaries (Max)	70,000	79,800	84,000	87,500	91,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	78,929	89,979	94,714	98,661	102,607
Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
Highest Salaries (Max)	137,500	156,750	165,000	171,875	178,750

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	122,589	139,752	147,107	153,237	159,366
Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
Highest Salaries (Max)	187,500	213,750	225,000	234,375	243,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	197,031	224,616	236,438	246,289	256,141
Most Common Salaries (Mode)	237,500	270,750	285,000	296,875	308,750
Highest Salaries (Max)	287,500	327,750	345,000	359,375	373,750

Programmer - C++

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	50,313	57,356	60,375	62,891	65,406
■ Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
■ Highest Salaries (Max)	70,000	79,800	84,000	87,500	91,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	88,542	100,938	106,250	110,677	115,104
■ Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
■ Highest Salaries (Max)	137,500	156,750	165,000	171,875	178,750

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	132,500	151,050	159,000	165,625	172,250
■ Most Common Salaries (Mode)	137,500	156,750	165,000	171,875	178,750
■ Highest Salaries (Max)	237,500	270,750	285,000	296,875	308,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	262,500	299,250	315,000	328,125	341,250
■ Most Common Salaries (Mode)	262,500	299,250	315,000	328,125	341,250
■ Highest Salaries (Max)	337,500	384,750	405,000	421,875	438,750

Programmer – Embedded Firmware Developer

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	40,000	45,600	48,000	50,000	52,000
Most Common Salaries (Mode)	40,000	45,600	48,000	50,000	52,000
Highest Salaries (Max)	40,000	45,600	48,000	50,000	52,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	65,417	74,575	78,500	81,771	85,042
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	112,500	128,250	135,000	140,625	146,250

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	123,334	140,601	148,001	154,168	160,334
Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
Highest Salaries (Max)	187,500	213,750	225,000	234,375	243,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	237,500	270,750	285,000	296,875	308,750
Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
Highest Salaries (Max)	462,500	527,250	555,000	578,125	601,250

Programmer – Microsoft Dynamics AX

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	55,000	62,700	66,000	68,750	71,500
■ Most Common Salaries (Mode)	40,000	45,600	48,000	50,000	52,000
■ Highest Salaries (Max)	70,000	79,800	84,000	87,500	91,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	93,333	106,400	112,000	116,666	121,333
■ Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
■ Highest Salaries (Max)	137,500	156,750	165,000	171,875	178,750

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	178,000	202,920	213,600	222,500	231,400
■ Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
■ Highest Salaries (Max)	237,500	270,750	285,000	296,875	308,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	237,500	270,750	285,000	296,875	308,750
■ Most Common Salaries (Mode)	137,500	156,750	165,000	171,875	178,750
■ Highest Salaries (Max)	362,500	413,250	435,000	453,125	471,250

Programmer – Microsoft SharePoint

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	40,000	45,600	48,000	50,000	52,000
■ Most Common Salaries (Mode)	40,000	45,600	48,000	50,000	52,000
■ Highest Salaries (Max)	40,000	45,600	48,000	50,000	52,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	65,000	74,100	78,000	81,250	84,500
■ Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
■ Highest Salaries (Max)	90,000	102,600	108,000	112,500	117,000

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	133,571	152,271	160,286	166,964	173,643
■ Most Common Salaries (Mode)	162,500	185,250	195,000	203,125	211,250
■ Highest Salaries (Max)	237,500	270,750	285,000	296,875	308,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	212,500	242,250	255,000	265,625	276,250
■ Most Common Salaries (Mode)	237,500	270,750	285,000	296,875	308,750
■ Highest Salaries (Max)	262,500	299,250	315,000	328,125	341,250

Data Miner / Data Scientist / Data Engineer Senior

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	45,833	52,250	55,000	57,291	59,583
Most Common Salaries (Mode)	40,000	45,600	48,000	50,000	52,000
Highest Salaries (Max)	112,500	128,250	135,000	140,625	146,250

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	106,765	121,712	128,118	133,456	138,795
Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
Highest Salaries (Max)	187,500	213,750	225,000	234,375	243,750

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	137,353	156,582	164,824	171,691	178,559
Most Common Salaries (Mode)	162,500	185,250	195,000	203,125	211,250
Highest Salaries (Max)	237,500	270,750	285,000	296,875	308,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	217,045	247,431	260,454	271,306	282,159
Most Common Salaries (Mode)	212,500	242,250	255,000	265,625	276,250
Highest Salaries (Max)	362,500	413,250	435,000	453,125	471,250

2D Animator

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	53,214	60,664	63,857	66,518	69,178
■ Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
■ Highest Salaries (Max)	70,000	79,800	84,000	87,500	91,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	83,333	95,000	100,000	104,166	108,333
■ Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
■ Highest Salaries (Max)	90,000	102,600	108,000	112,500	117,000

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	120,833	137,750	145,000	151,041	157,083
■ Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
■ Highest Salaries (Max)	137,500	156,750	165,000	171,875	178,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	237,500	270,750	285,000	296,875	308,750
■ Most Common Salaries (Mode)	237,500	270,750	285,000	296,875	308,750
■ Highest Salaries (Max)	250,000	285,000	300,000	312,500	325,000

3D Animator

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	70,000	79,800	84,000	87,500	91,000
Most Common Salaries (Mode)	-	-	-	-	-
Highest Salaries (Max)	112,500	128,250	135,000	140,625	146,250

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	90,000	102,600	108,000	112,500	117,000
Most Common Salaries (Mode)	-	-	-	-	-
Highest Salaries (Max)	90,000	185,250	195,000	203,125	211,250

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	112,500	128,250	135,000	140,625	146,250
Most Common Salaries (Mode)	-	-	-	-	-
Highest Salaries (Max)	90,000	102,600	108,000	112,500	117,000

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	162,500	185,250	195,000	203,125	211,250
Most Common Salaries (Mode)	-	-	-	-	-
Highest Salaries (Max)	162,500	185,250	195,000	203,125	211,250

Game Designer

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	58,333	66,500	70,000	72,916	75,833
Most Common Salaries (Mode)		-	-	-	-
Highest Salaries (Max)	70,000	79,800	84,000	87,500	91,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	87,500	99,750	105,000	109,375	113,750
Most Common Salaries (Mode)		-	-	-	-
Highest Salaries (Max)	70,000	128,250	135,000	140,625	146,250

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	112,500	128,250	135,000	140,625	146,250
Most Common Salaries (Mode)		-	-	-	-
Highest Salaries (Max)	90,000	102,600	108,000	112,500	117,000

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	212,500	242,250	255,000	265,625	276,250
Most Common Salaries (Mode)		-	-	-	-
Highest Salaries (Max)	187,500	213,750	225,000	234,375	243,750

Game Producer

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	262,500	299,250	315,000	328,125	341,250
Most Common Salaries (Mode)		-	-	-	-
Highest Salaries (Max)	237,500	270,750	285,000	296,875	308,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	412,500	470,250	495,000	515,625	536,250
Most Common Salaries (Mode)		-	-	-	-
Highest Salaries (Max)	387,500	441,750	465,000	484,375	503,750

Software Architect

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	52,692	60,069	63,230	65,865	68,500
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	137,500	156,750	165,000	171,875	178,750

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	112,500	128,250	135,000	140,625	146,250
Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
Highest Salaries (Max)	287,500	327,750	345,000	359,375	373,750

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	171,023	194,966	205,228	213,779	222,330
Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
Highest Salaries (Max)	362,500	413,250	435,000	453,125	471,250

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	301,742	343,986	362,090	377,178	392,265
Most Common Salaries (Mode)	262,500	299,250	315,000	328,125	341,250
Highest Salaries (Max)	625,000	712,500	750,000	781,250	812,500

Salesforce Architect

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	-	-	-	-	-
Most Common Salaries (Mode)	-	-	-	-	-
Highest Salaries (Max)	-	-	-	-	-
Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	-	-	-	-	-
Most Common Salaries (Mode)	-	-	-	-	-
Highest Salaries (Max)	-	-	-	-	-
Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	237,000	270,180	284,400	296,250	308,100
Most Common Salaries (Mode)	-	-	-	-	-
Highest Salaries (Max)	237,500	270,750	285,000	296,875	308,750
Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	268,750	306,375	322,500	335,938	349,375
Most Common Salaries (Mode)	-	-	-	-	-
Highest Salaries (Max)	312,500	356,250	375,000	390,625	406,250

Salesforce Developer

<div> <div></div> <div>Entry (0-1 yrs.)</div> </div>		<div> <div>14% ▲</div> <div></div> </div>	<div> <div>20% ▲</div> <div></div> </div>	<div> <div>25% ▲</div> <div></div> </div>	<div> <div>30% ▲</div> <div></div> </div>
<div> <div>PKR</div> <div>Benchmarking</div> </div>	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	53,125	60,563	63,750	66,406	69,063
■ Most Common Salaries (Mode)		-	-	-	-
■ Highest Salaries (Max)	90,000	102,600	108,000	112,500	117,000

<div> <div></div> <div>Junior (1-3 yrs.)</div> </div>		<div> <div>14% ▲</div> <div></div> </div>	<div> <div>20% ▲</div> <div></div> </div>	<div> <div>25% ▲</div> <div></div> </div>	<div> <div>30% ▲</div> <div></div> </div>
<div> <div>PKR</div> <div>Benchmarking</div> </div>	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	101,250	115,425	121,500	126,563	131,625
■ Most Common Salaries (Mode)		-	-	-	-
■ Highest Salaries (Max)	112,500	128,250	135,000	140,625	146,250

<div> <div></div> <div>Middle (3-6 yrs.)</div> </div>		<div> <div>14% ▲</div> <div></div> </div>	<div> <div>20% ▲</div> <div></div> </div>	<div> <div>25% ▲</div> <div></div> </div>	<div> <div>30% ▲</div> <div></div> </div>
<div> <div>PKR</div> <div>Benchmarking</div> </div>	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	162,500	185,250	195,000	203,125	211,250
■ Most Common Salaries (Mode)		-	-	-	-
■ Highest Salaries (Max)	187,500	213,750	225,000	234,375	243,750

<div> <div></div> <div>Senior (6+ yrs.)</div> </div>		<div> <div>14% ▲</div> <div></div> </div>	<div> <div>20% ▲</div> <div></div> </div>	<div> <div>25% ▲</div> <div></div> </div>	<div> <div>30% ▲</div> <div></div> </div>
<div> <div>PKR</div> <div>Benchmarking</div> </div>	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	187,500	213,750	225,000	234,375	243,750
■ Most Common Salaries (Mode)		-	-	-	-
■ Highest Salaries (Max)	187,500	213,750	225,000	234,375	243,750

Salesforce Administrator

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	-	-	-	-	-
Most Common Salaries (Mode)	-	-	-	-	-
Highest Salaries (Max)	-	-	-	-	-

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	52,500	59,850	63,000	65,625	68,250
Most Common Salaries (Mode)	-	-	-	-	-
Highest Salaries (Max)	52,500	59,850	63,000	65,625	68,250

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	92,500	105,450	111,000	115,625	120,250
Most Common Salaries (Mode)	-	-	-	-	-
Highest Salaries (Max)	137,500	156,750	165,000	171,875	178,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	181,250	206,625	217,500	226,563	235,625
Most Common Salaries (Mode)	-	-	-	-	-
Highest Salaries (Max)	212,500	242,250	255,000	265,625	276,250

Siebel Developer

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	40,000	45,600	48,000	50,000	52,000
Most Common Salaries (Mode)		-	-	-	-
Highest Salaries (Max)	40,000	45,600	48,000	50,000	52,000
Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	70,000	79,800	84,000	87,500	91,000
Most Common Salaries (Mode)		-	-	-	-
Highest Salaries (Max)	70,000	79,800	84,000	87,500	91,000
Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	90,000	102,600	108,000	112,500	117,000
Most Common Salaries (Mode)		-	-	-	-
Highest Salaries (Max)	90,000	102,600	108,000	112,500	117,000
Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	162,500	185,250	195,000	203,125	211,250
Most Common Salaries (Mode)		-	-	-	-
Highest Salaries (Max)	162,500	185,250	195,000	203,125	211,250

SAP/ERP Developer

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	46,500	53,010	55,800	58,125	60,450
Most Common Salaries (Mode)	-	-	-	-	-
Highest Salaries (Max)	70,000	79,800	84,000	87,500	91,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	70,000	79,800	84,000	87,500	91,000
Most Common Salaries (Mode)	-	-	-	-	-
Highest Salaries (Max)	70,000	79,800	84,000	87,500	91,000

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	150,000	171,000	180,000	187,500	195,000
Most Common Salaries (Mode)	-	-	-	-	-
Highest Salaries (Max)	162,500	185,250	195,000	203,125	211,250

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	212,500	242,250	255,000	265,625	276,250
Most Common Salaries (Mode)	-	-	-	-	-
Highest Salaries (Max)	237,500	270,750	285,000	296,875	308,750

Systems Administrator

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	40,556	46,234	48,667	50,695	52,723
■ Most Common Salaries (Mode)	40,000	45,600	48,000	50,000	52,000
■ Highest Salaries (Max)	112,500	128,250	135,000	140,625	146,250

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	68,750	78,375	82,500	85,938	89,375
■ Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
■ Highest Salaries (Max)	137,500	156,750	165,000	171,875	178,750

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	110,625	126,113	132,750	138,281	143,813
■ Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
■ Highest Salaries (Max)	187,500	213,750	225,000	234,375	243,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	173,594	197,897	208,313	216,993	225,672
■ Most Common Salaries (Mode)	187,500	213,750	225,000	234,375	243,750
■ Highest Salaries (Max)	387,500	441,750	465,000	484,375	503,750

Database Administrator

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	48,056	54,784	57,667	60,070	62,473
Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
Highest Salaries (Max)	70,000	79,800	84,000	87,500	91,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	81,111	92,467	97,333	101,389	105,444
Most Common Salaries (Mode)	40,000	45,600	48,000	50,000	52,000
Highest Salaries (Max)	212,500	242,250	255,000	265,625	276,250

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	105,893	120,718	127,072	132,366	137,661
Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
Highest Salaries (Max)	237,500	270,750	285,000	296,875	308,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	214,821	244,896	257,785	268,526	279,267
Most Common Salaries (Mode)	137,500	156,750	165,000	171,875	178,750
Highest Salaries (Max)	437,500	498,750	525,000	546,875	568,750

Network Security

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	69,000	78,660	82,800	86,250	89,700
Most Common Salaries (Mode)	40,000	45,600	48,000	50,000	52,000
Highest Salaries (Max)	212,500	242,250	255,000	265,625	276,250

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	74,375	84,788	89,250	92,969	96,688
Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
Highest Salaries (Max)	137,500	156,750	165,000	171,875	178,750

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	105,750	120,555	126,900	132,188	137,475
Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
Highest Salaries (Max)	162,500	185,250	195,000	203,125	211,250

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	157,778	179,867	189,334	197,223	205,111
Most Common Salaries (Mode)	137,500	156,750	165,000	171,875	178,750
Highest Salaries (Max)	337,500	384,750	405,000	421,875	438,750

Cyber Security

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	40,000	45,600	48,000	50,000	52,000
Most Common Salaries (Mode)	40,000	45,600	48,000	50,000	52,000
Highest Salaries (Max)	40,000	45,600	48,000	50,000	52,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	65,625	74,813	78,750	82,031	85,313
Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
Highest Salaries (Max)	70,000	79,800	84,000	87,500	91,000

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	104,500	119,130	125,400	130,625	135,850
Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
Highest Salaries (Max)	137,500	156,750	165,000	171,875	178,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	187,500	213,750	225,000	234,375	243,750
Most Common Salaries (Mode)	187,500	213,750	225,000	234,375	243,750
Highest Salaries (Max)	287,500	327,750	345,000	359,375	373,750

QA

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	47,364	53,995	56,837	59,205	61,573
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	112,500	128,250	135,000	140,625	146,250

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	78,310	89,273	93,972	97,888	101,803
Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
Highest Salaries (Max)	162,500	185,250	195,000	203,125	211,250

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	112,589	128,351	135,107	140,736	146,366
Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
Highest Salaries (Max)	187,500	213,750	225,000	234,375	243,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	175,291	199,832	210,349	219,114	227,878
Most Common Salaries (Mode)	187,500	213,750	225,000	234,375	243,750
Highest Salaries (Max)	312,500	356,250	375,000	390,625	406,250

QA (Automation)

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	60,000	68,400	72,000	75,000	78,000
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	90,000	102,600	108,000	112,500	117,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	103,833	118,370	124,600	129,791	134,983
Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
Highest Salaries (Max)	212,500	242,250	255,000	265,625	276,250

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	172,308	196,431	206,770	215,385	224,000
Most Common Salaries (Mode)	137,500	156,750	165,000	171,875	178,750
Highest Salaries (Max)	262,500	299,250	315,000	328,125	341,250

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	207,143	236,143	248,572	258,929	269,286
Most Common Salaries (Mode)	187,500	213,750	225,000	234,375	243,750
Highest Salaries (Max)	362,500	413,250	435,000	453,125	471,250

Graphics Designer

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	46,161	52,624	55,393	57,701	60,009
Most Common Salaries (Mode)	40,000	45,600	48,000	50,000	52,000
Highest Salaries (Max)	90,000	102,600	108,000	112,500	117,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	62,389	71,123	74,867	77,986	81,106
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	112,500	128,250	135,000	140,625	146,250

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	101,939	116,210	122,327	127,424	132,521
Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
Highest Salaries (Max)	237,500	270,750	285,000	296,875	308,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	167,365	190,796	200,838	209,206	217,574
Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
Highest Salaries (Max)	362,500	413,250	435,000	453,125	471,250

DevOps Engineer

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	64,583	73,625	77,500	80,729	83,958
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	90,000	102,600	108,000	112,500	117,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	94,271	107,469	113,125	117,839	122,552
Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
Highest Salaries (Max)	137,500	156,750	165,000	171,875	178,750


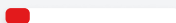
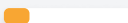
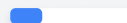
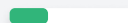

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	152,100	173,394	182,520	190,125	197,730
Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
Highest Salaries (Max)	287,500	327,750	345,000	359,375	373,750


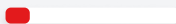
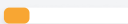
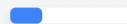
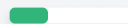

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	258,333	294,500	310,000	322,916	335,833
Most Common Salaries (Mode)	262,500	299,250	315,000	328,125	341,250
Highest Salaries (Max)	412,500	470,250	495,000	515,625	536,250


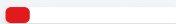
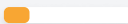
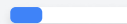
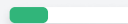

Business Analyst/Strategy Analyst


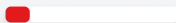
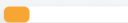
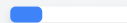
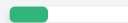

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	50,227	57,259	60,272	62,784	65,295
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	70,000	79,800	84,000	87,500	91,000
Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	85,833	97,850	103,000	107,291	111,583
Most Common Salaries (Mode)	112,500	59,850	135,000	140,625	146,250
Highest Salaries (Max)	162,500	79,800	195,000	203,125	211,250
Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	117,788	134,278	141,346	147,235	153,124
Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
Highest Salaries (Max)	262,500	299,250	315,000	328,125	341,250
Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	211,932	241,602	254,318	264,915	275,512
Most Common Salaries (Mode)	137,500	156,750	165,000	171,875	178,750
Highest Salaries (Max)	525,000	598,500	630,000	656,250	682,500

Helpdesk/Support Engineer

 Entry (0-1 yrs.)		14% ▲ 	20% ▲ 	25% ▲ 	30% ▲ 
 Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	40,250	45,885	48,300	50,313	52,325
■ Most Common Salaries (Mode)	40,000	45,600	48,000	50,000	52,000
■ Highest Salaries (Max)	52,500	59,850	63,000	65,625	68,250

 Junior (1-3 yrs.)		14% ▲ 	20% ▲ 	25% ▲ 	30% ▲ 
 Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	55,859	63,679	67,031	69,824	72,617
■ Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
■ Highest Salaries (Max)	90,000	102,600	108,000	112,500	117,000

 Middle (3-6 yrs.)		14% ▲ 	20% ▲ 	25% ▲ 	30% ▲ 
 Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	91,607	104,432	109,928	114,509	119,089
■ Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
■ Highest Salaries (Max)	162,500	185,250	195,000	203,125	211,250

 Senior (6+ yrs.)		14% ▲ 	20% ▲ 	25% ▲ 	30% ▲ 
 Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	172,679	196,854	207,215	215,849	224,483
■ Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
■ Highest Salaries (Max)	437,500	498,750	525,000	546,875	568,750

■ Non-Technical

Salary Benchmarking 2022

Non-Technical Roles: 10 Categories

Roles: 10

All salaries are mentioned in Pakistani Rupee (PKR)



Note: The salaries are based upon Hanks's inflation measured 14% for Pakistan in June 2022 backed by last year P@SHA Salary Survey data 2021.

BPO Customer Service Professional

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	33,572	38,272	40,286	41,965	43,644
Most Common Salaries (Mode)	30,000	34,200	36,000	37,500	39,000
Highest Salaries (Max)	52,500	59,850	63,000	65,625	68,250

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	47,727	54,409	57,272	59,659	62,045
Most Common Salaries (Mode)	40,000	45,600	48,000	50,000	52,000
Highest Salaries (Max)	90,000	102,600	108,000	112,500	117,000

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	71,667	81,700	86,000	89,583	93,167
Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
Highest Salaries (Max)	112,500	128,250	135,000	140,625	146,250

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	150,625	171,713	180,750	188,281	195,813
Most Common Salaries (Mode)	162,500	185,250	195,000	203,125	211,250
Highest Salaries (Max)	337,500	384,750	405,000	421,875	438,750

Technical Writer/Content Creator

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	38,214	43,564	45,857	47,768	49,678
Most Common Salaries (Mode)	30,000	34,200	36,000	37,500	39,000
Highest Salaries (Max)	70,000	79,800	84,000	87,500	91,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	66,447	75,750	79,736	83,059	86,381
Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
Highest Salaries (Max)	90,000	102,600	108,000	112,500	117,000

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	91,154	103,916	109,385	113,943	118,500
Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
Highest Salaries (Max)	137,500	156,750	165,000	171,875	178,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	187,500	213,750	225,000	234,375	243,750
Most Common Salaries (Mode)	162,500	185,250	195,000	203,125	211,250
Highest Salaries (Max)	312,500	356,250	375,000	390,625	406,250

Content Developer

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	35,714	40,714	42,857	44,643	46,428
Most Common Salaries (Mode)	40,000	45,600	48,000	50,000	52,000
Highest Salaries (Max)	40,000	45,600	48,000	50,000	52,000
Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	63,750	72,675	76,500	79,688	82,875
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	90,000	102,600	108,000	112,500	117,000
Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	128,889	146,933	154,667	161,111	167,556
Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
Highest Salaries (Max)	312,500	356,250	375,000	390,625	406,250
Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	204,167	232,750	245,000	255,209	265,417
Most Common Salaries (Mode)	162,500	185,250	195,000	203,125	211,250
Highest Salaries (Max)	337,500	384,750	405,000	421,875	438,750

Social Media Marketing/SEO and SEM

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	43,182	49,227	51,818	53,978	56,137
■ Most Common Salaries (Mode)	40,000	45,600	48,000	50,000	52,000
■ Highest Salaries (Max)	70,000	79,800	84,000	87,500	91,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	57,065	65,054	68,478	71,331	74,185
■ Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
■ Highest Salaries (Max)	112,500	128,250	135,000	140,625	146,250

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	91,397	104,193	109,676	114,246	118,816
■ Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
■ Highest Salaries (Max)	262,500	299,250	315,000	328,125	341,250

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	188,958	215,412	226,750	236,198	245,645
■ Most Common Salaries (Mode)	137,500	156,750	165,000	171,875	178,750
■ Highest Salaries (Max)	487,500	555,750	585,000	609,375	633,750

Business Development/B2B Sales

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	38,667	44,080	46,400	48,334	50,267
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	52,500	59,850	63,000	65,625	68,250

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	79,911	91,099	95,893	99,889	103,884
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	187,500	213,750	225,000	234,375	243,750

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	133,071	151,701	159,685	166,339	172,992
Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
Highest Salaries (Max)	312,500	356,250	375,000	390,625	406,250

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	233,784	266,514	280,541	292,230	303,919
Most Common Salaries (Mode)	162,500	185,250	195,000	203,125	211,250
Highest Salaries (Max)	575,000	655,500	690,000	718,750	747,500

Research & Development

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	33,750	38,475	40,500	42,188	43,875
Most Common Salaries (Mode)	40,000	45,600	48,000	50,000	52,000
Highest Salaries (Max)	40,000	45,600	48,000	50,000	52,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	84,167	95,950	101,000	105,209	109,417
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	187,500	213,750	225,000	234,375	243,750

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	120,000	136,800	144,000	150,000	156,000
Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
Highest Salaries (Max)	287,500	327,750	345,000	359,375	373,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	205,000	233,700	246,000	256,250	266,500
Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
Highest Salaries (Max)	387,500	441,750	465,000	484,375	503,750

Operations

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	37,833	43,130	45,400	47,291	49,183
Most Common Salaries (Mode)	25,000	28,500	30,000	31,250	32,500
Highest Salaries (Max)	52,500	59,850	63,000	65,625	68,250

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	53,889	61,433	64,667	67,361	70,056
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	70,000	79,800	84,000	87,500	91,000

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	83,594	95,297	100,313	104,493	108,672
Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
Highest Salaries (Max)	112,500	128,250	135,000	140,625	146,250

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	189,286	215,786	227,143	236,608	246,072
Most Common Salaries (Mode)	137,500	156,750	165,000	171,875	178,750
Highest Salaries (Max)	362,500	413,250	435,000	453,125	471,250

Admin

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	27,500	31,350	33,000	34,375	35,750
Most Common Salaries (Mode)	22,500	25,650	27,000	28,125	29,250
Highest Salaries (Max)	40,000	45,600	48,000	50,000	52,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	36,875	42,038	44,250	46,094	47,938
Most Common Salaries (Mode)	40,000	45,600	48,000	50,000	52,000
Highest Salaries (Max)	70,000	79,800	84,000	87,500	91,000

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	66,304	75,587	79,565	82,880	86,195
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	162,500	185,250	195,000	203,125	211,250

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	124,470	141,896	149,364	155,588	161,811
Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
Highest Salaries (Max)	287,500	327,750	345,000	359,375	373,750

Finance

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	35,909	40,936	43,091	44,886	46,682
Most Common Salaries (Mode)	30,000	34,200	36,000	37,500	39,000
Highest Salaries (Max)	70,000	79,800	84,000	87,500	91,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	51,284	58,464	61,541	64,105	66,669
Most Common Salaries (Mode)	40,000	45,600	48,000	50,000	52,000
Highest Salaries (Max)	90,000	102,600	108,000	112,500	117,000

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	92,366	105,297	110,839	115,458	120,076
Most Common Salaries (Mode)	70,000	79,800	84,000	87,500	91,000
Highest Salaries (Max)	187,500	213,750	225,000	234,375	243,750

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	183,315	208,979	219,978	229,144	238,310
Most Common Salaries (Mode)	112,500	128,250	135,000	140,625	146,250
Highest Salaries (Max)	437,500	498,750	525,000	546,875	568,750

Human Resources

Entry (0-1 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	33,900	38,646	40,680	42,375	44,070
Most Common Salaries (Mode)	30,000	34,200	36,000	37,500	39,000
Highest Salaries (Max)	70,000	79,800	84,000	87,500	91,000

Junior (1-3 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	59,167	67,450	71,000	73,959	76,917
Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
Highest Salaries (Max)	90,000	102,600	108,000	112,500	117,000

Middle (3-6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	103,977	118,534	124,772	129,971	135,170
Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
Highest Salaries (Max)	212,500	242,250	255,000	265,625	276,250

Senior (6+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	170,800	194,712	204,960	213,500	222,040
Most Common Salaries (Mode)	237,500	270,750	285,000	296,875	308,750
Highest Salaries (Max)	337,500	384,750	405,000	421,875	438,750

■ Management

Salary Benchmarking 2022

Management Roles: 3 Categories

Roles: 15

All salaries are mentioned in Pakistani Rupee (PKR)



Note: The salaries are based upon Hanke's inflation measured 14% for Pakistan in June 2022 backed by last year P@SHA Salary Survey data 2021.

Team Leads

Middle (< 6 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	137,917	157,225	165,500	172,396	179,292
Most Common Salaries (Mode)	137,500	156,750	165,000	171,875	178,750
Highest Salaries (Max)	262,500	299,250	315,000	328,125	341,250

Senior (6-12 yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	189,730	216,292	227,676	237,163	246,649
Most Common Salaries (Mode)	212,500	242,250	255,000	265,625	276,250
Highest Salaries (Max)	387,500	441,750	465,000	484,375	503,750

Experienced (12+ yrs.)		14% ▲	20% ▲	25% ▲	30% ▲
PKR Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	283,553	323,250	340,264	354,441	368,619
Most Common Salaries (Mode)	237,500	270,750	285,000	296,875	308,750
Highest Salaries (Max)	412,500	470,250	495,000	515,625	536,250

Software Development Managers

Middle (Less than 6 years)		14% ▲	20% ▲	25% ▲	30% ▲
Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	184,531	210,365	221,437	230,664	239,890
Most Common Salaries (Mode)	187,500	213,750	225,000	234,375	243,750
Highest Salaries (Max)	337,500	384,750	405,000	421,875	438,750

Senior (6-12 years)		14% ▲	20% ▲	25% ▲	30% ▲
Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	284,821	324,696	341,785	356,026	370,267
Most Common Salaries (Mode)	262,500	299,250	315,000	328,125	341,250
Highest Salaries (Max)	437,500	498,750	525,000	546,875	568,750

Experienced (12+ years)		14% ▲	20% ▲	25% ▲	30% ▲
Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	408,333	465,500	490,000	510,416	530,833
Most Common Salaries (Mode)	387,500	441,750	465,000	484,375	503,750
Highest Salaries (Max)	675,000	769,500	810,000	843,750	877,500


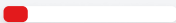
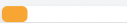
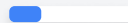
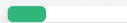

QA Managers


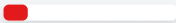
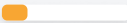
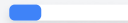
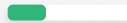

Middle (Less than 6 years)		14% ▲	20% ▲	25% ▲	30% ▲
Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	114,583	130,625	137,500	143,229	148,958
Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
Highest Salaries (Max)	187,500	213,750	225,000	234,375	243,750


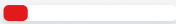
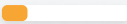
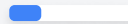
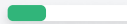

Senior (6-12 years)		14% ▲	20% ▲	25% ▲	30% ▲
Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	210,341	239,789	252,409	262,926	273,443
Most Common Salaries (Mode)	137,500	156,750	165,000	171,875	178,750
Highest Salaries (Max)	337,500	384,750	405,000	421,875	438,750


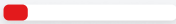
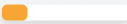
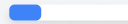
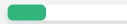

Experienced (12+ years)		14% ▲	20% ▲	25% ▲	30% ▲
Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	296,094	337,547	355,313	370,118	384,922
Most Common Salaries (Mode)	312,500	356,250	375,000	390,625	406,250
Highest Salaries (Max)	525,000	598,500	630,000	656,250	682,500

Project Management Professionals

 Coordinator		14% ▲ 	20% ▲ 	25% ▲ 	30% ▲ 
 Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	67,619	77,086	81,143	84,524	87,905
■ Most Common Salaries (Mode)	52,500	59,850	63,000	65,625	68,250
■ Highest Salaries (Max)	162,500	185,250	195,000	203,125	211,250

 Middle (Less than 6 years)		14% ▲ 	20% ▲ 	25% ▲ 	30% ▲ 
 Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	136,250	155,325	163,500	170,313	177,125
■ Most Common Salaries (Mode)	90,000	102,600	108,000	112,500	117,000
■ Highest Salaries (Max)	262,500	299,250	315,000	328,125	341,250

 Senior (6-12 years)		14% ▲ 	20% ▲ 	25% ▲ 	30% ▲ 
 Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	214,881	244,964	257,857	268,601	279,345
■ Most Common Salaries (Mode)	162,500	185,250	195,000	203,125	211,250
■ Highest Salaries (Max)	412,500	470,250	495,000	515,625	536,250

 Experienced (12+ years)		14% ▲ 	20% ▲ 	25% ▲ 	30% ▲ 
 Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ Average Nationwide Salaries	287,500	327,750	345,000	359,375	373,750
■ Most Common Salaries (Mode)	237,500	270,750	285,000	296,875	308,750
■ Highest Salaries (Max)	487,500	555,750	585,000	609,375	633,750

Product Owners/Scrum Masters

Middle (Less than 6 years)		14% ▲	20% ▲	25% ▲	30% ▲
Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	187,500	213,750	225,000	234,375	243,750
Most Common Salaries (Mode)	137,500	156,750	165,000	171,875	178,750
Highest Salaries (Max)	312,500	356,250	375,000	390,625	406,250

Senior (6-12 years)		14% ▲	20% ▲	25% ▲	30% ▲
Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	216,667	247,000	260,000	270,834	281,667
Most Common Salaries (Mode)	187,500	213,750	225,000	234,375	243,750
Highest Salaries (Max)	337,500	384,750	405,000	421,875	438,750

Experienced (12+ years)		14% ▲	20% ▲	25% ▲	30% ▲
Benchmarking	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
Average Nationwide Salaries	331,250	377,625	397,500	414,063	430,625
Most Common Salaries (Mode)	250,000	285,000	300,000	312,500	325,000
Highest Salaries (Max)	525,000	598,500	630,000	656,250	682,500

■ Senior Management

Salary Benchmarking 2022

All salaries are mentioned in Pakistani Rupee (PKR)



Note: The salaries are based upon Hanks's inflation measured 14% for Pakistan in June 2022 backed by last year P@SHA Salary Survey data 2021.

Art Director

PKR Benchmarking		P@SHA Salary 2021	14% ▲ <div><div></div></div> Annual Inflation	20% ▲ <div><div></div></div> Increment	25% ▲ <div><div></div></div> Increment	30% ▲ <div><div></div></div> Increment
■ Average Nationwide Salaries	210,000	239,400	252,000	262,500	273,000	
■ Most Common Salaries (Mode)	267,500	304,950	321,000	334,375	347,750	
■ Highest Salaries (Max)	287,500	327,750	345,000	359,375	373,750	

Average Nationwide Salaries		<div>14% ▲<div></div></div>	<div>20% ▲<div></div></div>	<div>25% ▲<div></div></div>	<div>30% ▲<div></div></div>
Experience	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
0-6 years	143,750	163,875	172,500	179,688	186,875
6-10 years	212,500	242,250	255,000	265,625	276,250
10-15 years	275,000	313,500	330,000	343,750	357,500

Highest Salaries (Max)		<div>14% ▲</div> <div><div></div></div>	<div>20% ▲</div> <div><div></div></div>	<div>25% ▲</div> <div><div></div></div>	<div>30% ▲</div> <div><div></div></div>
Experience	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
0-6 years	187,500	213,750	225,000	234,375	243,750
6-10 years	212,500	242,250	255,000	265,625	276,250
10-15 years	287,500	327,750	345,000	359,375	373,750

HR Director/Chief Human Resources Officer(CHRO)

PKR Benchmarking	P@SHA Salary 2021	14% ▲ Annual Inflation	20% ▲ Increment	25% ▲ Increment	30% ▲ Increment
■ Average Nationwide Salaries	275,000	313,500	330,000	343,750	357,500
■ Most Common Salaries (Mode)	162,500	185,250	195,000	203,125	211,250
■ Highest Salaries (Max)	675,000	769,500	810,000	843,750	877,500

Average Nationwide Salaries		14% ▲ Annual Inflation	20% ▲ Increment	25% ▲ Increment	30% ▲ Increment
Experience	P@SHA Salary 2021				
■ 0-6 years	100,000	114,000	120,000	125,000	130,000
■ 6-10 years	207,500	236,550	249,000	259,375	269,750
■ 10-15 years	282,500	322,050	339,000	353,125	367,250
■ 15-20 years	282,500	322,050	339,000	353,125	367,250
■ 20-30 years	675,000	769,500	810,000	843,750	877,500

Highest Salaries (Max)		14% ▲ Annual Inflation	20% ▲ Increment	25% ▲ Increment	30% ▲ Increment
Experience	P@SHA Salary 2021				
■ 0-6 years	100,000	114,000	120,000	125,000	130,000
■ 6-10 years	287,500	327,750	345,000	359,375	373,750
■ 10-15 years	412,500	470,250	495,000	515,625	536,250
■ 15-20 years	412,500	470,250	495,000	515,625	536,250
■ 20-30 years	675,000	769,500	810,000	843,750	877,500

Chief Financial Officer (CFO)

PKR Benchmarking		P@SHA Salary 2021	14% ▲ <div><div></div></div> Annual Inflation	20% ▲ <div><div></div></div> Increment	25% ▲ <div><div></div></div> Increment	30% ▲ <div><div></div></div> Increment
■ Average Nationwide Salaries	339,706	387,265	407,647	424,633	441,618	
■ Most Common Salaries (Mode)	237,500	270,750	285,000	296,875	308,750	
■ Highest Salaries (Max)	725,000	826,500	870,000	906,250	942,500	

Average Nationwide Salaries		<div>14% ▲<div></div></div>	<div>20% ▲<div></div></div>	<div>25% ▲<div></div></div>	<div>30% ▲<div></div></div>
Experience	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
6-10 years	237,500	270,750	285,000	296,875	308,750
10-15 years	237,500	270,750	285,000	296,875	308,750
15-20 years	397,917	453,625	477,500	497,396	517,292
20-30 years	495,833	565,250	595,000	619,791	644,583

Highest Salaries (Max)		<div>14% ▲<div></div></div>	<div>20% ▲<div></div></div>	<div>25% ▲<div></div></div>	<div>30% ▲<div></div></div>
Experience	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
6-10 years	387,500	441,750	465,000	484,375	503,750
10-15 years	387,500	441,750	465,000	484,375	503,750
15-20 years	725,000	826,500	870,000	906,250	942,500
20-30 years	525,000	598,500	630,000	656,250	682,500

Chief Marketing Officer (CMO)

PKR Benchmarking		P@SHA Salary 2021	14% ▲ <div><div></div></div> Annual Inflation	20% ▲ <div><div></div></div> Increment	25% ▲ <div><div></div></div> Increment	30% ▲ <div><div></div></div> Increment
■ Average Nationwide Salaries	343,750	391,875	412,500	429,688	446,875	
■ Most Common Salaries (Mode)	287,500	327,750	345,000	359,375	373,750	
■ Highest Salaries (Max)	675,000	769,500	810,000	843,750	877,500	





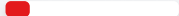
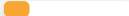
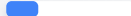
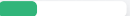




Average Nationwide Salaries		<div>14% ▲<div></div></div> Annual Inflation	<div>20% ▲<div></div></div> Increment	<div>25% ▲<div></div></div> Increment	<div>30% ▲<div></div></div> Increment
Experience	P@SHA Salary 2021				
0-6 years	187,500	213,750	225,000	234,375	243,750
6-10 years	354,167	403,750	425,000	442,709	460,417
10-15 years	406,250	463,125	487,500	507,813	528,125

Highest Salaries (Max)		<div>14% ▲</div> <div><div></div></div>	<div>20% ▲</div> <div><div></div></div>	<div>25% ▲</div> <div><div></div></div>	<div>30% ▲</div> <div><div></div></div>
Experience	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ 0-6 years	187,500	213,750	225,000	234,375	243,750
■ 6-10 years	487,500	555,750	585,000	609,375	633,750
■ 10-15 years	675,000	769,500	810,000	843,750	877,500

VP/Director

PKR Benchmarking		P@SHA Salary 2021	14% ▲ Annual Inflation	20% ▲ Increment	25% ▲ Increment	30% ▲ Increment
Average Nationwide Salaries	456,429	520,329	547,715	570,536	593,358	
Most Common Salaries (Mode)	337,500	384,750	405,000	421,875	438,750	
Highest Salaries (Max)	More than 1,000,000	More than 1,000,000	More than 1,500,000	More than 1,500,000	More than 1,500,000	

Average Nationwide Salaries		14% ▲ <div><div></div></div>	20% ▲ <div><div></div></div>	25% ▲ <div><div></div></div>	30% ▲ <div><div></div></div>
Experience	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ 0-6 years	200,000	228,000	240,000	250,000	260,000
■ 6-10 years	212,500	242,250	255,000	265,625	276,250
■ 10-15 years	466,667	532,000	560,000	583,334	606,667
■ 15-20 years	473,214	539,464	567,857	591,518	615,178
■ More than 20 years	574,375	654,788	689,250	717,969	746,688

Highest Salaries (Max)		14% 	20% 	25% 	30% 
Experience	P@SHA Salary 2021	Annual Inflation 	Increment 	Increment 	Increment 
 0-6 years	237,500	270,750	285,000	296,875	308,750
 6-10 years	262,500	299,250	315,000	328,125	341,250
 10-15 years	More than 1,000,000	More than 1,000,000	More than 1,500,000	More than 1,500,000	More than 1,500,000
 15-20 years	775,000	883,500	930,000	968,750	1,007,500
More than 20 years	975,000	More than 1,000,000	More than 1,000,000	More than 1,000,000	More than 1,000,000

Chief Technology Officer (CTO)

PKR Benchmarking		P@SHA Salary 2021	14% ▲ <div><div></div></div> Annual Inflation	20% ▲ <div><div></div></div> Increment	25% ▲ <div><div></div></div> Increment	30% ▲ <div><div></div></div> Increment
Average Nationwide Salaries	426,058	485,706	511,270	532,573	553,875	
Most Common Salaries (Mode)	387,500	441,750	465,000	484,375	503,750	
Highest Salaries (Max)	1,500,000	More than 1,500,000	More than 1,500,000	More than 1,500,000	More than 1,500,000	

Average Nationwide Salaries		<div>14% ▲<div></div></div> Annual Inflation	<div>20% ▲<div></div></div> Increment	<div>25% ▲<div></div></div> Increment	<div>30% ▲<div></div></div> Increment
Experience	P@SHA Salary 2021				
6-10 years	256,250	292,125	307,500	320,313	333,125
10-15 years	273,000	311,220	327,600	341,250	354,900
15-20 years	466,667	532,000	560,000	583,334	606,667
20-30 years	662,500	755,250	795,000	828,125	861,250

Highest Salaries (Max)		<div>14% ▲<div></div></div>	<div>20% ▲<div></div></div>	<div>25% ▲<div></div></div>	<div>30% ▲<div></div></div>
Experience	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
6-10 years	487,500	555,750	585,000	609,375	633,750
10-15 years	387,500	441,750	465,000	484,375	503,750
15-20 years	775,000	883,500	930,000	968,750	More than 1,000,000
20-30 years	1,500,000	More than 1,500,000	More than 1,500,000	More than 1,500,000	More than 1,500,000

Chief Information Officer (CIO)

PKR Benchmarking		P@SHA Salary 2021	14% ▲ <div><div></div></div> Annual Inflation	20% ▲ <div><div></div></div> Increment	25% ▲ <div><div></div></div> Increment	30% ▲ <div><div></div></div> Increment
Average Nationwide Salaries	535,000	609,900	642,000	668,750	695,500	
Most Common Salaries (Mode)	525,000	598,500	630,000	656,250	682,500	
Highest Salaries (Max)	925,000	More than 1,500,000	More than 1,500,000	More than 1,500,000	More than 1,500,000	

Average Nationwide Salaries		<div>14% ▲<div></div></div>	<div>20% ▲<div></div></div>	<div>25% ▲<div></div></div>	<div>30% ▲<div></div></div>
Experience	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
10-15 years	137,500	156,750	165,000	171,875	178,750
15-20 years	493,750	562,875	592,500	617,188	641,875
20-30 years	775,000	883,500	930,000	968,750	More than 1,000,000

Highest Salaries (Max)		<div>14% ▲<div></div></div>	<div>20% ▲<div></div></div>	<div>25% ▲<div></div></div>	<div>30% ▲<div></div></div>
Experience	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ 10-15 years	137,500	156,750	165,000	171,875	178,750
■ 15-20 years	725,000	826,500	870,000	906,250	942,500
■ 20-30 years	925,000	More than 1,500,000	More than 1,500,000	More than 1,500,000	More than 1,500,000

Chief Operating Officer (COO)

PKR Benchmarking		P@SHA Salary 2021	14% ▲ <div><div></div></div> Annual Inflation	20% ▲ <div><div></div></div> Increment	25% ▲ <div><div></div></div> Increment	30% ▲ <div><div></div></div> Increment
■ Average Nationwide Salaries	576,389	657,083	691,667	720,486	749,306	
■ Most Common Salaries (Mode)	525,000	598,500	630,000	656,250	682,500	
■ Highest Salaries (Max)	1,500,000	More than 1,500,000	More than 1,500,000	More than 1,500,000	More than 1,500,000	

Average Nationwide Salaries		<div>14%▲</div> <div><div></div></div> Annual Inflation	<div>20%▲</div> <div><div></div></div> Increment	<div>25%▲</div> <div><div></div></div> Increment	<div>30%▲</div> <div><div></div></div> Increment
Experience	P@SHA Salary 2021				
■ 10-15 years	453,571	517,071	544,285	566,964	589,642
■ 15-20 years	492,500	561,450	591,000	615,625	640,250
■ 20-30 years	789,583	900,125	947,500	986,979	More than 1,000,000

Highest Salaries (Max)		14% ▲ <div><div></div></div>	20% ▲ <div><div></div></div>	25% ▲ <div><div></div></div>	30% ▲ <div><div></div></div>
Experience	P@SHA Salary 2021	Annual Inflation	Increment	Increment	Increment
■ 10-15 years	725,000	826,500	870,000	906,250	942,500
■ 15-20 years	925,000	More than 1,000,000	More than 1,000,000	More than 1,000,000	More than 1,000,000
■ 20-30 years	More than 1,500,000	More than 1,500,000	More than 1,500,000	More than 1,500,000	More than 1,500,000

CEO/MD/Country Manager






PKR Benchmarking		P@SHA Salary 2021	14% ▲ Annual Inflation	20% ▲ Increment	25% ▲ Increment	30% ▲ Increment
■ Average Nationwide Salaries	579,643		660,793	695,572	724,554	753,536
■ Most Common Salaries (Mode)	625,000		712,500	750,000	781,250	812,500
■ Highest Salaries (Max)	More than 1,500,000		More than 1,500,000	More than 1,500,000	More than 1,500,000	More than 1,500,000
Average Nationwide Salaries		P@SHA Salary 2021	14% ▲ Annual Inflation	20% ▲ Increment	25% ▲ Increment	30% ▲ Increment
Experience						
■ 0-6 years	172,500		196,650	207,000	215,625	224,250
■ 6-10 years	350,000		399,000	420,000	437,500	455,000
■ 10-15 years	484,821		552,696	581,785	606,026	630,267
■ 15-20 years	592,935		675,946	711,522	741,169	770,816
■ 20-30 years	668,333		761,900	802,000	835,416	868,833
■ More than 30 years	More than 1,000,000		More than 1,000,000	More than 1,000,000	More than 1,000,000	More than 1,000,000
Highest Salaries (Max)		P@SHA Salary 2021	14% ▲ Annual Inflation	20% ▲ Increment	25% ▲ Increment	30% ▲ Increment
Experience						
■ 0-6 years	325,000		370,500	390,000	406,250	422,500
■ 6-10 years	750,000		855,000	900,000	937,500	975,000
■ 10-15 years	800,000		912,000	960,000	1,000,000	More than 1,000,000
■ 15-20 years	More than 1,000,000		More than 1,000,000	More than 1,000,000	More than 1,000,000	More than 1,000,000
■ 20-30 years	More than 1,500,000		More than 1,500,000	More than 1,500,000	More than 1,500,000	More than 1,500,000
■ More than 30 years	More than 2,000,000		More than 2,000,000	More than 2,000,000	More than 2,000,000	More than 2,000,000

Participating Companies

Participating Companies

A total of 175 participating companies' salary data from Salary Survey 2021 has been used for Salary Benchmarking 2022.

			 Falcon-i	
				
	 HIVEWORX INNOVATION AGILITY VALUE		 GroupID by imenemri	
	 inbox "Providing Agility For The Digital Age"			 BRILLIANTLY BUILT
		 invozone	 iomechs	
 ISR Software Services Private Limited			 Jin Technologies Private Limited	 knowledge platform What will you learn today?
			 LUMINOLOGICS	
	 Wavee Technology (Pvt.) Limited	 MATEEB TECH	 Mauqa Online	
				
				 Your Meeting Partner
		 YOUR PARTNER IN BUSINESS Ora-Tech Systems		
		 PLANETBEYOND	 qordata data is the new drug™	 QUANTUM.LIFE

 Quixel™	 Rank Sol WEAVING A BETTER WEB	 RANSAC LABS	 RAPIDEV	 Retailistan
 riksof	 Sapphire CONSULTING SERVICES		 Shayan Solutions	 Shopdev
 SIDAT HYDER	 SIPSAP OPTIMIZATION	 SMART IS PAKISTAN	 360 TRAINING™	 SOFTECH! SYSTEMS
 SOFTOO	 SPARTANS GLOBAL	 spursol	 stewart	 SSI STRATEGIC SYSTEMS INTERNATIONAL
 Sybrid	 SYNERGY-IT		 teo	 TEAMO
 TECHNOLOGY JUNCTION	 TECHSURGE Solution. Delivered.	 TEK FOLK		 teradata.
 TERESOL Technological Research Solutions	 THE KNIGHTS Inspire. Believe. Achieve.	 TIMEXPERTS	 trillium Information Security Systems INSTITUTUM DE EXCELLENTIA	 tkxel technology accelerated to deliver.
 TOUCHSTONE® Communications	 TPS	 traffic Digital	 TRANSVITI making IT happen...	 VentureDive
 Verge Systems an edge in systems development	 Visionary Computer Solutions Pvt. Ltd.	 VisionBird	 Vizteck SOLUTIONS	 VRG® REVOLUTION IN DIGITAL AFFAIRS
 MIXIT An ION Group Company	 WHIZPOOL	 xavor	 XEVEN SOLUTIONS	 XFLOW RESEARCH
 yotascale™	 Zeta Technologies (Pvt.) Ltd.	 ZONES™	 ZAMAN TECHNOLOGIES	 Telemarketing
 COMSTAR Youth-Teamwork-Technology	 Codility	 MIXIT	 CAS CYBER ADVANCE SOLUTIONS	 APLHA TECH