

P@SHA

SALARY **20** **SURVEY 21**

AUGUST 2021

PAKISTAN SOFTWARE HOUSES
ASSOCIATION FOR IT & ITES





P@SHA Salary Survey 2021

Research and analysis:

Hira Zainab

Rida Sajjad

Design:

Muhammad Mohsin Irshad

Contact Information:

📍 P@SHA Secretariat, Street 7, I-10/3 Islamabad, Pakistan

☎ +92-51-8736624 | +92-51-8736625

✉ services@pasha.org.pk

🌐 <https://www.pasha.org.pk>



Table of Contents

■ Foreword	09
■ Message by Chairman	10
■ Acknowledgements	11
■ Introduction	12
• About P@SHA	13
• About P@SHA Salary Survey 2021	14
■ Participating Companies' Overview	15
• Company Size	16
Company Overview by Size	
Company Overview by Age	
Company Overview Age Vs. Size	
• Geographic Spread	18
Geographical Spread of Companies	
Geographical Spread of Employees	
Avg. Team Size Across Regions	
• Remote Offices	19
Avg. Team Size by Company HQ type	
• Startup	20
Investment Raised	
Investment by Location	
• Company Headquarters	21
Avg. Team Size by Company HQ type	
• Company Revenue	22
Revenue Vs. Avg. Team Size	
• Company Offering	23
Company Offering by Category	
Company Offering by Type	
Avg. Team Size by Offering Type	
• Company Business Area	24
■ P@SHA Salary Survey, 2021: Salary Benchmarking Highlights	25
• Salary Survey Report 2021 Statistics	26
• Salary Survey Report 2021 Statistics: Roles Overview	27

• Overall Nationwide Average	28
• Salary Benchmarking: Programmers	29
• Salary Benchmarking: Technical Roles	30
• Salary Benchmarking: Non-Technical Roles	31
• Salary Benchmarking: Technical Management	32
• Salary Benchmarking: Senior Management	33
• Top Programmers in Demand	34
Top 10 Programmers w.r.t Salary (Nationwide)	
Top 5 Programmers w.r.t Salary (Regional)	
• Increment Vs. Inflation	35
• P@SHA Salary Survey 2021: Salary Guide	36
■ Perks and Benefits	45
• General Employee Benefits	46
• Other Benefits	49
• Additional Benefits Provided to Senior Management	51
• Long Service Award	51
• Regional Comparison of the General Benefits for Employees	52
• Frequency of Bonuses for Different Employee Levels	54
• Leave Policy	55
• Monthly Budget (PKR) Per Employee for Benefits and Perks	56
Interesting Findings of Monthly Budget Per Employee	57
■ Overall Increment Trend	58
• Reasons for Allocation of Higher Increment than Previous Year	59
• Annual Trend of Minimum and Maximum Increments	60
• Deciding Factors for Higher Salaries	61
■ Employee Turnover	62
• Employee Retention	63
• Employee Turnover & Remote Jobs	63
• Employee Turnover in Pakistan	64
Overall Monthly Employee Turnover in Pakistan	
Employee Turnover (count) Per Month	
Monthly Employee Turnover in Pakistan by Company Size	

• Employee Turnover Rate (%) Trend	65
Annual Trend of Employee Turnover Rate (%)	65
Employee Turnover Rate (%) by Company Size	65
Employee Turnover Rate (%) by Company Location	66
• Biggest Reason for Employees' Turnover	67
■ Employee Enablement	68
• Training Opportunities	69
• Enablement Opportunities Overview	72
• External Trainings	73
• In-house Trainings	73
• Online Trainings	73
• On-Job Trainings	74
• Additional Opportunities	74
• Companies Offering all Enablement Opportunities	75
• Employee Verification	76
■ Industry-Academia Linkage: University Rankings	77
• University Ranking for Higher Salary	78
• University Ranking for Research & Innovation	79
• University Ranking on Number of Employees	80
Top 10 Universities by Number of Employees (Company Location wise)	
• Overall University Ranking	82
Top 10 Universities – Nationwide	82
Top 10 Universities - Regional Ranking	83
• University Ranking by IT & ITeS Industry	86
■ Women in Technology	90
• Gender Balance	91
• Diversity Ratio	92
Companies Vs. Gender Diversity Ratio	92
Diversity Ratio Across Regions	92

■ Other HR Practices	94
• Impact of Covid-19: Pay and Bonus Cuts	95
• Impact of Covid-19: Working from Home	96
• Work Week	96
• Performance Feedback Mechanism	97
• Performance Evaluation Cycle	97
• Payroll Tax	98
• Registered Organizations	98
■ Salary Benchmarking	99
• About the Salary Benchmarking Section	100
• Roles Overview	102
• Salary Analysis by Role	103
Technical Roles:	
• Programmer	
• Programmer - iOS	103
• Programmer - Android	108
• Programmer - Unity	113
• Programmer - HTML Front End	118
• Programmer - React Native/JS/Vue JS/Angular	123
• Programmer - MEAN/MERN/Full Stack	128
• Programmer - Backend Developer	133
• Programmer - Java	138
• Programmer - .NET	143
• Programmer - Python	148
• Programmer - Ruby	153
• Programmer - Node	158
• Programmer - PHP/Laravel/CodeIgnitor/Yii	163
• Programmer - C++	168
• Programmer - Embedded Firmware Developer	173
• Programmer - Microsoft Dynamics AX	178
• Programmer - Microsoft SharePoint	183
• Software Solution Architect	
• Software Architect	188

■ Salary Benchmarking

• Specialized Programming Roles	193
• Salesforce Roles	193
Salesforce Developer	
Salesforce Administrator	
Salesforce Architect	
• CRM Roles	194
SAP/ERP Developer	
Siebel Developer	
• Data Miner / Data Scientist / Data Engineer Senior	195
• 2D Animator	200
• Specialized Roles for Gaming & Animation	205
• 3D Animator	
• Game Designer	
• Game Producer	
• Database & Systems Administration	
• Systems Administrator	206
• Database Administrator	211
• Security Engineers	
• Network Security	216
• Cyber Security	221
• Quality Assurance (QA)	
• QA	226
• QA (Automation)	231
• Graphics Designer	236
• DevOps Engineer	241
• Business Analyst/Strategy Analyst	246
• Helpdesk/Support Engineer	251
 Non-Technical Roles:	
• BPO Customer Service Professional	256
• Technical Writer/Content Creator	261
• Content Developer	266

■ Salary Benchmarking

• Social Media Marketing/SEO and SEM	271
• Business Development/B2B Sales	276
• Research & Development	281
• Operations	286
• Admin	291
• Finance	296
• Human Resources	301

Management Roles:

• Software Management	
• Team Lead	306
• Software Development Manager	310
• QA Manager	314
• Project & Product Management	
• Project Management	318
• Product Owner / Scrum Master	323

Senior Management:

• Art Director	327
• HR Director	328
• CFO	329
• CMO	330
• VP/Director	331
• CTO	332
• CIO	333
• COO	334
• CEO/MD/Country Manager	335

■ Participating Companies	337
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Foreword



I am pleased to present the P@SHA Salary Survey Report 2021, an effort of P@SHA to allow IT and ITeS industry companies to make informed decisions about pay scales and HR policies. It is our flagship initiative to benchmark salaries and benefits.

Since I joined P@SHA, several companies reached out to me to share the ever-so-changing dynamics of human resources in the IT and ITeS industry. Hundreds of companies have gotten in touch with me to revive P@SHA's flagship IT Salary Survey and have a national salary benchmark. I am delighted to revive it after 2017.

A total of 230 unique IT and ITeS companies participated in the survey. However, since 55 companies didn't provide complete data, the data of 175 companies are used for analysis and findings in the salary benchmarking. I am grateful to each one of them for their trust and input that led us to create a comprehensive report.

However, we wanted to do it differently this time!

IT and ITeS industry is the fastest growing industry in Pakistan. In 2021, IT Industry growth has surpassed all traditional sectors, with new avenues opening up for research and innovation. 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. The driving force behind this growth is the human capital that each company wants to hire. In 2021, companies have witnessed changing work conditions due to Covid-19, but also an increase in employee turnover. The dynamics of industry require companies to continuously evolve and change compensation and benefits to face the fierce competition in recruiting and retaining the best of talent.

P@SHA Salary Survey Report 2021 has tried to capture data of IT and ITeS industry which not only informs about sample profiling but also indicates about industry landscape. We have actively tried to make it more detailed than before for informed decision-making. Not only that we have expanded the scope of roles, but also we have included all factors that contribute to salary changes from the national benchmark. We also found that sometimes companies had lower salaries but better perks and benefits packages. Hence, companies can choose to keep a balance between salaries and benefits. We have included a detailed section on perks and benefits that will serve as best practices framework for the IT and ITeS industry. We have also added a section on employee turnover to analyze the trend and capture data on the reasons behind the recent increase. The section on gender diversity has regional data for a clear picture.

With the increase in demand for resources, the industry has also reported that only 10% of graduating students are employable. Due to this, we have included a section on industry-academia to include a ranking of universities and a section on enablement to capture companies' practices in employee training and enablement. The summary pages also analyze top programmers w.r.t salary and compared increment rate with inflation.

I would like to express gratitude to all companies for sharing their valuable feedback that helped us gather requirements for an effective report. We hope that you find P@SHA IT Salary Survey 2021 useful. If you have any queries, comments, or suggestions, please feel free to reach out to me at hira@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 resuming the flagship initiative! Our team has done excellent work on this year's Salary Survey Report, and I am happy to see that they also ensured the confidentiality of data on all levels. I am thankful to the trust of P@SHA member companies for sharing their data in record numbers and participating in this year's survey.

These are exciting times where the IT and ITes industry is growing at a rapid pace. It is being recognized by our government as the leading sector capable of driving economic growth in Pakistan. The data in this report will be key for decision making at the CXO level and I am sure will provide valuable insights for our companies. The report has insights into all types of companies, and best practices for new companies.

This report confirms that there is a shortage of professionals in some key technologies. There is a dire need for the industry to come together to address this challenge. We need to work with academia to take the industry forward and unleash the potential!

I sincerely hope that you will find P@SHA Salary Survey Report 2021 useful.

Barkan Saeed








Chairman, P@SHA



Acknowledgments

P@SHA expresses gratitude to all the companies for providing their valuable inputs for the P@SHA Salary Survey 2021. Their feedback was instrumental in the design of the survey and finalizing the roles for the report.


Working Group

 <p>Karachi P@SHA CEC Member 2020-2021</p>		
 <p>Islamabad</p>	 <p>Lahore</p>	 <p>Karachi – employees in KLI</p>
 <p>Islamabad, Karachi, Lahore</p>	 <p>Lahore (Gaming & Animation)</p>	 <p>Karachi (BPO and Call Centers)</p>

Consultation Sessions

 <p>Islamabad</p>	 <p>Karachi</p>	 <p>Lahore P@SHA CEC Member 2020-2021</p>
 <p>Islamabad</p>	 <p>Karachi</p>	 <p>Islamabad P@SHA CEC Member 2020-2021</p>

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Introduction



About P@SHA



1,000+

Member Companies



400+

Active Member

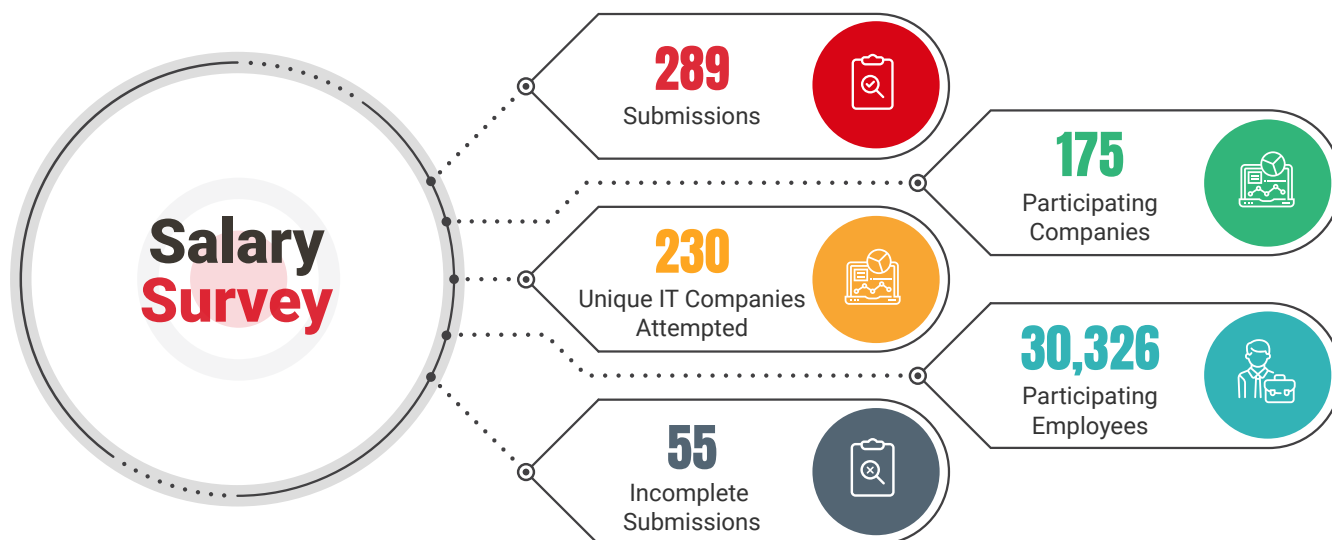
Pakistan Software Houses Association for IT and ITeS (**P@SHA**) is the one of the oldest ICT associations of the region and the sole trade association in Pakistan representing the industry since 1992. **P@SHA** is the only Pakistani entity globally registered with and recognized by institutions such 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



About P@SHA Salary Survey 2021

P@SHA's Salary Survey is a flagship initiative launched initially in 2008 with an intent to help HR departments of IT industry in Pakistan.



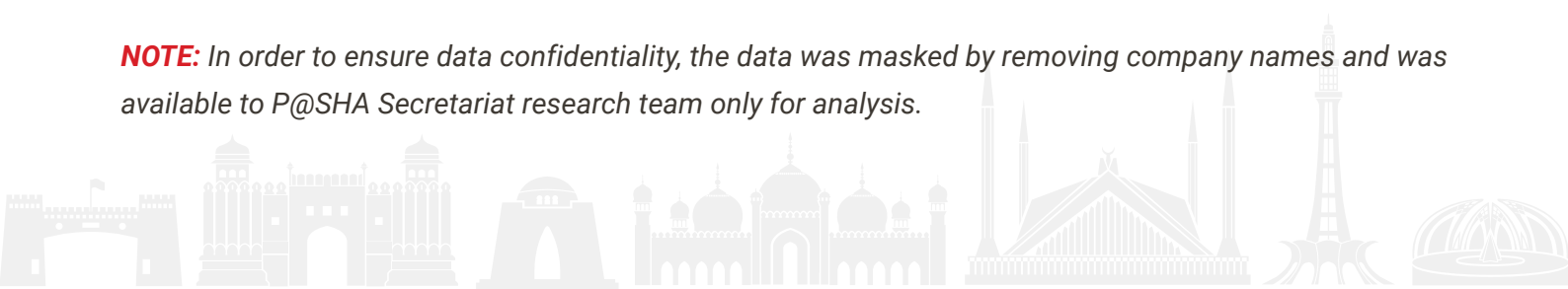
The P@SHA IT Salary 2021 is the eighth survey conducted by P@SHA to help IT and ITeS industry in performance evaluation and increments, allow salary benchmarking, analyze and address reasons behind employee turnover rates. It includes analysis of salaries, benefits and increments of employees working in the IT industry of Pakistan.

A total of **230** unique IT and ITeS companies participated in the survey. However, since **55** companies didn't provide complete data, the data of **175** companies is used for analysis and findings in salary benchmarking.

Hence, the latest edition features data from **175** companies and **30,326** employees working in **62** job roles and **225** unique job levels in both IT and non-IT capacities. All roles are further broken down into experience levels.

We hope this comprehensive report will enable companies to benchmark the salaries for their employees effectively.

NOTE: In order to ensure data confidentiality, the data was masked by removing company names and was available to P@SHA Secretariat research team only for analysis.



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P@S@HIA

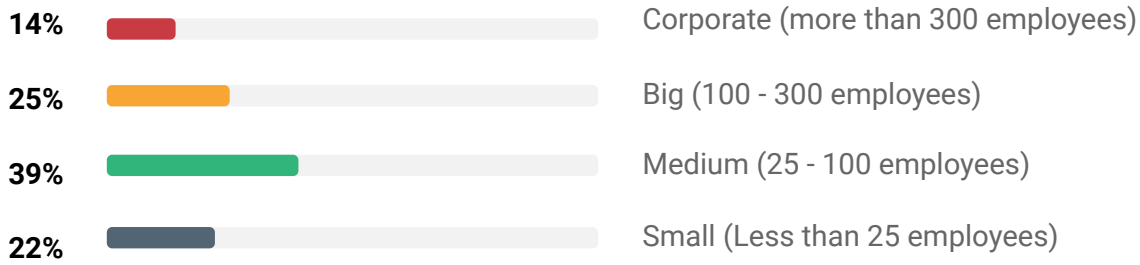
P@S@HIA

Companies Overview

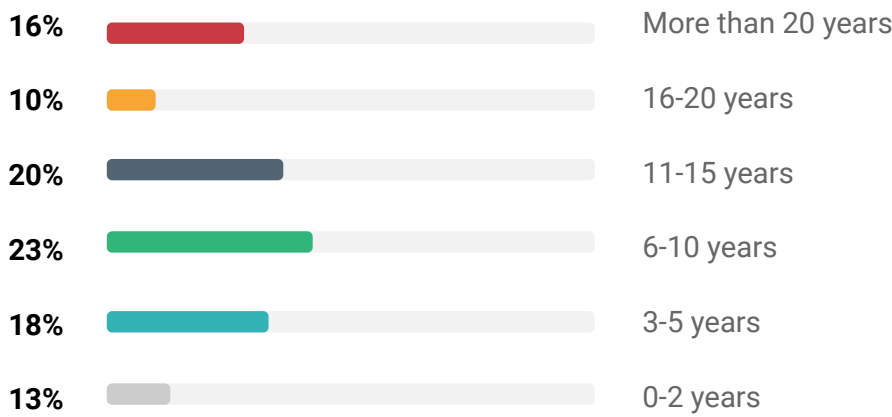


Company Size

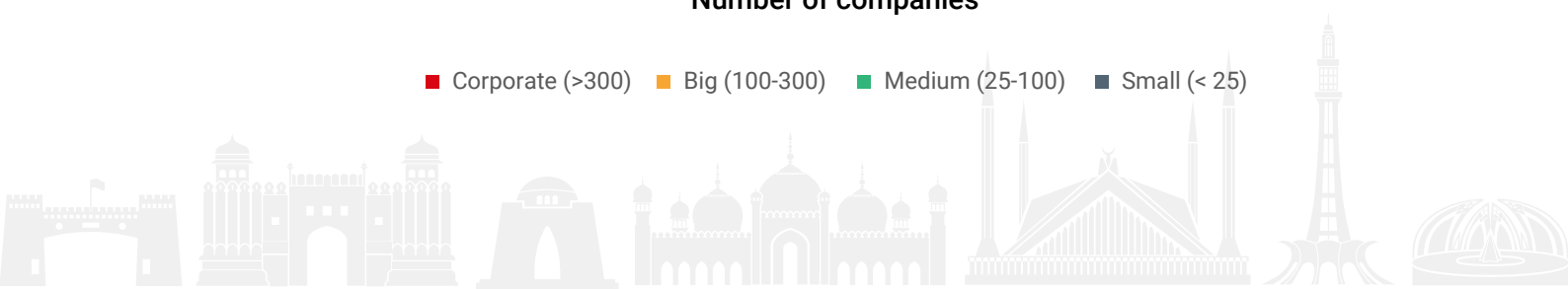
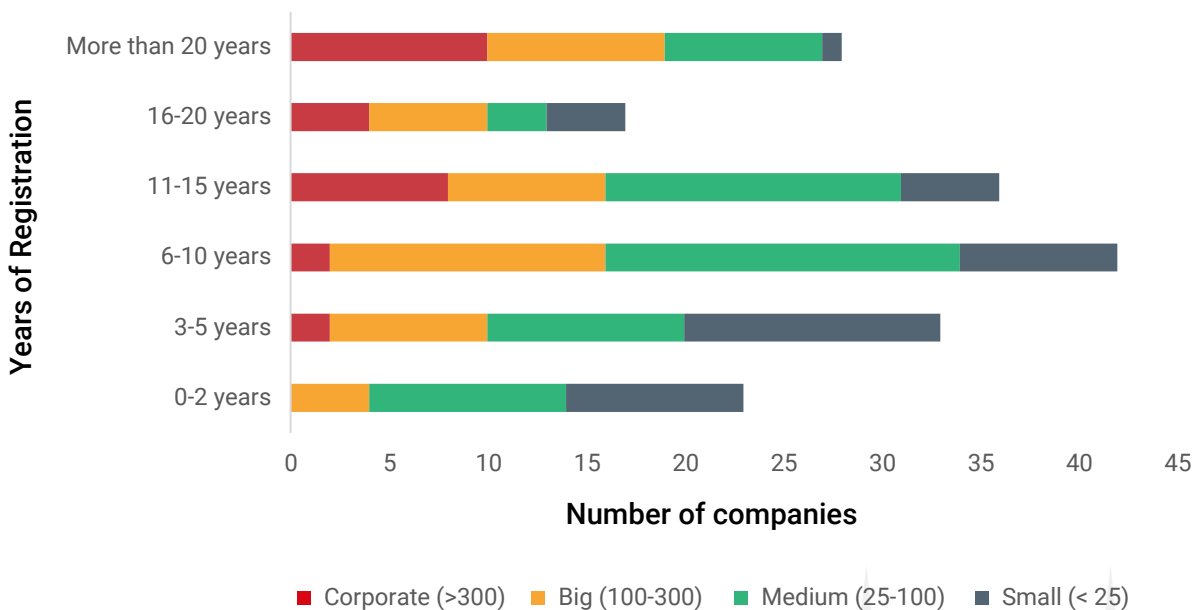
Company Overview by Size



Company Overview by Age

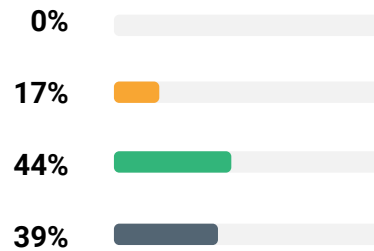
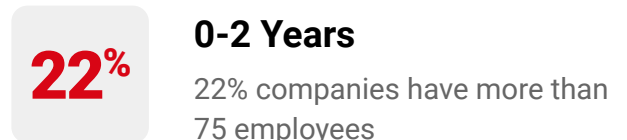
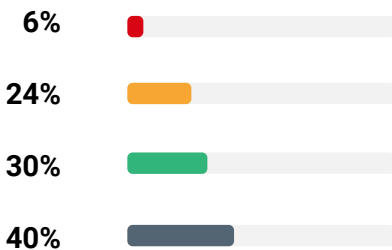
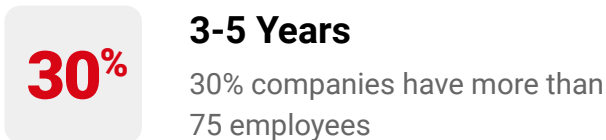
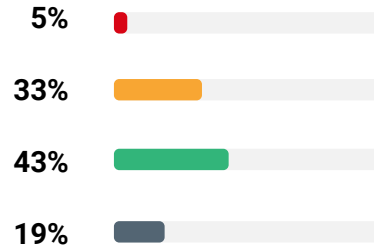
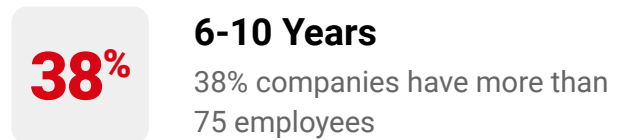
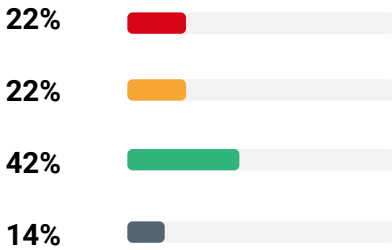
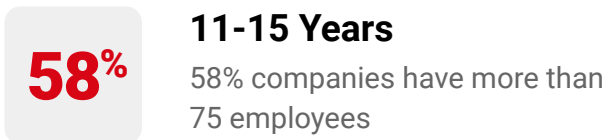
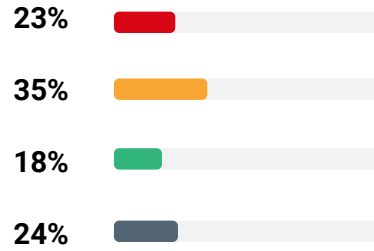
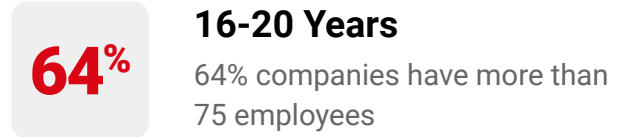
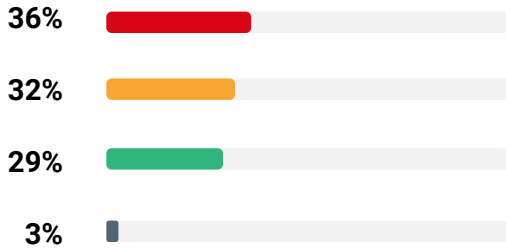
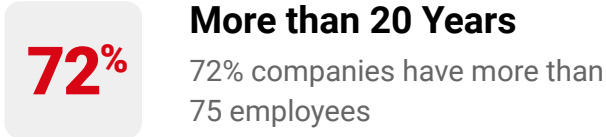


Company Age vs. Size



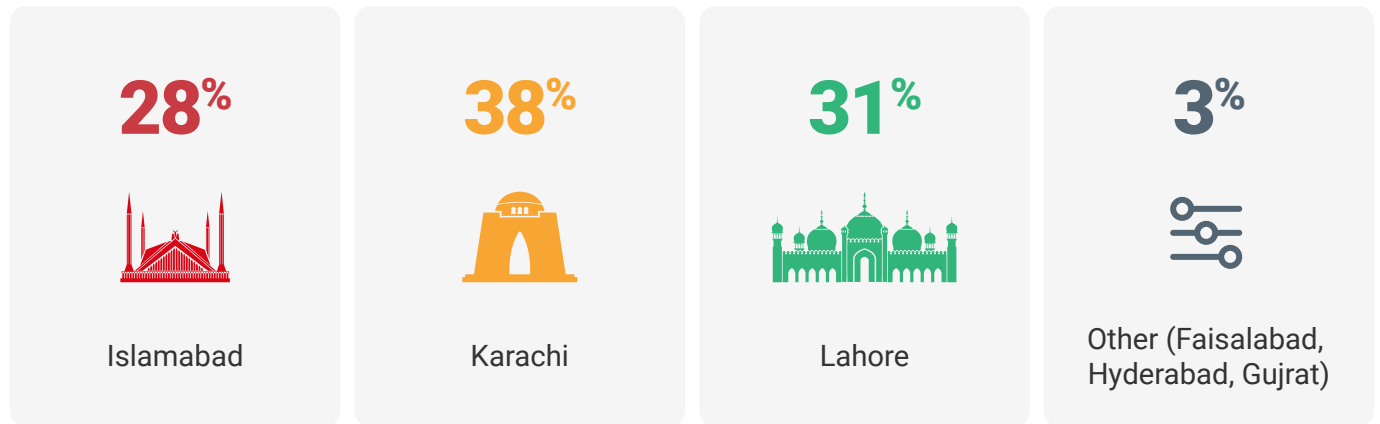
Company Age vs. Size

■ Corporate (>300) ■ Big (100-300) ■ Medium (25-100) ■ Small (< 25)

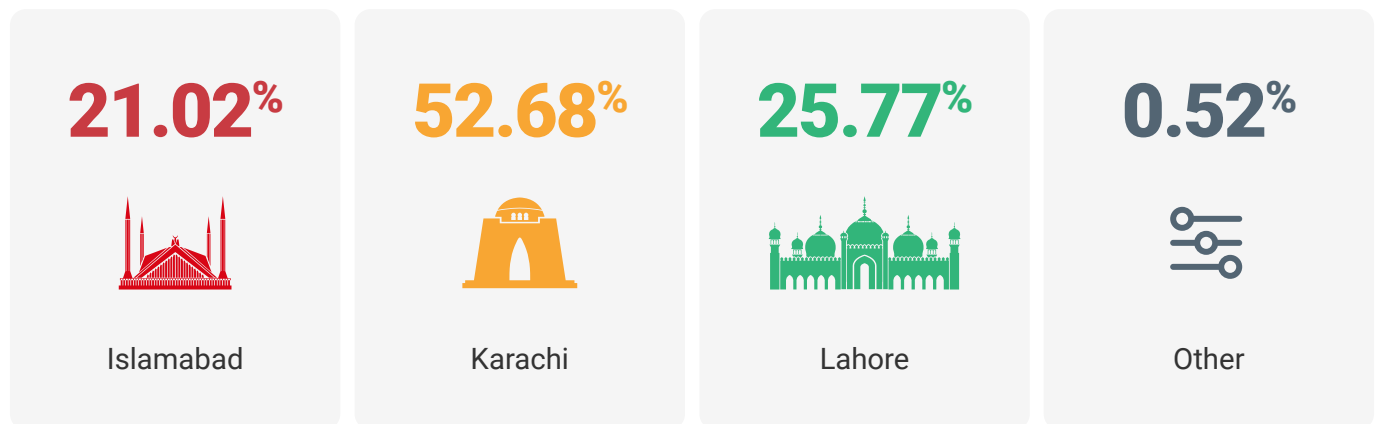


Geographic Spread

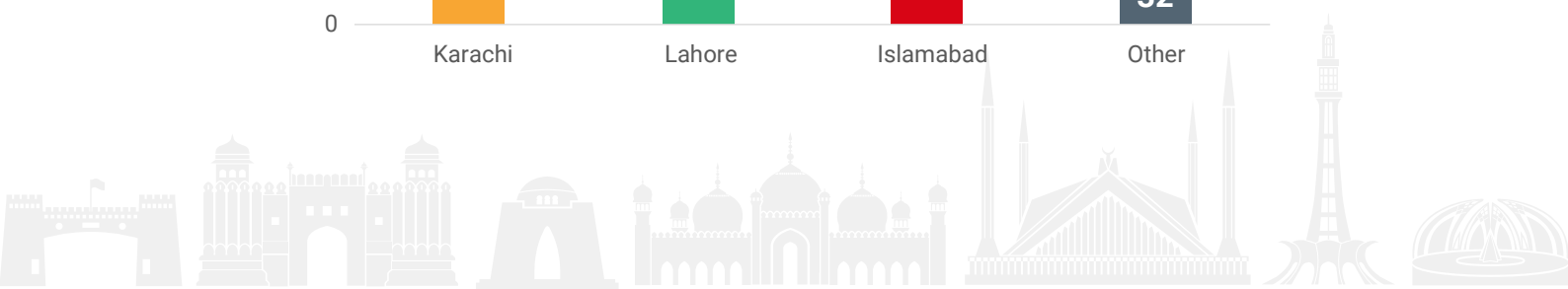
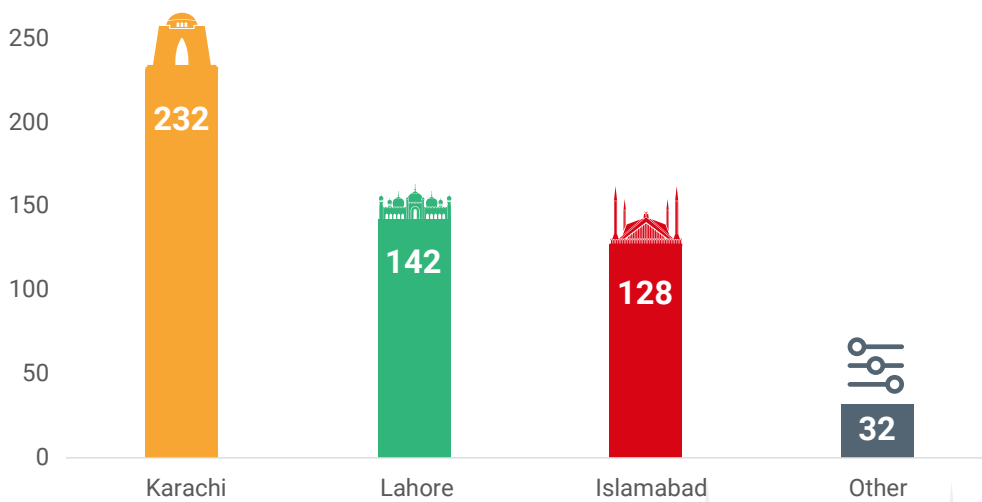
Geographical Spread of 175 Companies



Geographical Spread of 30,326 Employees



Avg. Team Size across Regions

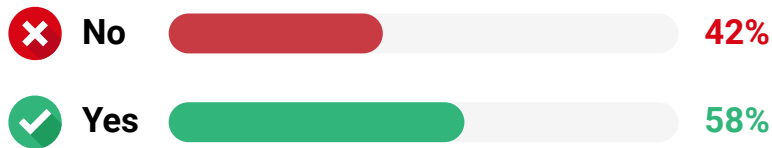


Remote Offices

58% of companies had employees in other cities than their HQ location in Pakistan.

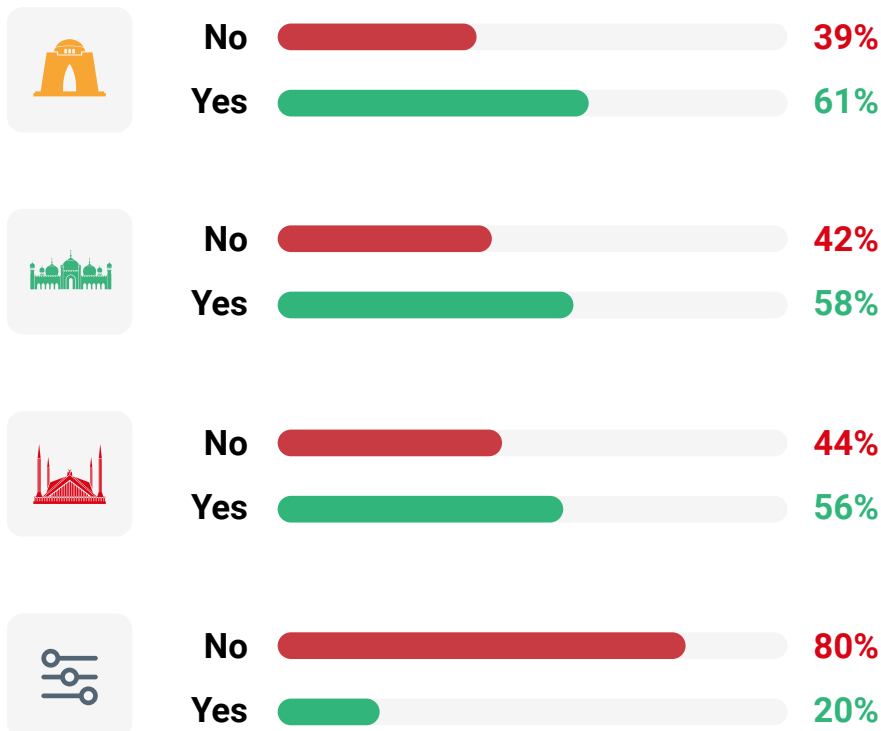
Q.

Do you have employees in multiple cities?



Q.

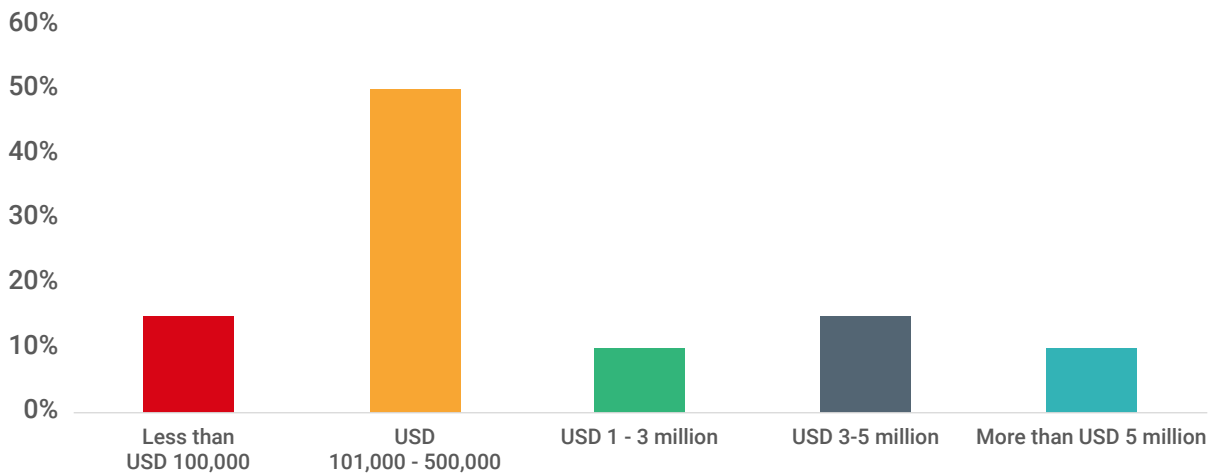
Do you have employees in other cities?



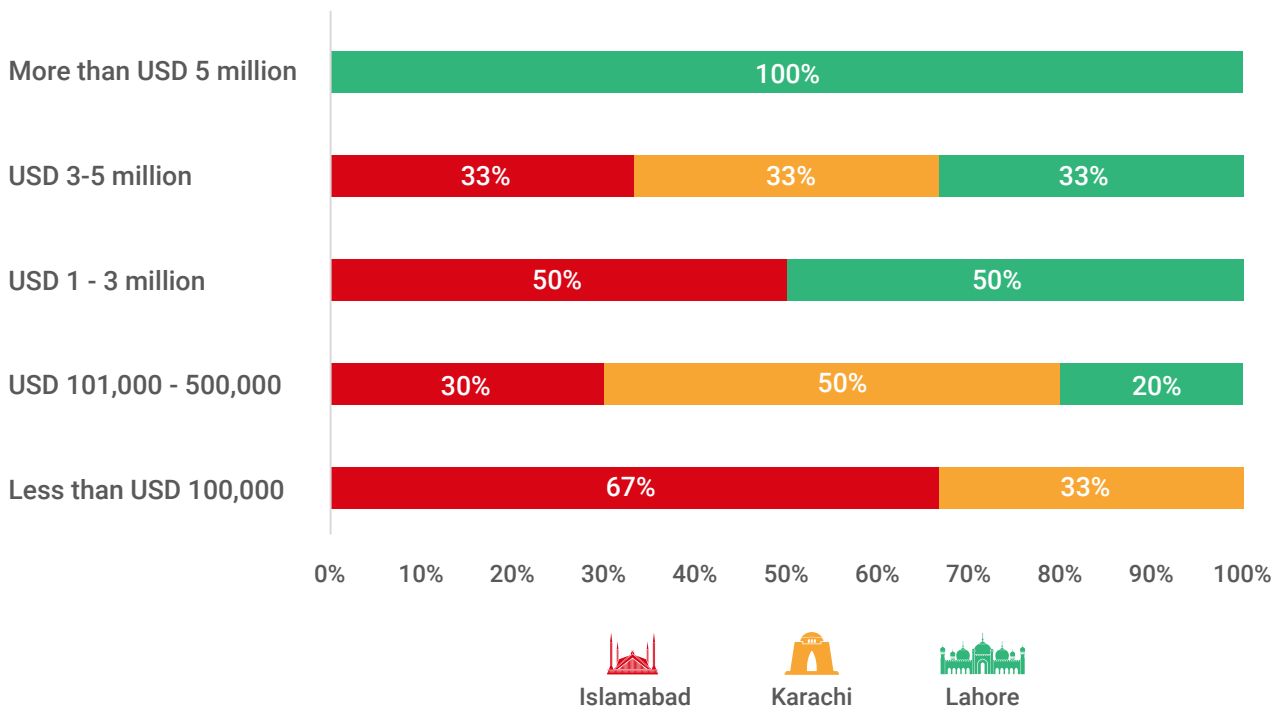
Startup

11% of the participating companies considered themselves startup i.e. they raised investment.

Investment Raised



Investment by Location

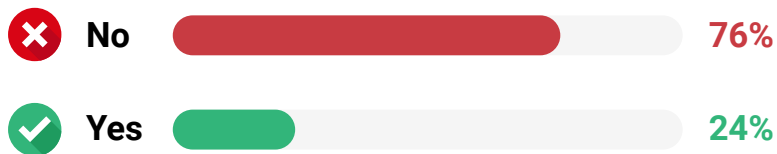


Company Headquarter

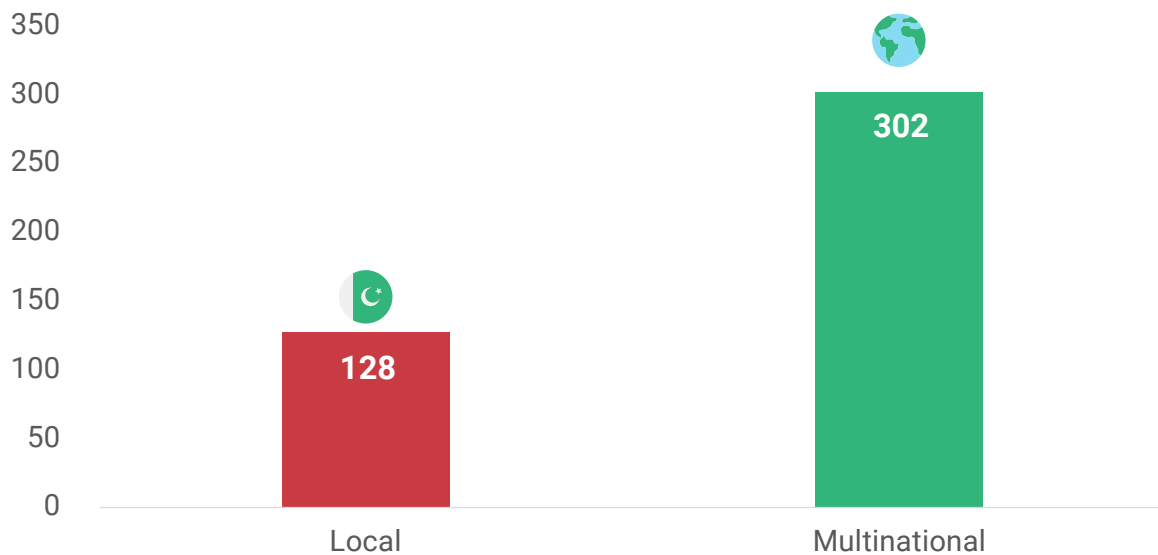
76% of the participating companies were based in Pakistan, while 26% were a subsidiary office of a multinational company.

Q.

Is your company a subsidiary office of a multinational company?



Avg. Team Size by Company HQ type



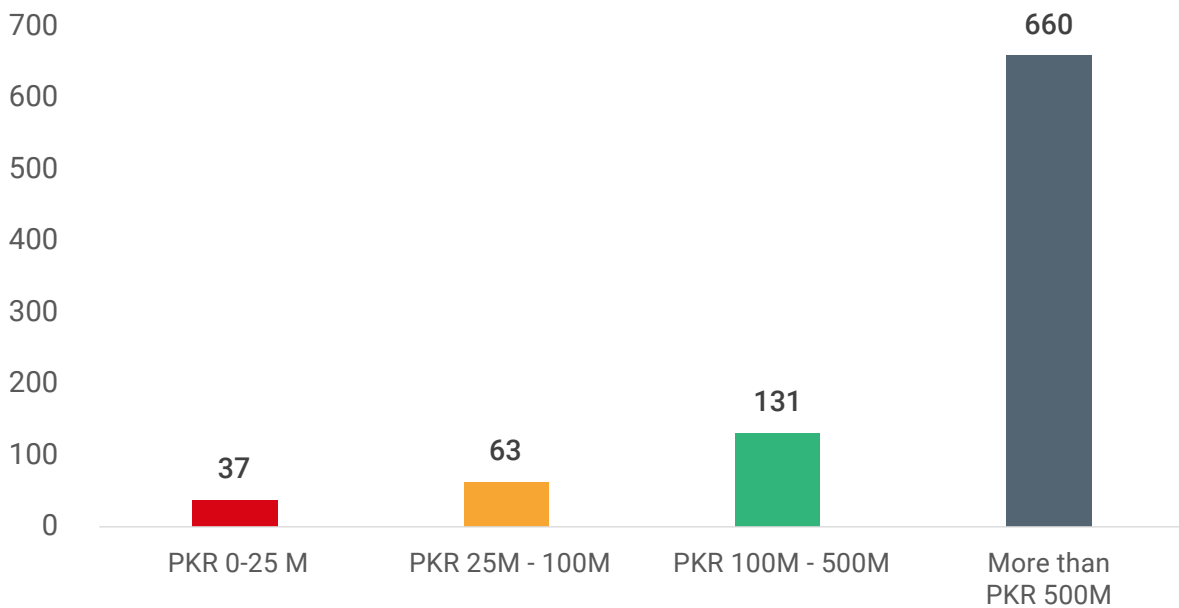
Company Revenue



86% Companies have an outsourcing revenue



Revenue vs. Avg. Team Size

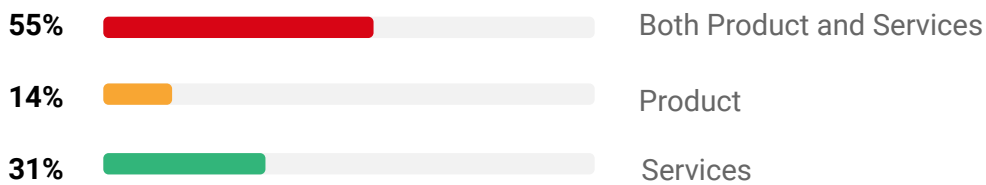


Company Offering

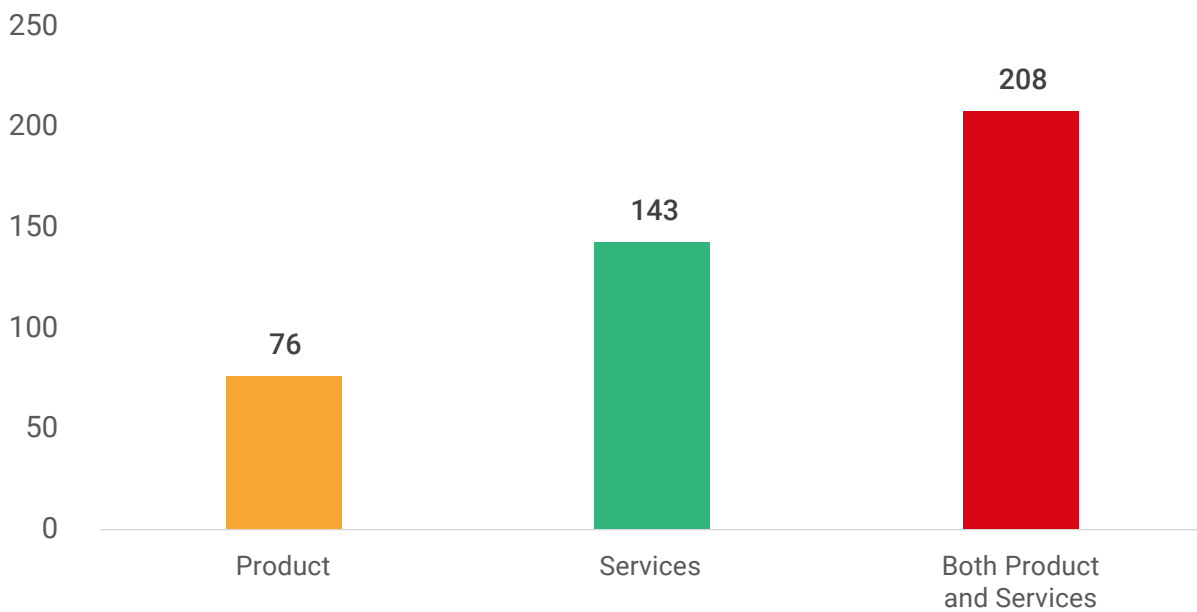
Offering Category



Offering Type

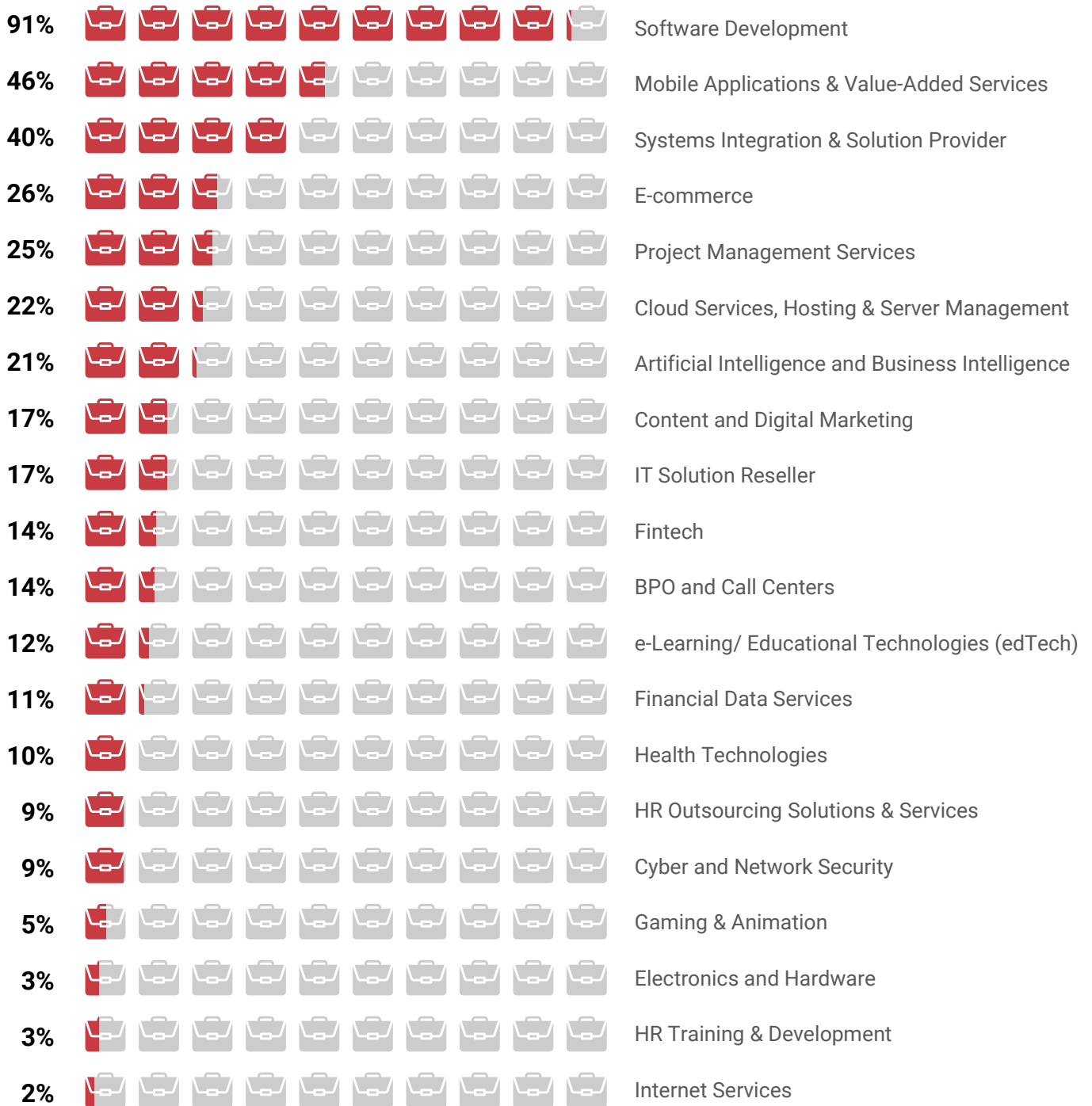


Avg. Team Size by Offering Type



Business Area

91% of the participating companies indicated software development as their main business area. The other top sectors of the participating companies included Mobile Applications development (46%), Systems Integration (40%), e-Commerce (26%) and Project Management (25%).



NOTE: Companies were allowed to select multiple options that describe their business area.



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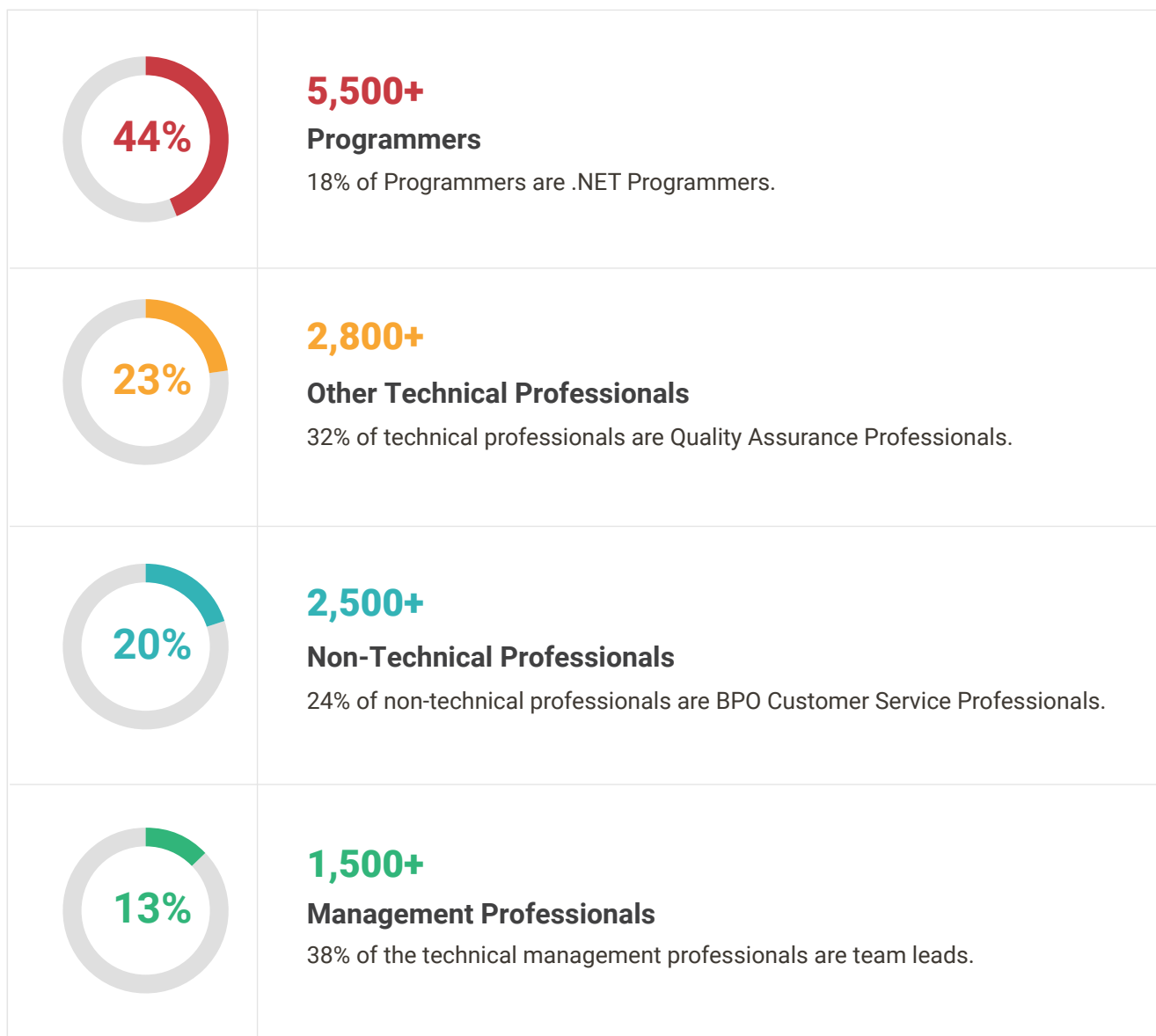
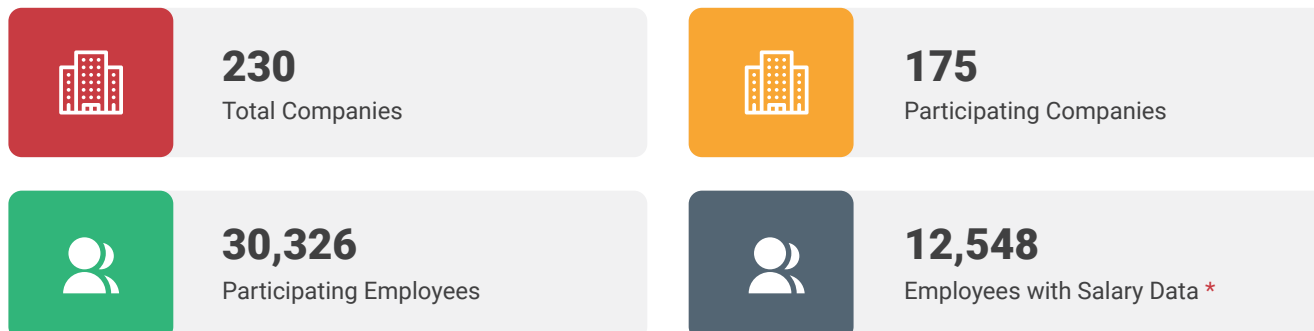
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P@SHA Salary Survey, 2021:

Salary Benchmarking Highlights
















Salary Survey Report 2021 Statistics






Note: Different participating companies didn't specify number of employees in the role and only provided salaries, whereas some companies didn't provide salaries for all roles. Total employee data is used to determine company size.











Salary Survey Report 2021 Statistics: Roles Overview

 5,500+ Total Programmers	 4,641 Top Programmer Categories	 902 Other Programmers
---	--	--




 1024 .NET	 663 Software Architect	 516 Backend Developer	 511 iOS Developer	 400 Java Developer
 377 MEAN/MERN/ Full Stack	 304 PHP/Laravel/ Codelgnitor/Yii	 297 Android Developer	 289 React Native/JS/ Vue JS/Angular	 260 HTML Front End






C++ | Microsoft Dynamics AX | Ruby | Python | Node | Unity | Salesforce Developer | SAP/ERP Developer | Microsoft SharePoint Embedded Firmware Developer | Salesforce Architect | Siebel Developer

 2,800+ Other Technical Professionals	 2,650 Top Technical Roles	 178 Other Technical Roles
---	--	--

 912 QA	 383 Helpdesk/support Engineer	 297 Graphics Designer	 215 Business Analyst/ Strategy Analyst	 211 DevOps Engineer
 200 Data Miner/Data Scientist/ Data Engineer	 147 QA (Automation)	 124 System Administrator	 94 Database Administrator	 67 Network Security






Cyber Security | 2D Animator | Salesforce Administrator | Game Designer | 3D Animator | Game Producer

 2,500+ Other NonTechnical Professionals	 1,576 Top Technical Roles	 410 Other Technical Roles
--	--	--

 612 BPO Customer Service Professional	 372 Business Development/B2B Sales	 346 Finance	 298 Admin	 281 Human Resources
--	---	--	---	--

Social Media Marketing/SEO and SEM | Technical Writer/Content Creator | Research & Development | Content Developer

 1,300+ Technical Management Professionals
--

 518 Team Lead	 346 Project Management	 318 Software Development Manager	 132 QA Manager	 31 Product Owner /Scrum Master
--	---	---	--	---

Overall Nationwide Average

Detailed data includes 26 categories, 62 roles and 225 jobs. All salary data is in **PKR** values.



Programmer

Detailed data available on 22 types of programmer

51,344 Entry (0-1 years)	89,145 Junior (1-3 years)	148,276 Middle (3-6 years)	215,723 Senior (6+ years)
------------------------------------	-------------------------------------	--------------------------------------	-------------------------------------



Other Technical Roles

Detailed data available on 16 other technical roles

51,255 Entry (0-1 years)	79,364 Junior (1-3 years)	125,992 Middle (3-6 years)	213,505 Senior (6+ years)
------------------------------------	-------------------------------------	--------------------------------------	-------------------------------------



Other Non-Technical Roles

Detailed data available on 10 non-technical roles

35,824 Entry (0-1 years)	60,028 Junior (1-3 years)	98,242 Middle (3-6 years)	183,790 Senior (6+ years)
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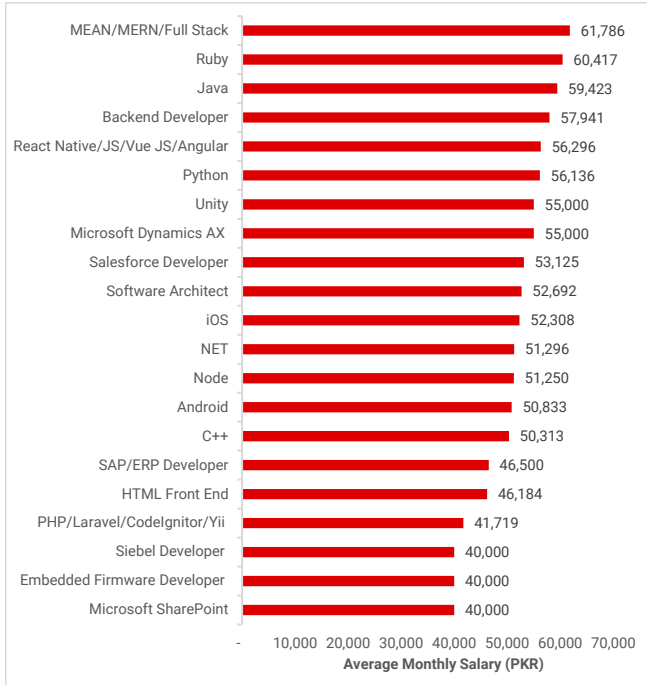
Technology Management

Detailed data available on 6 technology management roles

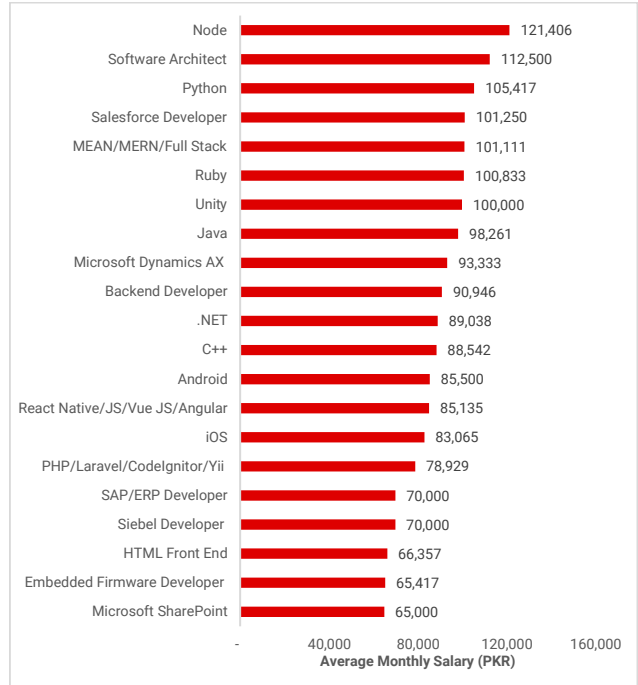
152,156 Middle (Less than 6 years)	223,288 Senior (6-12 years)	354,784 Experienced (12+ years)
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Salary Benchmarking: Programmers

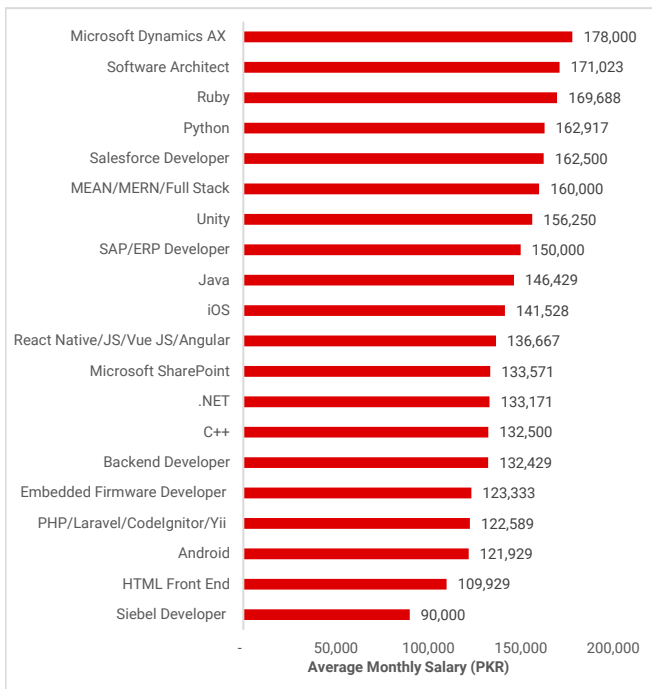
781 Entry Level Programmers



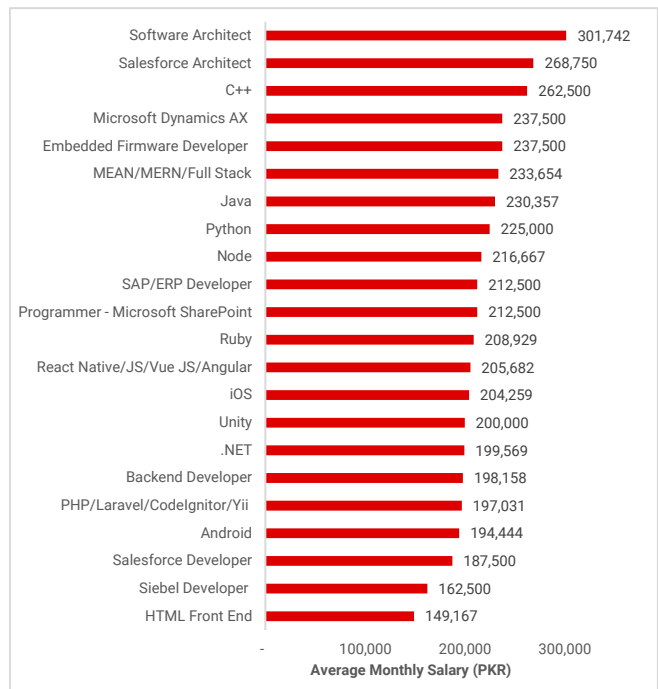
1,483 Junior Level Programmers



1,718 Middle Level Programmers

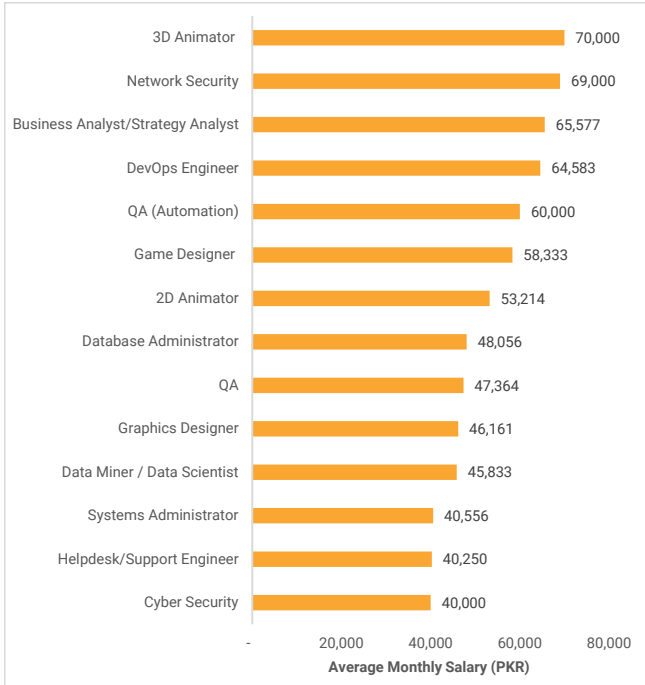


1,561 Senior Level Programmers

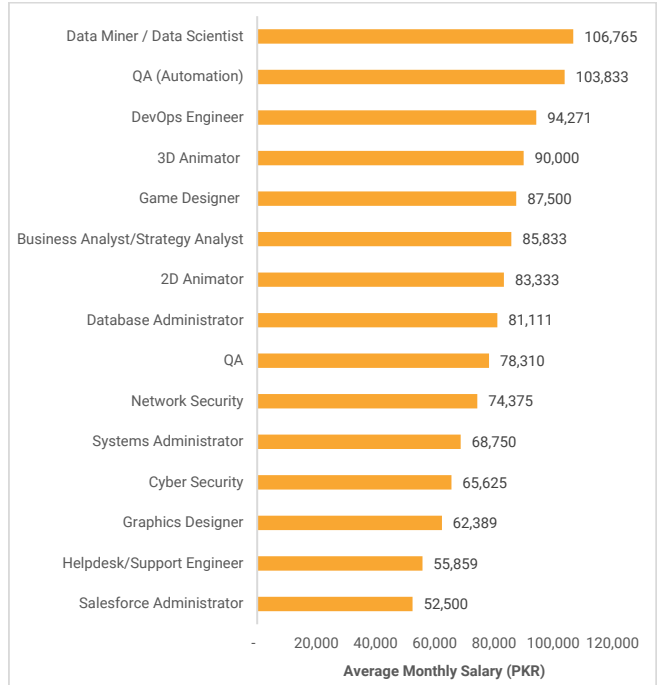


Salary Benchmarking: Technical Roles

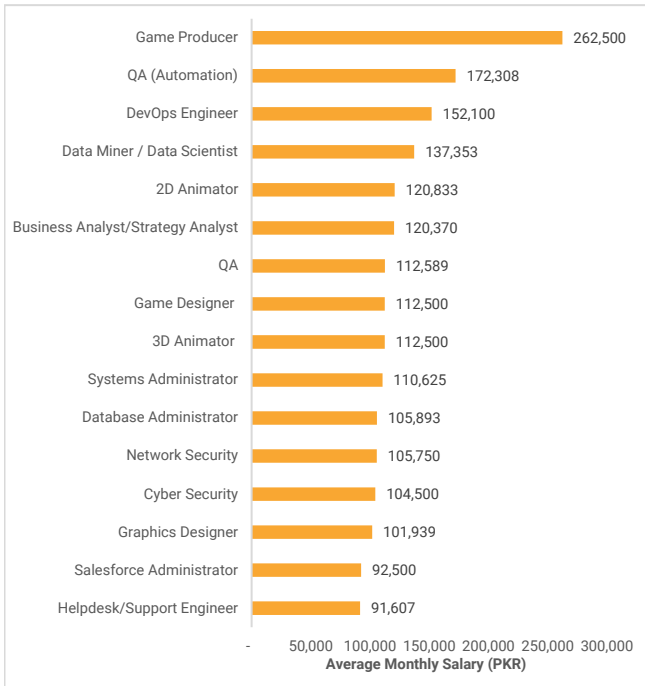
452 Other Technical Entry Level Professionals



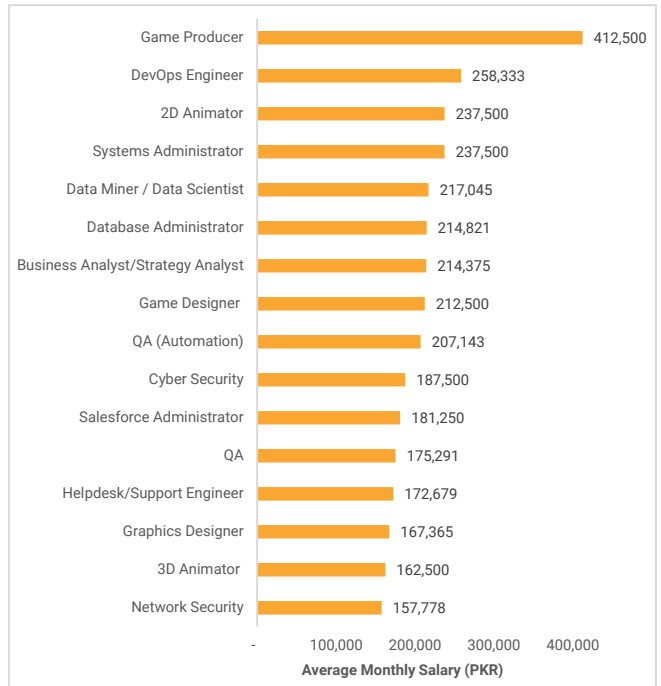
787 Other Technical Junior Level Professionals



855 Other Technical Middle Level Professionals

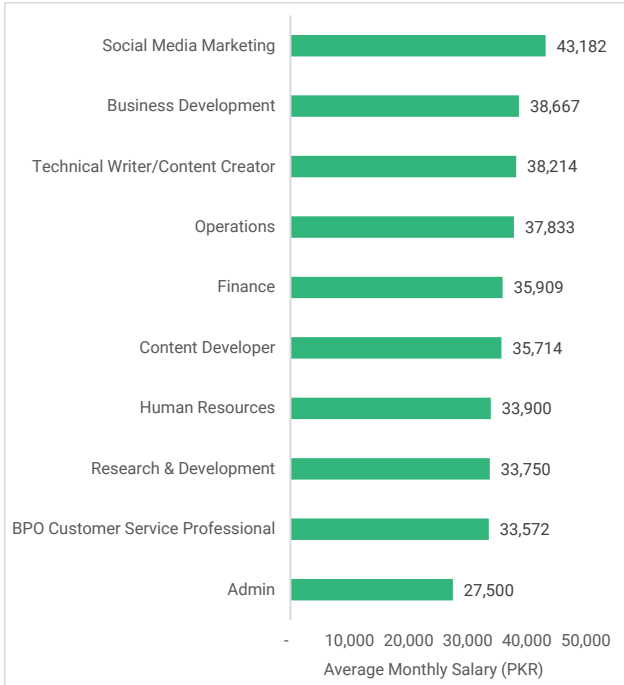


734 Other Technical Senior Level Professionals

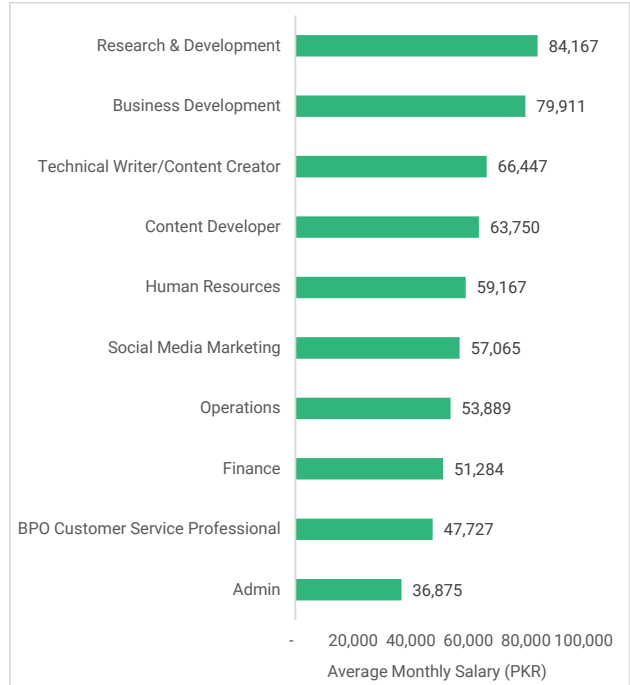


Salary Benchmarking: Non-Technical Roles

398 Non-Technical Entry Level Professionals



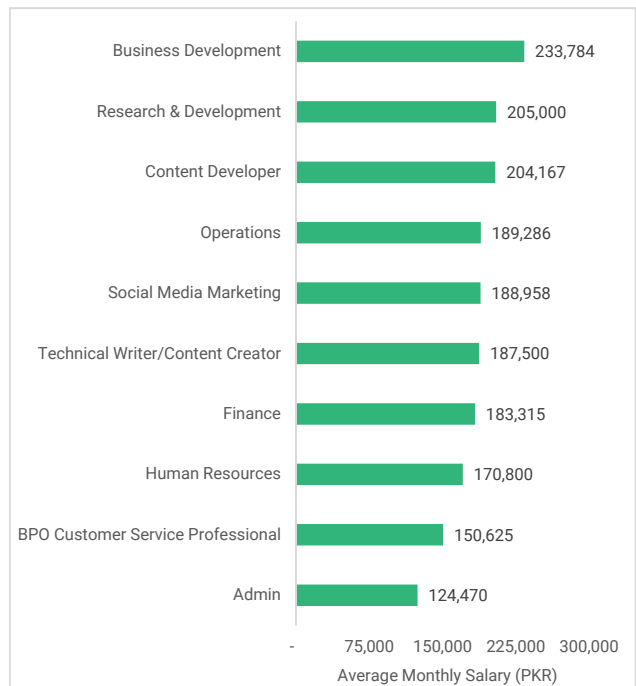
742 Non-Technical Junior Level Professionals



828 Non-Technical Middle Level Professionals

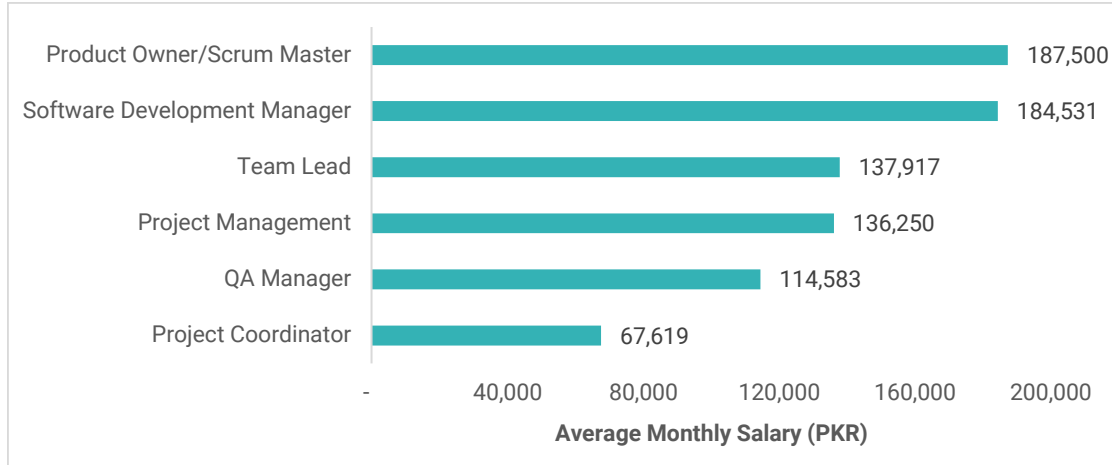


630 Non-Technical Senior Level Professionals

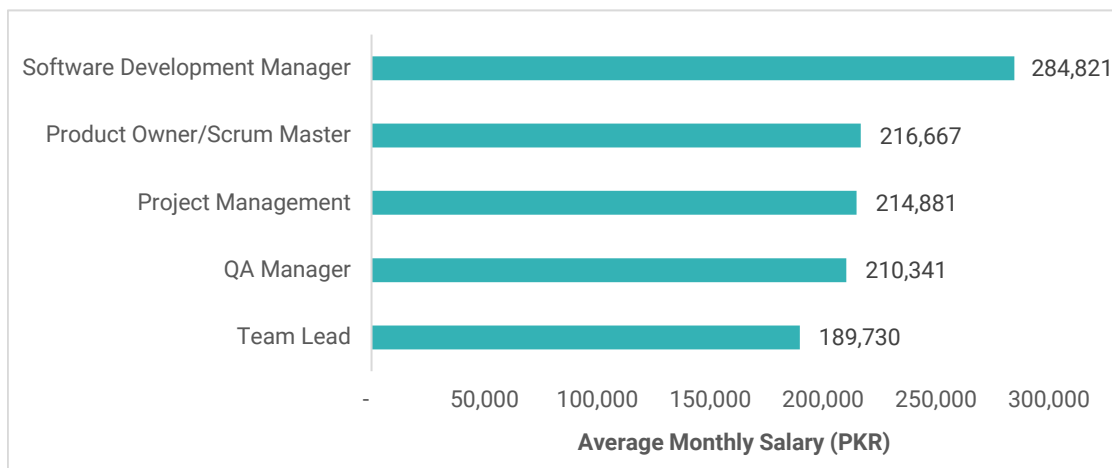


Salary Benchmarking: Technical Management

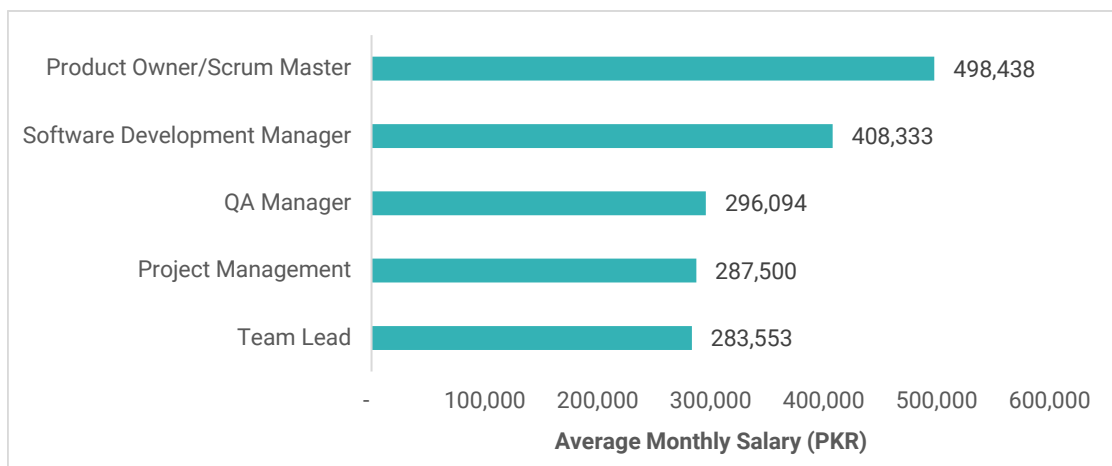
620 Middle Level IT Management Role



449 Senior IT Management Roles



306 Experienced IT Management Roles



Salary Benchmarking: Senior Management

200+ Senior Management Professionals

2%	Art Director	Average Salary 210,000	Common Salary 267,500	Highest Salary 287,500
11%	HR Director	Average Salary 275,000	Common Salary 162,500	Highest Salary 675,000
8%	Chief Financial Officer (CFO)	Average Salary 339,706	Common Salary 237,500	Highest Salary 725,000
3%	Chief Marketing Officer (CMO)	Average Salary 343,750	Common Salary 287,500	Highest Salary 675,000
13%	Chief Technology Officer (CTO)	Average Salary 426,058	Common Salary 387,500	Highest Salary 1,500,000
17%	VP/Director	Average Salary 456,429	Common Salary 337,500	Highest Salary 1,250,000
2%	Chief Information Officer (CIO)	Average Salary 535,000	Common Salary 525,000	Highest Salary 925,000
9%	Chief Operating Officer (COO)	Average Salary 576,389	Common Salary 525,000	Highest Salary 1,500,000
34%	CEO/MD/Country Manager	Average Salary 579,643	Common Salary 625,000	Highest Salary 1,500,000+













Note: Several participating companies chose to not disclose salaries of the senior management. The analysis is on the basis of the provided data.

Top Programmers in Demand

Top 10 Programmers w.r.t Salary (Nationwide)




Following are the top 10 highest-paying programming roles nationwide. There is a direct correlation between the highest-paying salary and the lack of availability of skilled resources. It has been seen that the need for human resources with the following technical skills is highest across the nation.

 MEAN/MERN/ Full Stack	 Ruby Developer	 Java Developer	 Node JS Developer	 React Native/JS/ Vue JS/Angular
 Python Developer	 Unity Developer	 Microsoft Dynamics AX	 Salesforce Developer	 Programmer – iOS





Top 5 Programmers w.r.t Salary (Regional)

Following are the top 5 highest paying programming roles region-wise. These roles had higher salaries in the respective region for all experience levels. This ranking highlights the need for skilled resources with these technical skills in the respective regions.






Islamabad

 HTML Front End	 Node	 C++	 Backend Developer	 .NET
---	---	--	--	---

Karachi

 Unity	 Microsoft Dynamics AX	 MEAN/MERN/ Full Stack	 iOS	 .NET
--	---	---	--	---

Lahore

 MEAN/MERN/ Full Stack	 React Native/JS/ Vue JS/Angular	 Android	 Backend Developer	 Python
---	---	--	--	---

Increment vs. Inflation

41% companies reported giving high increments (**more than 30%**) in 2021. This indicates **21%** increase from 2020.

- Low Less than 5% Increment
- Average 5 - 15 % Increment
- Good 15 - 30 % Increment
- High More than 30% Increment



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■ 8,371 Technical Professionals

Entry Level (0-1 years' experience)	National Average	Most Common (Mode)	Highest (Max)
Programmer - iOS	52,308	52,500	112,500
Programmer - Android	50,833	52,500	90,000
Programmer - Unity	55,000	70,000	70,000
Programmer - HTML Front End	46,184	30,000	112,500
Programmer - React Native/JS/Vue JS/Angular	56,296	70,000	112,500
Programmer - MEAN/MERN/Full Stack	61,786	52,500	112,500
Programmer - Backend Developer	57,941	52,500	162,500
Programmer - Java	59,423	70,000	112,500
Programmer - .NET	51,296	52,500	112,500
Programmer - Python	56,136	56,136	90,000
Programmer - Ruby	60,417	70,000	90,000
Programmer - Node	51,250	70,000	70,000
Programmer - PHP/Laravel/CodeIgnitor/Yii	41,719	30,000	70,000
Programmer - C++	50,313	52,500	70,000
Programmer - Embedded Firmware Developer	40,000	40,000	40,000
Programmer - Microsoft Dynamics AX	55,000	40,000	70,000
Programmer - Microsoft SharePoint	40,000	40,000	40,000
Software Architect	52,692	52,500	137,500
SAP/ERP Developer	46,500	--,---	70,000
Siebel Developer	40,000	--,---	40,000
Salesforce Architect	--,---	--,---	--,---
Salesforce Developer	53,125	--,---	90,000
Salesforce Administrator	--,---	--,---	--,---
Data Miner / Data Scientist / Data Engineer Senior	45,833	40,000	112,500
2D Animator	53,214	70,000	70,000
3D Animator	70,000	--,---	112,500
Game Designer	58,333	--,---	70,000

P@SHA Salary Survey 2021: Salary Guide

■ 8,371 Technical Professionals

Entry Level (0-1 years' experience)	National Average	Most Common (Mode)	Highest (Max)
Game Producer	--,---	--,---	--,---
Systems Administrator	40,556	40,000	112,500
Database Administrator	48,056	70,000	70,000
Network Security	69,000	40,000	212,500
Cyber Security	40,000	--,---	40,000
QA	47,364	52,500	112,500
QA (Automation)	60,000	--,---	90,000
Graphics Designer	46,161	40,000	90,000
DevOps Engineer	64,583	52,500	90,000
Business Analyst/Strategy Analyst	65,577	52,500	70,000
Helpdesk/Support Engineer	40,250	40,000	52,500

Junior Level (1-3 years' experience)	National Average	Most Common (Mode)	Highest (Max)
Programmer - iOS	83,065	70,000	162,500
Programmer - Android	85,500	70,000	162,500
Programmer - Unity	100,000	90,000	137,500
Programmer - HTML Front End	66,357	52,500	137,500
Programmer - React Native/JS/Vue JS/Angular	85,135	90,000	162,500
Programmer - MEAN/MERN/Full Stack	101,111	90,000	187,500
Programmer - Backend Developer	90,946	90,000	237,500
Programmer - Java	98,261	70,000	237,500
Programmer - .NET	89,038	90,000	187,500
Programmer - Python	105,417	112,500	187,500
Programmer - Ruby	100,833	90,000	162,500
Programmer - Node	121,406	112,500	187,500
Programmer - PHP/Laravel/CodeIgnitor/Yii	78,929	70,000	137,500
Programmer - C++	88,542	70,000	137,500

P@SHA Salary Survey 2021: Salary Guide

■ 8,371 Technical Professionals

Junior Level (1-3 years' experience)	National Average	Most Common (Mode)	Highest (Max)
Programmer - Embedded Firmware Developer	65,417	52,500	112,500
Programmer - Microsoft Dynamics AX	93,333	52,500	137,500
Programmer - Microsoft SharePoint	65,000	52,500	90,000
Software Architect	112,500	90,000	287,500
SAP/ERP Developer	70,000	--,---	70,000
Siebel Developer	70,000	--,---	70,000
Salesforce Architect	--,---	--,---	--,---
Salesforce Developer	101,250	--,---	112,500
Salesforce Administrator	52,500	--,---	52,500
Data Miner / Data Scientist / Data Engineer Senior	106,765	112,500	187,500
2D Animator	83,333	90,000	90,000
3D Animator	90,000	--,---	162,500
Game Designer	87,500	--,---	112,500
Game Producer	--,---	--,---	--,---
Systems Administrator	68,750	52,500	137,500
Database Administrator	81,111	40,000	212,500
Network Security	74,375	70,000	137,500
Cyber Security	65,625	--,---	70,000
QA	78,310	70,000	162,500
QA (Automation)	103,833	90,000	212,500
Graphics Designer	62,389	52,500	112,500
DevOps Engineer	94,271	70,000	137,500
Business Analyst/Strategy Analyst	85,833	112,500	162,500
Helpdesk/Support Engineer	55,859	52,500	90,000

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■ 8,371 Technical Professionals

Middle Level (3-6 years' experience)	National Average	Most Common (Mode)	Highest (Max)
Programmer - iOS	141,528	162,500	212,500
Programmer - Android	121,929	112,500	212,500
Programmer - Unity	156,250	112,500	237,500
Programmer - HTML Front End	109,929	90,000	212,500
Programmer - React Native/JS/Vue JS/Angular	136,667	162,500	212,500
Programmer - MEAN/MERN/Full Stack	160,000	137,500	287,500
Programmer - Backend Developer	132,429	112,500	237,500
Programmer - Java	146,429	162,500	237,500
Programmer - .NET	133,171	112,500	262,500
Programmer - Python	162,917	162,917	262,500
Programmer - Ruby	169,688	137,500	287,500
Programmer - Node	190,625	137,500	287,500
Programmer - PHP/Laravel/CodeIgnitor/Yii	122,589	112,500	187,500
Programmer - C++	132,500	112,500	237,500
Programmer - Embedded Firmware Developer	123,333	70,000	187,500
Programmer - Microsoft Dynamics AX	178,000	90,000	237,500
Programmer - Microsoft SharePoint	133,571	162,500	237,500
Software Architect	171,023	112,500	362,500
SAP/ERP Developer	150,000	--	162,500
Siebel Developer	90,000	--	90,000
Salesforce Architect	237,000	--	237,500
Salesforce Developer	162,500	--	187,500
Salesforce Administrator	92,500	--	137,500
Data Miner / Data Scientist / Data Engineer Senior	137,353	162,500	237,500
2D Animator	120,833	112,500	137,500
3D Animator	112,500	--	112,500
Game Designer	112,500	--	112,500

P@SHA Salary Survey 2021: Salary Guide

■ 8,371 Technical Professionals

Middle Level (3-6 years' experience)	National Average	Most Common (Mode)	Highest (Max)
Game Producer	262,500	--,---	275,000
Systems Administrator	110,625	112,500	187,500
Database Administrator	105,893	90,000	237,500
Network Security	105,750	112,500	162,500
Cyber Security	104,500	112,500	137,500
QA	112,589	112,500	187,500
QA (Automation)	172,308	137,500	262,500
Graphics Designer	101,939	90,000	237,500
DevOps Engineer	152,100	112,500	287,500
Business Analyst/Strategy Analyst	120,370	112,500	262,500
Helpdesk/Support Engineer	91,607	70,000	162,500

Senior Level (6+ years' experience)	National Average	Most Common (Mode)	Highest (Max)
Programmer - iOS	204,259	187,500	312,500
Programmer - Android	194,444	187,500	287,500
Programmer - Unity	200,000	212,500	287,500
Programmer - HTML Front End	149,167	137,500	312,500
Programmer - React Native/JS/Vue JS/Angular	205,682	212,500	312,500
Programmer - MEAN/MERN/Full Stack	233,654	162,500	337,500
Programmer - Backend Developer	198,158	137,500	362,500
Programmer - Java	230,357	287,500	337,500
Programmer - .NET	199,569	212,500	262,500
Programmer - Python	225,000	225,000	262,500
Programmer - Ruby	208,929	187,500	287,500
Programmer - Node	216,667	262,500	337,500
Programmer - PHP/Laravel/CodeIgnitor/Yii	197,031	237,500	287,500
Programmer - C++	262,500	262,500	337,500

P@SHA Salary Survey 2021: Salary Guide

■ 8,371 Technical Professionals

Senior Level (6+ years' experience)	National Average	Most Common (Mode)	Highest (Max)
Programmer - Embedded Firmware Developer	237,500	112,500	462,500
Programmer - Microsoft Dynamics AX	237,500	137,500	362,500
Programmer - Microsoft SharePoint	212,500	237,500	262,500
Software Architect	301,742	262,500	625,000
SAP/ERP Developer	212,500	--	237,500
Siebel Developer	162,500	--	162,500
Salesforce Architect	268,750	--	312,500
Salesforce Developer	187,500	--	187,500
Salesforce Administrator	181,250	--	212,500
Data Miner / Data Scientist / Data Engineer Senior	217,045	112,500	362,500
2D Animator	237,500	237,500	237,500
3D Animator	162,500	--	162,500
Game Designer	212,500	--	212,500
Game Producer	412,500	--	425,000
Systems Administrator	237,500	187,500	387,500
Database Administrator	214,821	137,500	437,500
Network Security	157,778	137,500	337,500
Cyber Security	187,500	187,500	287,500
QA	175,291	187,500	312,500
QA (Automation)	207,143	187,500	362,500
Graphics Designer	167,365	112,500	362,500
DevOps Engineer	258,333	262,500	412,500
Business Analyst/Strategy Analyst	214,375	137,500	525,000
Helpdesk/Support Engineer	172,679	112,500	437,500

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■ 2,598 Non-Technical Professionals

Entry Level (0-1 years' experience)	National Average	Most Common (Mode)	Highest (Max)
BPO Customer Service Professional	33,572	30,000	52,500
Technical Writer/Content Creator	38,214	30,000	70,000
Content Developer	35,714	40,000	40,000
Social Media Marketing/SEO and SEM	43,182	40,000	70,000
Business Development/B2B Sales	38,667	52,500	52,500
Research & Development	33,750	40,000	40,000
Operations	37,833	52,500	52,500
Admin	27,500	22,500	40,000
Finance	35,909	30,000	70,000
Human Resources	33,900	30,000	70,000

Junior Level (1-3 years' experience)	National Average	Most Common (Mode)	Highest (Max)
BPO Customer Service Professional	47,727	40,000	90,000
Technical Writer/Content Creator	66,447	70,000	90,000
Content Developer	63,750	52,500	90,000
Social Media Marketing/SEO and SEM	57,065	52,500	112,500
Business Development/B2B Sales	79,911	52,500	187,500
Research & Development	84,167	52,500	187,500
Operations	53,889	52,500	70,000
Admin	36,875	40,000	70,000
Finance	51,284	40,000	90,000
Human Resources	59,167	52,500	90,000

Mid Level (3-6 years' experience)	National Average	Most Common (Mode)	Highest (Max)
BPO Customer Service Professional	71,667	90,000	112,500
Technical Writer/Content Creator	91,154	90,000	137,500
Content Developer	128,889	112,500	312,500
Social Media Marketing/SEO and SEM	91,397	90,000	262,500

P@SHA Salary Survey 2021: Salary Guide

■ 2,598 Non-Technical Professionals

Mid Level (3-6 years' experience)	National Average	Most Common (Mode)	Highest (Max)
Business Development/B2B Sales	133,071	90,000	312,500
Research & Development	120,000	70,000	287,500
Operations	83,594	70,000	112,500
Admin	66,304	52,500	162,500
Finance	92,366	70,000	187,500
Human Resources	103,977	90,000	212,500

Senior Level (6+ years' experience)	National Average	Most Common (Mode)	Highest (Max)
BPO Customer Service Professional	150,625	187,500	337,500
Technical Writer/Content Creator	187,500	162,500	312,500
Content Developer	204,167	162,500	337,500
Social Media Marketing/SEO and SEM	188,958	137,500	487,500
Business Development/B2B Sales	233,784	162,500	575,000
Research & Development	205,000	90,000	387,500
Operations	189,286	137,500	362,500
Admin	124,470	90,000	287,500
Finance	183,315	112,500	437,500
Human Resources	170,800	237,500	337,500

■ 1,375 Technology Management Professionals

Mid Level (Less than years' experience)	National Average	Most Common (Mode)	Highest (Max)
Team Lead	137,917	137,500	262,500
Software Development Manager	184,531	187,500	337,500
QA Manager	114,583	90,000	187,500
Project Coordinator	67,619	52,500	162,500
Project Management	136,250	90,000	262,500
Product Owner/Scrum Master	187,500	137,500	312,500

P@SHA Salary Survey 2021: Salary Guide

■ 1,375 Technology Management Professionals

Senior Level (6-12 years' experience)	National Average	Most Common (Mode)	Highest (Max)
Team Lead	189,730	212,500	387,500
Software Development Manager	284,821	262,500	437,500
QA Manager	210,341	137,500	337,500
Project Coordinator	--,---	--,---	--,---
Project Management	214,881	162,500	412,500
Product Owner/Scrum Master	216,667	187,500	337,500

Experienced Level (12+ years' experience)	National Average	Most Common (Mode)	Highest (Max)
Team Lead	283,553	237,500	412,500
Software Development Manager	408,333	387,500	675,000
QA Manager	296,094	312,500	525,000
Project Coordinator	--,---	--,---	--,---
Project Management	287,500	237,500	487,500
Product Owner/Scrum Master	498,438	--,---	1,000,000

■ 204 Senior Management Professionals

Role	National Average	Most Common (Mode)	Highest (Max)
Art Director	210,000	267,500	287,500
HR Director	275,000	162,500	675,000
CFO	339,706	237,500	725,000
CMO	343,750	287,500	675,000
CTO	426,058	387,500	1,500,000
VP/Director	456,429	337,500	1,250,000
CIO	535,000	525,000	925,000
COO	576,389	525,000	1,500,000
CEO/MD/Country Manager	579,643	625,000	1,500,000 or above

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Perks and Benefits



General Employee Benefits



Health Insurance

78%

78% of companies who are offering health insurance (individual + spouse + children) are medium-sized and have annual revenue ranging 100-500 million (PKR)



Maternity leave

74%

74% of companies offering maternity leaves are medium-sized with annual revenue ranging 25-500 million (PKR)



Flexible working hours

67%

67% of companies offering flexible working hours are medium-sized with annual revenue ranging from 0-25 million (PKR)



Personal Loans

67%

67% of companies offering personal loans are medium-sized companies with annual revenue ranging from 100-500 million (PKR)



Performance-related bonus

65%

65% of companies offering performance-related bonus have annual revenue ranging 100-500 million (PKR)



Bonus

65%

65% of companies offering bonuses are mostly medium-sized with annual revenue ranging 0-25 million (PKR)



Mobile compensation

52%

52% of companies offering mobile compensation are medium-sized companies with annual revenue ranging from 25-100 million (PKR)



Paternity leave

48%

48% of companies offering paternity leave are medium-sized with annual revenue of 25-100 million (PKR)



General Employee Benefits



Provident Fund

43%

43% of companies providing provident funds are mostly medium-sized with annual revenue of more than 500 million (PKR)



Fuel Compensation

40%

40% of companies providing fuel compensation are big sized with annual revenue ranging from 100-500 million (PKR)



Recreational Facilities

39%

39% of companies providing sports or recreational facilities at the workplace are multinational companies



Career Coaching

38%

38% of companies offering career coaching facilities are medium-sized with annual revenue of 25-500 million (PKR)



Cafeteria/ Subsidized Food

36%

36% of companies offering cafeteria/subsidized food are medium-sized companies with annual revenue ranging from 100-500 million (PKR)



Compassion Leaves

34%

34% of companies offering compassion leaves are medium-sized with annual revenue ranging from 0-25 million (PKR)



Eid Bonus

27%

27% of companies providing 'Eid Bonus' are medium-sized with annual revenue from 25-100 million (PKR)




Health Insurance (incl. parents)

25%

25% of companies offering health insurance (incl. parents) are big size companies with revenue ranging from 100-500 million (PKR)




General Employee Benefits



Re-location Benefit

19%


19% of companies with annual revenue ranging from 100-500 million (PKR) are offering re-location benefits



Employee Assistance Programs

16%


16% of companies offering employee assistance programs are medium-sized with annual revenue ranging from 100-500 million (PKR)



Gratuity

14%

14% of companies offering 'gratuity' are both big and medium-sized companies. This practice is most common in the Karachi Region



Transportation Provided

14%

14% of companies providing 'transportation facilities' are mostly corporate local companies



Office Furniture for Home

14%


14% of companies providing office furniture for homes are big sized companies with annual revenue of 100-500 million (PKR)



Well-being/Global Care holidays

17%


17% of companies providing well-being/global care holidays are medium-sized with annual revenue of 25-100 million (PKR)



Well-being Reimbursement

11%

11% of companies providing well-being reimbursement programs are medium-sized with annual revenue of 25-100 million (PKR)



Employee Discounts

10%

10% of companies providing employee discounts at sales outlets/spas/gyms are multinational companies



General Employee Benefits



Psychologist Sessions

10%

10% of companies offering psychologist sessions are big sized companies with annual revenue of 100-500 million (PKR)



Employee shareholding

9%

9% of companies offering equity are big-sized and corporate companies



Daycare facility

7%

7% of corporate companies are offering daycare facilities, most of them are from the Karachi Region.



Umrah and Hajj financing

6%

6% of medium-sized companies are offering daycare facilities with annual revenue ranging from 25-100 million (PKR)

Other Benefits

Employee Engagement

Employee Recognition Awards | Team building events| Employee Awards (Employee of Month/Quarter, Thank you & Excellent Idea Award)

Bonuses

Tenure based bonus | Retention Bonus

Electronics

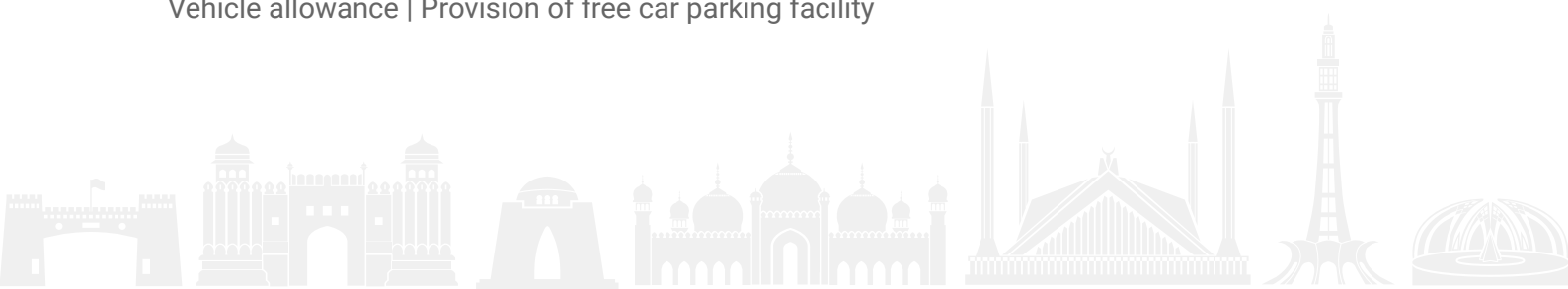
Laptop replacement & giveaway policy | Laptop ownership | Mobile insurance

Drinking water facility

Supply of mineral water at homes twice weekly

Conveyance

Vehicle allowance | Provision of free car parking facility











Other Benefits

- **Recreational**
Client sponsored recreational trips | Entertainment Allowance | Yearly trips reimbursement | Paid time off
- **Internet facility**
Device purchase policy | Internet allowance
- **Life Insurance**
EOBI Insurance | Pay Continuity Plan | Life Insurance plans
- **Recruitment**
Employee referral allowance
- **Cash Reward benefits**
Annual leave encashment
- **Training and Development Opportunities**
International Exchange Programs | Sponsored Training & certification allowance| Training reimbursements
- **Work/Performance-based reward**
Project-based bonuses | Extra hours' compensation | Meal & conveyance allowance (late sittings)
- **Wellness Program**
Wellness program (quarterly) | Gym facility | Growth Clubs membership
- **Covid-19 WFH facilitation**
Financial assistance for WFH setup | WFH Allowance
- **Accommodation**
Provision of Hostel option



Additional Benefits Provided to Senior Management

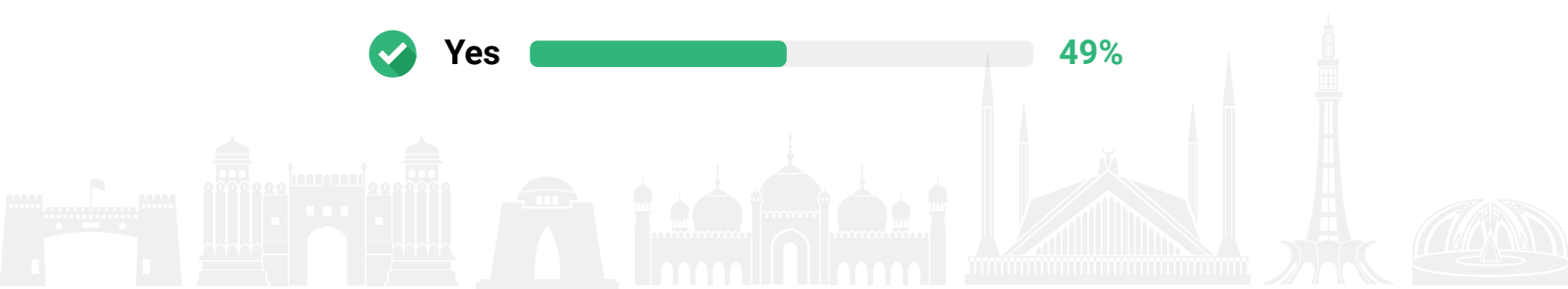
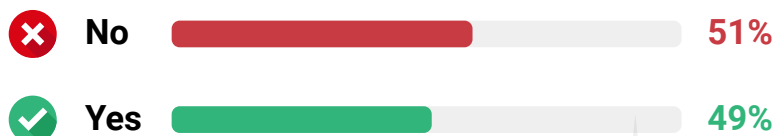
The frequency of most of the benefits was quite similar between benefits for employees and senior management. However, few benefits vary such as benefits like employee shareholding in the company (equity), well-being/Global care holidays, and gratuity was higher in senior management than other employees. However, there were a few exclusive for senior management only. Following is the overview of the type of benefits provided to senior management only

	Provision of vehicle allowance and fuel card		Providing service facility for vehicle
	Offering allowance for international traveling		Providing lease for a vehicle
	Providing mobile allowance along with internet facility		Provision of certified public accountant (CPA) bonus
	Providing executive medical check-up		Provision of GYM allowance
	Offering employee profit-sharing opportunities		Employee Shareholding in the company (equity)

Long Service Award

Companies offering long service awards are medium-sized with annual revenue ranging from 25-100 million (PKR).

Q. Does your company practice long service awards?



Regional Comparison of the General Benefits for Employees

There have been interesting variations in the provision of various perks and benefits for employees across Regions. However, there are certain benefits whose frequency was consistent in various Regions such as benefits like provision of flexible working hours, compassion leaves, mobile phone compensation, employee discounts at sales outlets/ spas/ gym, and well-being reimbursement programs were the same in Karachi and Lahore Regions. Whereas psychologist sessions were provided at the same frequency in Islamabad and Lahore sessions. Though the frequency of provision of umrah and hajj financing was observed the same in all three Regions. Let's have a closer look at the provision of benefits in which few Regions have an edge over others.



Islamabad Region

Provision of following benefits was higher in the Islamabad Region comparatively to the rests



Provision of **sports or recreational facilities** at the workplace



Providing **cafeteria/ Subsidized food**



Providing **office furniture for home usage**



Arranging **psychologist sessions for the employees**



Karachi Region

Provision of following benefits was higher in the Karachi Region comparatively to the rests



Provision of **health insurance (Individual + Spouse + Children + parents)**



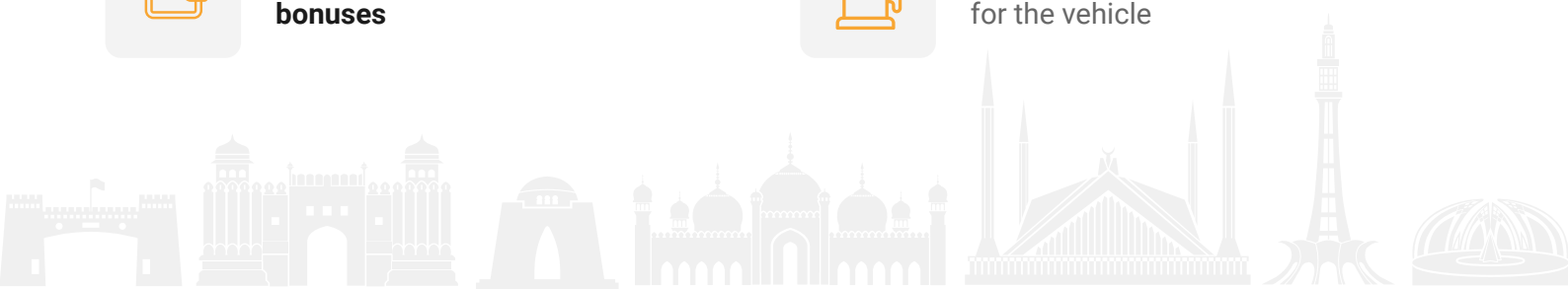
Provision of **personal loans**



Offering **performance-based bonuses**



Providing **fuel compensation for the vehicle**





Providing **relocation benefits** to the employees



Providing **well-being/Global care** holidays



Availability of **daycare facility** for working parents



Offering **employee assistance programs**



Offering **gratuity** to employees



Providing **transportation facilities** to employees



Lahore Region

Provision of the following benefits was higher in the Lahore Region compared to the rests



Providing **maternity and paternity leaves** for new parents



Arranging **career coaching** facilities for employees



Offering employee shareholding in the company (**equity**)



Providing festival bonuses (**Eid bonus**) to the employee



Providing **provident funds** to employees

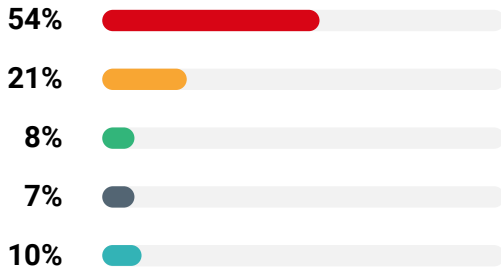


Frequency of Bonuses for Different Employee Levels

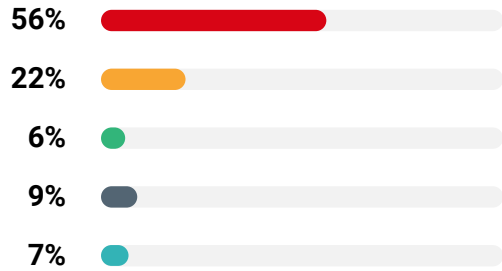
The frequency of bonuses varies for each employee level.

■ Annual ■ Bi-Annual ■ Monthly ■ Quarterly ■ No Bonus

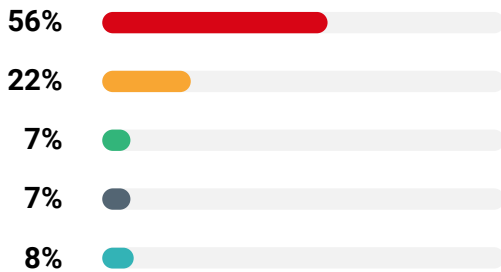
Entry Level Bonus Frequency 0-1 years of experience



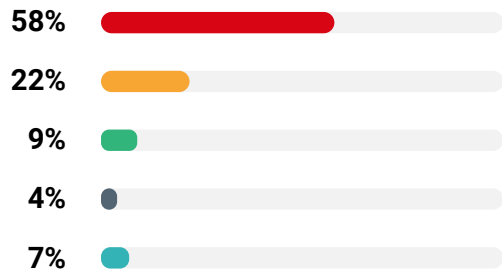
Junior Level Bonus Frequency 1-3 years of experience



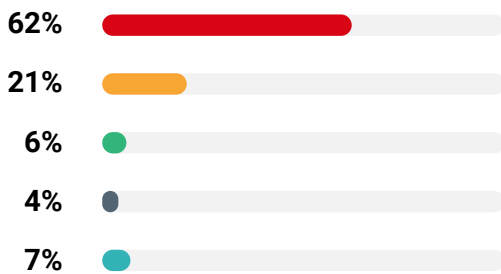
Mid Level Bonus Frequency 3-6 years of experience



Senior Level Bonus Frequency 6+ years of experience

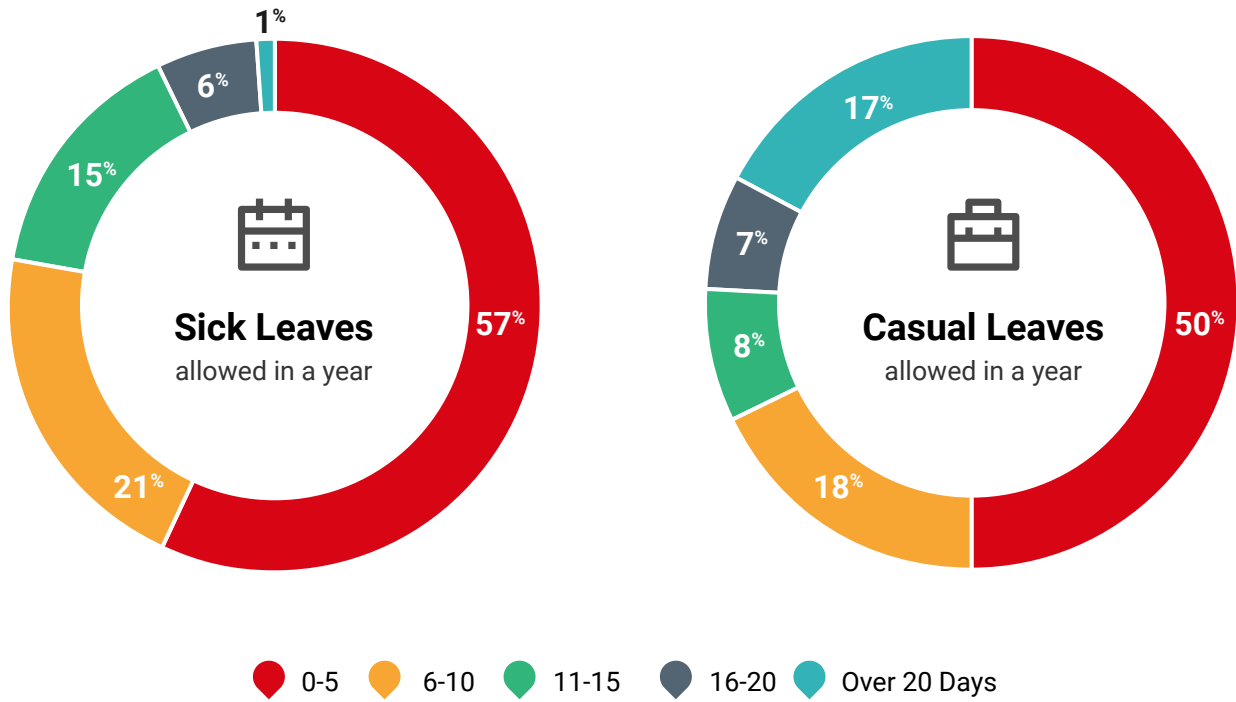


Senior Management Bonus Frequency Department Heads & Company Directors



Leave Policy

Two types of leaves are more common in all companies in the IT & ITeS Industry namely, sick leaves and casual leaves, though their frequency varies from company to company.



- Most of the companies offering 0-5 days' sick leaves are medium-sized.
- Companies offering 6-10- and 16-20 days' sick leaves are medium-sized with annual revenue ranging from 25-100 million (PKR).
- Companies offering 11-15 days' sick leave are the ones with annual revenue ranging from 100-500 million (PKR).
- Companies offering 0-5 days' casual leave are medium-sized with annual revenue ranging from 100-500 million (PKR).
- Companies offering 11-15 days' casual leave have revenue of 0-15 million. (PKR).
- Whereas companies offering 6-10 and over 20 days' casual leaves are medium-sized with annual revenue ranging from 25-100 million (PKR).

i NOTE: Different companies pointed out that they also provide **10-20 annual leaves** in addition to sick and casual leaves.



Monthly Budget (PKR) Per Employee for Benefits and Perks



Monthly Budget (PKR) Per Employee Distribution

BUDGET	ENTRY LEVEL	JUNIOR LEVEL	MID LEVEL	SENIOR LEVEL	Heads & Senior Management
Less than 5k	31%	25%	17%	0%	0%
5-30k	50%	50%	51%	57%	48%
30-55k	17%	19%	17%	11%	17%
55-85k	2%	0%	9%	14%	17%
85k-120,000	0%	0%	0%	11%	0%
120,000 +	0%	6%	6%	7%	17%



Interesting findings of monthly budget per employee for perks and benefits

◆ Entry Level (0-1 years)

- Companies with avg. budget per employee **less than 5k** were mostly medium-sized companies with annual revenue of 0-25 million (PKR)
- Most of the companies with avg. budget ranging **5k-30k** were medium-sized and from the Karachi Region
- Companies having a budget of **30k-55k** were medium-sized with annual revenue of 25-100 million (PKR)

◆ Junior Level (1-3 years)

- Companies which had avg. budget per employee **less than 5k** were mostly medium-sized companies with annual revenue of 0-25 million (PKR). Most of them were from the Karachi Region
- Most of the companies which had avg. budget ranging **5k-30k** were medium-sized with annual revenue ranging from 25-100 million (PKR)

◆ Mid-Level (3-6 years)

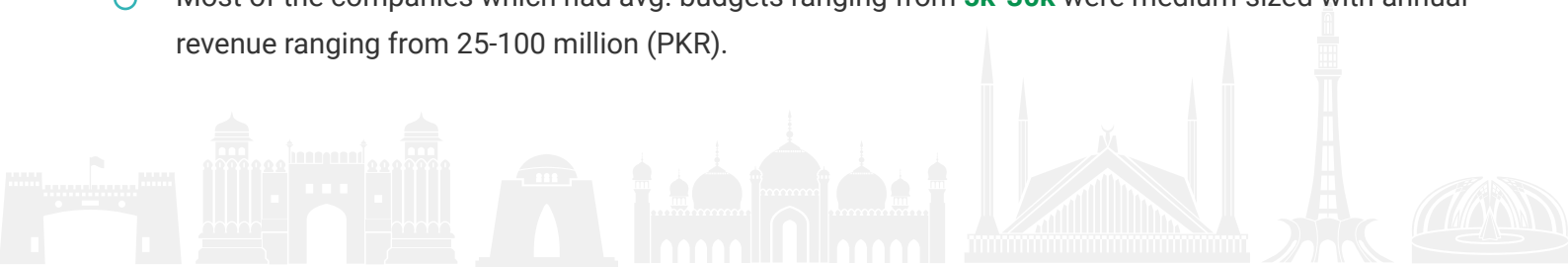
- Companies which had avg. budget per employee **less than 5k** were mostly medium-sized companies with annual revenue of 0-25 million (PKR)
- Most of the companies which had avg. budget ranging **5k-30k** were medium-sized with annual revenue ranging from 25-100 million (PKR)
- Companies that had **30k-55k avg.** budget per employee was mostly big sized with annual revenue of more than 500 million (PKR)

◆ Senior Level (6+ years)

- Companies which had avg. budget per employee **less than 5k** had annual revenue of 0-25 million (PKR).
- Most of the companies which had avg. budget ranging **5k-30k** were medium-sized with annual revenue ranging from 25-100 million (PKR)

◆ Senior Management, Managers, Senior Management

- **No companies had avg. budget of less than 5k for senior management and managers**
- Most of the companies which had avg. budgets ranging from **5k-30k** were medium-sized with annual revenue ranging from 25-100 million (PKR).



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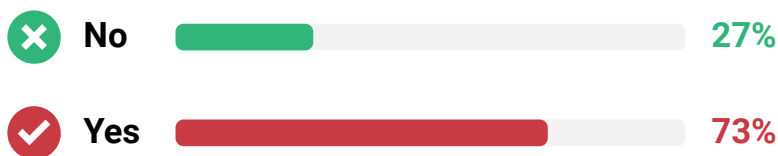
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Overall Increment Trend

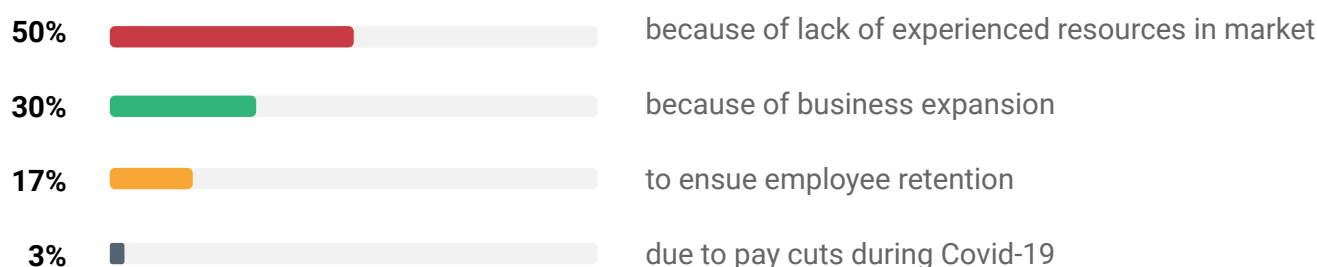


Q.

Was your company's last increment higher than previous years?



Reasons for allocation of higher increment than previous year



It has been noticed that the most common reason for giving higher increments than previous years was to ensure employee retention followed by business expansion. However, there were some other reasons as well such as:

- The high demand for technical roles/jobs in the industry has raised the salaries drastically.
- The raise in the dollar exchange rate in the last 3 years has also affected the salaries
- The influx of foreign funding for startups is also one of the contributing factors in deciding higher salary and increments
- Increments were quite regular in July 2020. However, they have been significantly higher in July 2021 to make up for unstable market conditions leading to higher average salaries, to ensure retention, and enhance employee satisfaction.

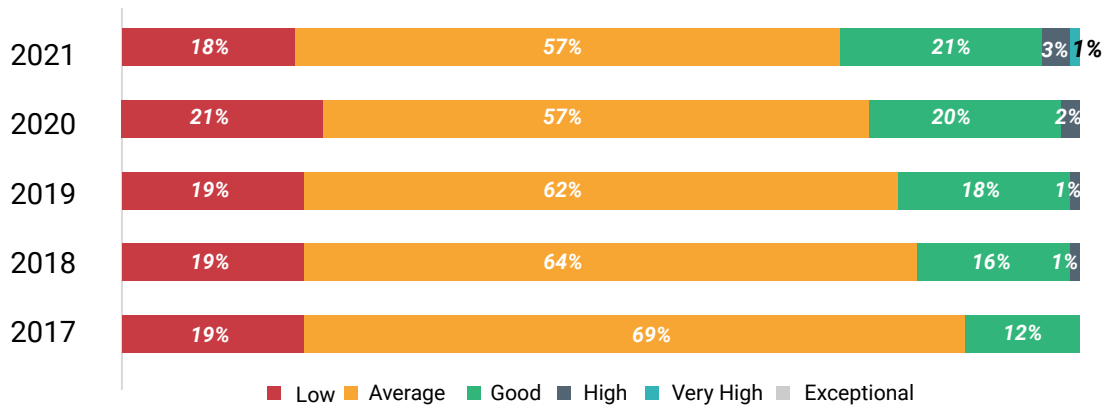


Annual Trend of minimum and maximum increments

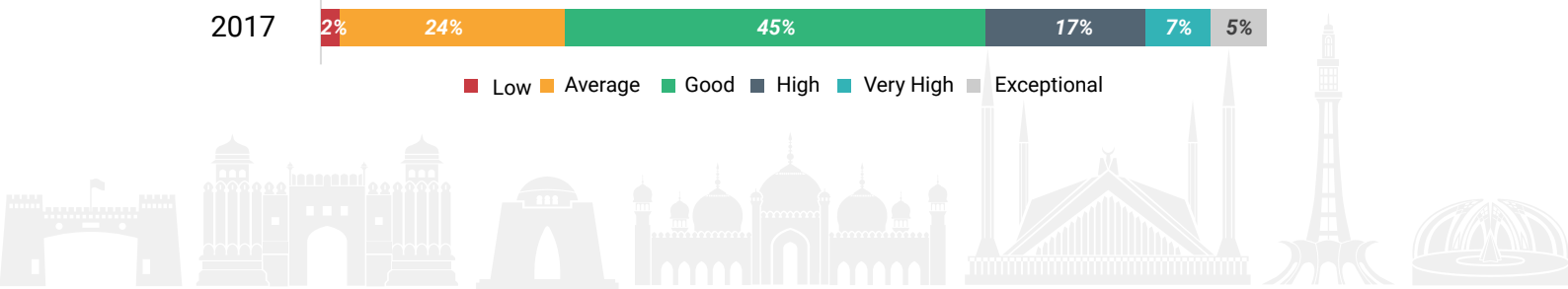
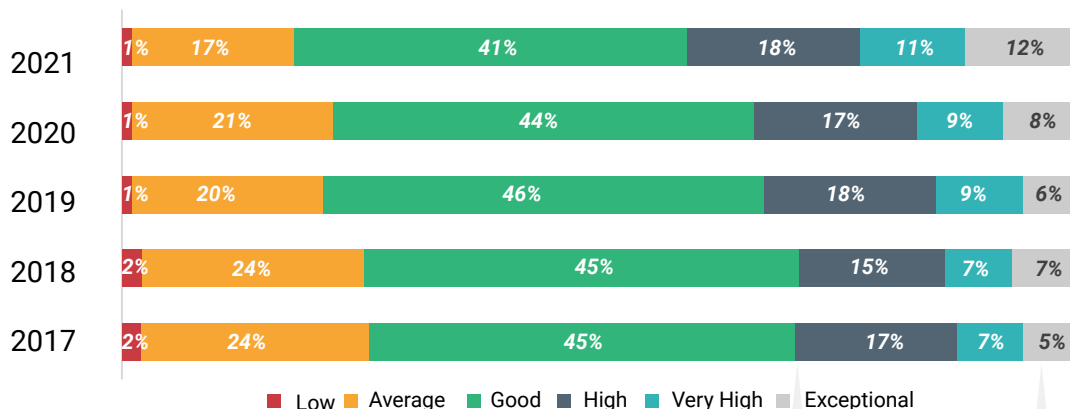
Low	Less than 5%
Average	5 - 15 %
Good	15 - 30 %
High	30 - 45%
Very High	45 - 60%
Exceptional	More than 60%

- The trend clearly indicates that increments in 2021 have been the highest.
- There was an increase in tendency to give low increments in 2020, primarily because of Covid-19.
- 41% of companies gave maximum increments in high category (more than 30%)
- There is a 50% increase in companies who had to give exceptional increments (more than 60%) in 2021.

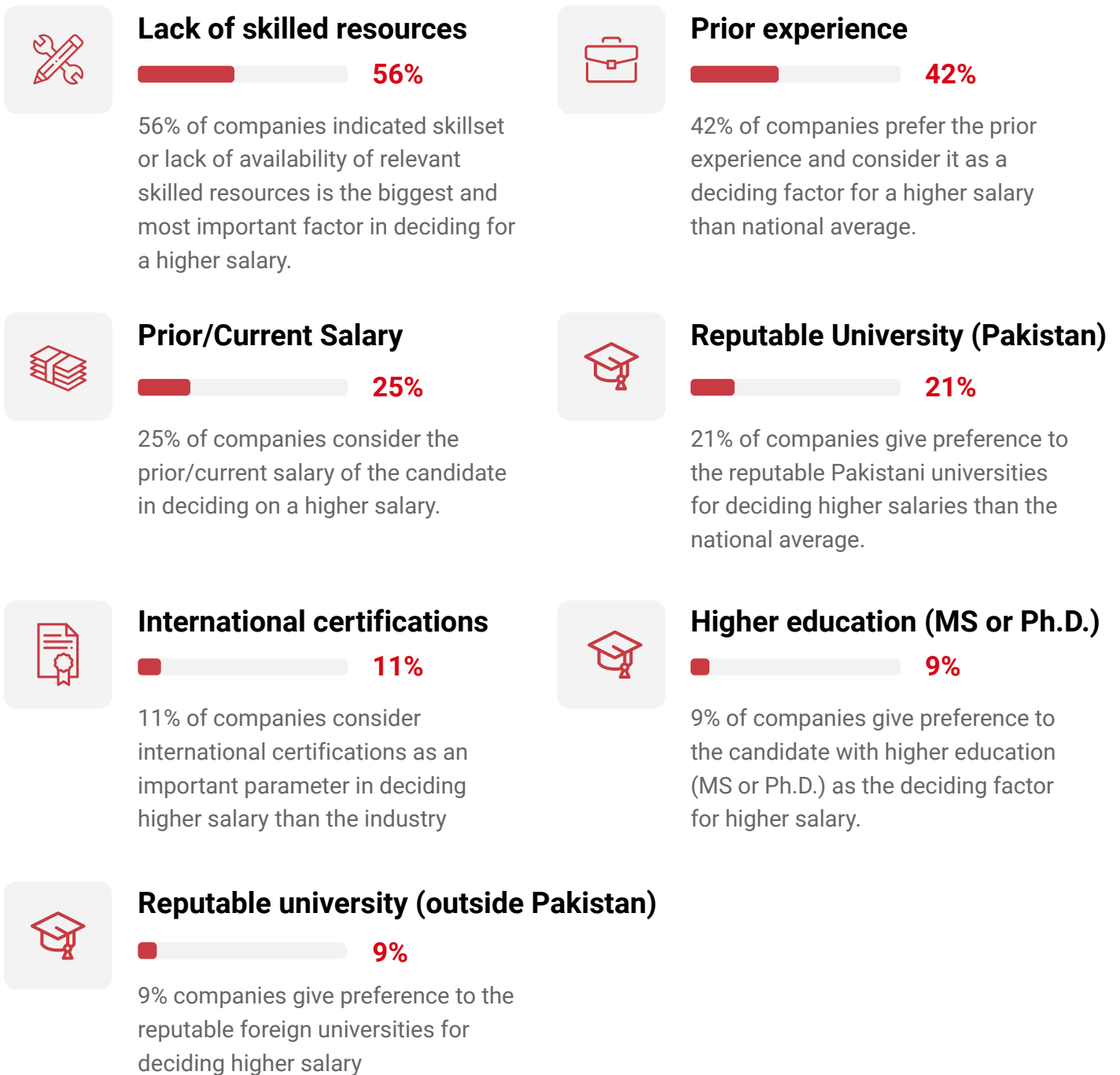
Annual Trend of Minimum Increments



Annual Trend of Maximum Increments

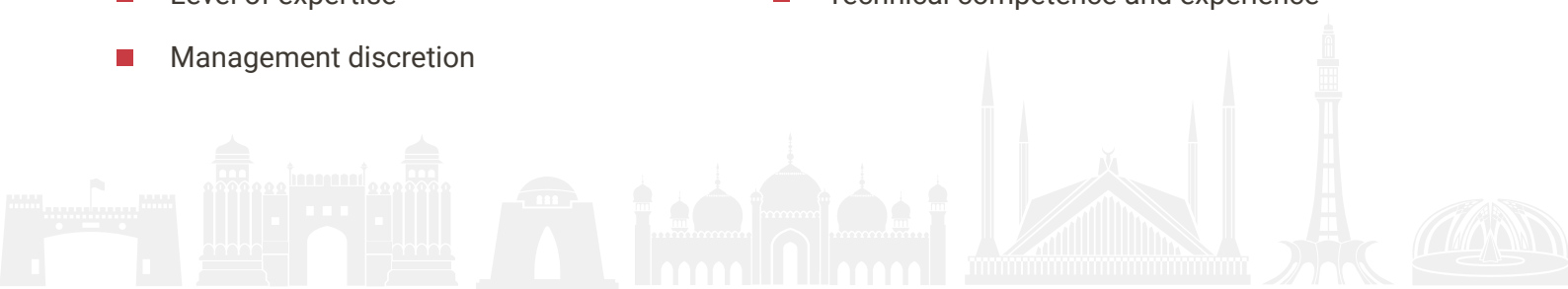


Deciding Factors for Higher Salaries



Companies shared these as additional factors to offer higher salary to the candidates:

- Skills and aptitude
- Level of expertise
- Management discretion
- Work ethics, mindset, and passion
- Technical competence and experience



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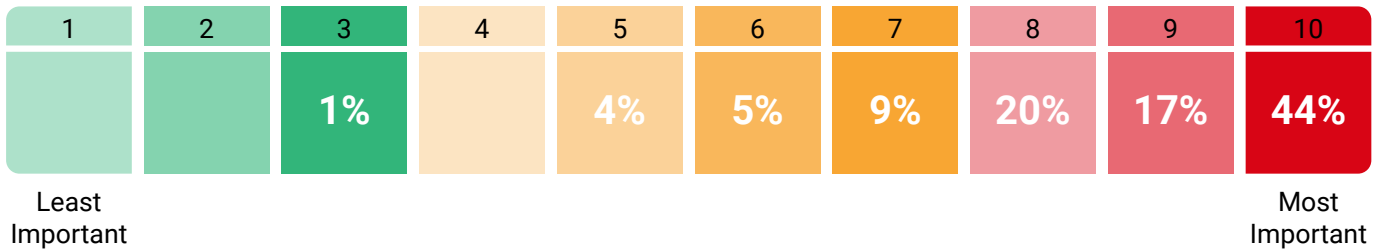
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Employee Turnover



Employee Retention

On a scale of 1 to 10 how important is employee retention as a concern for your organization?



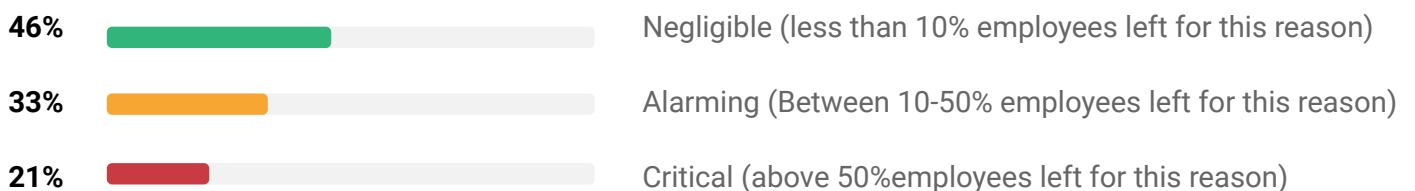
Q. Did you have to give higher increments during this year to retain employees?



Employee Turnover & Remote Jobs

54% of companies are reporting an alarming situation of employees leaving to work for remote jobs. Out of these, 21% of companies said that more than 50% of employees left to work for remote jobs.

Percentage (%) of employees who have left to work for remote jobs VS. companies



Employee Turnover in Pakistan

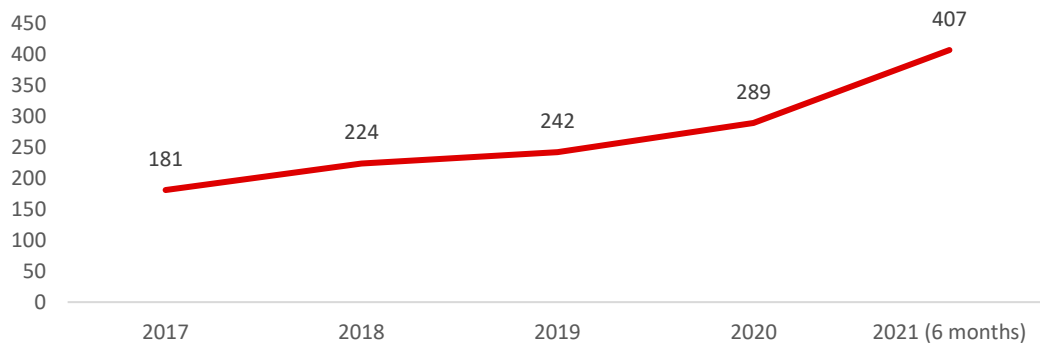
2021 has been the **worst year** for the employee retention, and a significant increase has been observed within six months. This section includes the data across all participating companies.

2017	2018	2019	2020	2021(6 months)	2021(Projected)
2,169	2,689	2,899	3,466	2,440	4,880

Employees leaving per month across Pakistan in 2021 is **1.5 times more** than 2020.

2017	2018	2019	2020	2021
181 (12 months)	224 (12 months)	242 (12 months)	289 (12 months)	407 (6 months)

Employee turnover (count) per month



Monthly Employee Turnover in Pakistan by Company Size

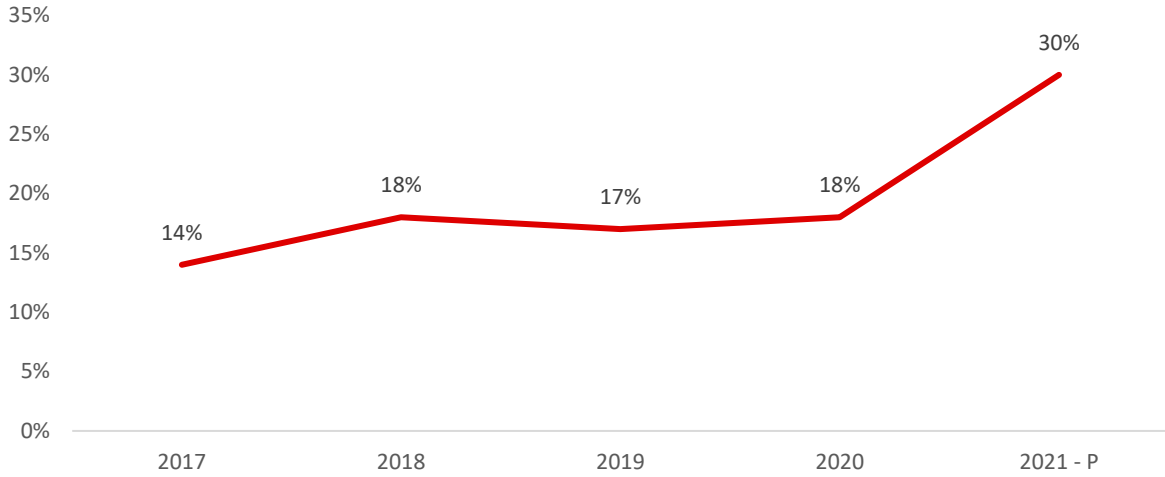
On average, each company loses 3 employees per month in Pakistan. The number of employees leaving in Corporate companies have increased to 12 employees per month in 2021. The overview of employees leaving across Pakistan according to the provided data is below:

	2017	2018	2019	2020	2021
Corporate (more than 300 employees)	107	141	146	180	225
Big (100 - 300 employees)	51	54	57	65	116
Medium (25 - 100 employees)	20	24	33	37	60
Small (less than 25 employees)	3	4	5	7	7



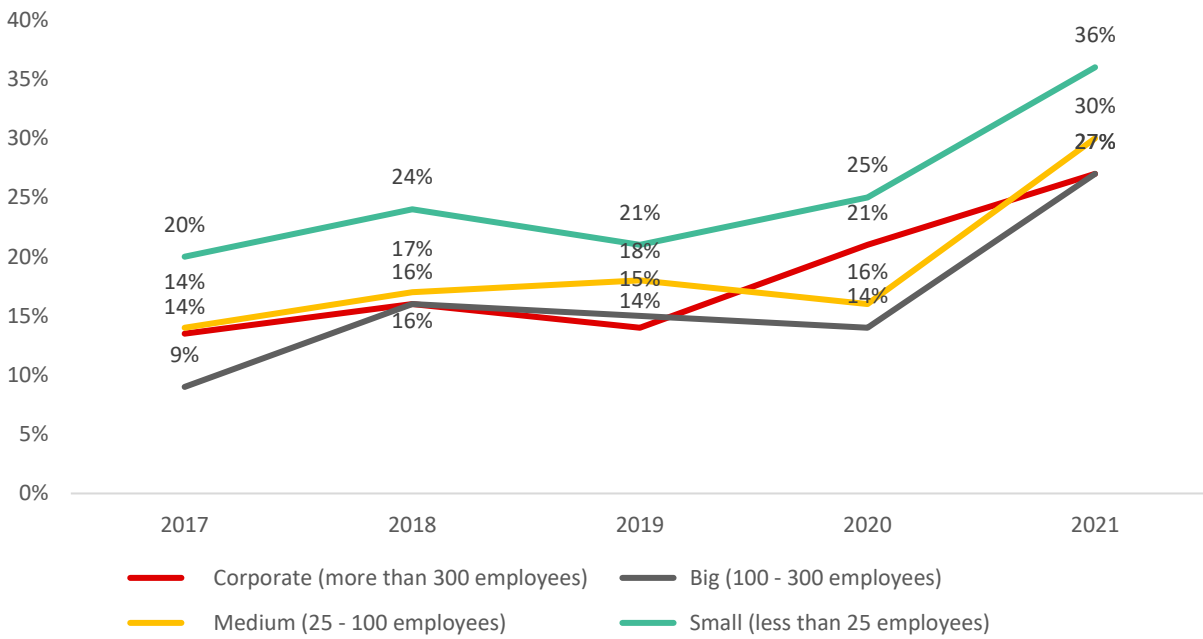
Employee Turnover Rate (%) Trend

Annual Trend of Employee Turnover Rate (%)



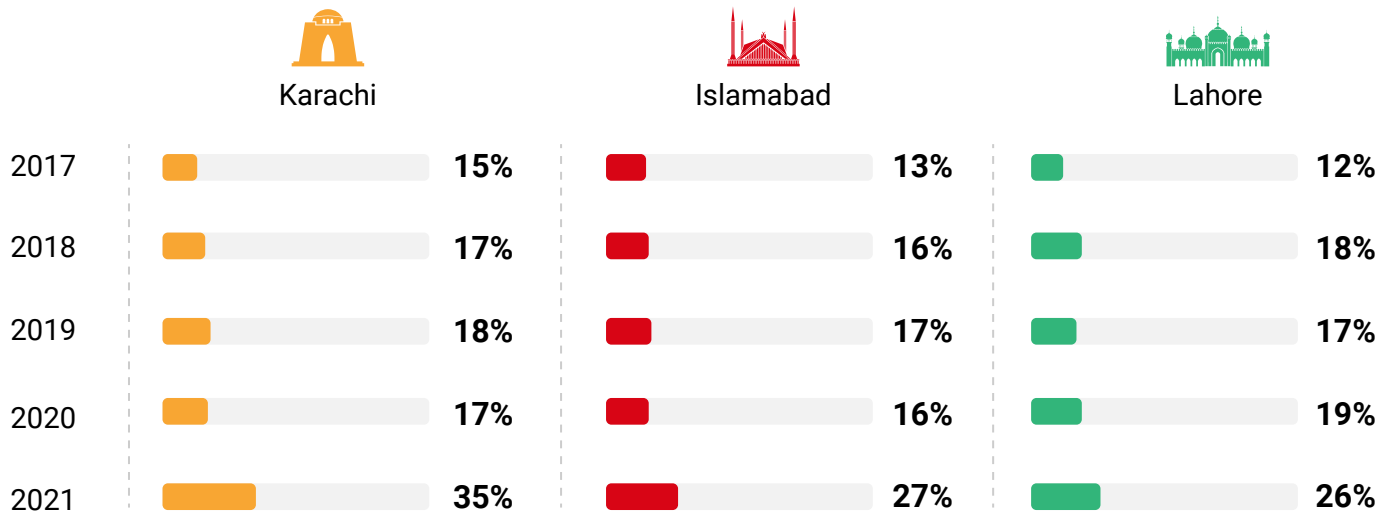
Employee Turnover Rate (%) by Company Size

Employee retention is a concern for all company sizes, but small companies (less than 25 employees) seem to be getting most affected due to lesser number of companies.



Employee Turnover Rate (%) by Company Location

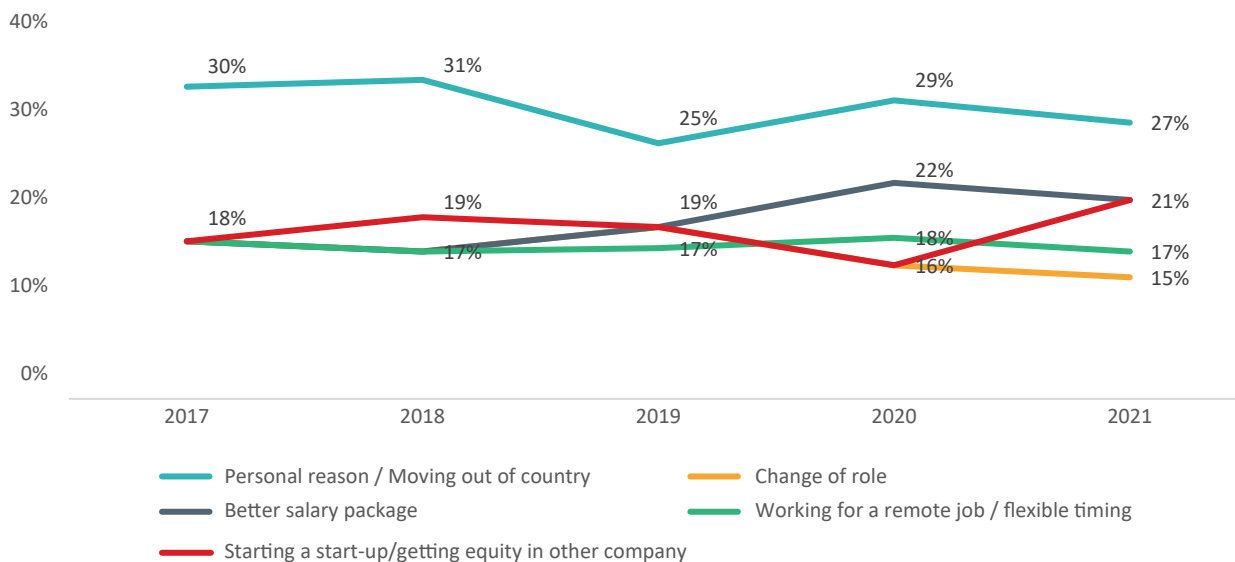
Employee turnover rate is highest for companies in Karachi region, whereas companies in Islamabad have lowest employee turnover rate.



Biggest Reason for Employees' Turnover

According to companies, the biggest reasons for employee leaving have changed over the years – but there is a recent increase in employees joining/starting a start-up and employees leaving for remote jobs and for better salary package.

Biggest reasons of employee leaving a job



Personal reason / Moving out of the country

Looking at the trend over the years, it is one of the biggest reasons for employees leaving a job. But since 2019, a decline in this reason has been observed.



Change of role

There has been a consistent increase of 'change of role' reasons behind employees leaving a job. Since 2019, there has been a slight decrease in this reason.



Better salary package

There has been a consistent increase of 'better salary package' reason behind employee leaving a job. Since 2019, there has been a rapid increase in employees getting better salary package offers.



Working for a remote job / flexible timing

A consistent increase has been observed in employees leaving for a remote job and/or for flexible timing.



Starting a start-up/getting equity in another company

Quite recently the trend of leaving the job for starting a start-up/getting equity in other companies has been consistently gaining prominence in the employees.

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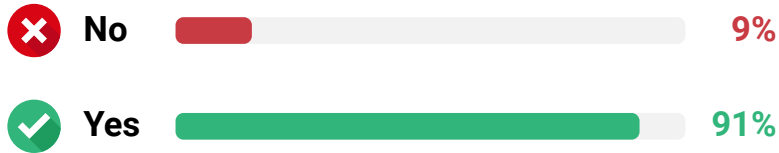
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Employee Enablement & Training



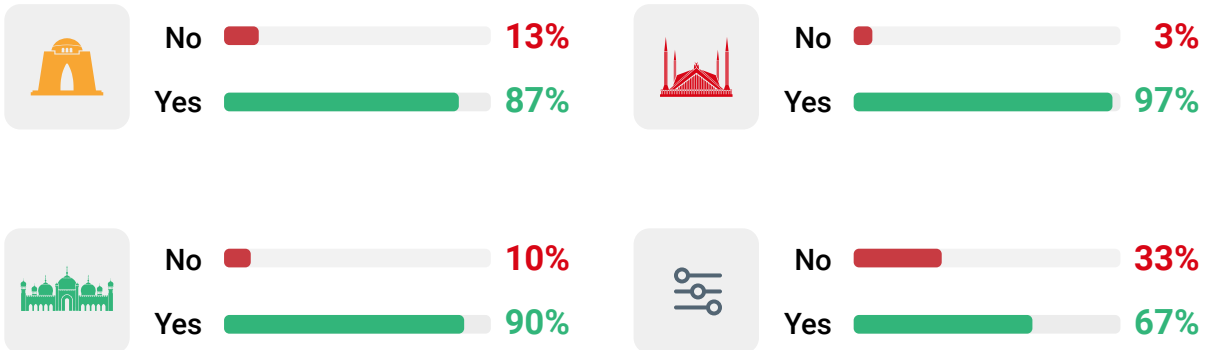
Training Opportunities

Q. Do you offer enablement opportunities for your employees?



- The tendency to provide enablement opportunities increased with company size. **All companies** having employees more than **300** offer enablement opportunities.
- Islamabad Region voted in maximum favor of provision of enablement opportunities for employees, however the responses to question on enablement opportunities indicated Karachi to have more options
- 100%** companies in **8** out of **20** business areas are providing enablement opportunities, which indicates the lack of skilled resources in the market

Q. Do you offer enablement opportunities for your employees?
by Company Location

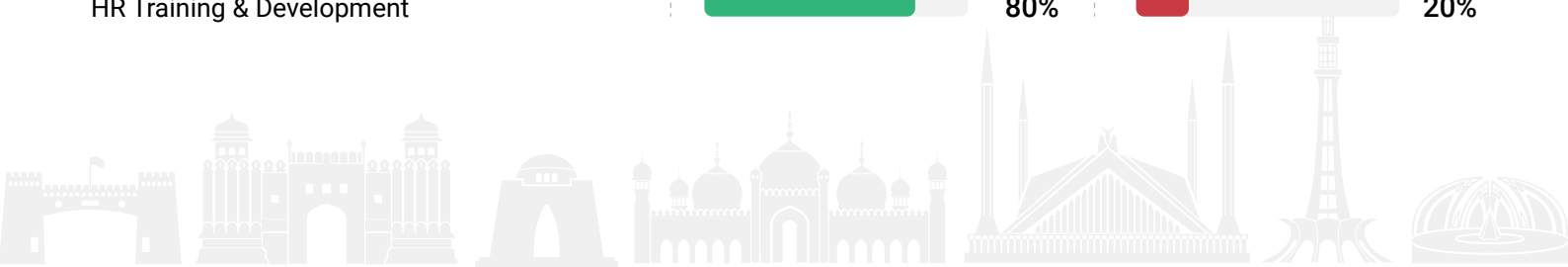
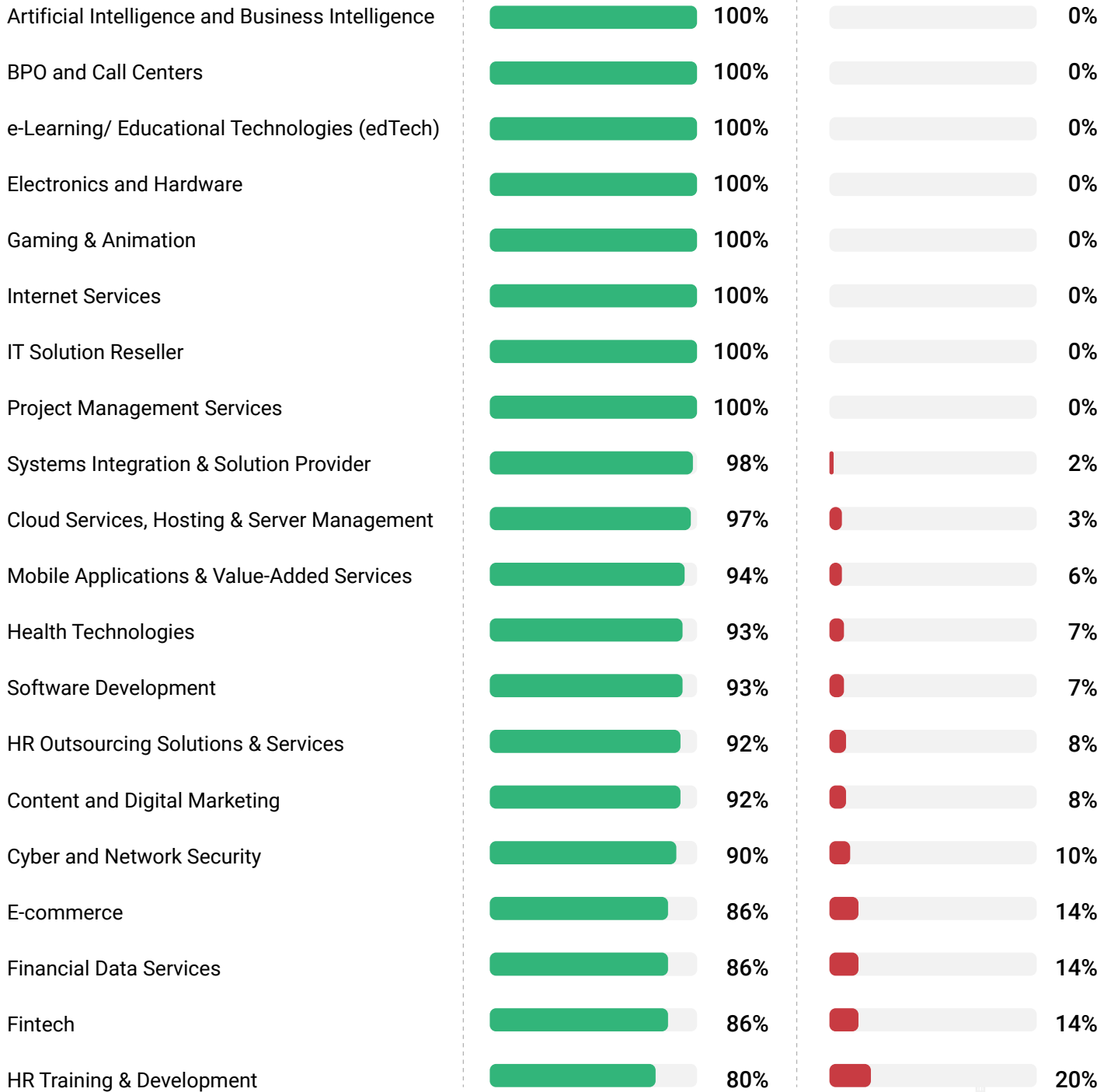




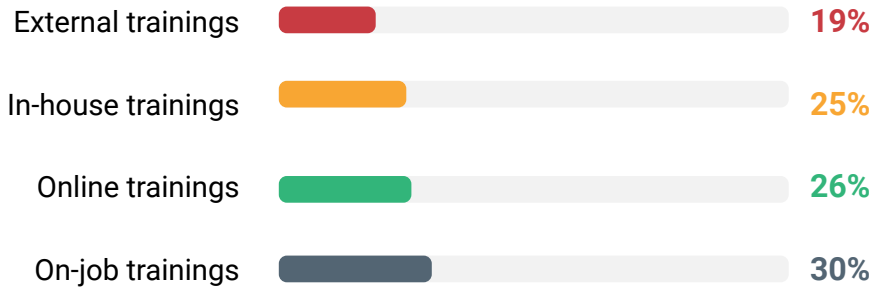
Do you offer enablement opportunities for your employees?

by Business Area

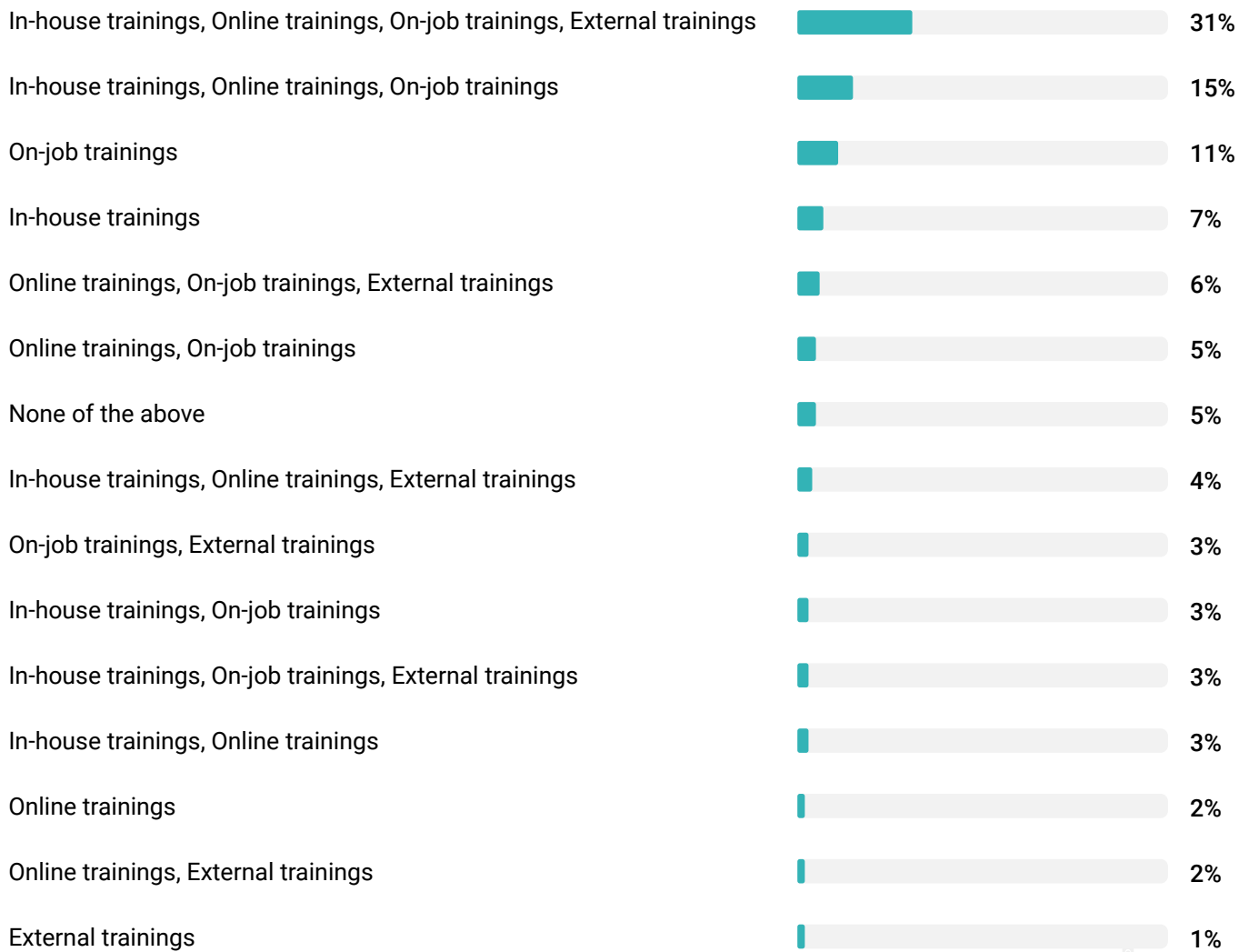
Business Area



Q. Which enablement opportunities does your company offer?

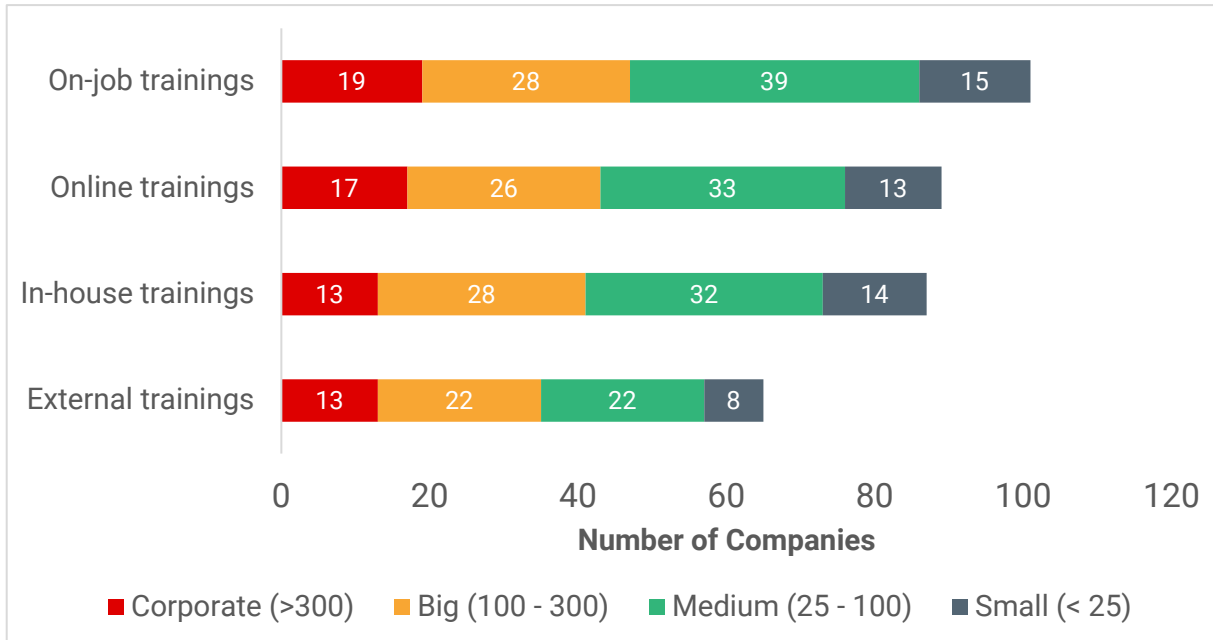


31% of companies provide all enablement opportunities

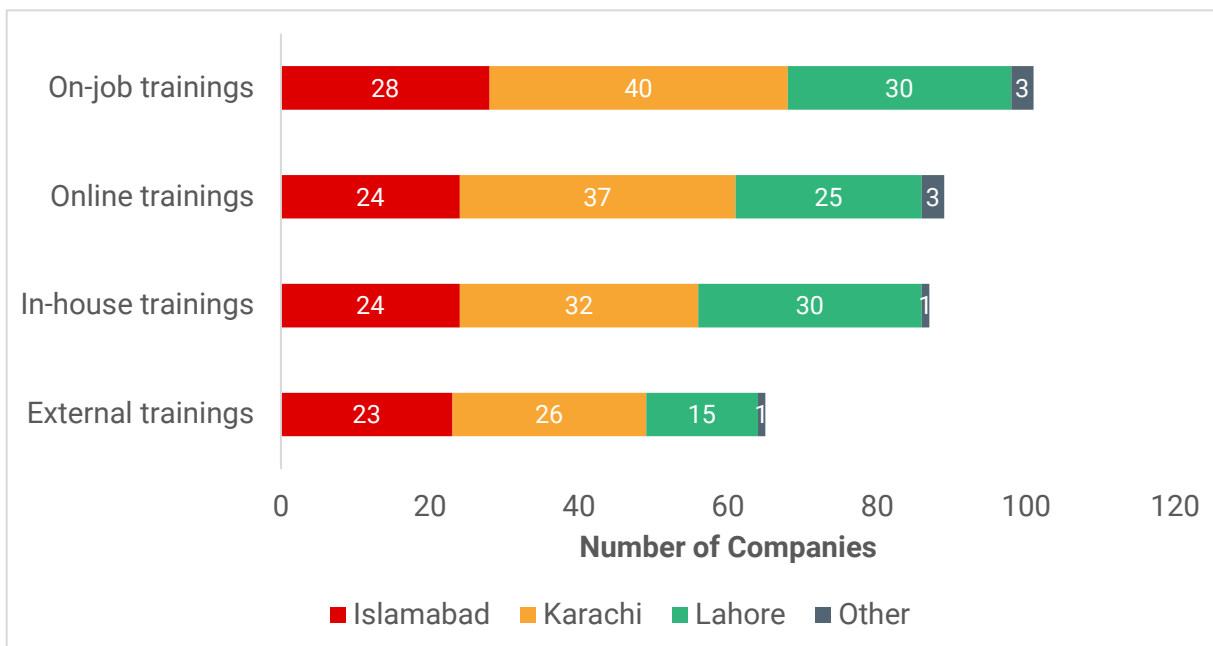


Enablement Opportunities Overview

■ Enablement Opportunities by Company Size

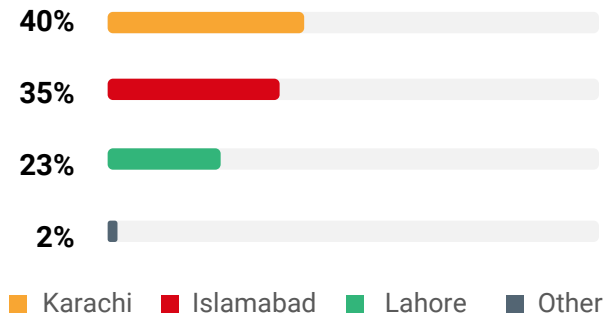


■ Enablement Opportunities by Company Location

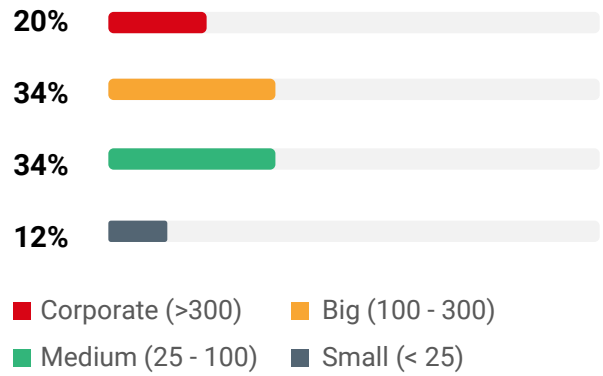


External Trainings

40% of companies offering external trainings are in Karachi

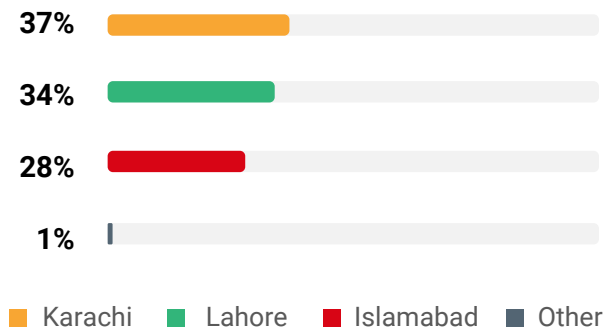


54% of companies offering external trainings have more than 100 employees

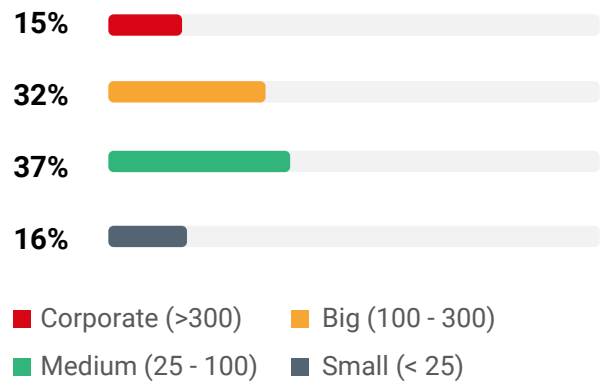


In-house Trainings

In-house trainings are common in both Karachi and Lahore

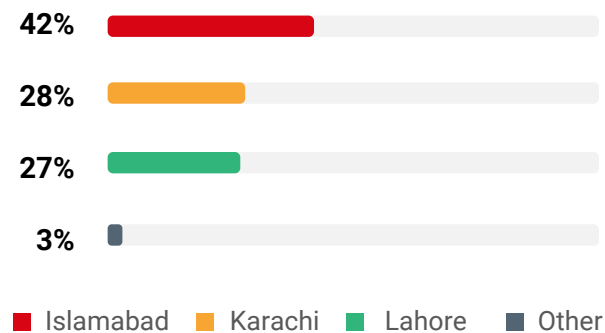


In-house trainings are most common in companies with 25-300 employees

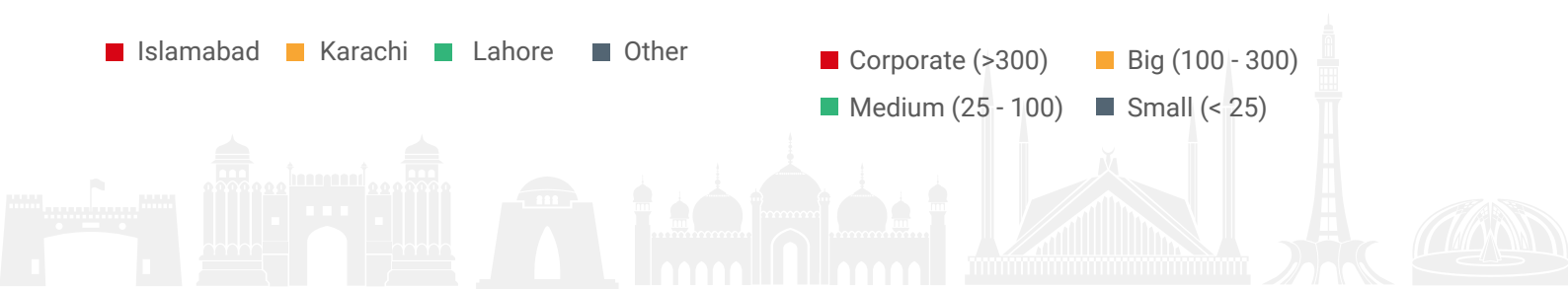
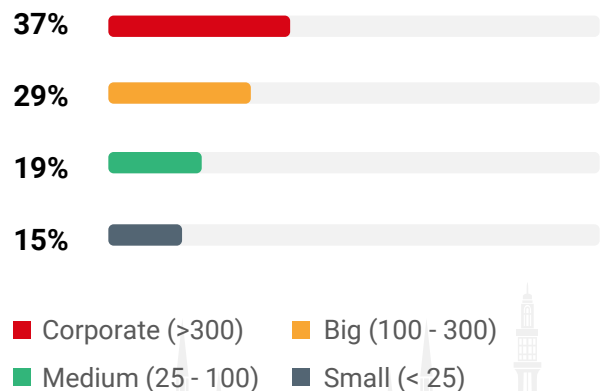


Online Trainings

Online trainings have become more common after Covid-19

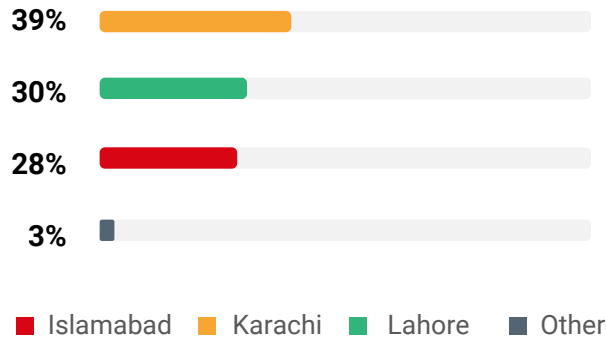


Online trainings are most common in companies with 25-300 employees

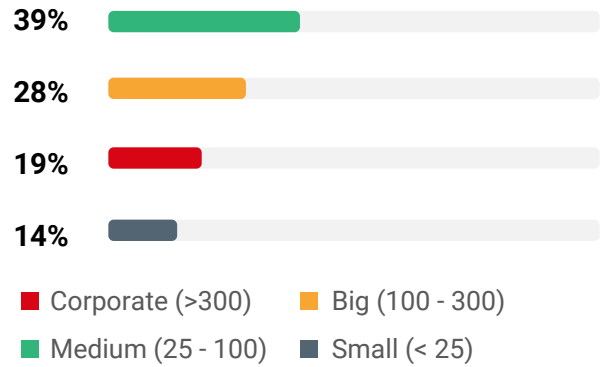


■ On-Job Trainings

On-job trainings are most common in Karachi



On-job trainings are most common in medium-sized companies



■ Additional opportunities

Listed below are additional enablement opportunities provided by participating companies:

- Job Rotation
- Apprenticeship
- Foreign trainings and certifications
- Foreign Travel & Clients Onsite Exposure

■ Companies offering all enablement opportunities

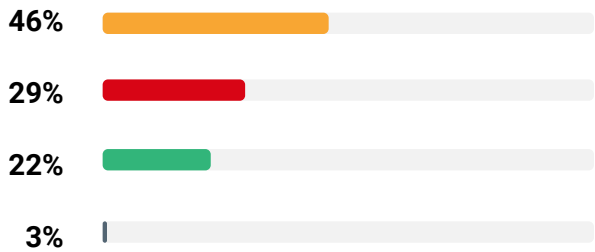
Only **31%** companies indicated that they offer all enablement opportunities.

- The longer the company is established, the more they're trying to enable their resources
- Companies with more than 100 employees had more training opportunities
- Companies offering both products and services had more options
- Companies who considered themselves startup did not have all enablement options
- Companies who had both revenue options (export and domestic) had more options, than companies with domestic revenue only



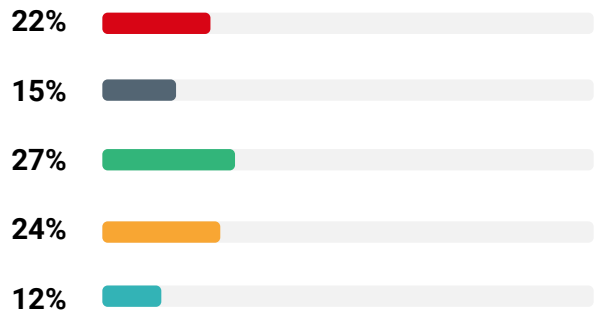
■ Companies offering all enablement opportunities

46% companies were from Karachi offering all enablement opportunities



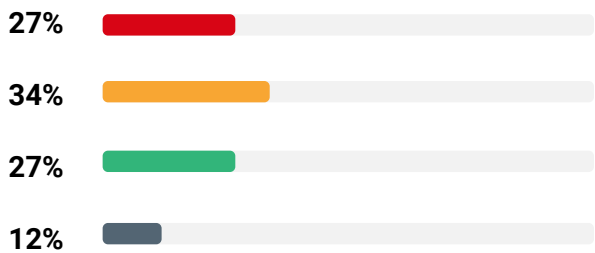
■ Karachi ■ Islamabad ■ Lahore ■ Other

88% of the companies offering all enablement opportunities were established more than 5 years ago



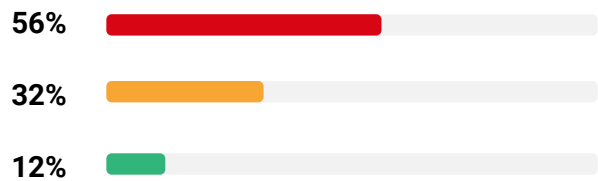
■ more than 20 years old ■ 16-20 years old
■ 11-15 years old ■ 6-10 years old ■ 3-5 years old

61% of the companies had more than 100 employees



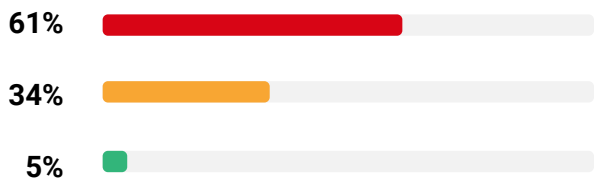
■ Corporate (>300) ■ Big (100 - 300)
■ Medium (25 - 100) ■ Small (< 25)

56% companies offer both product and services



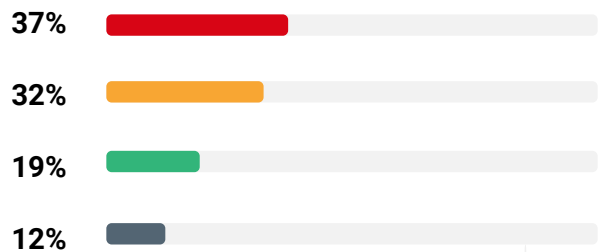
■ Both products and services
■ Services ■ Products

61% companies have both domestic and export revenue

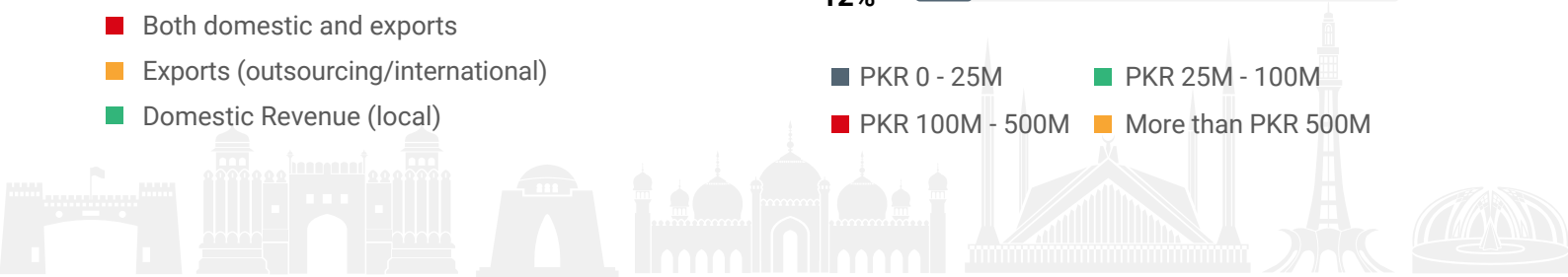


■ Both domestic and exports
■ Exports (outsourcing/international)
■ Domestic Revenue (local)

88% companies had more than PKR 100 million revenue



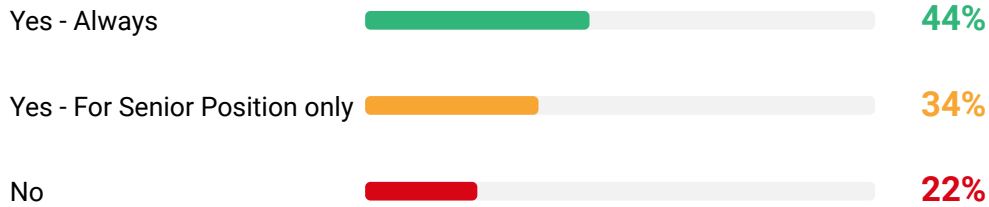
■ PKR 0 - 25M ■ PKR 25M - 100M
■ PKR 100M - 500M ■ More than PKR 500M



Employee Verification

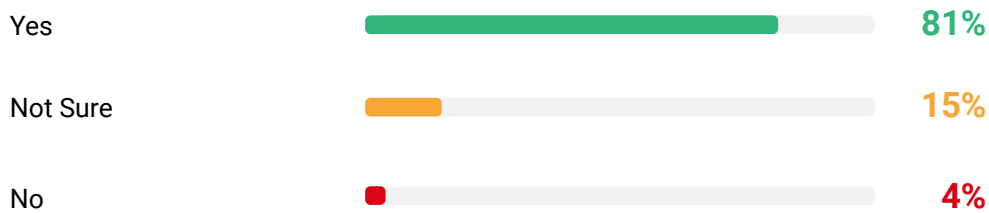
Q.

Does your company perform background/reference checks of employees in the hiring process?



Q.

Would you be interested in P@SHA coming up with a grievance portal for companies to report employees who did not honor contracts or for employee verification?



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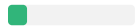

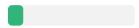

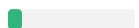

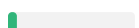

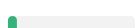

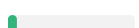











Industry-Academia Linkage:

University Rankings



University Ranking for Higher Salary

According to the data by **175** companies, these universities have a higher perceived quality and companies prefer these universities for offering higher salary than national benchmark.





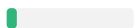

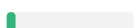

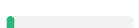

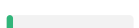

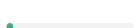







Rank	Votes	Top 10 Universities for Offering Higher Salary	
1	 15%	NUCES-FAST (National University of Computer & Emerging Sciences)	
2	 12%	NUST (National University of Sciences & Technology)	
3	 11%	LUMS (Lahore University of Management Sciences)	
4	 7%	IBA (Institute of Business Administration)	
5	 7%	GIKI (Ghulam Ishaq Khan Institute of Engineering Sciences and Technology)	
5	 7%	NED (NED University of Engineering and Technology)	
7	 5%	UET (University of Engineering and Technology)	
8	 4%	COMSATS	
9	 3%	BU (Bahria University)	
10	 3%	SZABIST (Shaheed Zulfikar Ali Bhutto Institute of Science and Technology)	
10	 3%	SSUET (Sir Syed University of Engineering and Technology)	

Additional feedback from companies while ranking universities on the basis of their preference for a higher salary:

- It solely depends upon the candidate, not the institute
- Will give equal preference to all universities
- We preferred to look for people with experiences irrespective of which university they have attended
- We would like to pay higher than the benchmark to foreign graduates
- The quality of work takes preference over the university/institute

University Ranking for Research & Innovation

According to the data by 175 companies, these universities are considered top 10 for research and innovation.

Rank	Votes	Top 10 Universities for Research & Innovation
1	 12%	NUCES-FAST (National University of Computer & Emerging Sciences) 
2	 11%	NUST (National University of Sciences & Technology) 
3	 8%	LUMS (Lahore University of Management Sciences) 
4	 7%	NED (NED University of Engineering and Technology) 
5	 6%	IBA (Institute of Business Administration) 
6	 5%	COMSATS 
7	 5%	GIKI (Ghulam Ishaq Khan Institute of Engineering Sciences and Technology) 
8	 4%	UET (University of Engineering and Technology) 
9	 4%	SZABIST (Shaheed Zulfikar Ali Bhutto Institute of Science and Technology) 
10	 3%	SSUET (Sir Syed University of Engineering and Technology) 

Two more universities (IoBM & Karachi Institute of Technology and Entrepreneurship) were also mentioned by respondents for considering them for research-related projects and work.

University Ranking on Number of Employees











According to the data by 175 companies, these universities are considered top 10 overall on the basis of number of existing employees in their companies across Pakistan. It was noticed that more employees are hired by companies who are in the same location as of the university campus.

Rank	Top 10 Universities on Number of Employees	Rank by Company Location		
		Islamabad	Karachi	Lahore
1	NUCES-FAST (National University of Computer & Emerging Sciences)	3	6 ▼	2
2	COMSATS	1	16 ▼	1
3	BU (Bahria University)	2	4	14 ▼
4	NUST (National University of Sciences & Technology)	3	6 ▼	2
5	GIKI (Ghulam Ishaq Khan Institute of Engineering Sciences & Technology)	8	14 ▼	12 ▼
5	IU (Iqra University)	11 ▼	5	18 ▼
7	UET (University of Engineering and Technology)	14 ▼	18 ▼	5
8	LUMS (Lahore University of Management Sciences)	19 ▼	12 ▼	6
9	FUUAST (Federal Urdu University of Arts, Sciences & Technology)	9	13 ▼	17 ▼
10	MAJU (Muhammad Ali Jinnah University)	7	8	25 ▼

Top 10 Universities by Number of Employees



Islamabad

1	COMSATS	
2	BU (Bahria University)	
3	NUCES-FAST (National University of Computer & Emerging Sciences)	
4	NUST (National University of Sciences & Technology)	
5	AU (Air University)	
5	IIU (Internation Islamic University)	
7	MAJU (Muhammad Ali Jinnah University)	
8	GIKI (Ghulam Ishaq Khan Institute of Engineering Sciences & Technology)	
9	FUUAST (Federal Urdu University of Arts, Sciences & Technology)	
10	QAU (Quaid-i-Azam University)	











University Ranking on Number of Employees

Top 10 Universities by Number of Employees

Karachi











1	NED (NED University of Engineering and Technology)	
2	UoK (University of Karachi)	
3	SSUET (Sir Syed University of Engineering and Technology)	
4	BU (Bahria University)	
5	IU (Iqra University)	
5	NUCES-FAST (National University of Computer & Emerging Sciences)	
7	NUST (National University of Sciences & Technology)	
8	IBA (Institute of Business Administration)	
9	MAJU (Muhammad Ali Jinnah University)	
10	PAF KIET (PAF Karachi Institute of Economics and Technology)	

Lahore

1	COMSATS	
2	NUCES-FAST (National University of Computer & Emerging Sciences)	
3	NUST (National University of Sciences & Technology)	
4	GCU (Government College University Lahore)	
5	UMT (University of Management & Technology)	
5	UET (University of Engineering and Technology)	
7	LUMS (Lahore University of Management Sciences)	
8	UCP (University of Central Punjab)	
9	VU (Virtual University)	
10	FCC (Forman Christian College)	

Overall University Ranking

Top 10 Universities - Nationwide











1 Rank	NUCES-FAST (National University of Computer & Emerging Sciences)			
	Karachi, Lahore, Islamabad University Location	1 Rank - Preference for Higher Salary	1 Rank - Research	1 Rank - No. of Employees
2 Rank	NUST (National University of Sciences & Technology)			
	Islamabad, Karachi University Location	2 Rank - Preference for Higher Salary	2 Rank - Research	4 ▼ Rank - No. of Employees
3 Rank	LUMS (Lahore University of Management Sciences)			
	Lahore University Location	3 Rank - Preference for Higher Salary	3 Rank - Research	7 ▼ Rank - No. of Employees
4 Rank	COMSATS			
	Islamabad, Lahore University Location	8 ▼ Rank - Preference for Higher Salary	6 ▼ Rank - Research	2 Rank - No. of Employees
5 Rank	GIKI (Ghulam Ishaq Khan Institute of Engineering Sciences and Technology)			
	Islamabad University Location	5 Rank - Preference for Higher Salary	7 ▼ Rank - Research	5 Rank - No. of Employees
6 Rank	IBA (Institute of Business Administration)			
	Karachi University Location	4 Rank - Preference for Higher Salary	5 Rank - Research	12 ▼ Rank - No. of Employees
7 Rank	UET (University of Engineering and Technology)			
	Lahore, Islamabad University Location	7 Rank - Preference for Higher Salary	8 Rank - Research	7 Rank - No. of Employees
8 Rank	NED (NED University of Engineering and Technology)			
	Karachi University Location	5 Rank - Preference for Higher Salary	4 Rank - Research	14 ▼ Rank - No. of Employees
9 Rank	BU (Bahria University)			
	Karachi, Lahore, Islamabad University Location	9 Rank - Preference for Higher Salary	13 ▼ Rank - Research	3 Rank - No. of Employees
10 Rank	SZABIST (Shaheed Zulfikar Ali Bhutto Institute of Science and Technology)			
	Karachi, Islamabad University Location	10 Rank - Preference for Higher Salary	8 Rank - Research	20 ▼ Rank - No. of Employees

Regional University Ranking: Islamabad

Top 10 Universities - Regional Ranking



Islamabad

1 Rank	NUCES-FAST (National University of Computer & Emerging Sciences)			
	Karachi, Lahore, Islamabad University Location	1 Rank - Preference for Higher Salary	1 Rank - Research	1 Rank - No. of Employees
2 Rank	NUST (National University of Sciences & Technology)			
	Islamabad, Karachi University Location	2 Rank - Preference for Higher Salary	2 Rank - Research	4 ▼ Rank - No. of Employees
3 Rank	COMSATS			
	Lahore, Islamabad University Location	8 ▼ Rank - Preference for Higher Salary	6 ▼ Rank - Research	2 Rank - No. of Employees
4 Rank	GIKI (Ghulam Ishaq Khan Institute of Engineering Sciences and Technology)			
	Islamabad University Location	5 Rank - Preference for Higher Salary	7 Rank - Research	5 Rank - No. of Employees
5 Rank	UET (University of Engineering and Technology)			
	Lahore, Islamabad University Location	7 Rank - Preference for Higher Salary	8 Rank - Research	7 Rank - No. of Employees
6 Rank	BU (Bahria University)			
	Karachi, Lahore, Islamabad University Location	9 Rank - Preference for Higher Salary	13 ▼ Rank - Research	3 Rank - No. of Employees
7 Rank	SZABIST (Shaheed Zulfikar Ali Bhutto Institute of Science and Technology)			
	Karachi, Islamabad University Location	10 ▼ Rank - Preference for Higher Salary	8 Rank - Research	20 ▼ Rank - No. of Employees
8 Rank	FUFAST (Federal Urdu University of Arts, Sciences & Technology)			
	Islamabad University Location	17 ▼ Rank - Preference for Higher Salary	13 ▼ Rank - Research	9 Rank - No. of Employees
9 Rank	IU (Iqra University)			
	Karachi, Lahore, Islamabad University Location	20 ▼ Rank - Preference for Higher Salary	15 ▼ Rank - Research	5 Rank - No. of Employees
10 Rank	MAJU (Muhammad Ali Jinnah University)			
	Islamabad University Location	17 ▼ Rank - Preference for Higher Salary	18 ▼ Rank - Research	10 Rank - No. of Employees

Regional University Ranking: Karachi

Top 10 Universities - Regional Ranking



1 Rank	NUCES-FAST (National University of Computer & Emerging Sciences)			
	Karachi, Lahore, Islamabad University Location	1 Rank - Preference for Higher Salary	1 Rank - Research	1 Rank - No. of Employees
2 Rank	NUST (National University of Sciences & Technology)			
	Islamabad, Karachi University Location	2 Rank - Preference for Higher Salary	2 Rank - Research	4 Rank - No. of Employees
3 Rank	IBA (Institute of Business Administration)			
	Karachi University Location	4 Rank - Preference for Higher Salary	5 Rank - Research	12 ▼ Rank - No. of Employees
4 Rank	NED (NED University of Engineering and Technology)			
	Karachi University Location	5 Rank - Preference for Higher Salary	4 Rank - Research	14 ▼ Rank - No. of Employees
5 Rank	BU (Bahria University)			
	Karachi, Lahore, Islamabad University Location	9 Rank - Preference for Higher Salary	13 ▼ Rank - Research	3 Rank - No. of Employees
6 Rank	SZABIST (Shaheed Zulfikar Ali Bhutto Institute of Science and Technology)			
	Islamabad, Karachi University Location	10 ▼ Rank - Preference for Higher Salary	8 Rank - Research	20 ▼ Rank - No. of Employees
7 Rank	IU (Iqra University)			
	Karachi, Lahore, Islamabad University Location	20 ▼ Rank - Preference for Higher Salary	15 ▼ Rank - Research	5 Rank - No. of Employees
8 Rank	SSUET (Sir Syed University of Engineering and Technology)			
	Karachi University Location	10 ▼ Rank - Preference for Higher Salary	10 ▼ Rank - Research	21 ▼ Rank - No. of Employees
9 Rank	UoK (University of Karachi)			
	Karachi University Location	12 ▼ Rank - Preference for Higher Salary	11 ▼ Rank - Research	24 ▼ Rank - No. of Employees
10 Rank	HU (Habib University)			
	Karachi University Location	20 ▼ Rank - Preference for Higher Salary	16 ▼ Rank - Research	18 ▼ Rank - No. of Employees

Regional University Ranking: Lahore











Top 10 Universities - Regional Ranking



 1 Rank	NUCES-FAST (National University of Computer & Emerging Sciences)			
	Karachi, Lahore, Islamabad University Location	1 Rank - Preference for Higher Salary	1 Rank - Research	1 Rank - No. of Employees
 2 Rank	LUMS (Lahore University of Management Sciences)			
	Lahore University Location	3 Rank - Preference for Higher Salary	3 Rank - Research	7 Rank - No. of Employees
 3 Rank	COMSATS			
	Lahore, Islamabad University Location	8 Rank - Preference for Higher Salary	6 Rank - Research	2 Rank - No. of Employees
4 Rank	UET (University of Engineering and Technology)			
	Islamabad, Lahore University Location	7 Rank - Preference for Higher Salary	8 Rank - Research	7 Rank - No. of Employees
5 Rank	BU (Bahria University)			
	Karachi, Lahore, Islamabad University Location	9 Rank - Preference for Higher Salary	13 ▼ Rank - Research	3 Rank - No. of Employees
6 Rank	IU (Iqra University)			
	Karachi, Lahore, Islamabad University Location	20 ▼ Rank - Preference for Higher Salary	15 ▼ Rank - Research	5 Rank - No. of Employees
7 Rank	GCU (Government College University Lahore)			
	Lahore University Location	13 ▼ Rank - Preference for Higher Salary	18 ▼ Rank - Research	10 ▼ Rank - No. of Employees
8 Rank	ITU (Information Technology University)			
	Lahore University Location	20 ▼ Rank - Preference for Higher Salary	18 ▼ Rank - Research	17 ▼ Rank - No. of Employees
9 Rank	UCP (University of Central Punjab)			
	Lahore University Location	13 ▼ Rank - Preference for Higher Salary	18 ▼ Rank - Research	24 ▼ Rank - No. of Employees
10 Rank	FCC (Forman Christian College)			
	Lahore University Location	25 ▼ Rank - Preference for Higher Salary	18 ▼ Rank - Research	14 ▼ Rank - No. of Employees











University Ranking by IT & ITeS Industry

This is the detailed list of universities and ranking on all three factors.

1 Rank	NUCES-FAST (National University of Computer & Emerging Sciences)			
	Karachi, Lahore, Islamabad University Location	1 Rank - Preference for Higher Salary	1 Rank - Research	1 Rank - No. of Employees
2 Rank	NUST (National University of Sciences & Technology)			
	Islamabad, Karachi University Location	2 Rank - Preference for Higher Salary	2 Rank - Research	4 Rank - No. of Employees
3 Rank	LUMS (Lahore University of Management Sciences)			
	Lahore University Location	3 Rank - Preference for Higher Salary	3 Rank - Research	7 Rank - No. of Employees
4 Rank	COMSATS			
	Islamabad, Lahore University Location	8 Rank - Preference for Higher Salary	6 Rank - Research	2 Rank - No. of Employees
5 Rank	GIKI (Ghulam Ishaq Khan Institute of Engineering Sciences and Technology)			
	Islamabad University Location	5 Rank - Preference for Higher Salary	7 Rank - Research	5 Rank - No. of Employees
6 Rank	IBA (Institute of Business Administration)			
	Karachi University Location	4 Rank - Preference for Higher Salary	5 Rank - Research	12 Rank - No. of Employees
7 Rank	UET (University of Engineering and Technology)			
	Lahore, Islamabad University Location	7 Rank - Preference for Higher Salary	8 Rank - Research	7 Rank - No. of Employees
8 Rank	NED (NED University of Engineering and Technology)			
	Karachi University Location	5 Rank - Preference for Higher Salary	4 Rank - Research	14 Rank - No. of Employees
9 Rank	BU (Bahria University)			
	Karachi, Lahore, Islamabad University Location	9 Rank - Preference for Higher Salary	13 Rank - Research	3 Rank - No. of Employees
10 Rank	SZABIST (Shaheed Zulfikar Ali Bhutto Institute of Science and Technology)			
	Karachi, Islamabad University Location	10 Rank - Preference for Higher Salary	8 Rank - Research	20 Rank - No. of Employees











University Ranking by IT & ITeS Industry

This is the detailed list of universities and ranking on all three factors.

11 Rank	FUUAST (Federal Urdu University of Arts, Sciences & Technology) 			
	Islamabad University Location	17 Rank - Preference for Higher Salary	13 Rank - Research	9 Rank - No. of Employees
12 Rank	IU (Iqra University) 			
	Karachi, Lahore, Islamabad University Location	20 Rank - Preference for Higher Salary	15 Rank - Research	5 Rank - No. of Employees
13 Rank	SSUET (Sir Syed University of Engineering and Technology) 			
	Karachi University Location	10 Rank - Preference for Higher Salary	10 Rank - Research	21 Rank - No. of Employees
13 Rank	GCU (Government College University Lahore) 			
	Lahore University Location	13 Rank - Preference for Higher Salary	18 Rank - Research	10 Rank - No. of Employees
15 Rank	MAJU (Muhammad Ali Jinnah University) 			
	Islamabad University Location	17 Rank - Preference for Higher Salary	18 Rank - Research	10 Rank - No. of Employees
16 Rank	QAU (Quaid-i-Azam University) 			
	Islamabad University Location	13 Rank - Preference for Higher Salary	11 Rank - Research	23 Rank - No. of Employees
16 Rank	UoK (University of Karachi) 			
	Karachi University Location	12 Rank - Preference for Higher Salary	11 Rank - Research	24 Rank - No. of Employees
18 Rank	AU (Air University) 			
	Islamabad University Location	17 Rank - Preference for Higher Salary	18 Rank - Research	13 Rank - No. of Employees
19 Rank	HU (Habib University) 			
	Karachi University Location	20 Rank - Preference for Higher Salary	16 Rank - Research	18 Rank - No. of Employees
20 Rank	ITU (Information Technology University) 			
	Lahore University Location	20 Rank - Preference for Higher Salary	18 Rank - Research	17 Rank - No. of Employees









University Ranking by IT & ITeS Industry

This is the detailed list of universities and ranking on all three factors.

20 Rank	UCP (University of Central Punjab) 			
	Lahore University Location	13 Rank - Preference for Higher Salary	18 Rank - Research	24 Rank - No. of Employees
22 Rank	FCC (Forman Christian College) 			
	Lahore University Location	25 Rank - Preference for Higher Salary	18 Rank - Research	14 Rank - No. of Employees
23 Rank	VU (Virtual University) 			
	Karachi, Lahore, Islamabad University Location	20 Rank - Preference for Higher Salary	16 Rank - Research	22 Rank - No. of Employees
24 Rank	UMT (University of Management & Technology) 			
	Lahore University Location	13 Rank - Preference for Higher Salary	18 Rank - Research	27 Rank - No. of Employees
25 Rank	IIU (International Islamic University) 			
	Islamabad, Karachi University Location	25 Rank - Preference for Higher Salary	18 Rank - Research	16 Rank - No. of Employees
26 Rank	PAF KIET (PAF Karachi Institute of Economics and Technology) 			
	Karachi University Location	20 Rank - Preference for Higher Salary	18 Rank - Research	28 Rank - No. of Employees
27 Rank	IST (Institute of Space Technology) 			
	Islamabad University Location	25 Rank - Preference for Higher Salary	18 Rank - Research	26 Rank - No. of Employees
28 Rank	PIEAS (Pakistan Institute of Engineering & Applied Sciences) 			
	Islamabad University Location	25 Rank - Preference for Higher Salary	18 Rank - Research	33 Rank - No. of Employees
29 Rank	UBIT (Umaer Basha Institute of Information Technology) 			
	Karachi University Location	25 Rank - Preference for Higher Salary	18 Rank - Research	37 Rank - No. of Employees
30 Rank	PUCIT (Punjab University College of Information Technology) 			
	Lahore University Location	30 Rank - Preference for Higher Salary	18 Rank - Research	34 Rank - No. of Employees

University Ranking by IT & ITeS Industry

This is the detailed list of universities and ranking on all three factors.

30 Rank	PMAS AAUR (Pir Mehr Ali Shah Arid Agriculture University) 			
	Islamabad University Location	32 Rank - Preference for Higher Salary	18 Rank - Research	32 Rank - No. of Employees
32 Rank	FUI (Foundation University, Islamabad) 			
	Islamabad University Location	35 Rank - Preference for Higher Salary	33 Rank - Research	18 Rank - No. of Employees
33 Rank	FJWU (Fatima Jinnah Women University) 			
	Islamabad University Location	35 Rank - Preference for Higher Salary	18 Rank - Research	36 Rank - No. of Employees
34 Rank	JUW (Jinnah University For Women) 			
	Islamabad University Location	30 Rank - Preference for Higher Salary	33 Rank - Research	28 Rank - No. of Employees
35 Rank	UoG (University of Gujrat) 			
	Lahore University Location	32 Rank - Preference for Higher Salary	33 Rank - Research	31 Rank - No. of Employees
36 Rank	ICUP (Islamia College University Peshawar) 			
	Islamabad University Location	35 Rank - Preference for Higher Salary	33 Rank - Research	30 Rank - No. of Employees
37 Rank	MUET (Mehran University of Engineering and Technology) 			
	Karachi University Location	32 Rank - Preference for Higher Salary	33 Rank - Research	35 Rank - No. of Employees
38 Rank	UoP (University of Peshawar) 			
	Islamabad University Location	35 Rank - Preference for Higher Salary	33 Rank - Research	38 Rank - No. of Employees

P@SNA

P@SNA

P@SNA

Women in Technology



Gender Balance

The phrase '**women in technology**' used to be a myth a decade ago. But luckily, due to the conscious efforts of policymakers, activists, politicians, researchers' practitioners, industry leaders it is becoming a reality. Though, a lot of work is still needed to be done to ensure women's participation in a male dominating IT and ITeS sector. Let's look at the responses of the companies when they were asked to do, they practice a strategy to maintain gender balance in your workforce?

Q.

Do you practice a strategy to maintain gender balance in your workforce?



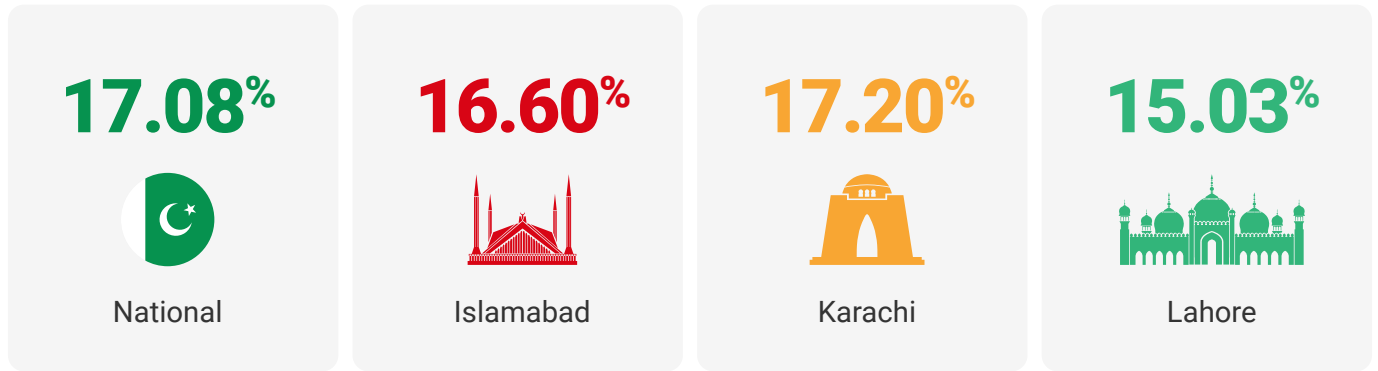
Q

Interesting facts about companies practicing gender balance strategies

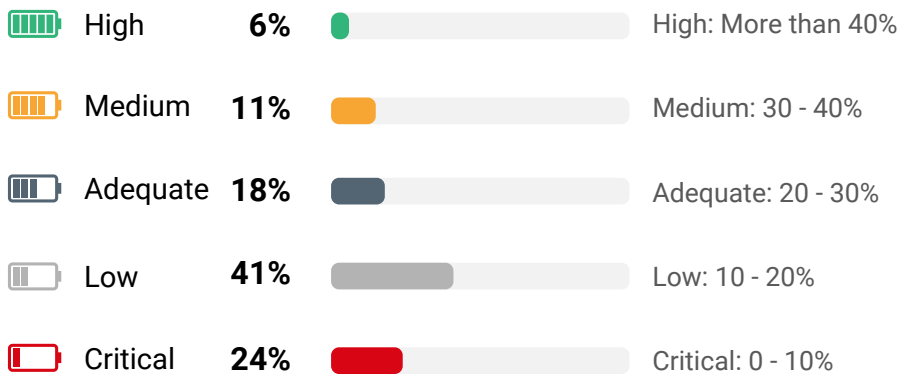
- **Karachi Region** had a majority of such companies who claimed to practice gender balance strategies
- Companies with more than **100 employees** were found more open to practice diversity and inclusion strategies
- **Companies not Practicing Strategies:** the majority (79.17%) of them were local companies. Only 20.83% of multinational companies were not practicing gender balance practices.



Diversity Ratio

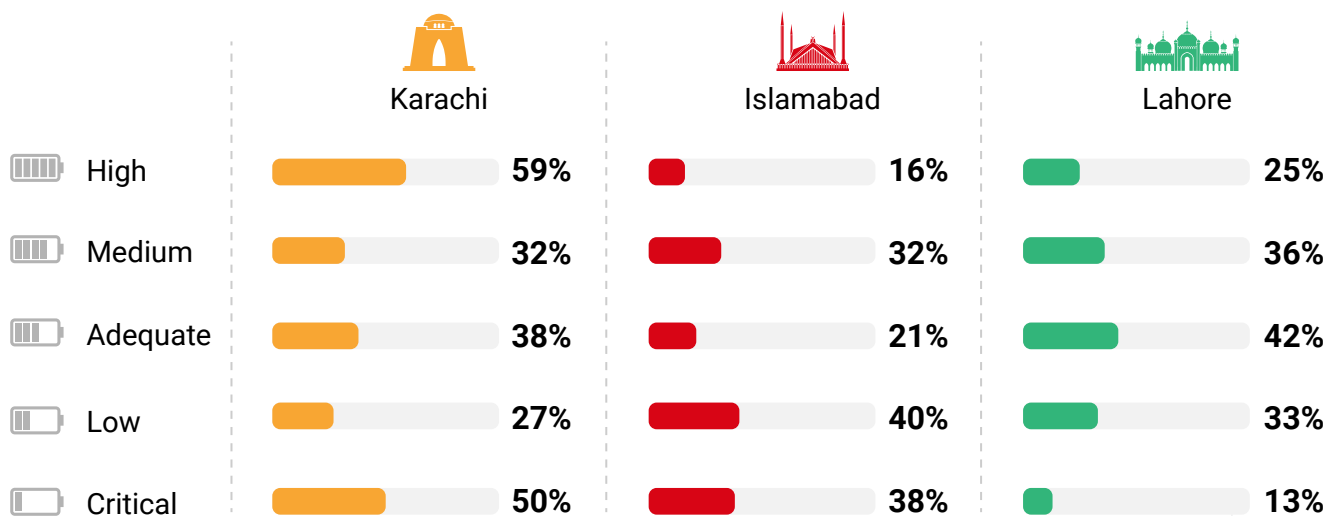


Companies Vs Gender Diversity Ratio



65%
65% of the companies had low diversity ratio (less than 20%)

Diversity Ratio Across Regions



Diversity Ratio



Lahore region needs maximum improvement, with **64%** companies with less than **20%** diversity ratio, and lowest number of representative companies in **40-50%** diversity ratio.



Islamabad had a relatively good balance, but still **62%** of companies with less than **20%** diversity ratio.



Karachi is a unique region with both extremes: companies with extremely low gender diversity ratios and companies with extremely good diversity ratios.



P@S@H@A

P@S@H@A

P@S@H@A

Other HR Practices



Impact of COVID-19: Pay and Bonus Cuts

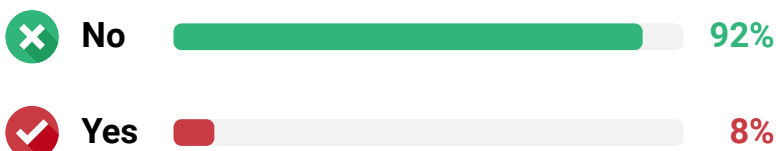
IT industry, like other industries, was also affected by COVID-19. Apart from struggling with COVID-19 on the personal front with family and one's health, companies had to adapt to numerous changes. They had to shift equipment to homes, people started working from home, but it comes with a huge task of managing and coordinating with teams. Moreover, to keep the ship floating, the challenges of ensuring sustainability and keeping the workforce intact and motivated were continuously dangling like a sword over their heads.

However, the IT and ITeS industry in Pakistan became the leader in reinventing the jobs and emerged as a unique industry to have used this opportunity to expand their offerings, and become a leading outsourcing destination for the world.

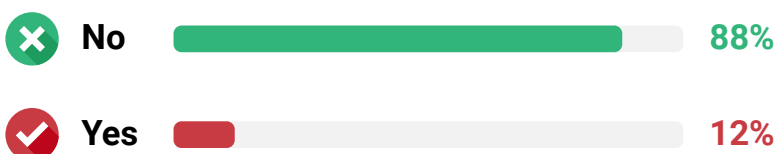
To ensure they keep the company running after careful risk analysis companies had narrowed it down to two options, pay-cuts, or lay-offs. But a majority of the industry didn't resort to such measures.

Q.

Did you do pay-cuts during COVID-19 last year?

**Q.**

Did you do bonus cuts during COVID-19 last year?



Interesting facts about the companies that opted for pay and bonus cuts:

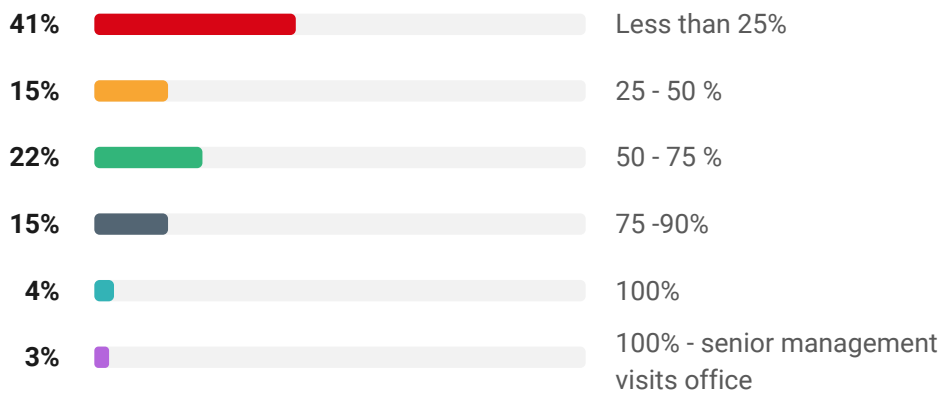
- The salary cut practice was more common in the Lahore region
- The major chunk of these companies had employees ranging from 100-500.



Impact of COVID-19: Working from Home

This pandemic has caused another major shift in working style across the globe by letting employees work from the comfort of their homes. This approach has both pros and cons, but one cannot deny the flexibility and comfort it offers. To minimize threats of COVID-19 with each passing wave, the government of Pakistan forces multiple strict and relaxed lockdowns. Luckily, the situation has been stabilized and the government has allowed companies to open offices.

Q. What's the percentage of employees still working from home for your company?

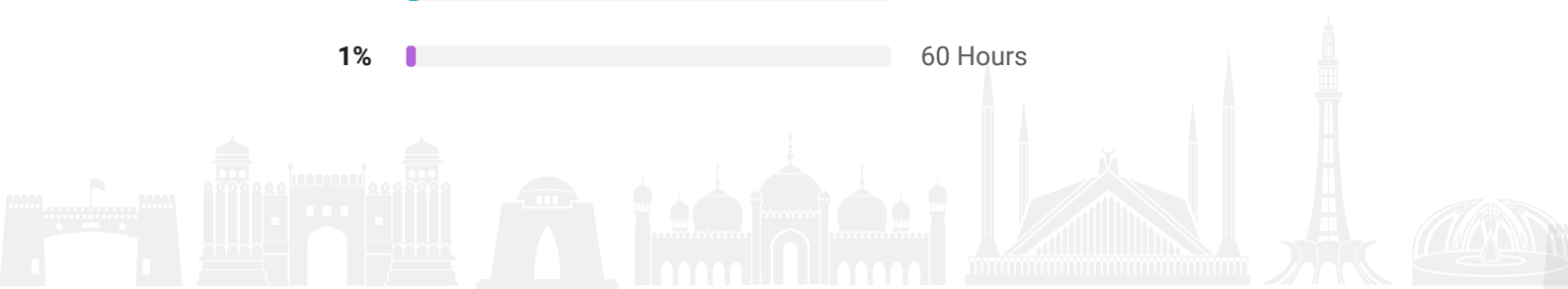
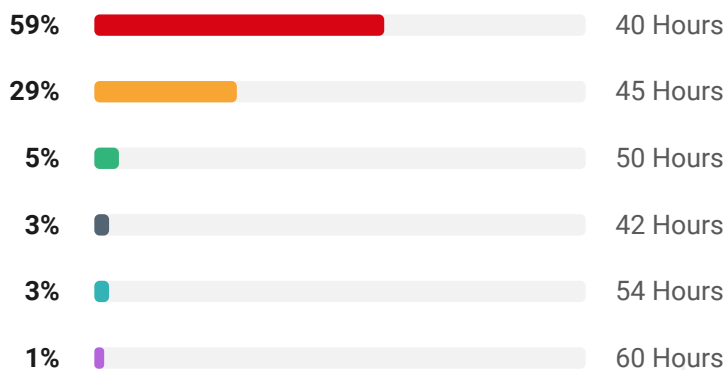


NOTE: This data was collected in the month of June 2021.

Work Week

59% of the companies have a workweek of 40 hours, i.e. 8 hours for 5 days.

Q. How long is a typical work week in your company?



Performance Feedback Mechanism

40% of companies assign yearly targets and goals. Companies opting for 'None of the above' stated that they do it as per the need.

Q.

How frequently you decide on targets/goals and communicate feedback?



Performance Evaluation Cycle

32% of the participating companies their performance evaluation in the first quarter of the year.

Q.

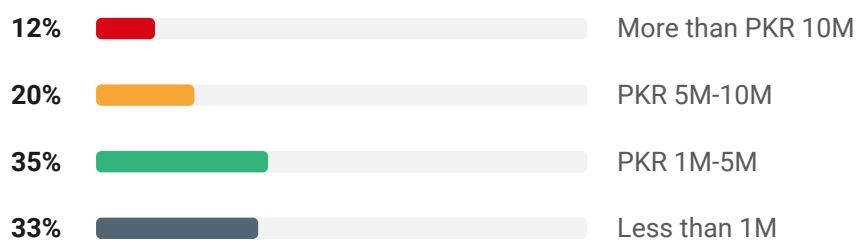
When is your annual performance evaluation cycle scheduled?



Payroll Tax

Q.

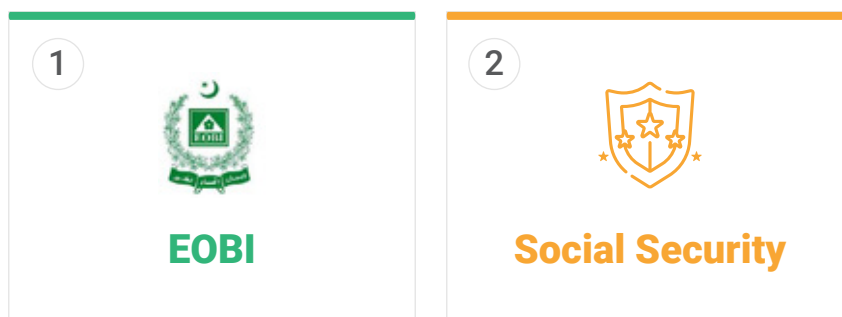
How much do you pay for payroll tax to tax authorities?
Please indicate your annual average. payroll tax (PKR).



Registered Organizations

Q.

What are the different organizations with which you're registered for your employees?



Others:

- Medical Insurance
- Pak Qatar Takaful
- Professional Tax(Sindh Excise)
- EFU for car insurance
- CRI for employee verification
- Life Insurance
- Tax authorities (FBR, SRB, PRA)



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Salary Benchmarking 2021



About the Salary Benchmarking Section

This section includes salary benchmarking of **62** 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:** Specialized roles with limited data
- **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	Mid-level: Less than 6 years
Junior Level: 1-3 years' experience	Junior Level: 1-3 years' experience	Senior-level: 6-12 years
Middle Level: 3-6 years' experience	Middle Level: 3-6 years' experience	Experienced: 12+ years
Senior Level: 6+ years' experience	Senior Level: 6+ years' experience	

Technical Roles, Non-Technical Roles & Management Roles

Each of the roles has five pages:

- **Page 1:**

Role Overview: This page has an overview of sample size, sample profiling, and overall salary benchmarking.

- **Page 2-5:**

The next four pages have information about each job role with respect to its experience level. There are four experience levels (entry, junior, middle and senior). Each level covers the following areas:



Salary Overview: It covers the national average salary, most common salary (mode), and the highest salary (maximum) for each role.

Purpose: 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 Histogram: Histogram shows split of salary ranges w.r.t number of companies paying it.

Purpose: This allows you to have an idea about the variety of salary ranges for a particular job role. You'll also be able to see the frequency of each salary range. This allows you to map yourselves in the graph and see how there will always be exceptions (companies paying extremely high or low).



Salary Benchmarking: This portion includes detailed data on salary ranges for the experience level of the role w.r.t company location, company size, company offering, and revenue type.

Purpose: This section allows you to have a microanalysis of each job role. You can also see how various factors and parameters influence the salary of each job role. We encourage you to determine your company profile (size, location, offering, type) and then see the salaries in that category for an effective comparison.

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 (Directors and C-Suite) has detailed data of nationwide averages by experience level, company location, company type, as well as additional benefits provided to the senior management roles. Senior management roles also have data on how salary varies with the level of experience.

CEO role has additional data on company-employee relationship and a detailed comparison of experience with respect to company type.

Technical Roles: 13 Categories, 38 Roles

- **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
- **Data Miner / Data Scientist / Data Engineer**
- **Gaming and Animation Roles**
2D Animator
3D Animator
Game Designer
Game Producer
- **Salesforce Roles**
Salesforce Architect
Salesforce Developer
Salesforce Administrator
- **CRM Roles**
Siebel Developer
SAP/ERP Developer
- **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 Technical Roles: 10 Categories, 10 Roles

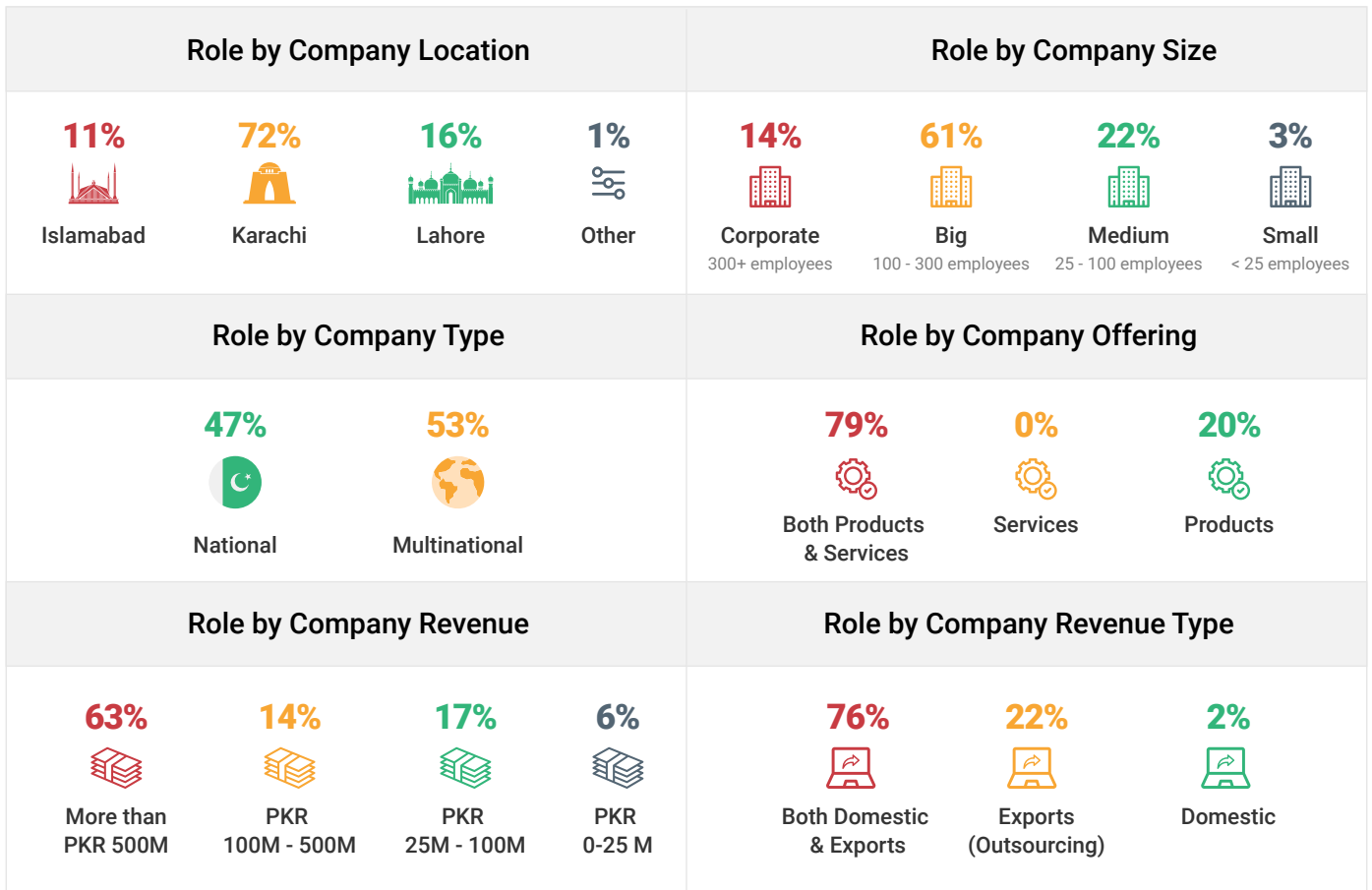
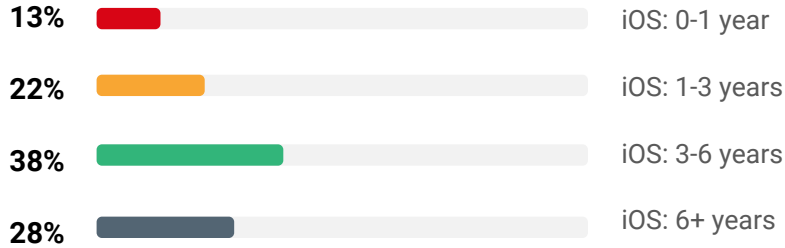
- **BPO Customer Service Professional**
- **Technical Writer/Content Creator**
- **Content Developer**
- **Social Media Marketing/ SEO and SEM**
- **Business Development / B2B Sales**
- **Research & Development**
- **Operations**
- **Admin**
- **Finance**
- **Human Resources**

Management Roles: 3 Categories, 15 Roles

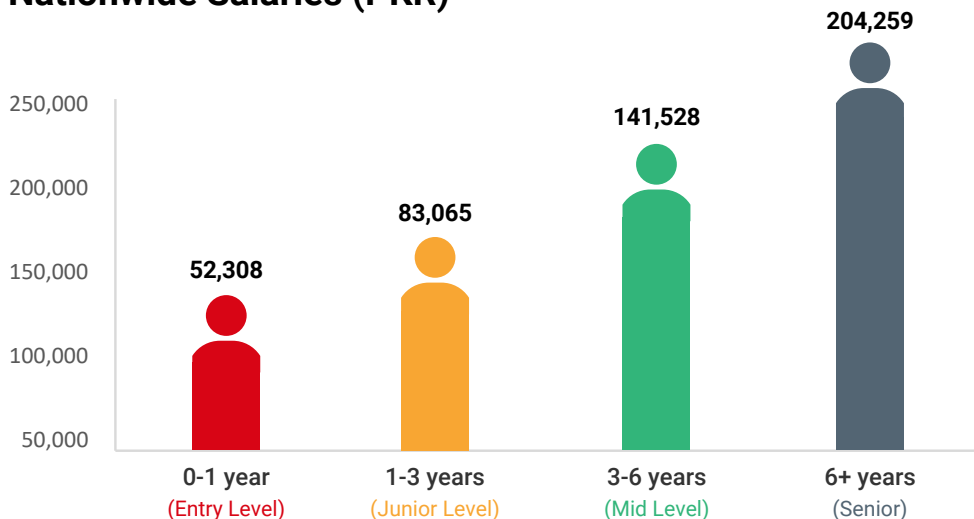
- **Software Management**
Team Lead
Software Development Manager
QA Manager
- **Project & Product Management**
Project Coordinator
Project Manager
Product Owner / Scrum Master
- **Senior Management**
Art Director
HR Director
CFO
CMO
VP/Director
CTO
CIO
COO
CEO/MD/Country Manager

iOS Programmers

511 iOS Programmers by Experience Level



Average Nationwide Salaries (PKR)

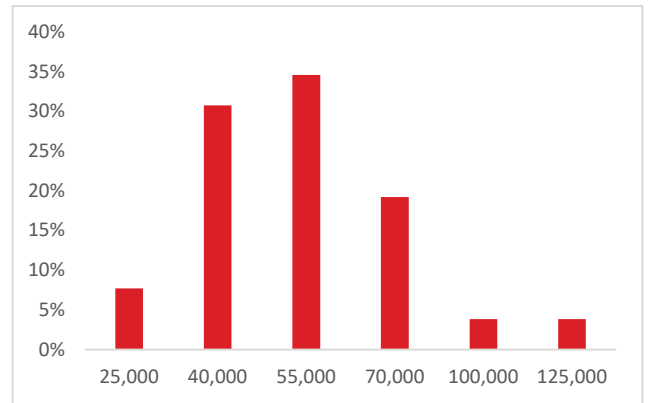


PKR 52,308
National Average

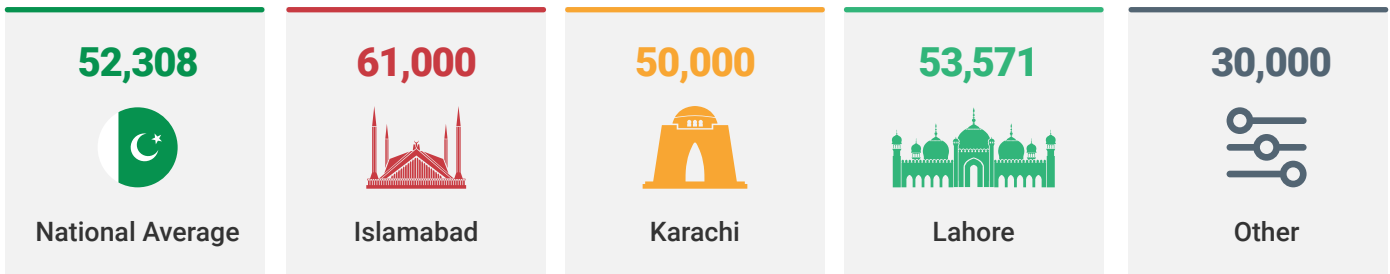
Most Common Salary Mode
PKR 52,500

Highest Salary (Max)
PKR 112,500 ▲

Entry Level Salary Histogram - iOS Programmer

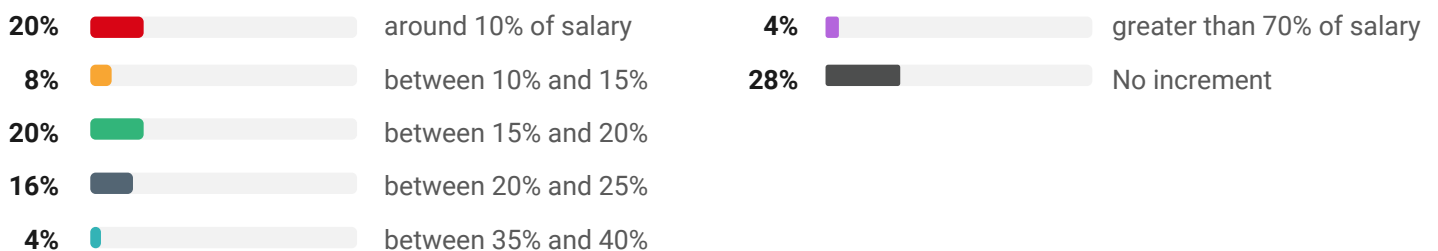


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>57,000</p> <p>Corporate 300+ employees</p>	<p>53,750</p> <p>Big 100 - 300 employees</p>	<p>45,625</p> <p>Medium 25 - 100 employees</p>	<p>56,000</p> <p>Small < 25 employees</p>	<p>55,750</p> <p>Local</p>	<p>40,833</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>45,714</p> <p>Both Products & Services</p>	<p>60,000</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>49,286</p> <p>Both Domestic & Exports</p>	<p>54,167</p> <p>Exports (Outsourcing)</p>	<p>60,833</p> <p>Domestic</p>

■ Average Last Increment

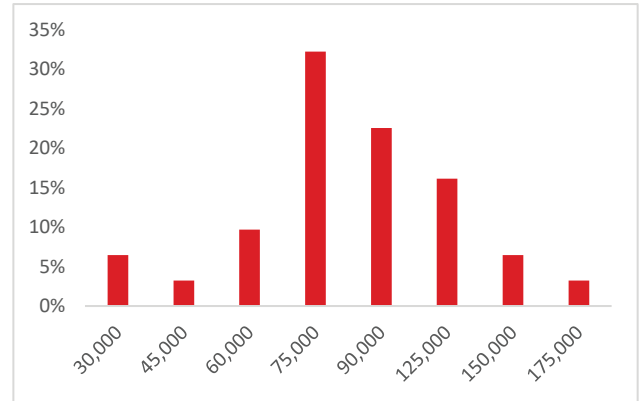


PKR 83,065
National Average

Most Common Salary Mode
PKR 70,000

Highest Salary (Max)
PKR 162,500 ▲

Junior Level Salary Histogram - iOS Programmer

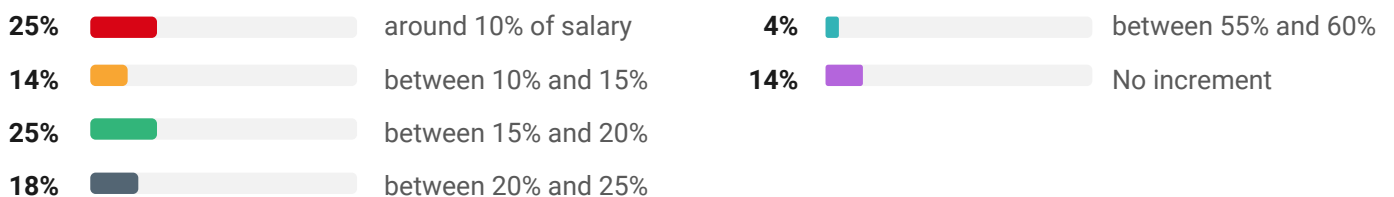


■ Average Nationwide Salaries (PKR)

<p>83,065</p> <p>National Average</p>	<p>77,083</p> <p>Islamabad</p>	<p>86,591</p> <p>Karachi</p>	<p>87,500</p> <p>Lahore</p>	<p>55,000</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>92,083</p> <p>Corporate 300+ employees</p>	<p>92,250</p> <p>Big 100 - 300 employees</p>	<p>75,714</p> <p>Medium 25 - 100 employees</p>	<p>40,000</p> <p>Small < 25 employees</p>	<p>89,773</p> <p>Local</p>	<p>66,667</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>81,111</p> <p>Both Products & Services</p>	<p>85,769</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>83,281</p> <p>Both Domestic & Exports</p>	<p>83,333</p> <p>Exports (Outsourcing)</p>	<p>82,708</p> <p>Domestic</p>

■ Average Last Increment

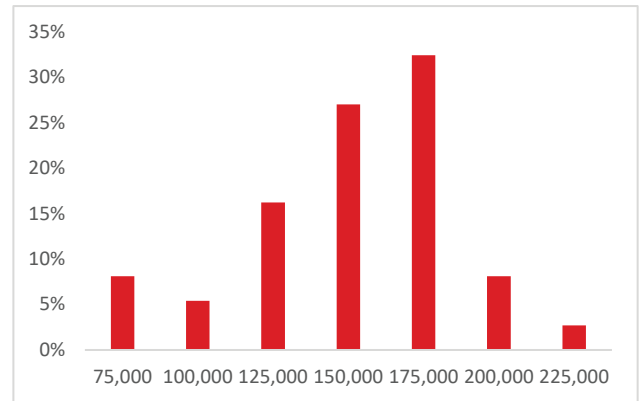


PKR 141,528
National Average

Most Common Salary Mode
PKR 162,500

Highest Salary (Max)
PKR 212,500 ▲

Junior Level Salary Histogram - iOS Programmer

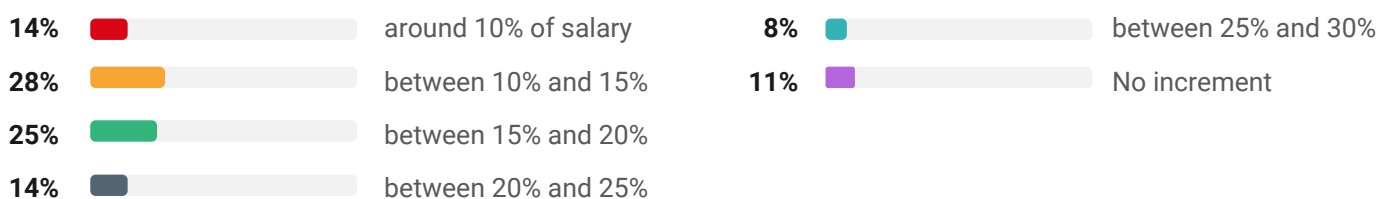


■ Average Nationwide Salaries (PKR)

<p>141,528</p> <p>National Average</p>	<p>134,167</p> <p>Islamabad</p>	<p>138,125</p> <p>Karachi</p>	<p>152,292</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>162,500</p> <p>Corporate 300+ employees</p>	<p>153,409</p> <p>Big 100 - 300 employees</p>	<p>132,647</p> <p>Medium 25 - 100 employees</p>	<p>113,333</p> <p>Small < 25 employees</p>	<p>136,250</p> <p>Local</p>	<p>152,083</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>134,474</p> <p>Both Products & Services</p>	<p>151,719</p> <p>Services</p>	<p>112,500</p> <p>Products</p>	<p>135,294</p> <p>Both Domestic & Exports</p>	<p>145,294</p> <p>Exports (Outsourcing)</p>	<p>162,500</p> <p>Domestic</p>

■ Average Last Increment

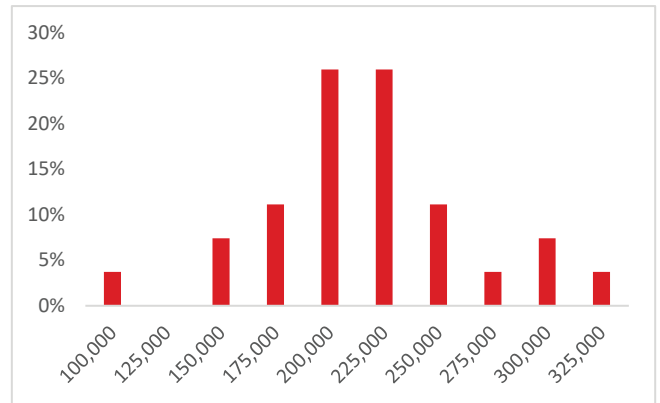


PKR 204,259
National Average

Most Common Salary Mode
PKR 187,500

Highest Salary (Max)
PKR 312,500 ▲

Senior Level Salary Histogram - iOS Programmer

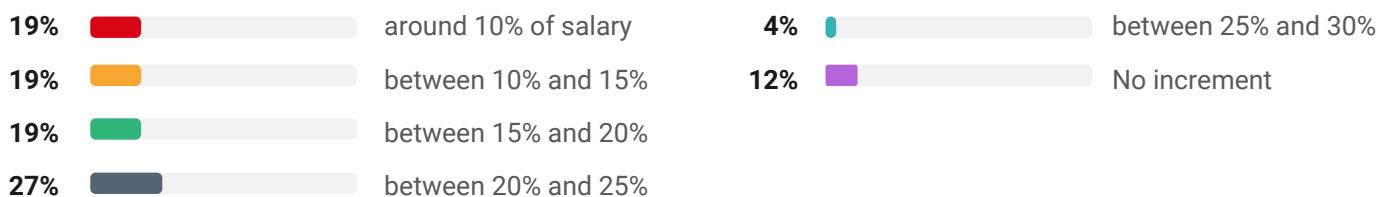


■ Average Nationwide Salaries (PKR)



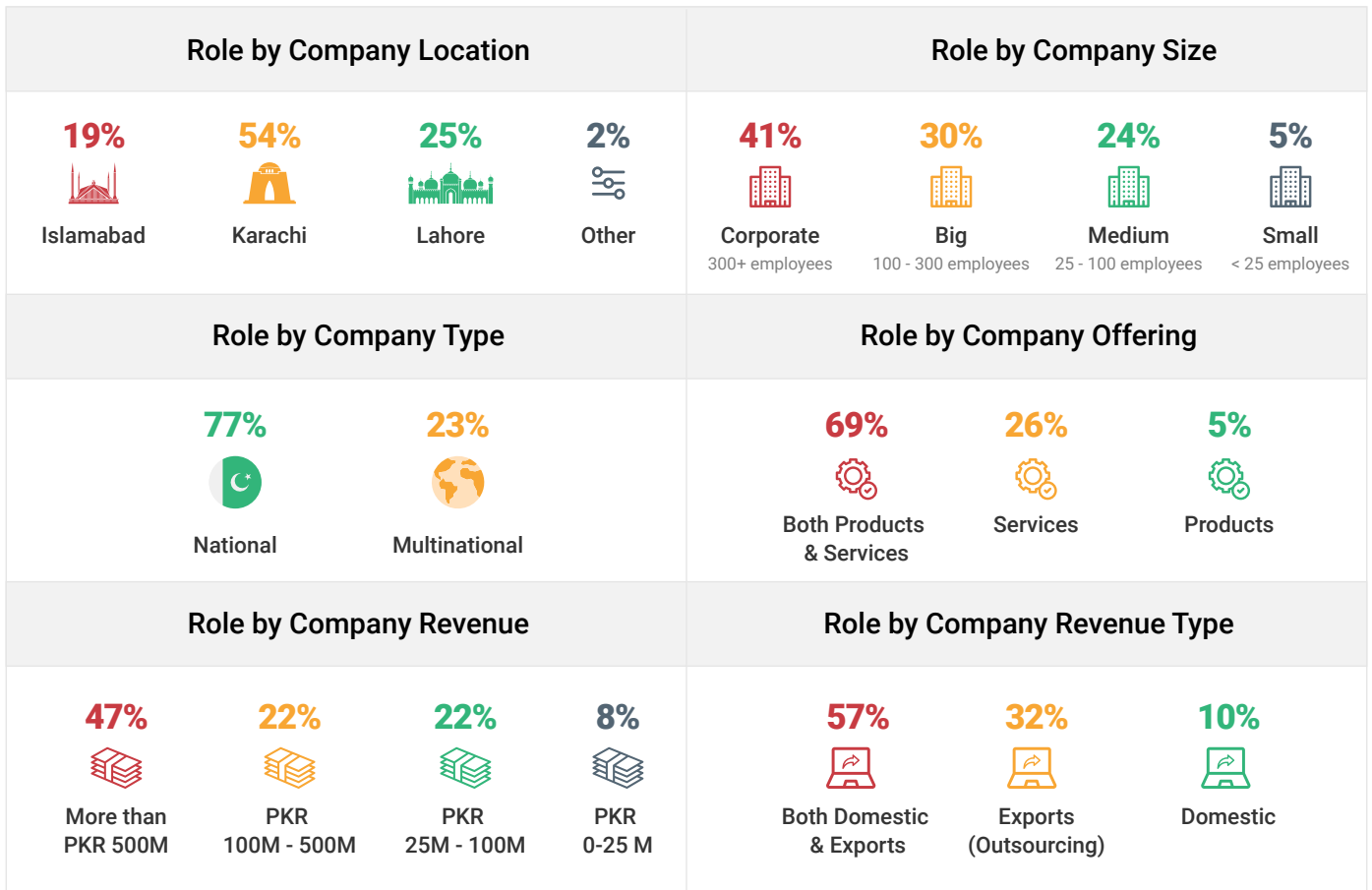
Salaries by Company Size				Salaries by Company Type	
<p>220,000</p> <p>Corporate 300+ employees</p>	<p>195,833</p> <p>Big 100 - 300 employees</p>	<p>201,136</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>207,813</p> <p>National</p>	<p>199,091</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>205,357</p> <p>Both Products & Services</p>	<p>202,292</p> <p>Services</p>	<p>212,500</p> <p>Products</p>	<p>217,045</p> <p>Both Domestic & Exports</p>	<p>195,469</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

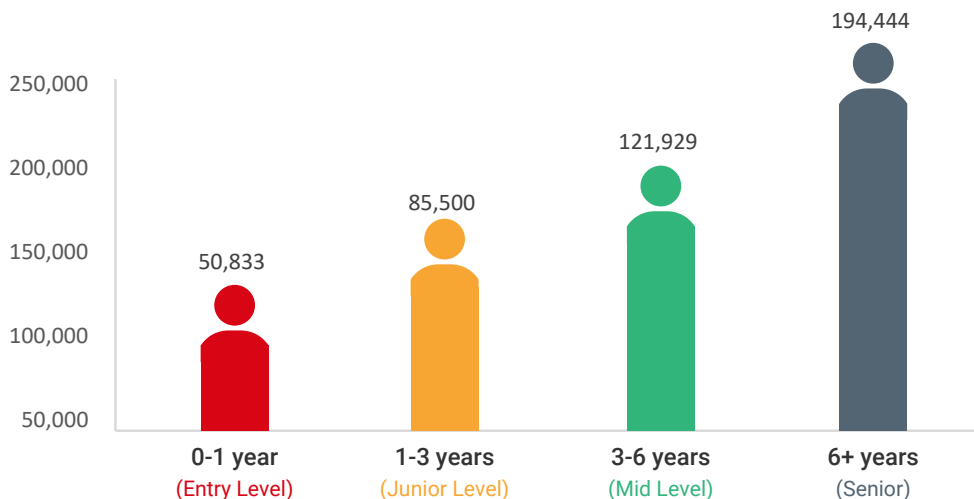


Android Programmers

296 Android Programmers by Experience Level



Average Nationwide Salaries (PKR)

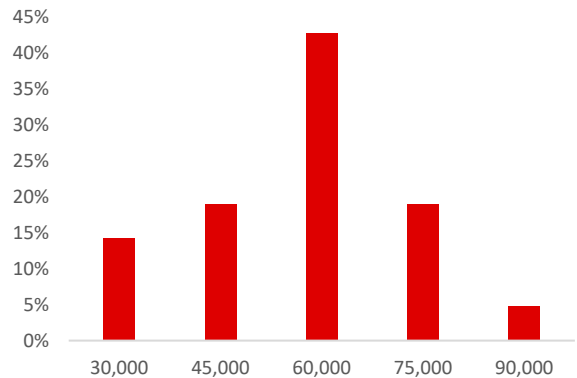


PKR 50,833
National Average

Most Common Salary Mode
PKR 52,500

Highest Salary (Max)
PKR 90,000 ▲

Entry Level Salary Histogram - Android Programmer

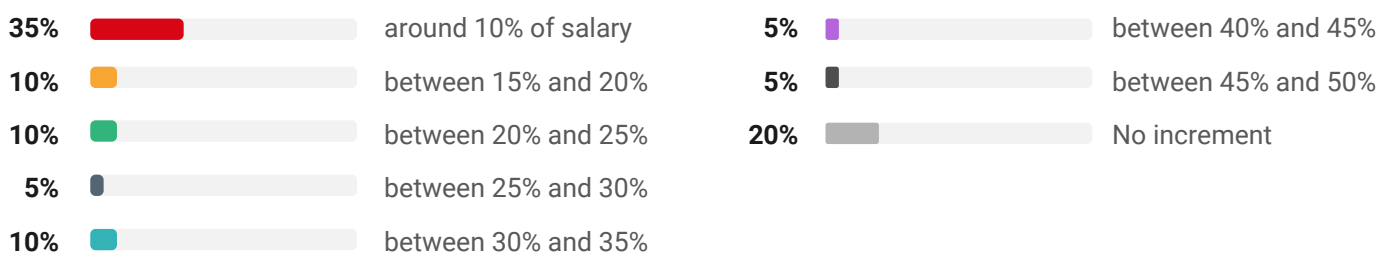


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>58,500</p> <p>Corporate 300+ employees</p>	<p>43,438</p> <p>Big 100 - 300 employees</p>	<p>59,583</p> <p>Medium 25 - 100 employees</p>	<p>35,000</p> <p>Small < 25 employees</p>	<p>50,882</p> <p>Local</p>	<p>50,625</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>48,542</p> <p>Both Products & Services</p>	<p>54,063</p> <p>Services</p>	<p>52,500</p> <p>Products</p>	<p>50,750</p> <p>Both Domestic & Exports</p>	<p>57,813</p> <p>Exports (Outsourcing)</p>	<p>32,500</p> <p>Domestic</p>

■ Average Last Increment

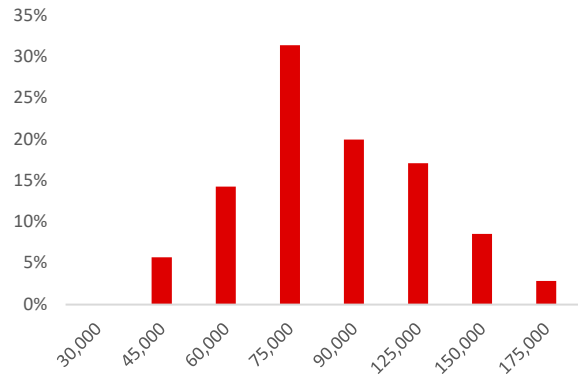


PKR 85,500
National Average

Most Common Salary Mode
PKR 70,000

Highest Salary (Max)
PKR 162,500 ▲

Junior Level Salary Histogram - Android Programmer

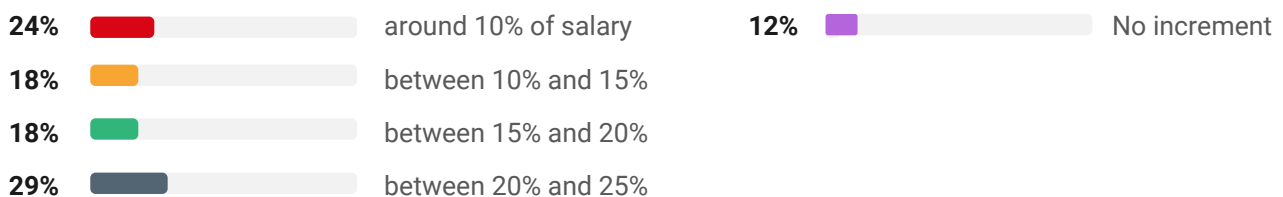


■ Average Nationwide Salaries (PKR)

<p>85,500</p> <p>National Average</p>	<p>77,955</p> <p>Islamabad</p>	<p>88,077</p> <p>Karachi</p>	<p>99,722</p> <p>Lahore</p>	<p>46,250</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>104,500</p> <p>Corporate 300+ employees</p>	<p>89,615</p> <p>Big 100 - 300 employees</p>	<p>79,231</p> <p>Medium 25 - 100 employees</p>	<p>68,750</p> <p>Small < 25 employees</p>	<p>86,379</p> <p>Local</p>	<p>81,250</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>82,778</p> <p>Both Products & Services</p>	<p>92,000</p> <p>Services</p>	<p>61,250</p> <p>Products</p>	<p>82,647</p> <p>Both Domestic & Exports</p>	<p>98,409</p> <p>Exports (Outsourcing)</p>	<p>72,143</p> <p>Domestic</p>

■ Average Last Increment

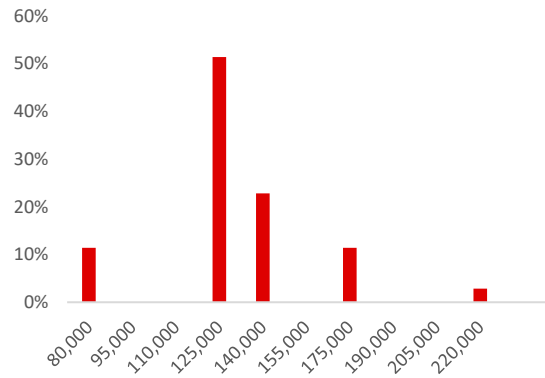


PKR 121,929
National Average

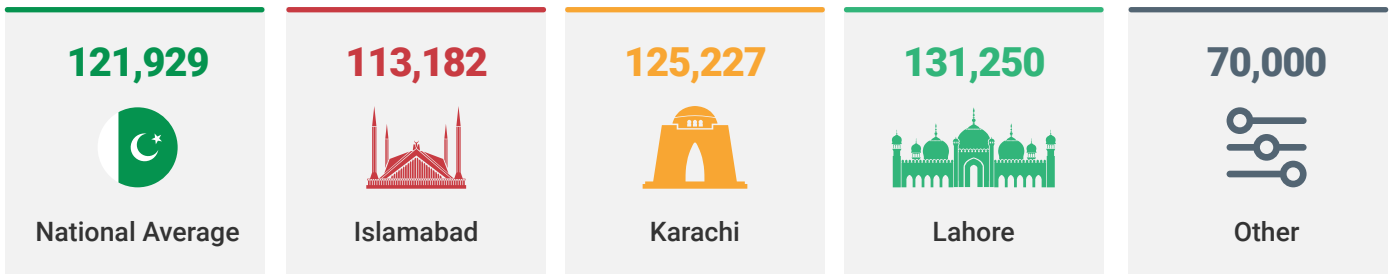
Most Common Salary Mode
PKR 112,500

Highest Salary (Max)
PKR 212,500 ▲

Middle Level Salary Histogram - Android Programmer

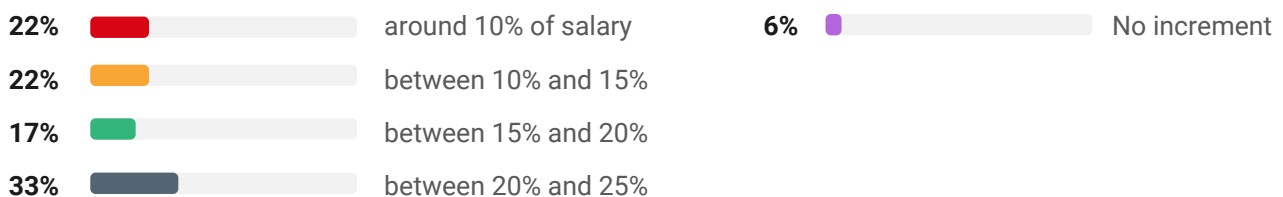


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>135,000</p> <p>Corporate 300+ employees</p>	<p>116,111</p> <p>Big 100 - 300 employees</p>	<p>119,265</p> <p>Medium 25 - 100 employees</p>	<p>125,000</p> <p>Small < 25 employees</p>	<p>123,625</p> <p>Local</p>	<p>119,667</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>119,205</p> <p>Both Products & Services</p>	<p>131,250</p> <p>Services</p>	<p>70,000</p> <p>Products</p>	<p>120,714</p> <p>Both Domestic & Exports</p>	<p>126,053</p> <p>Exports (Outsourcing)</p>	<p>91,250</p> <p>Domestic</p>

■ Average Last Increment

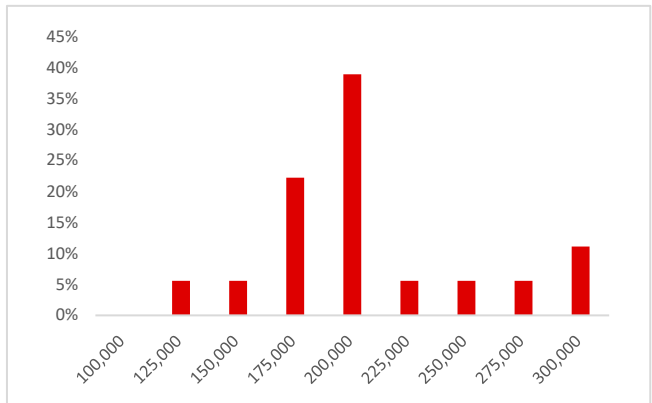


PKR 194,444
National Average

Most Common Salary Mode
PKR 187,500

Highest Salary (Max)
PKR 287,500 ▲

Senior Level Salary Histogram - Android Programmer

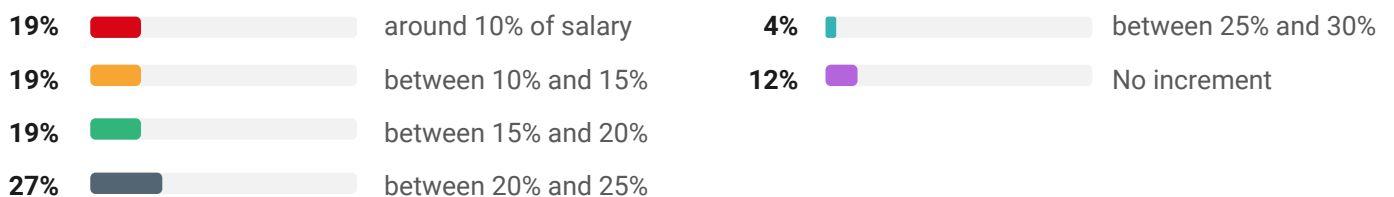


■ Average Nationwide Salaries (PKR)

<p>194,444</p> <p>National Average</p>	<p>179,167</p> <p>Islamabad</p>	<p>193,750</p> <p>Karachi</p>	<p>201,786</p> <p>Lahore</p>
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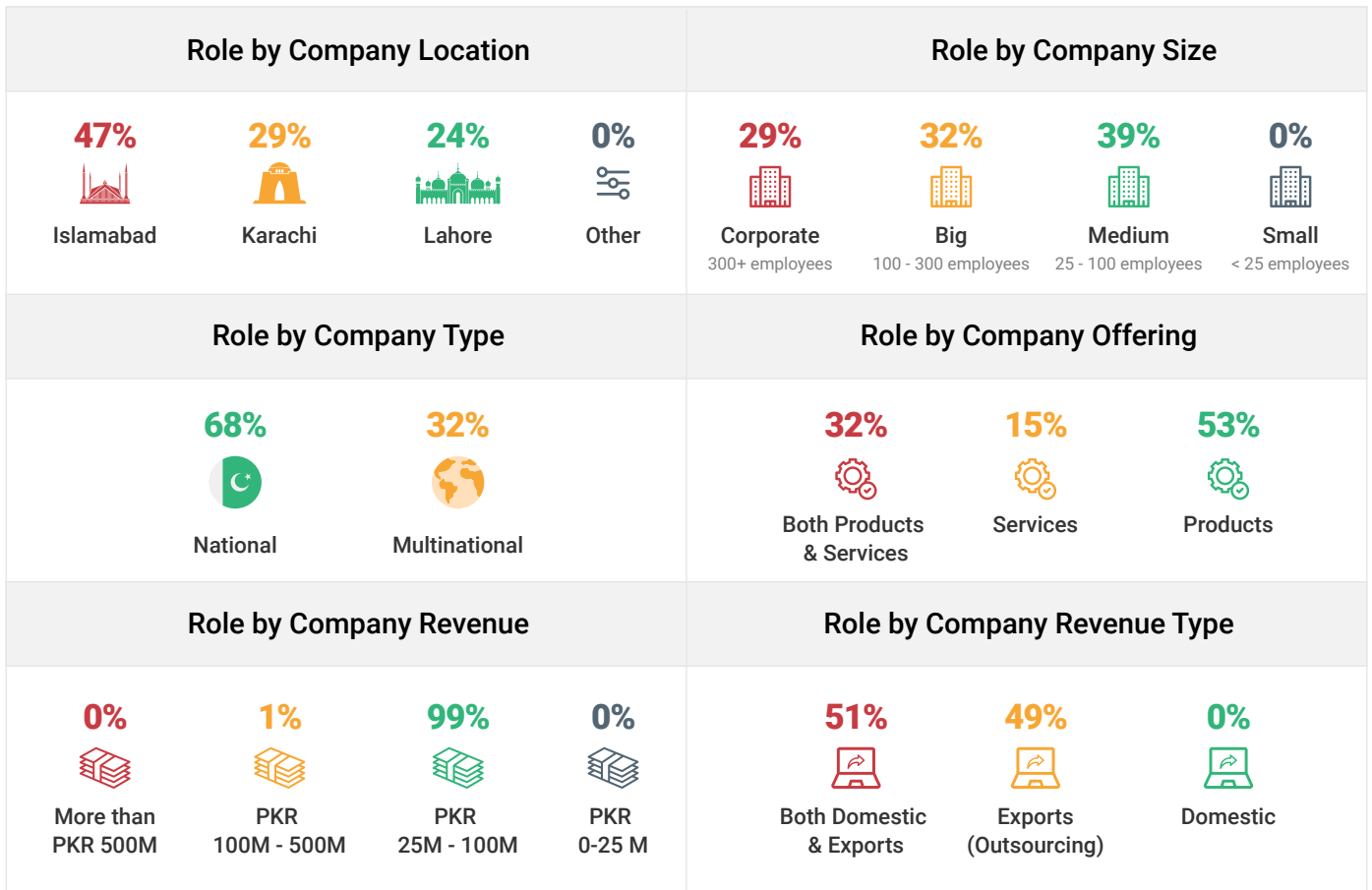
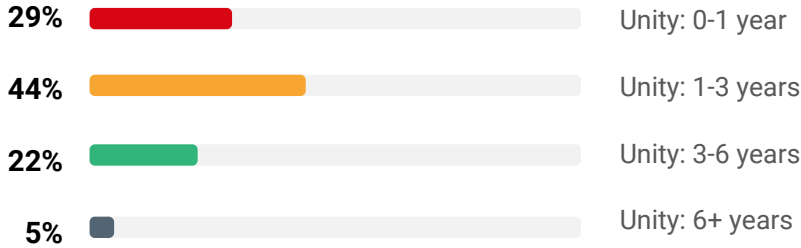
Salaries by Company Size				Salaries by Company Type	
<p>202,500</p> <p>Corporate 300+ employees</p>	<p>175,000</p> <p>Big 100 - 300 employees</p>	<p>205,357</p> <p>Medium 25 - 100 employees</p>	<p>---,---</p> <p>Small < 25 employees</p>	<p>204,167</p> <p>Local</p>	<p>175,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>190,625</p> <p>Both Products & Services</p>	<p>209,375</p> <p>Services</p>	<p>150,000</p> <p>Products</p>	<p>198,611</p> <p>Both Domestic & Exports</p>	<p>190,278</p> <p>Exports (Outsourcing)</p>	<p>---,---</p> <p>Domestic</p>

■ Average Last Increment

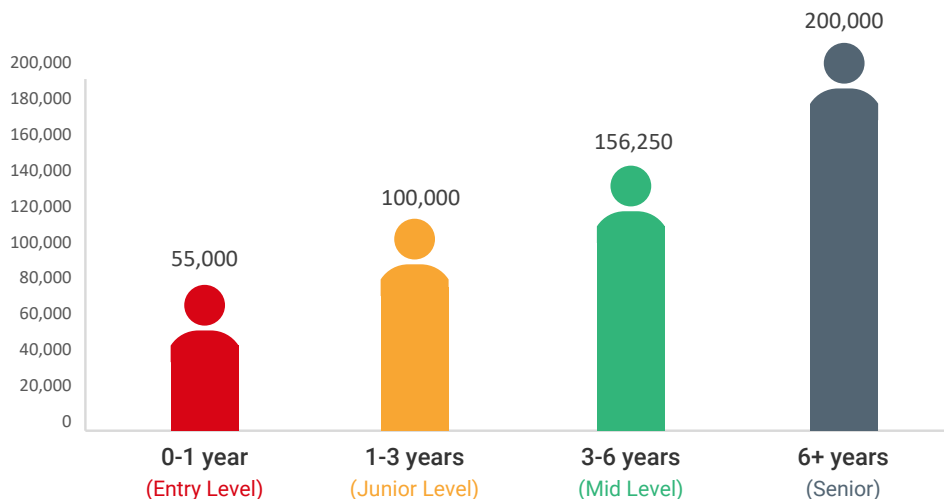


Unity Programmers

79 Unity Programmers by Experience Level



Average Nationwide Salaries (PKR)

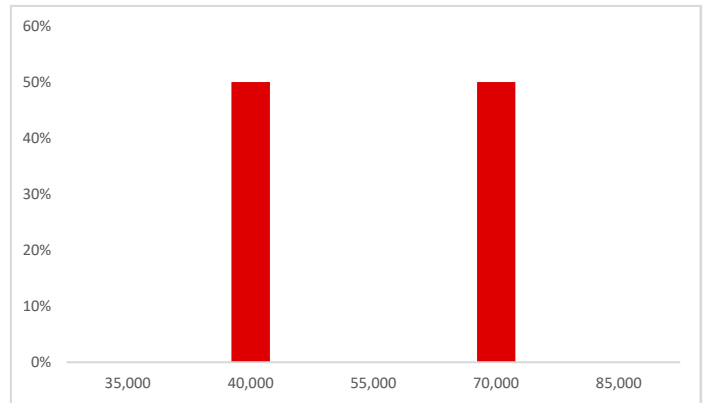


PKR 55,000
National Average

Most Common Salary Mode
PKR 70,000

Highest Salary (Max)
PKR 70,000 ▲

Entry Level Salary Histogram - Unity Programmer

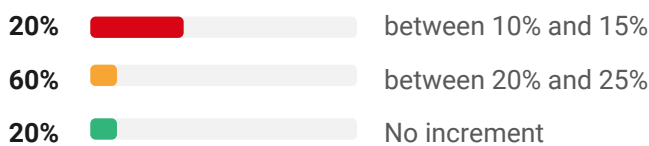


■ Average Nationwide Salaries (PKR)

<p>55,000</p> <p>National Average</p>	<p>40,000</p> <p>Islamabad</p>	<p>70,000</p> <p>Karachi</p>	<p>70,000</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type		
<p>70,000</p> <p>Corporate 300+ employees</p>	<p>40,000</p> <p>Big 100 - 300 employees</p>	<p>55,000</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>50,000</p> <p>Local</p>	<p>70,000</p> <p>Multinational</p>	
Salaries by Company Offering				Salaries by Company Revenue Type		
<p>70,000</p> <p>Both Products & Services</p>	<p>55,000</p> <p>Services</p>	<p>40,000</p> <p>Products</p>	<p>70,000</p> <p>Both Domestic & Exports</p>	<p>40,000</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>	

■ Average Last Increment

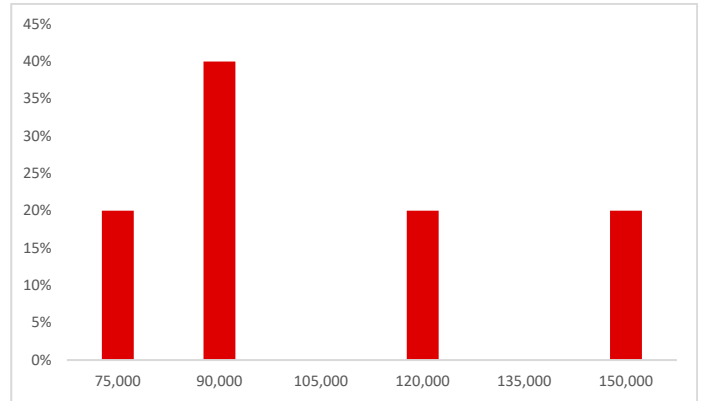


PKR 100,000
National Average

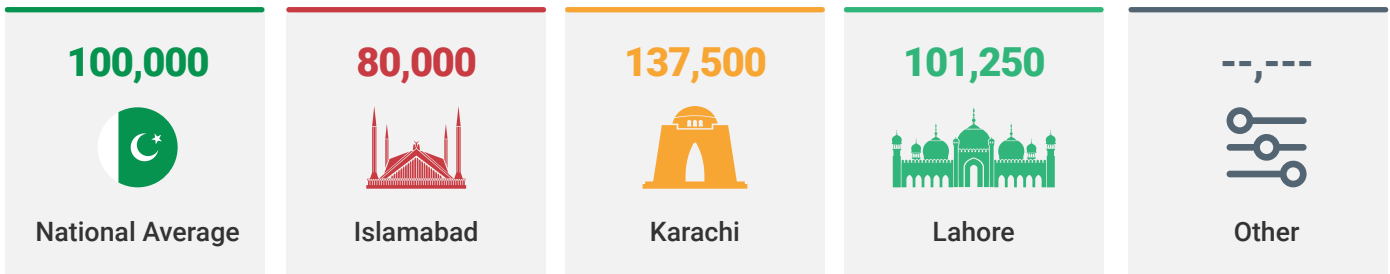
Most Common Salary Mode
PKR 90,000

Highest Salary (Max)
PKR 137,500 ▲

Junior Level Salary Histogram - Unity Programmer

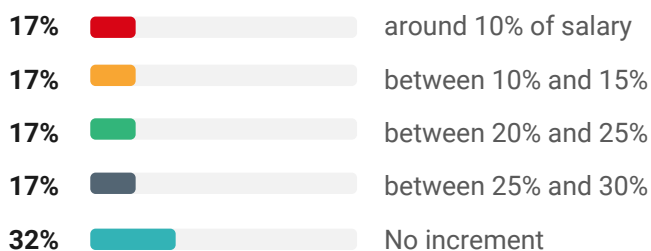


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>137,500</p> <p>Corporate 300+ employees</p>	<p>90,000</p> <p>Big 100 - 300 employees</p>	<p>90,833</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>90,833</p> <p>Local</p>	<p>113,750</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>113,750</p> <p>Both Products & Services</p>	<p>101,250</p> <p>Services</p>	<p>70,000</p> <p>Products</p>	<p>125,000</p> <p>Both Domestic & Exports</p>	<p>83,333</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

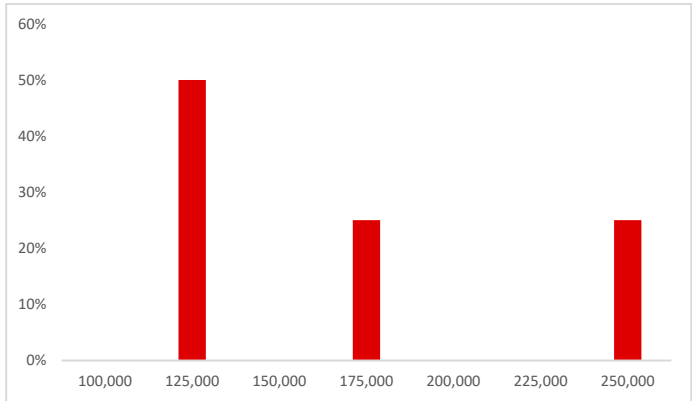


PKR 156,250
National Average

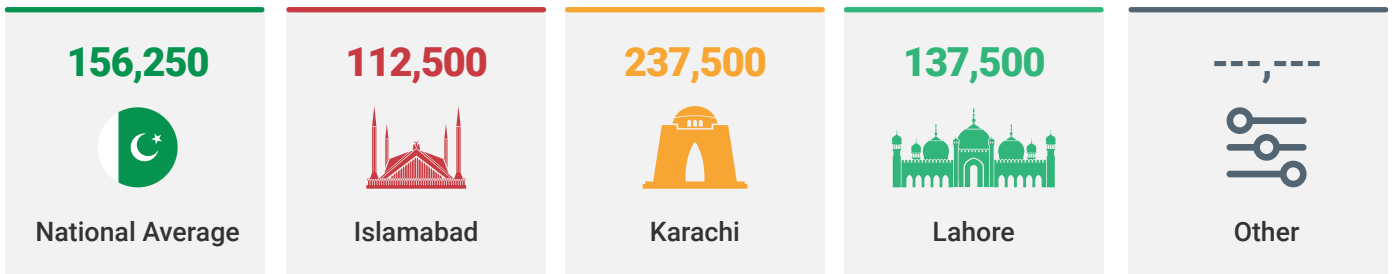
Most Common Salary Mode
PKR 112,500

Highest Salary (Max)
PKR 237,500 ▲

Middle Level Salary Histogram - Unity Programmer

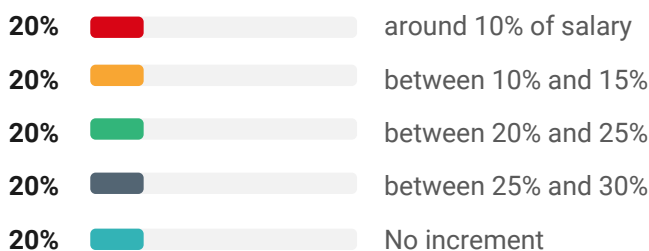


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>237,500</p> <p>Corporate 300+ employees</p>	<p>112,500</p> <p>Big 100 - 300 employees</p>	<p>137,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>137,500</p> <p>Local</p>	<p>175,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>175,000</p> <p>Both Products & Services</p>	<p>137,500</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>200,000</p> <p>Both Domestic & Exports</p>	<p>112,500</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

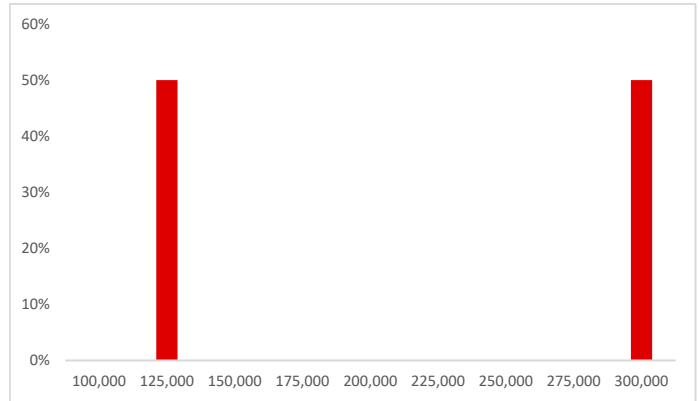


PKR 200,000
National Average

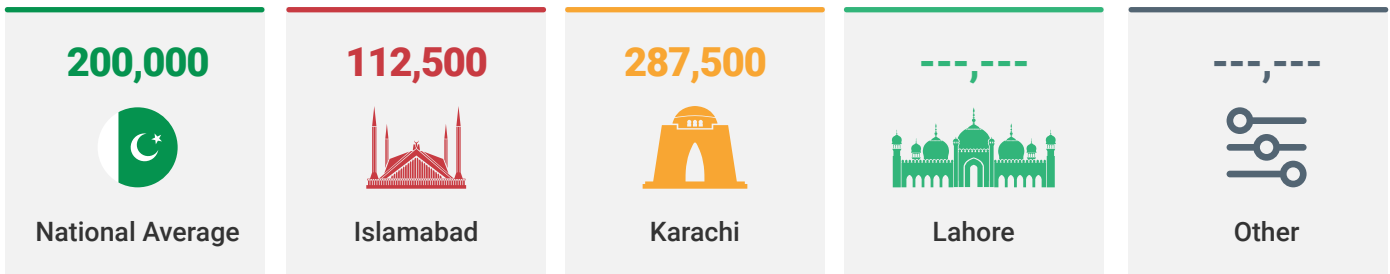
Most Common Salary Mode
PKR 187,500

Highest Salary (Max)
PKR 287,500 ▲

Senior Level Salary Histogram - Unity Programmer

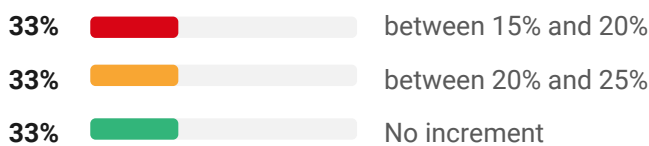


■ Average Nationwide Salaries (PKR)



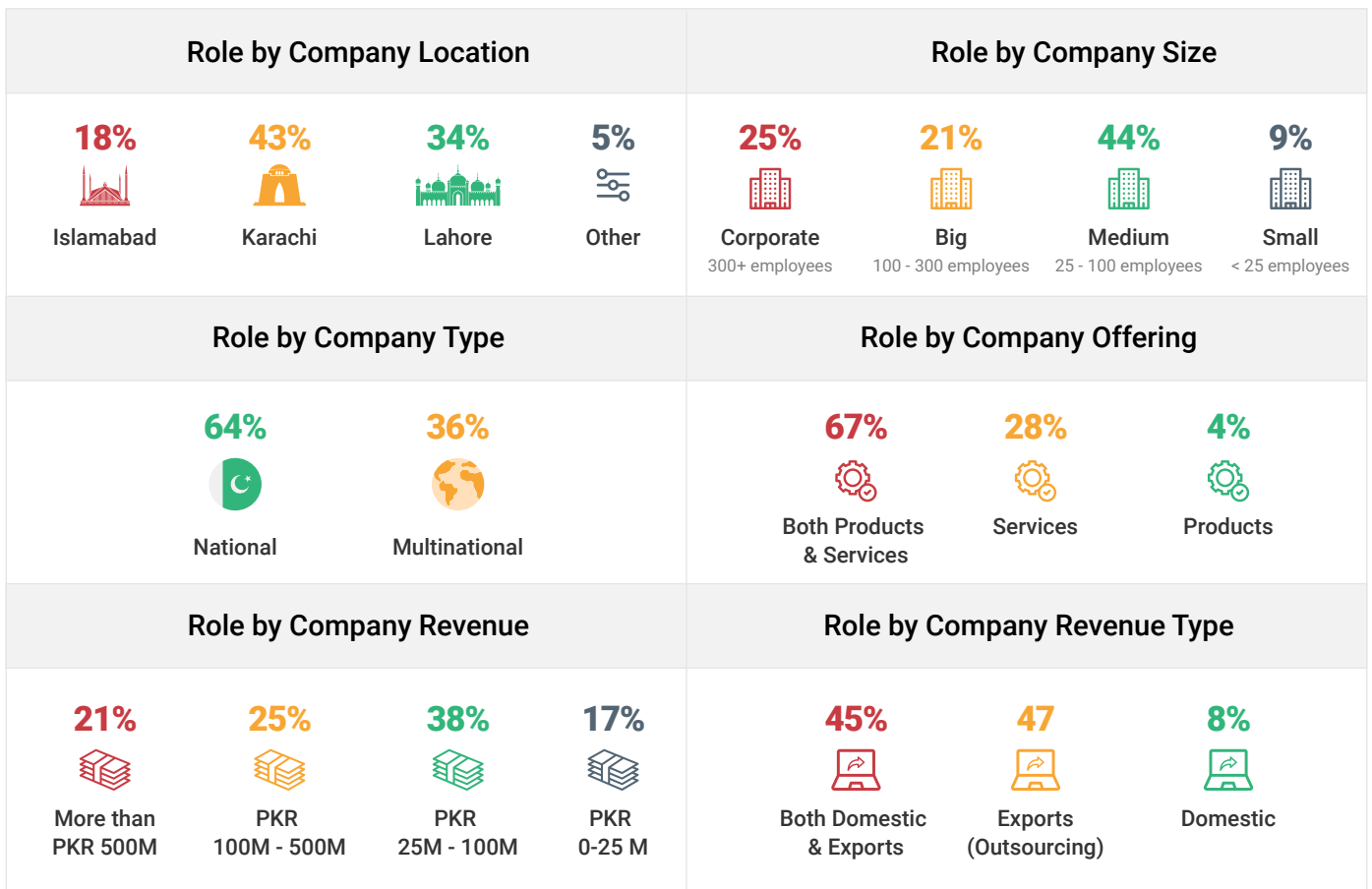
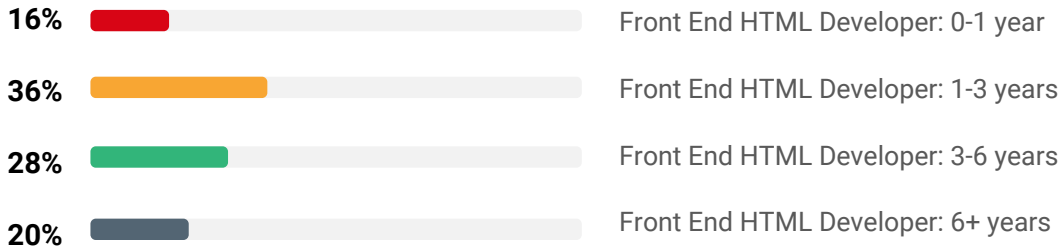
Salaries by Company Size				Salaries by Company Type	
<p>287,500</p> <p>Corporate 300+ employees</p>	<p>---</p> <p>Big 100 - 300 employees</p>	<p>112,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>112,500</p> <p>Local</p>	<p>287,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>287,500</p> <p>Both Products & Services</p>	<p>---</p> <p>Services</p>	<p>112,500</p> <p>Products</p>	<p>287,500</p> <p>Both Domestic & Exports</p>	<p>112,500</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

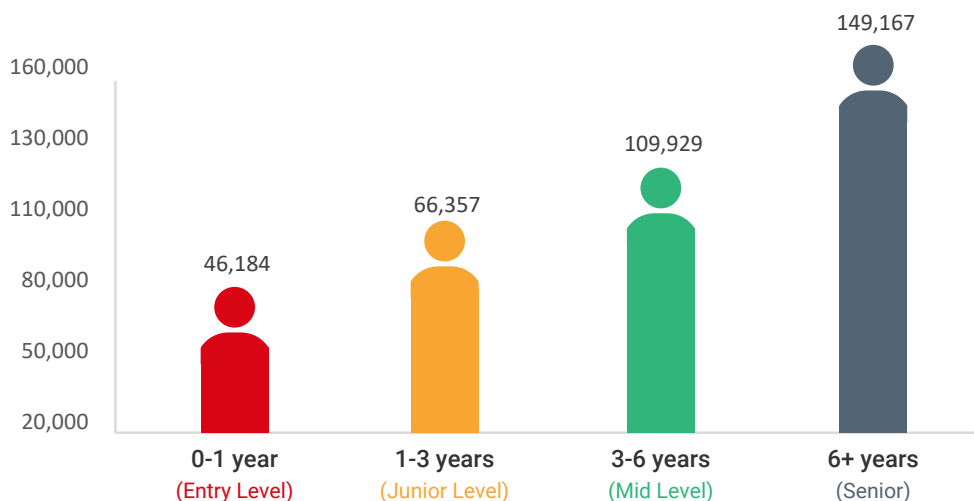


HTML Programmers

260 HTML Developers by Experience Level



Average Nationwide Salaries (PKR)

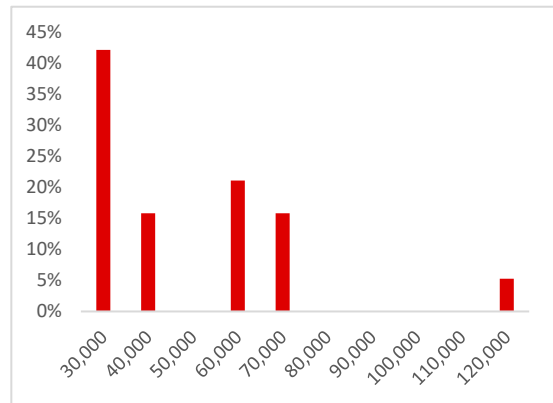


PKR 46,184
National Average

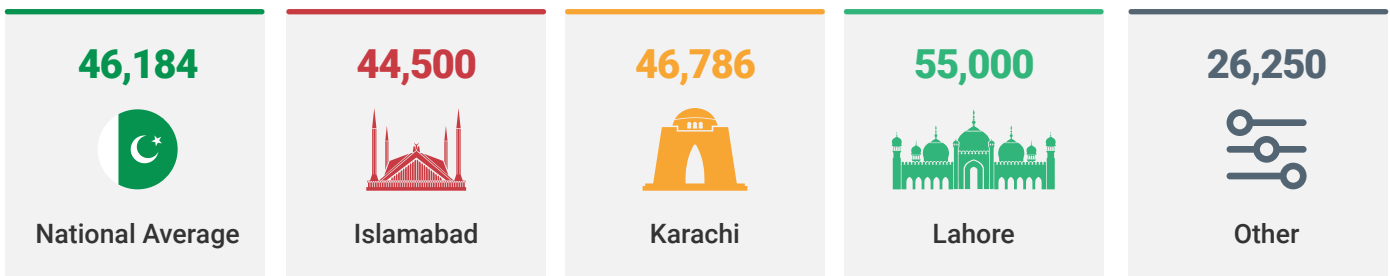
Most Common Salary Mode
PKR 30,000

Highest Salary (Max)
PKR 112,500 ▲

Entry Level Salary Histogram - HTML Developers

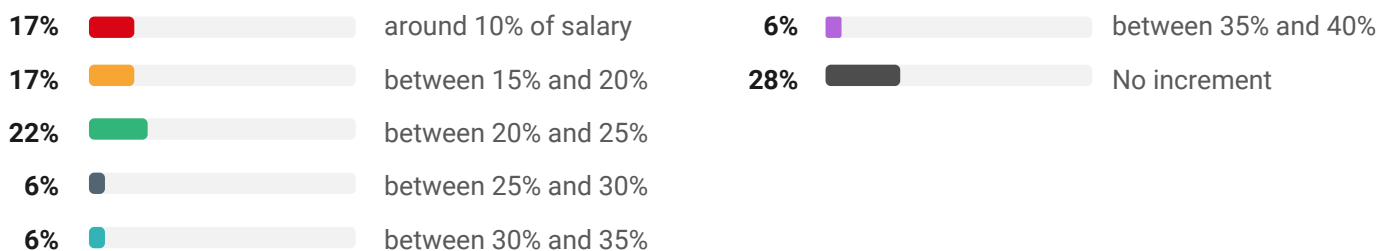


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>74,167</p> <p>Corporate 300+ employees</p>	<p>46,250</p> <p>Big 100 - 300 employees</p>	<p>40,625</p> <p>Medium 25 - 100 employees</p>	<p>26,250</p> <p>Small < 25 employees</p>	<p>51,250</p> <p>Local</p>	<p>37,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>44,773</p> <p>Both Products & Services</p>	<p>45,000</p> <p>Services</p>	<p>70,000</p> <p>Products</p>	<p>52,188</p> <p>Both Domestic & Exports</p>	<p>43,333</p> <p>Exports (Outsourcing)</p>	<p>35,000</p> <p>Domestic</p>

■ Average Last Increment

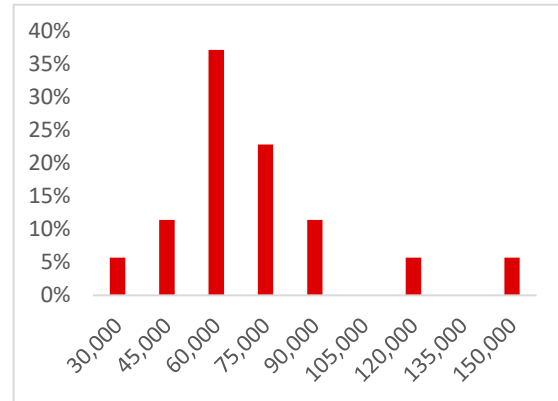


PKR 66,357
National Average

Most Common Salary Mode
PKR 52,500

Highest Salary (Max)
PKR 137,500 ▲

Junior Level Salary Histogram - HTML Developers

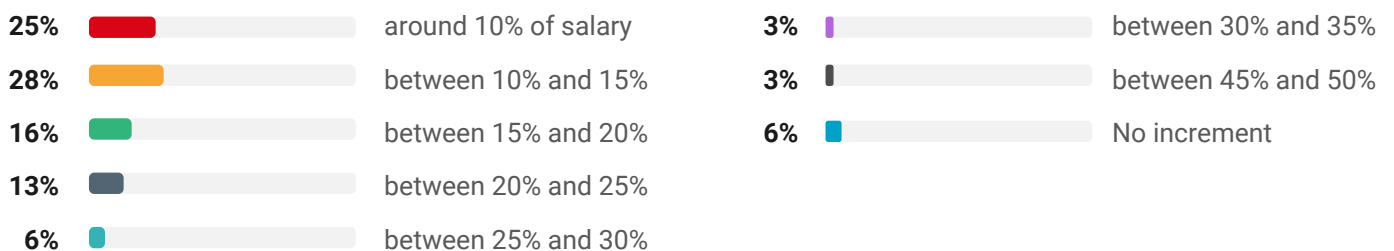


■ Average Nationwide Salaries (PKR)

<p>66,357</p> <p>National Average</p>	<p>80,625</p> <p>Islamabad</p>	<p>58,000</p> <p>Karachi</p>	<p>73,750</p> <p>Lahore</p>	<p>35,000</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>70,625</p> <p>Corporate 300+ employees</p>	<p>69,688</p> <p>Big 100 - 300 employees</p>	<p>68,421</p> <p>Medium 25 - 100 employees</p>	<p>45,625</p> <p>Small < 25 employees</p>	<p>65,600</p> <p>Local</p>	<p>68,250</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>54,773</p> <p>Both Products & Services</p>	<p>88,056</p> <p>Services</p>	<p>81,250</p> <p>Products</p>	<p>63,929</p> <p>Both Domestic & Exports</p>	<p>69,821</p> <p>Exports (Outsourcing)</p>	<p>64,286</p> <p>Domestic</p>

■ Average Last Increment

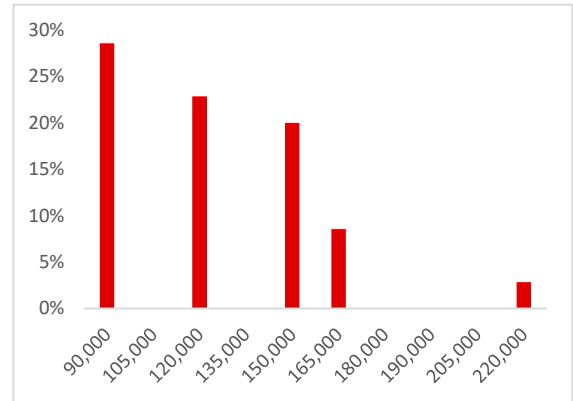


PKR 109,929
National Average

Most Common Salary Mode
PKR 90,000

Highest Salary (Max)
PKR 212,500 ▲

Middle Level Salary Histogram - HTML Developers

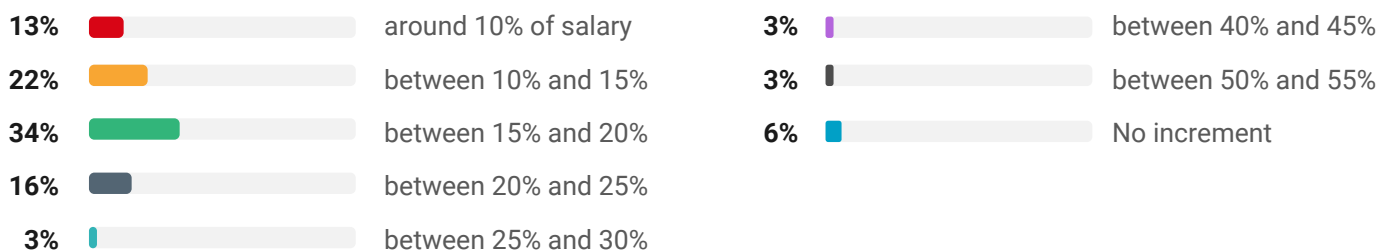


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>120,000</p> <p>Corporate 300+ employees</p>	<p>109,583</p> <p>Big 100 - 300 employees</p>	<p>108,529</p> <p>Medium 25 - 100 employees</p>	<p>103,750</p> <p>Small < 25 employees</p>	<p>115,089</p> <p>Local</p>	<p>89,286</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>108,854</p> <p>Both Products & Services</p>	<p>116,944</p> <p>Services</p>	<p>91,250</p> <p>Products</p>	<p>104,531</p> <p>Both Domestic & Exports</p>	<p>117,333</p> <p>Exports (Outsourcing)</p>	<p>103,750</p> <p>Domestic</p>

■ Average Last Increment

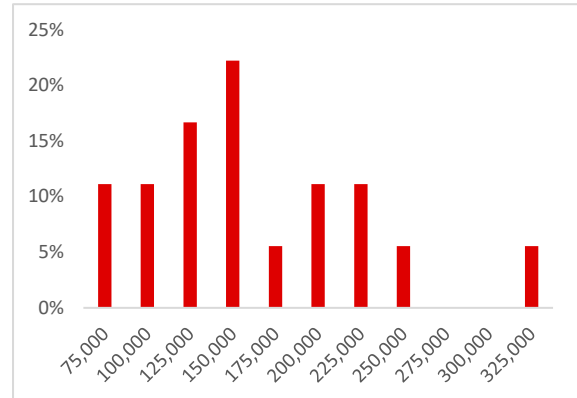


PKR 149,167
National Average

Most Common Salary Mode
PKR 137,500

Highest Salary (Max)
PKR 312,500 ▲

Senior Level Salary Histogram - HTML Developers

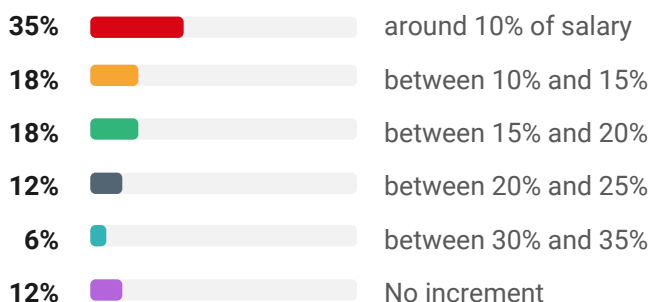


■ Average Nationwide Salaries (PKR)

<p>149,167</p> <p>National Average</p>	<p>187,500</p> <p>Islamabad</p>	<p>147,778</p> <p>Karachi</p>	<p>159,286</p> <p>Lahore</p>	<p>52,500</p> <p>Other</p>
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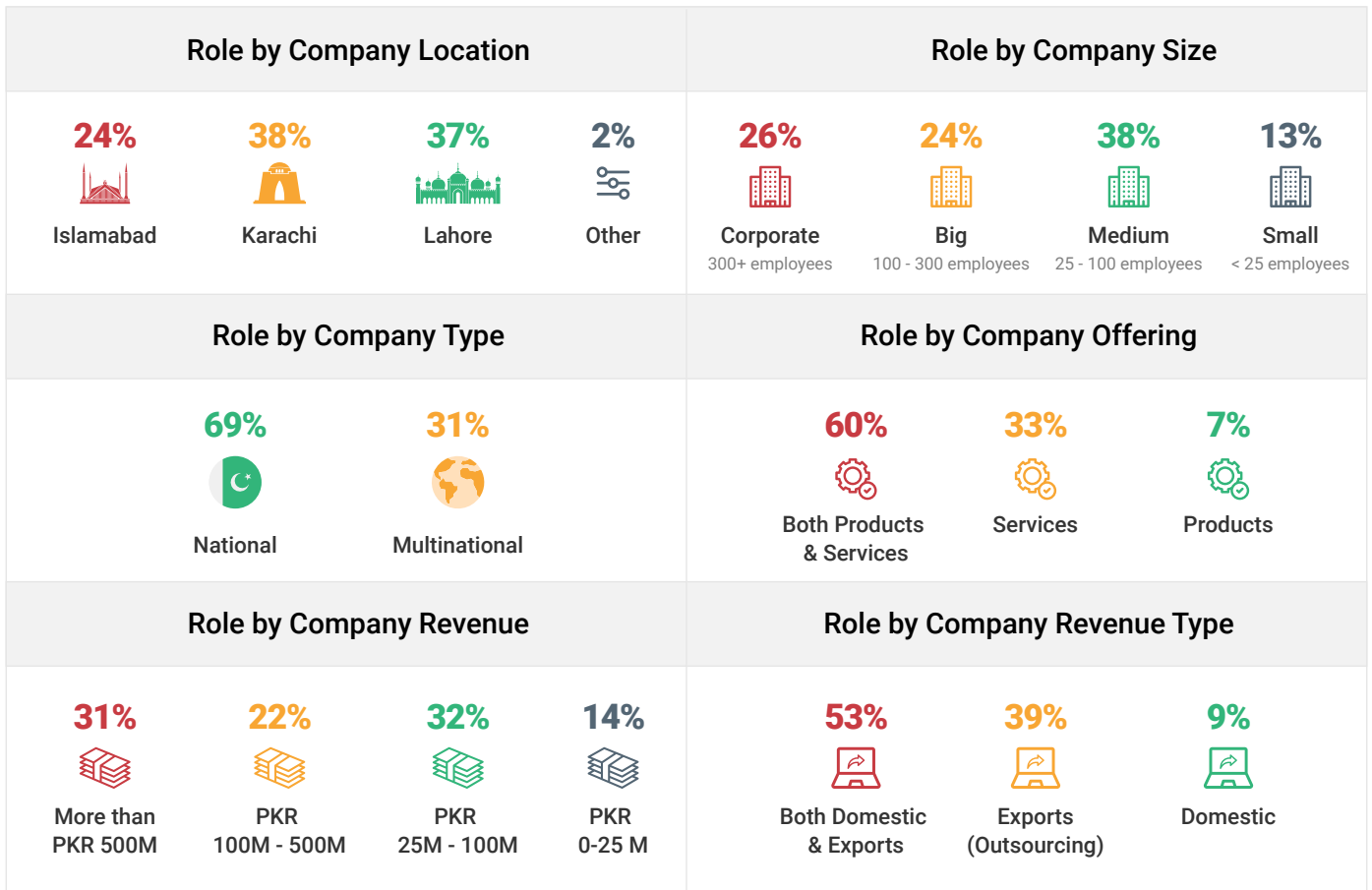
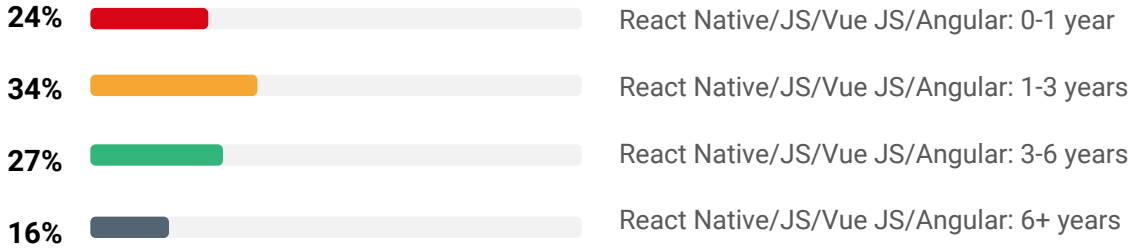
Salaries by Company Size				Salaries by Company Type	
217,500 Corporate 300+ employees	126,250 Big 100 - 300 employees	133,125 Medium 25 - 100 employees	93,333 Small < 25 employees	149,545 Local	148,571 Multinational
Salaries by Company Offering			Salaries by Company Revenue Type		
156,563 Both Products & Services	143,889 Services	137,500 Products	165,250 Both Domestic & Exports	129,063 Exports (Outsourcing)	--- Domestic

■ Average Last Increment

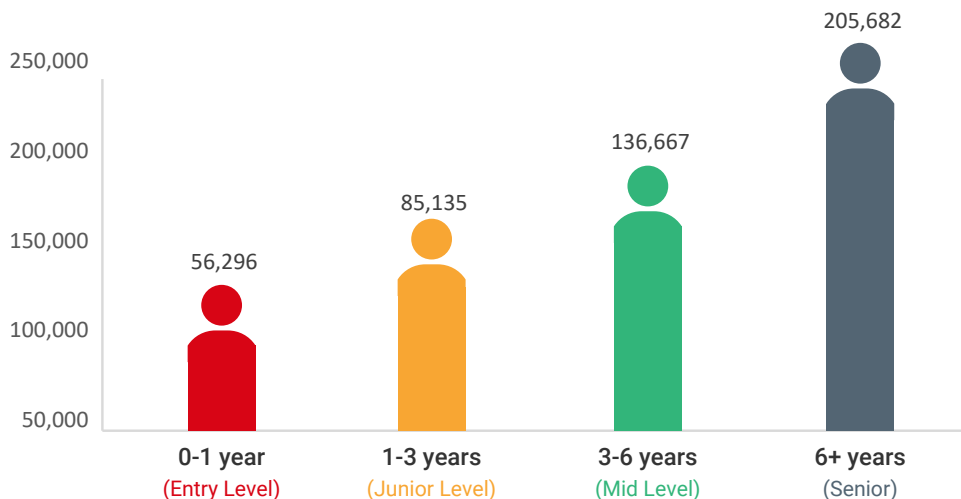


React Native/JS/Vue JS/Angular Programmers

289 React Native/JS/Vue JS/Angular Programmers by Experience Level



Average Nationwide Salaries (PKR)

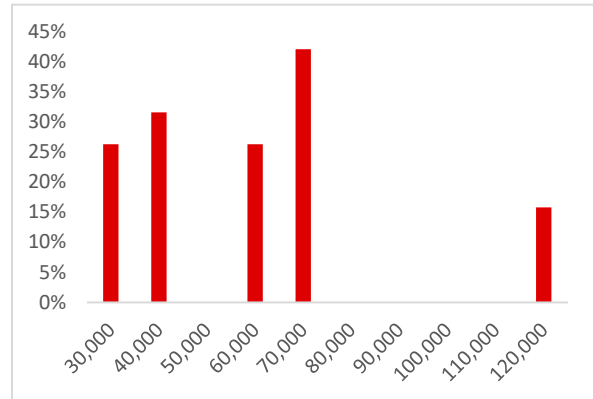


PKR 56,296
National Average

Most Common Salary Mode
PKR 70,000

Highest Salary (Max)
PKR 112,500 ▲

Entry Level Salary Histogram - React Native/JS/Vue JS/Angular Programmers

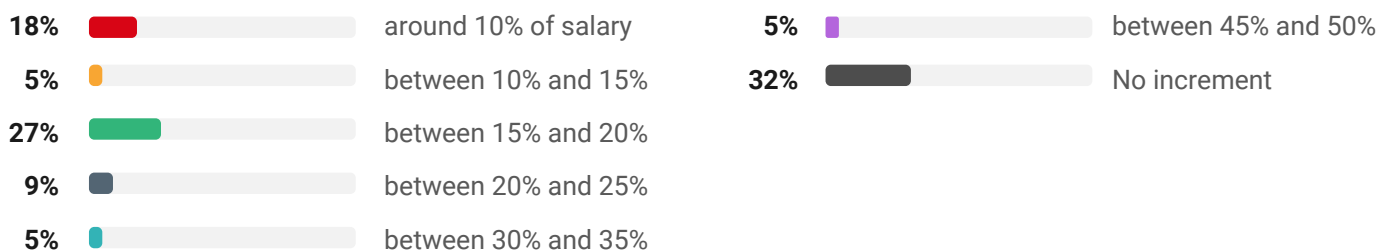


■ Average Nationwide Salaries (PKR)

<p>56,296</p> <p>National Average</p>	<p>54,167</p> <p>Islamabad</p>	<p>53,958</p> <p>Karachi</p>	<p>65,625</p> <p>Lahore</p>	<p>22,501</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>68,334</p> <p>Corporate 300+ employees</p>	<p>67,500</p> <p>Big 100 - 300 employees</p>	<p>42,500</p> <p>Medium 25 - 100 employees</p>	<p>60,000</p> <p>Small < 25 employees</p>	<p>59,605</p> <p>Local</p>	<p>48,438</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>54,118</p> <p>Both Products & Services</p>	<p>62,222</p> <p>Services</p>	<p>40,000</p> <p>Products</p>	<p>57,143</p> <p>Both Domestic & Exports</p>	<p>61,750</p> <p>Exports (Outsourcing)</p>	<p>34,167</p> <p>Domestic</p>

■ Average Last Increment

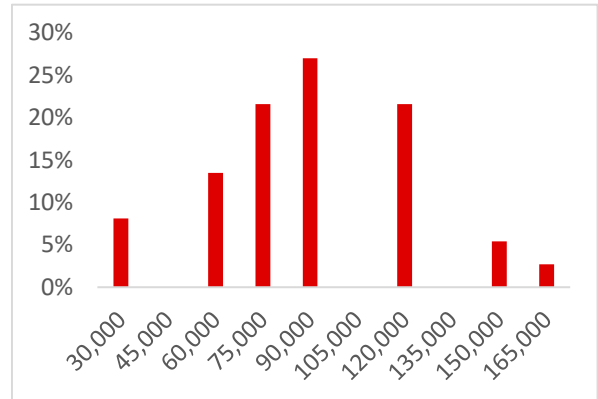


PKR 85,135
National Average

Most Common Salary Mode
PKR 90,000

Highest Salary (Max)
PKR 162,500 ▲

Junior Level Salary Histogram - React Native/JS/Vue JS/Angular Programmers

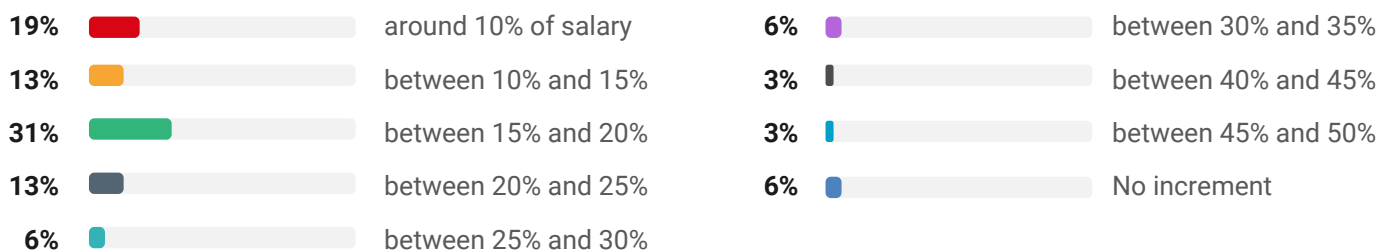


■ Average Nationwide Salaries (PKR)

<p>85,135</p> <p>National Average</p>	<p>83,750</p> <p>Islamabad</p>	<p>76,563</p> <p>Karachi</p>	<p>104,808</p> <p>Lahore</p>	<p>30,000</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>83,500</p> <p>Corporate 300+ employees</p>	<p>91,389</p> <p>Big 100 - 300 employees</p>	<p>85,882</p> <p>Medium 25 - 100 employees</p>	<p>75,000</p> <p>Small < 25 employees</p>	<p>90,556</p> <p>Local</p>	<p>70,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>86,563</p> <p>Both Products & Services</p>	<p>87,222</p> <p>Services</p>	<p>71,875</p> <p>Products</p>	<p>92,045</p> <p>Both Domestic & Exports</p>	<p>80,227</p> <p>Exports (Outsourcing)</p>	<p>60,625</p> <p>Domestic</p>

■ Average Last Increment

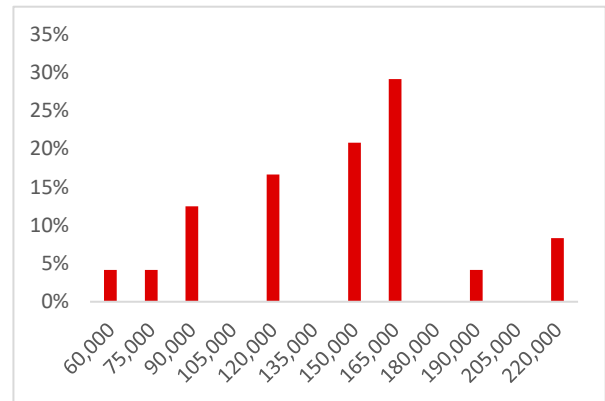


PKR 136,667
National Average

Most Common Salary Mode
PKR 162,500

Highest Salary (Max)
PKR 212,500 ▲

Middle Level Salary Histogram - React Native/JS/Vue JS/Angular Programmers

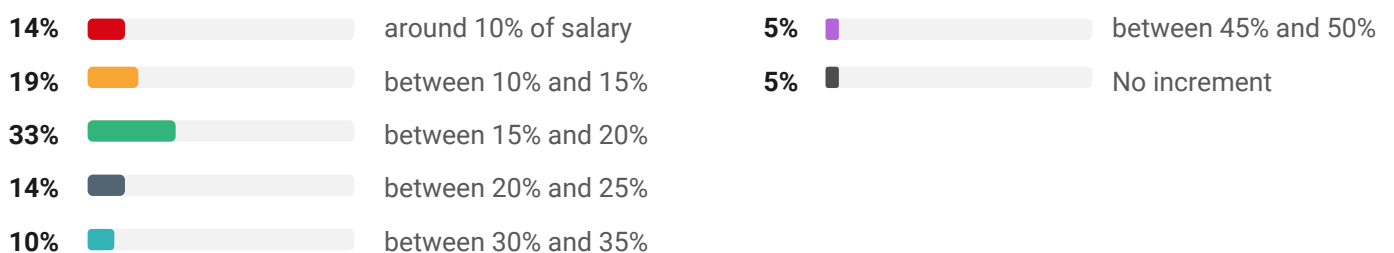


■ Average Nationwide Salaries (PKR)

<p>136,667</p> <p>National Average</p>	<p>141,250</p> <p>Islamabad</p>	<p>126,250</p> <p>Karachi</p>	<p>155,357</p> <p>Lahore</p>	<p>52,500</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>145,833</p> <p>Corporate 300+ employees</p>	<p>158,929</p> <p>Big 100 - 300 employees</p>	<p>119,545</p> <p>Medium 25 - 100 employees</p>	<p>138,333</p> <p>Small < 25 employees</p>	<p>149,107</p> <p>Local</p>	<p>119,250</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>141,042</p> <p>Both Products & Services</p>	<p>137,955</p> <p>Services</p>	<p>70,000</p> <p>Products</p>	<p>143,333</p> <p>Both Domestic & Exports</p>	<p>140,227</p> <p>Exports (Outsourcing)</p>	<p>111,875</p> <p>Domestic</p>

■ Average Last Increment

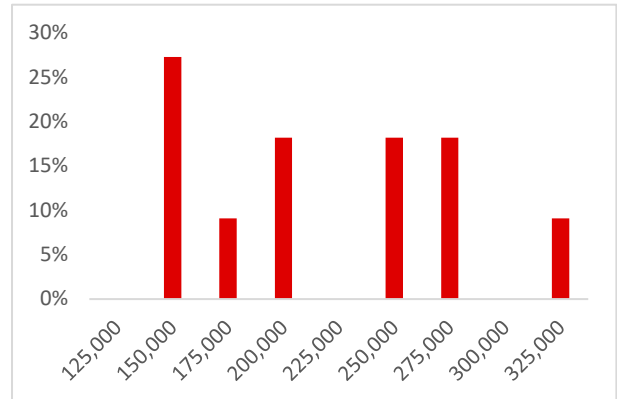


PKR 205,682
National Average

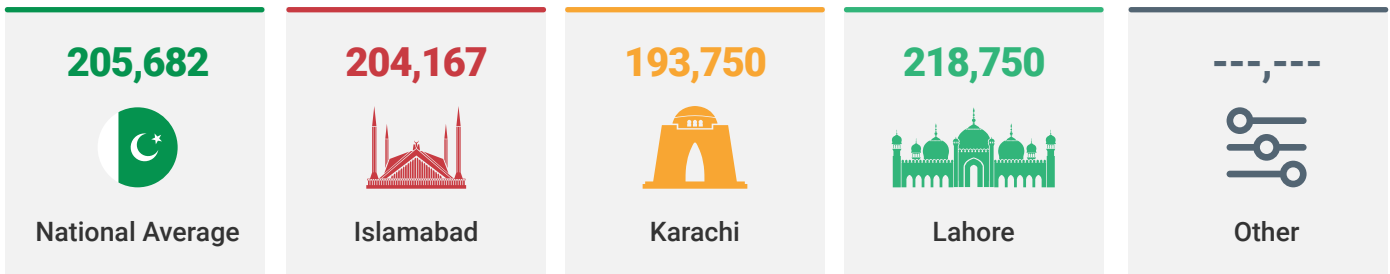
Most Common Salary Mode
PKR 137,500

Highest Salary (Max)
PKR 312,500 ▲

Senior Level Salary Histogram - React Native/JS/Vue JS/Angular Programmers

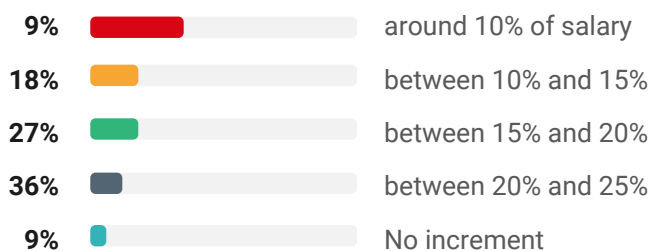


■ Average Nationwide Salaries (PKR)



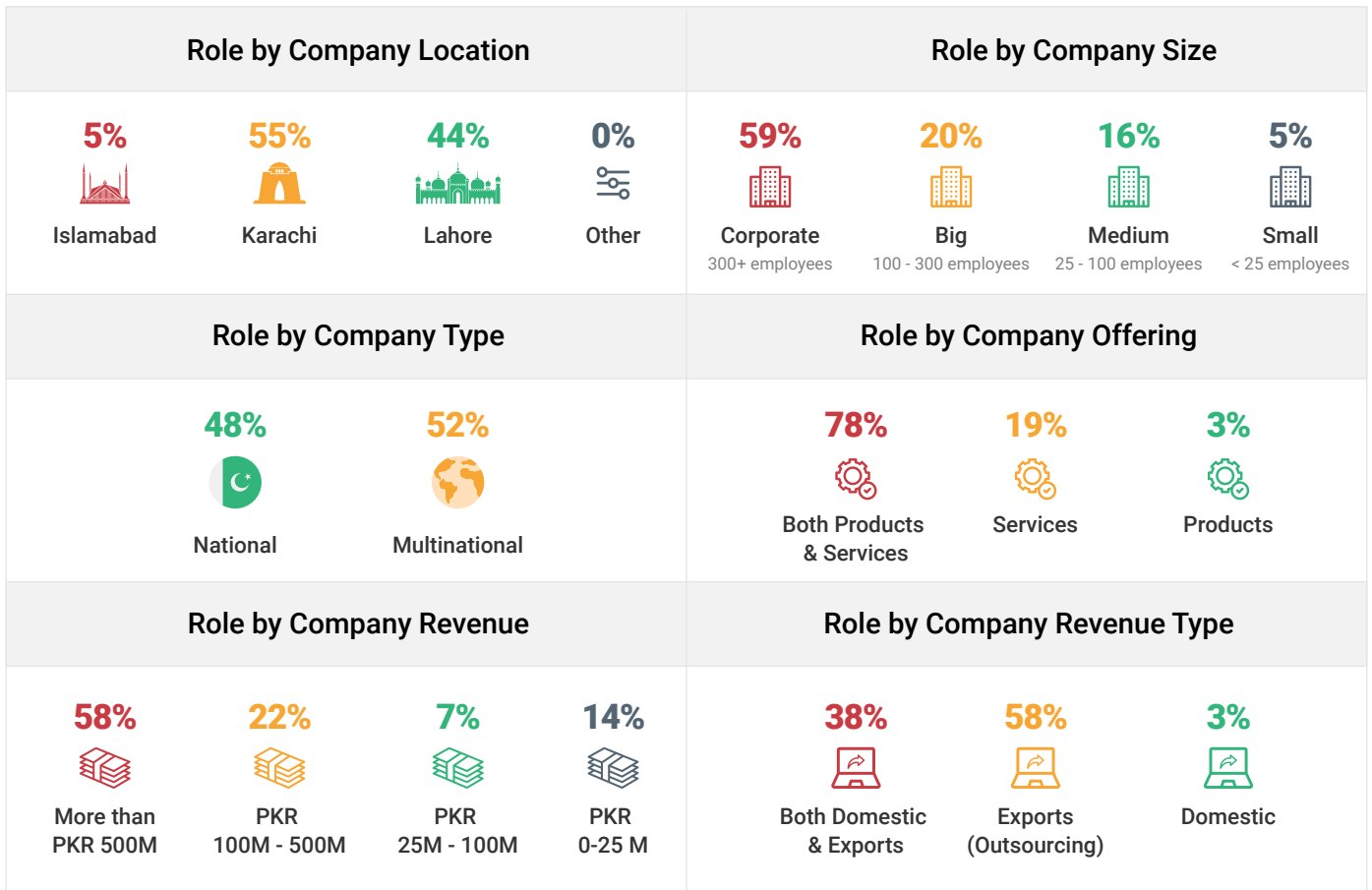
Salaries by Company Size				Salaries by Company Type	
<p>231,250</p> <p>Corporate 300+ employees</p>	<p>145,833</p> <p>Big 100 - 300 employees</p>	<p>225,000</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>222,500</p> <p>Local</p>	<p>191,667</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>187,500</p> <p>Both Products & Services</p>	<p>220,833</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>223,214</p> <p>Both Domestic & Exports</p>	<p>175,000</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

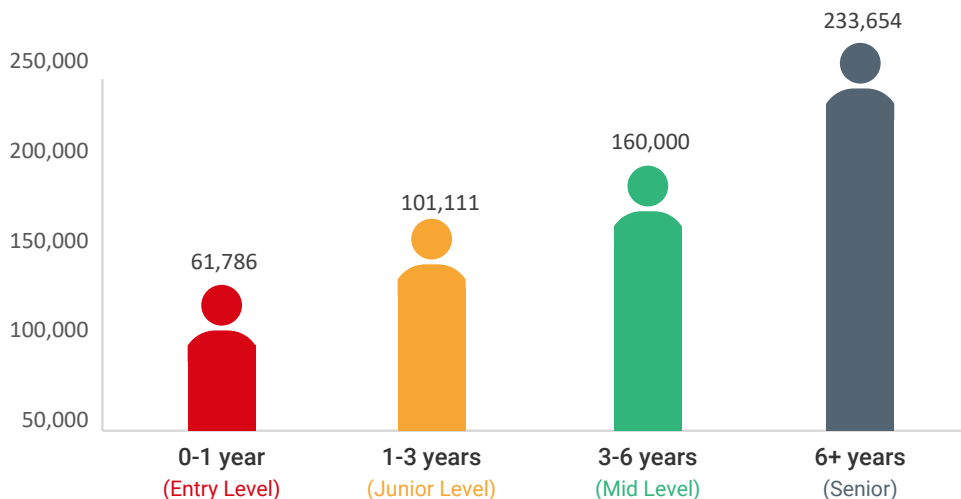


MEAN/MERN/Full Stack Developers

372 MEAN/MERN/Full Stack Developers by Experience Level



Average Nationwide Salaries (PKR)

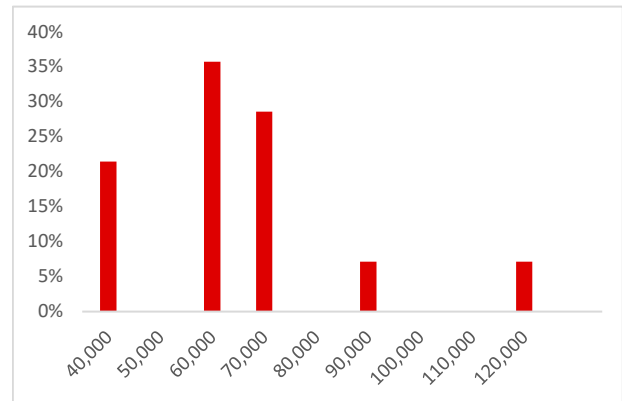


PKR 61,786
National Average

Most Common Salary Mode
PKR 52,500

Highest Salary (Max)
PKR 112,500 ▲

Entry Level Salary Histogram - MEAN/MERN/Full Stack Developers

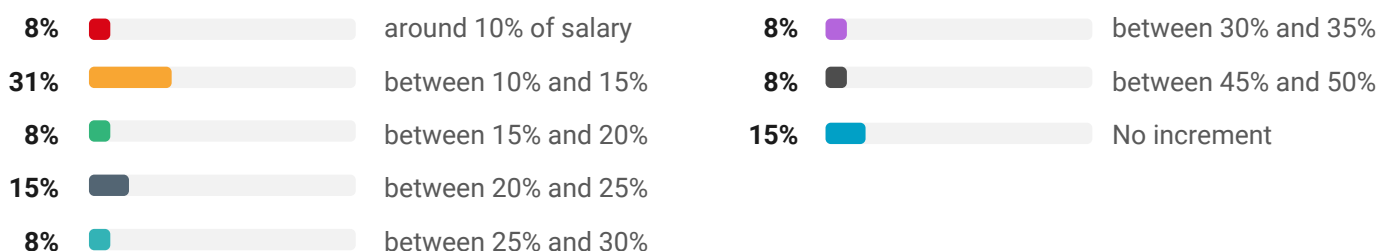


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>70,000</p> <p>Corporate 300+ employees</p>	<p>56,000</p> <p>Big 100 - 300 employees</p>	<p>65,625</p> <p>Medium 25 - 100 employees</p>	<p>60,833</p> <p>Small < 25 employees</p>	<p>56,389</p> <p>Local</p>	<p>71,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>56,786</p> <p>Both Products & Services</p>	<p>66,250</p> <p>Services</p>	<p>70,000</p> <p>Products</p>	<p>66,389</p> <p>Both Domestic & Exports</p>	<p>53,500</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

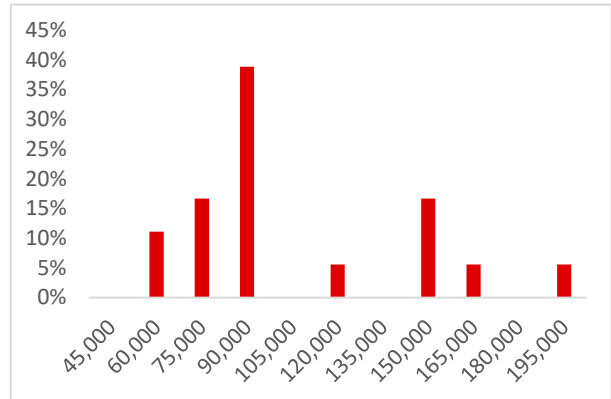


PKR 101,111
National Average

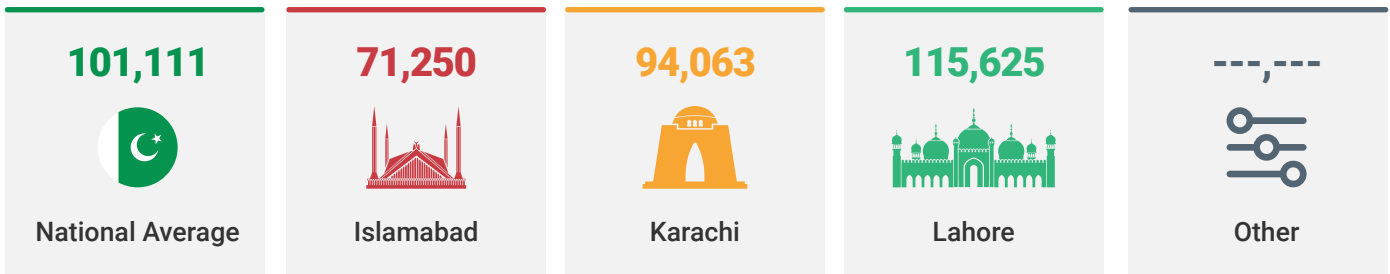
Most Common Salary Mode
PKR 90,000

Highest Salary (Max)
PKR 187,500 ▲

Junior Level Salary Histogram - MEAN/MERN/Full Stack Developers

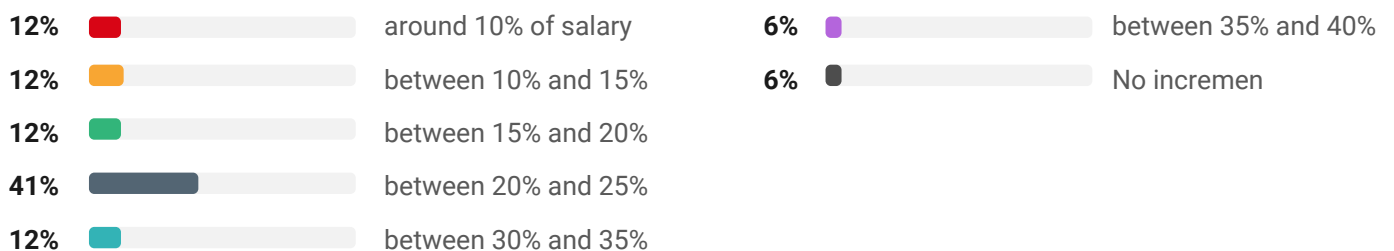


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>107,500</p> <p>Corporate 300+ employees</p>	<p>102,500</p> <p>Big 100 - 300 employees</p>	<p>105,417</p> <p>Medium 25 - 100 employees</p>	<p>71,250</p> <p>Small < 25 employees</p>	<p>102,083</p> <p>Local</p>	<p>99,167</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>101,000</p> <p>Both Products & Services</p>	<p>105,714</p> <p>Services</p>	<p>70,000</p> <p>Products</p>	<p>115,000</p> <p>Both Domestic & Exports</p>	<p>80,833</p> <p>Exports (Outsourcing)</p>	<p>70,000</p> <p>Domestic</p>

■ Average Last Increment

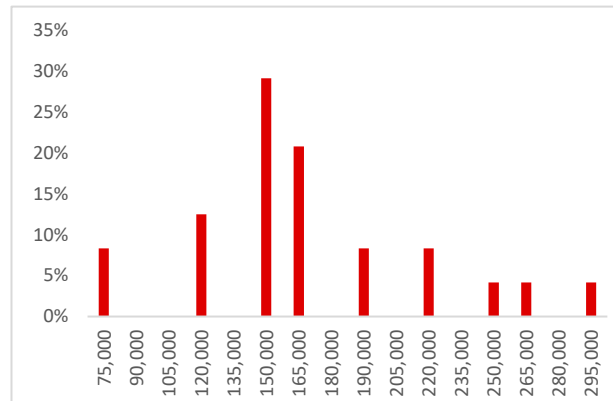


PKR 160,000
National Average

Most Common Salary Mode
PKR 137,500

Highest Salary (Max)
PKR 287,500 ▲

Middle Level Salary Histogram - MEAN/MERN/Full Stack Developers

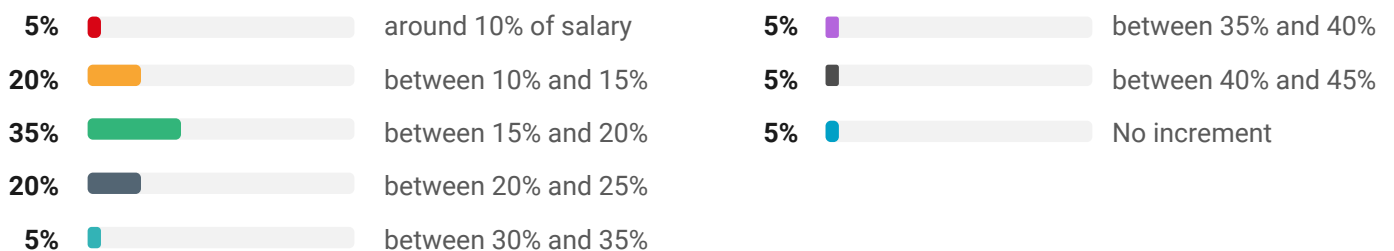


■ Average Nationwide Salaries (PKR)

<p>160,000</p> <p>National Average</p>	<p>116,250</p> <p>Islamabad</p>	<p>173,611</p> <p>Karachi</p>	<p>157,308</p> <p>Lahore</p>	<p>52,500</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>162,500</p> <p>Corporate 300+ employees</p>	<p>168,056</p> <p>Big 100 - 300 employees</p>	<p>163,438</p> <p>Medium 25 - 100 employees</p>	<p>123,333</p> <p>Small < 25 employees</p>	<p>155,625</p> <p>Local</p>	<p>168,750</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>153,462</p> <p>Both Products & Services</p>	<p>173,250</p> <p>Services</p>	<p>112,500</p> <p>Products</p>	<p>167,727</p> <p>Both Domestic & Exports</p>	<p>156,364</p> <p>Exports (Outsourcing)</p>	<p>137,500</p> <p>Domestic</p>

■ Average Last Increment

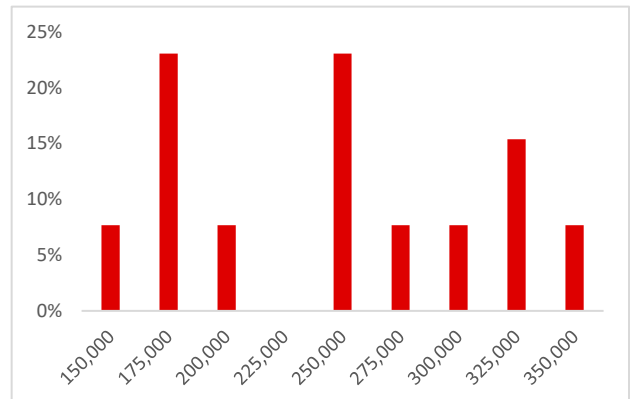


PKR 233,654
National Average

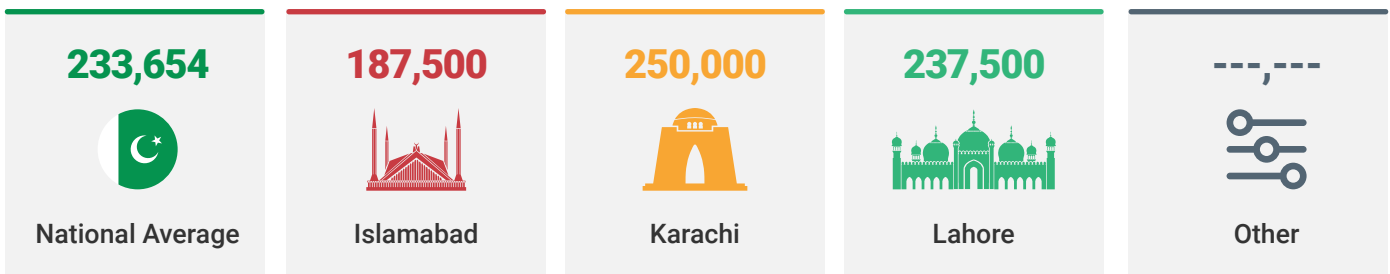
Most Common Salary Mode
PKR 162,500

Highest Salary (Max)
PKR 337,500 ▲

Senior Level Salary Histogram - MEAN/MERN/Full Stack Developers

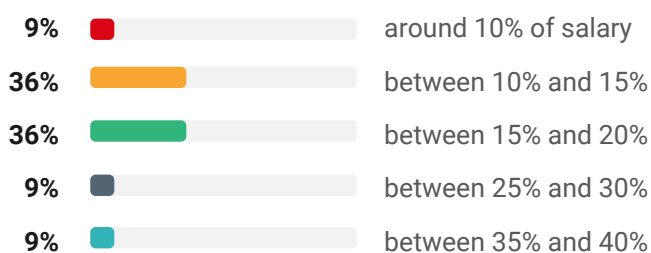


■ Average Nationwide Salaries (PKR)



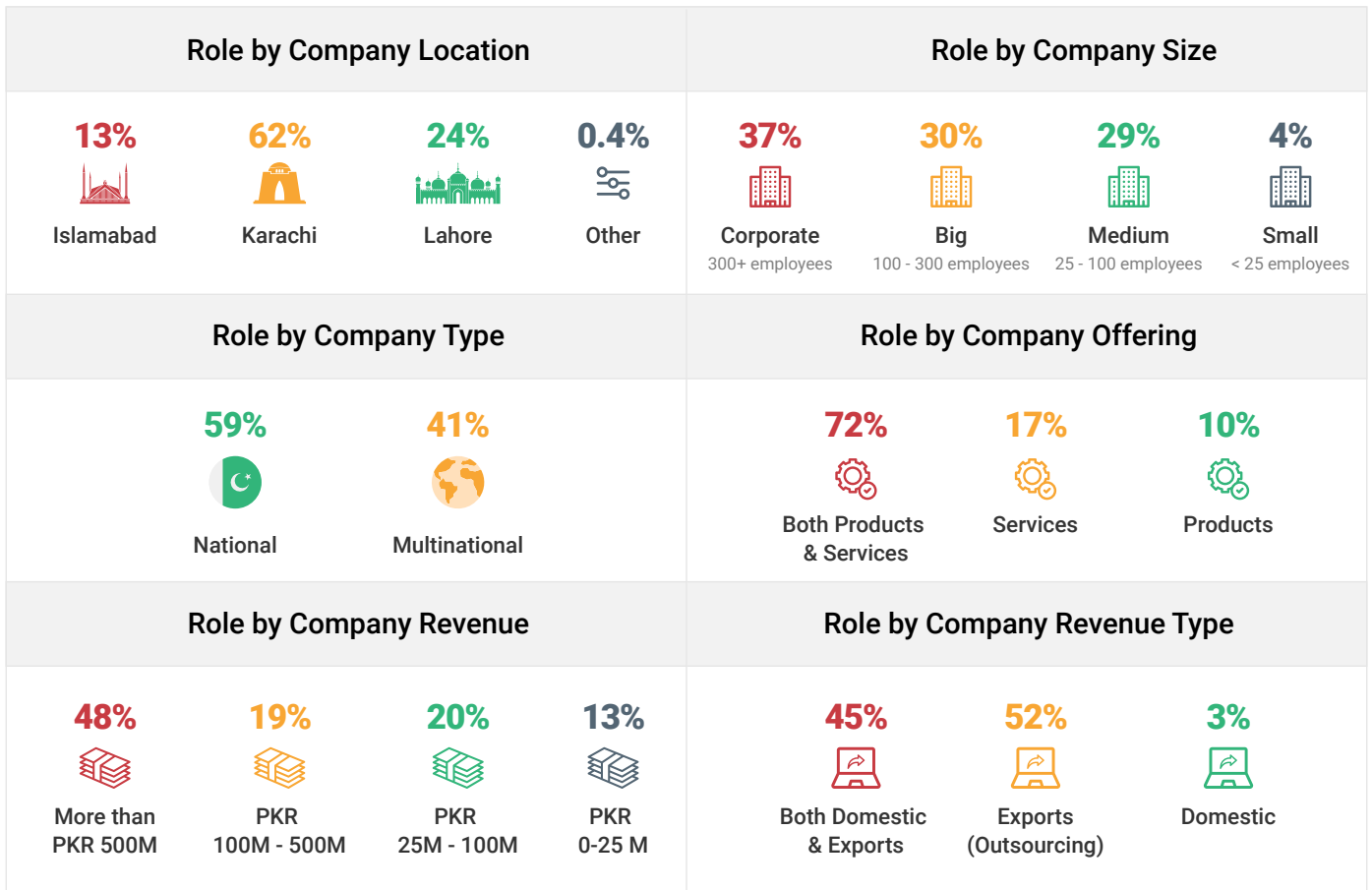
Salaries by Company Size				Salaries by Company Type	
<p>270,833</p> <p>Corporate 300+ employees</p>	<p>242,500</p> <p>Big 100 - 300 employees</p>	<p>202,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>237,500</p> <p>Local</p>	<p>229,167</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>208,929</p> <p>Both Products & Services</p>	<p>262,500</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>262,500</p> <p>Both Domestic & Exports</p>	<p>208,929</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

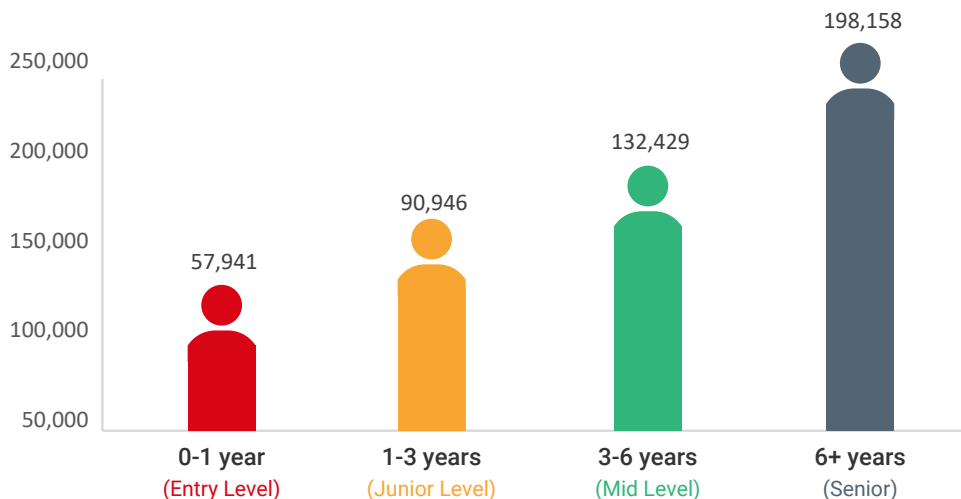


Backend Developer Programmers

516 Backend Developer Programmers by Experience Level



Average Nationwide Salaries (PKR)

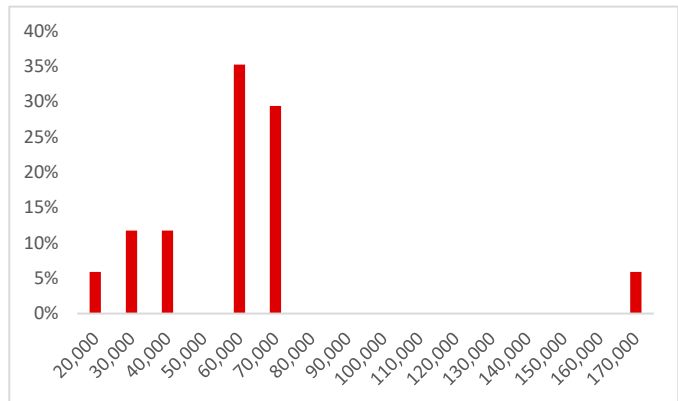


PKR 57,941
National Average

Most Common Salary Mode
PKR 52,500

Highest Salary (Max)
PKR 162,500 ▲

Entry Level Salary Histogram - Backend Developer Programmers

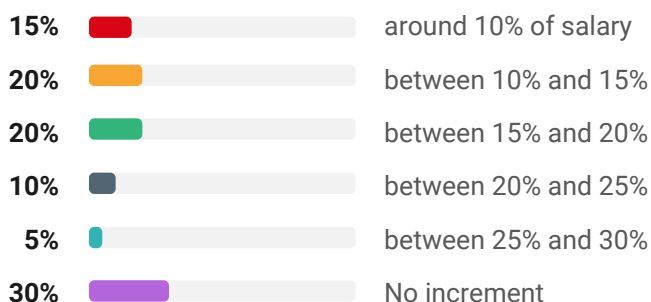


■ Average Nationwide Salaries (PKR)

<p>57,941</p> <p>National Average</p>	<p>46,875</p> <p>Islamabad</p>	<p>49,000</p> <p>Karachi</p>	<p>76,429</p> <p>Lahore</p>	<p>17,500</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>95,000</p> <p>Corporate 300+ employees</p>	<p>53,750</p> <p>Big 100 - 300 employees</p>	<p>48,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>63,654</p> <p>Local</p>	<p>39,375</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>55,682</p> <p>Both Products & Services</p>	<p>62,500</p> <p>Services</p>	<p>61,250</p> <p>Products</p>	<p>64,091</p> <p>Both Domestic & Exports</p>	<p>52,500</p> <p>Exports (Outsourcing)</p>	<p>17,500</p> <p>Domestic</p>

■ Average Last Increment

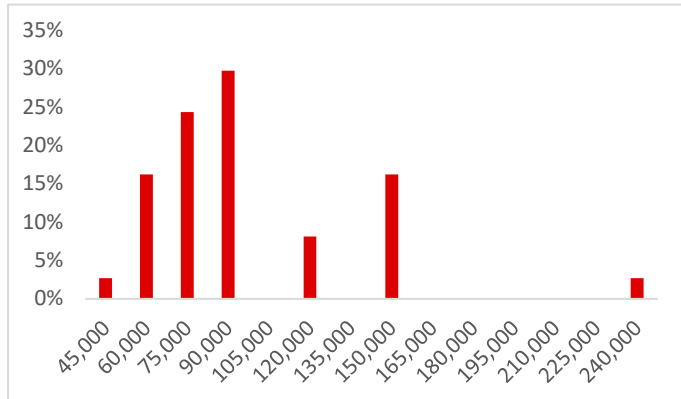


PKR 90,946
National Average

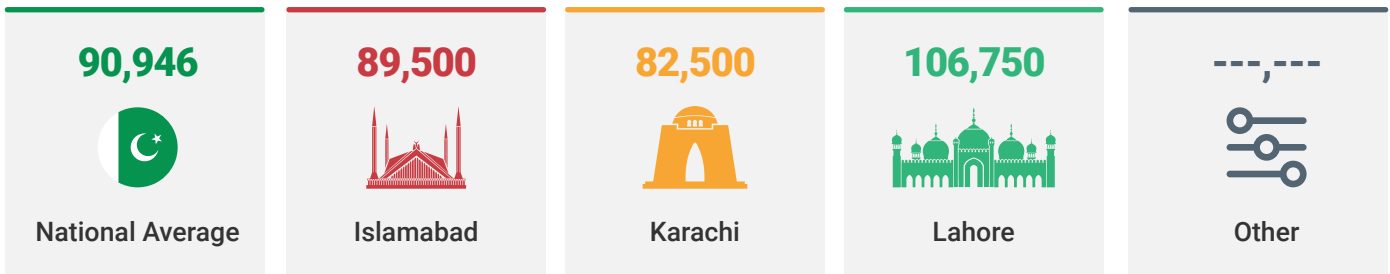
Most Common Salary Mode
PKR 90,000

Highest Salary (Max)
PKR 237,500 ▲

Junior Level Salary Histogram - Backend Developer Programmers

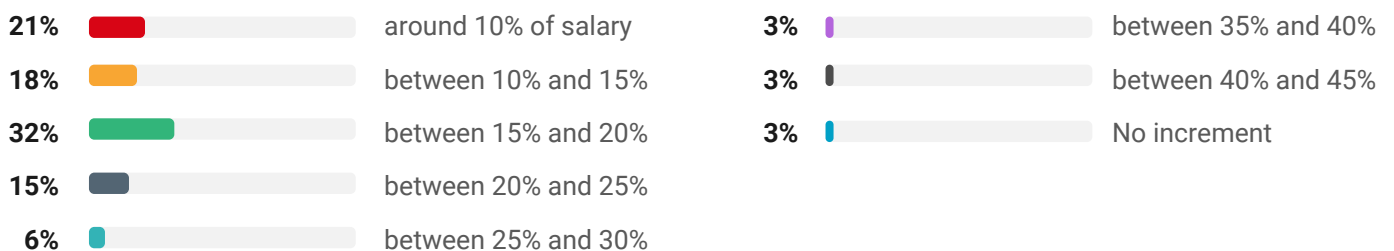


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>125,000</p> <p>Corporate 300+ employees</p>	<p>95,909</p> <p>Big 100 - 300 employees</p>	<p>85,882</p> <p>Medium 25 - 100 employees</p>	<p>56,250</p> <p>Small < 25 employees</p>	<p>94,286</p> <p>Local</p>	<p>80,556</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>87,600</p> <p>Both Products & Services</p>	<p>97,500</p> <p>Services</p>	<p>99,167</p> <p>Products</p>	<p>91,000</p> <p>Both Domestic & Exports</p>	<p>91,000</p> <p>Exports (Outsourcing)</p>	<p>90,000</p> <p>Domestic</p>

■ Average Last Increment

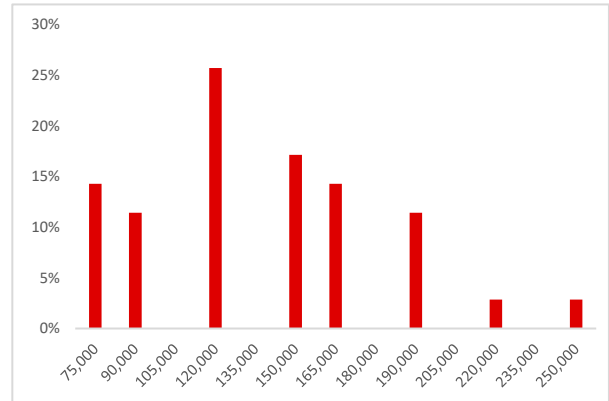


PKR 132,429
National Average

Most Common Salary Mode
PKR 112,500

Highest Salary (Max)
PKR 237,500 ▲

Middle Level Salary Histogram - Backend Developer Programmers

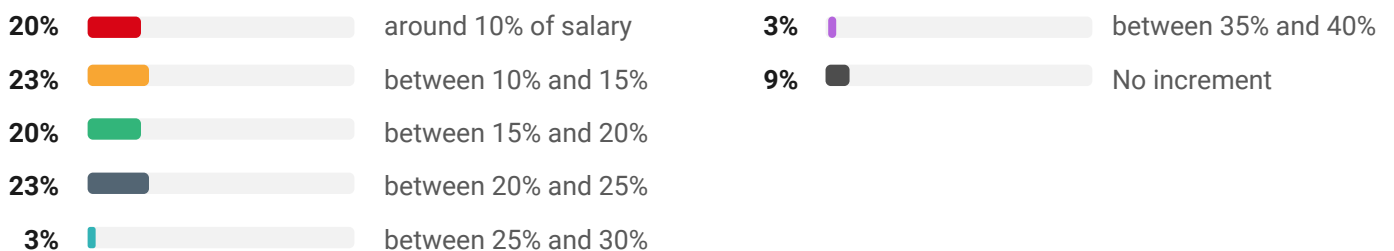


■ Average Nationwide Salaries (PKR)

<p>132,429</p> <p>National Average</p>	<p>126,667</p> <p>Islamabad</p>	<p>120,500</p> <p>Karachi</p>	<p>162,778</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>138,750</p> <p>Corporate 300+ employees</p>	<p>119,000</p> <p>Big 100 - 300 employees</p>	<p>153,750</p> <p>Medium 25 - 100 employees</p>	<p>92,000</p> <p>Small < 25 employees</p>	<p>129,074</p> <p>Local</p>	<p>143,750</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>129,886</p> <p>Both Products & Services</p>	<p>143,500</p> <p>Services</p>	<p>114,167</p> <p>Products</p>	<p>123,684</p> <p>Both Domestic & Exports</p>	<p>149,231</p> <p>Exports (Outsourcing)</p>	<p>115,000</p> <p>Domestic</p>

■ Average Last Increment

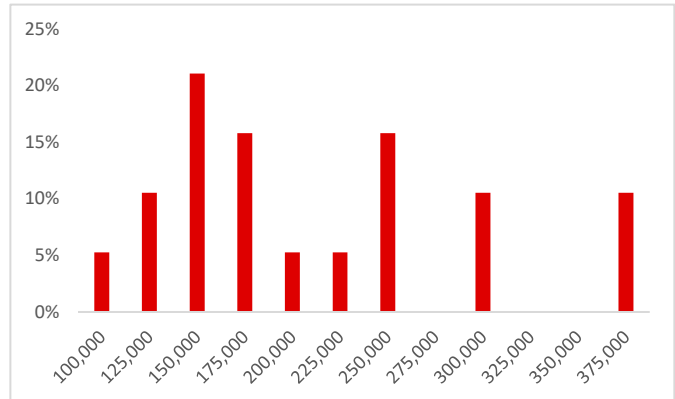


PKR 198,158
National Average

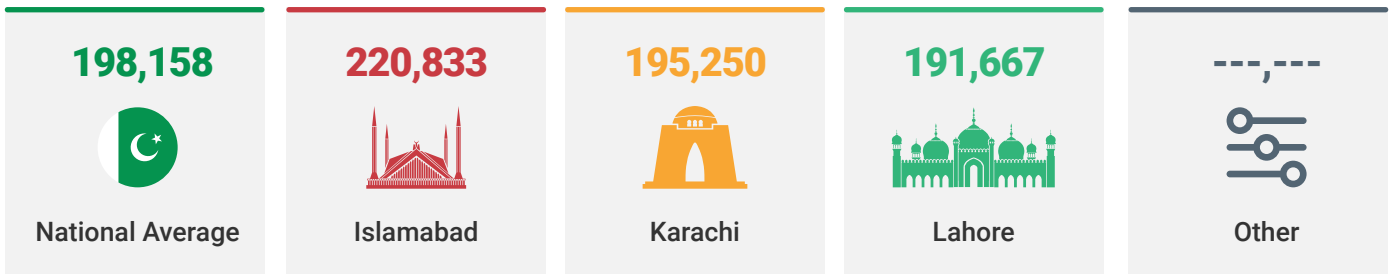
Most Common Salary Mode
PKR 137,500

Highest Salary (Max)
PKR 362,500 ▲

Senior Level Salary Histogram - Backend Developer Programmers

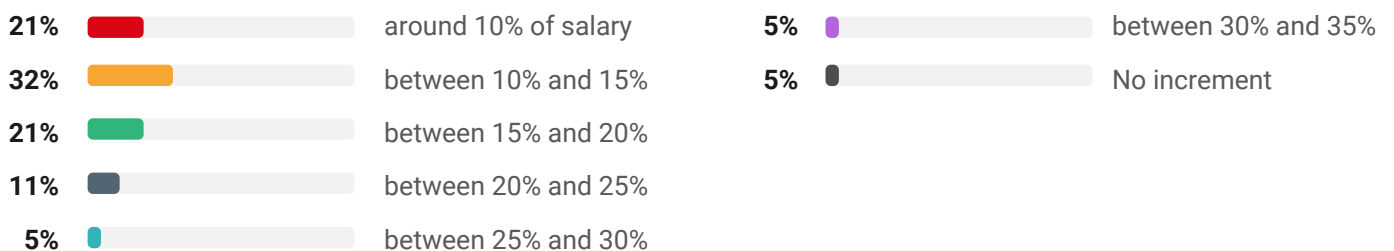


■ Average Nationwide Salaries (PKR)



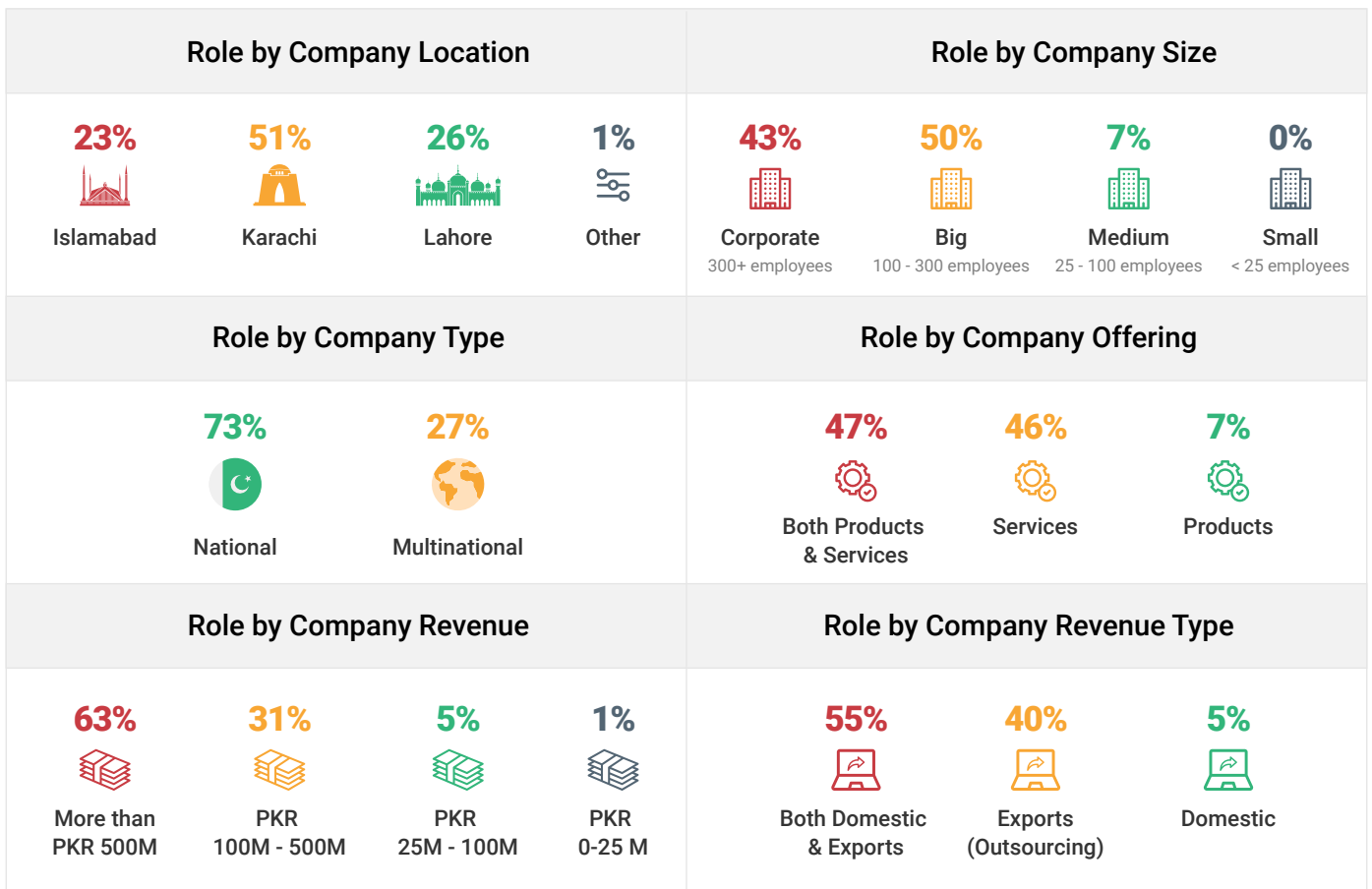
Salaries by Company Size				Salaries by Company Type	
254,167 Corporate 300+ employees	200,313 Big 100 - 300 employees	197,500 Medium 25 - 100 employees	137,500 Small < 25 employees	192,667 Local	218,750 Multinational
Salaries by Company Offering			Salaries by Company Revenue Type		
191,875 Both Products & Services	225,000 Services	187,500 Products	173,611 Both Domestic & Exports	243,750 Exports (Outsourcing)	126,250 Domestic

■ Average Last Increment

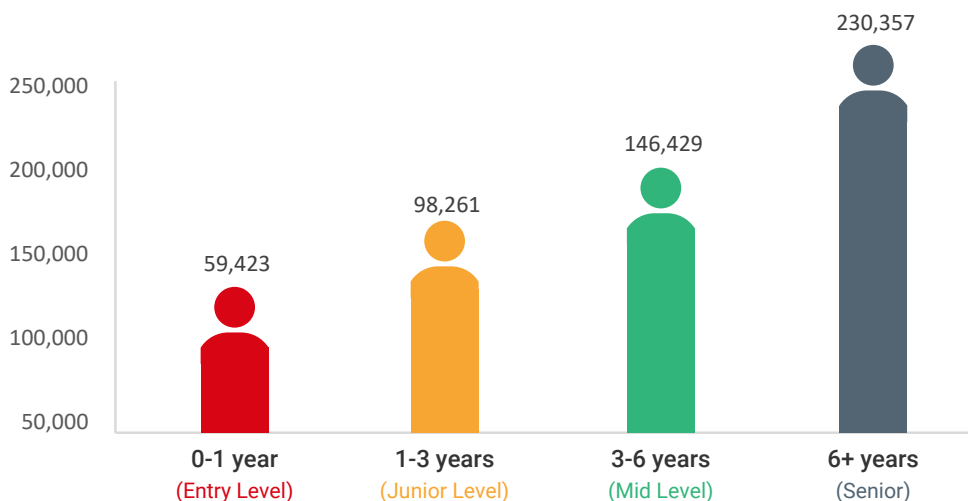


Java Programmers

399 Java Programmers by Experience Level



Average Nationwide Salaries (PKR)

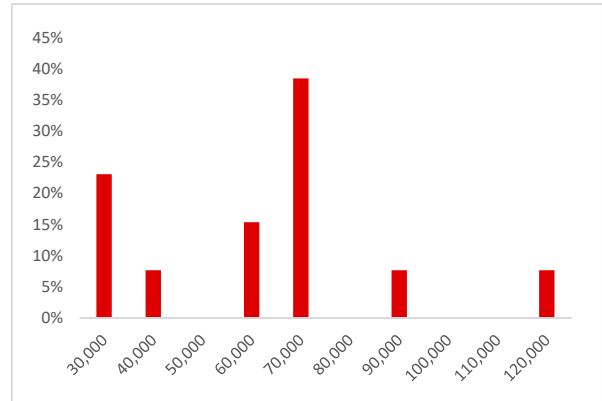


PKR 59,423
National Average

Most Common Salary Mode
PKR 70,000

Highest Salary (Max)
PKR 112,500 ▲

Entry Level Salary Histogram - Java Programmer

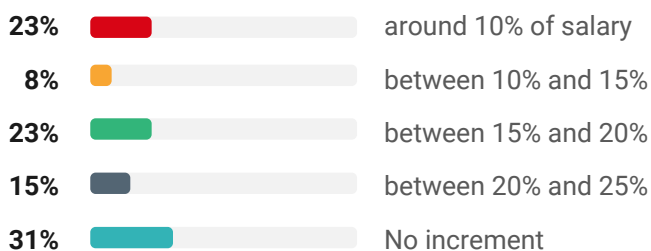


■ Average Nationwide Salaries (PKR)

<p>59,423</p> <p>National Average</p>	<p>43,750</p> <p>Islamabad</p>	<p>46,250</p> <p>Karachi</p>	<p>80,417</p> <p>Lahore</p>	<p>22,501</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>84,167</p> <p>Corporate 300+ employees</p>	<p>53,929</p> <p>Big 100 - 300 employees</p>	<p>47,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>62,750</p> <p>Local</p>	<p>48,334</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>51,667</p> <p>Both Products & Services</p>	<p>65,417</p> <p>Services</p>	<p>70,000</p> <p>Products</p>	<p>71,250</p> <p>Both Domestic & Exports</p>	<p>65,000</p> <p>Exports (Outsourcing)</p>	<p>28,334</p> <p>Domestic</p>

■ Average Last Increment

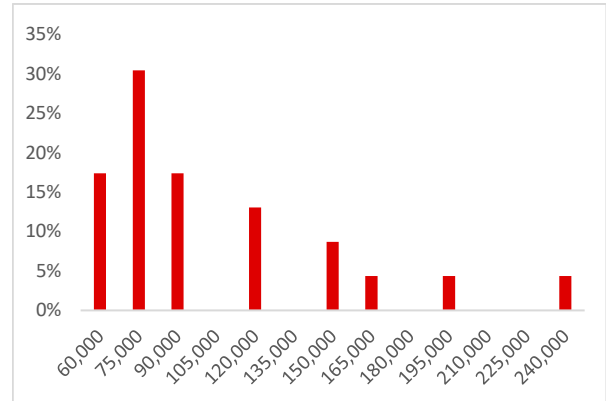


PKR 98,261
National Average

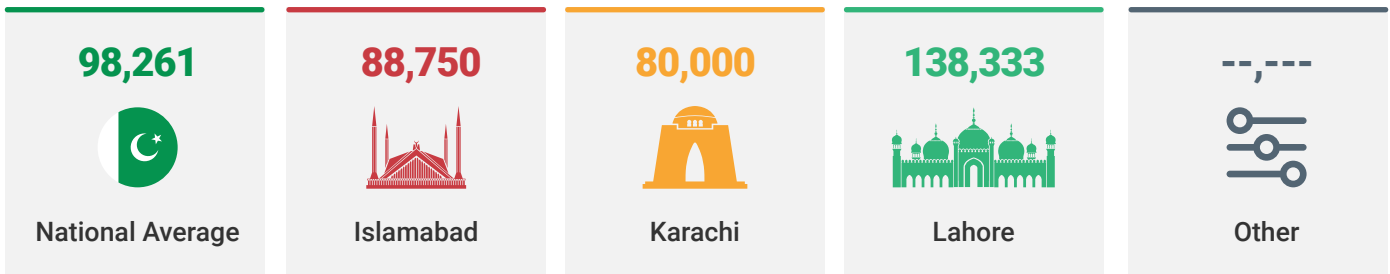
Most Common Salary Mode
PKR 70,000

Highest Salary (Max)
PKR 237,500 ▲

Junior Level Salary Histogram - Java Programmer

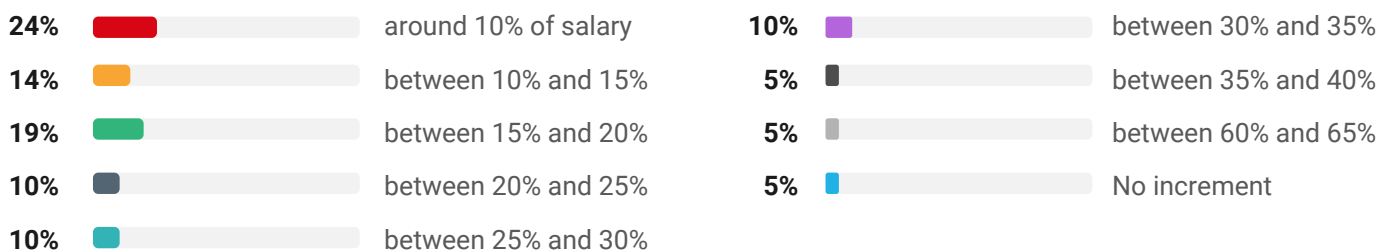


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>138,000</p> <p>Corporate 300+ employees</p>	<p>83,750</p> <p>Big 100 - 300 employees</p>	<p>94,167</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>101,250</p> <p>Local</p>	<p>87,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>89,545</p> <p>Both Products & Services</p>	<p>93,333</p> <p>Services</p>	<p>110,556</p> <p>Products</p>	<p>98,750</p> <p>Both Domestic & Exports</p>	<p>110,313</p> <p>Exports (Outsourcing)</p>	<p>64,167</p> <p>Domestic</p>

■ Average Last Increment

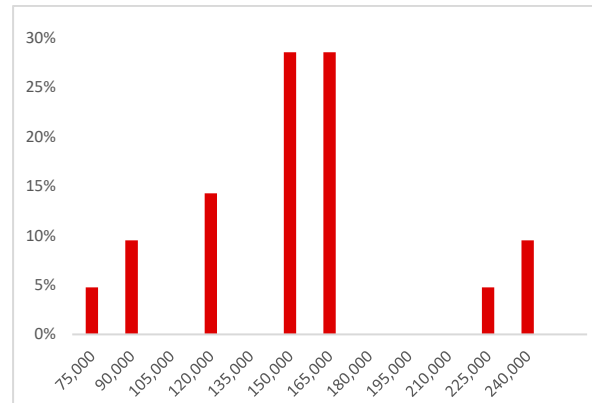


PKR 146,429
National Average

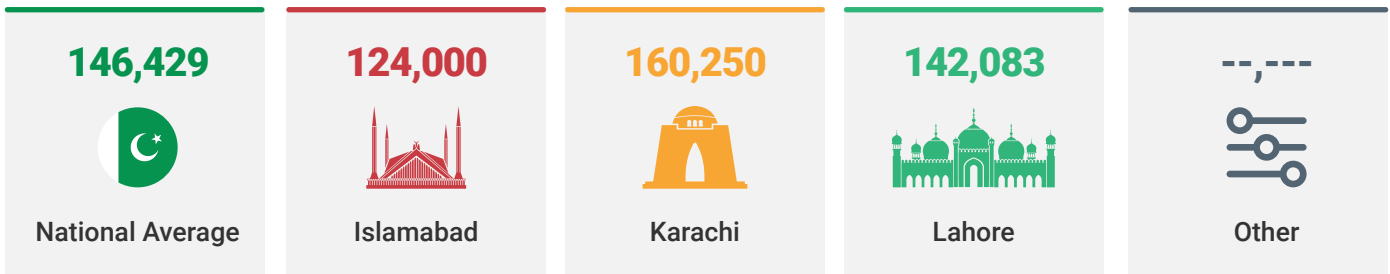
Most Common Salary Mode
PKR 162,500

Highest Salary (Max)
PKR 237,500 ▲

Middle Level Salary Histogram - Java Programmer

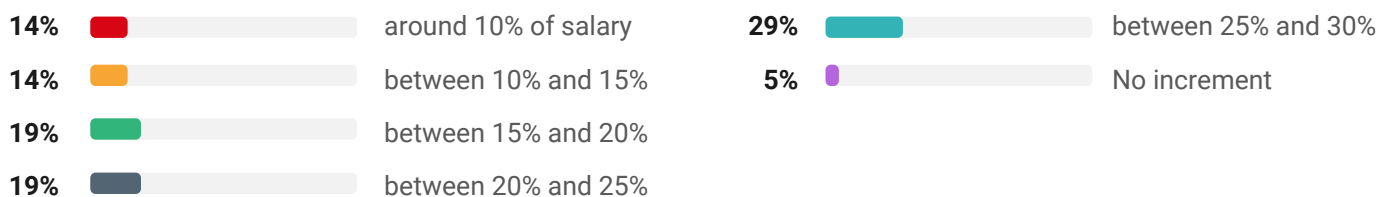


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>156,250</p> <p>Corporate 300+ employees</p>	<p>137,885</p> <p>Big 100 - 300 employees</p>	<p>173,333</p> <p>Medium 25 - 100 employees</p>	<p>137,500</p> <p>Small < 25 employees</p>	<p>147,656</p> <p>Local</p>	<p>142,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>155,750</p> <p>Both Products & Services</p>	<p>148,611</p> <p>Services</p>	<p>90,000</p> <p>Products</p>	<p>133,000</p> <p>Both Domestic & Exports</p>	<p>166,111</p> <p>Exports (Outsourcing)</p>	<p>125,000</p> <p>Domestic</p>

■ Average Last Increment

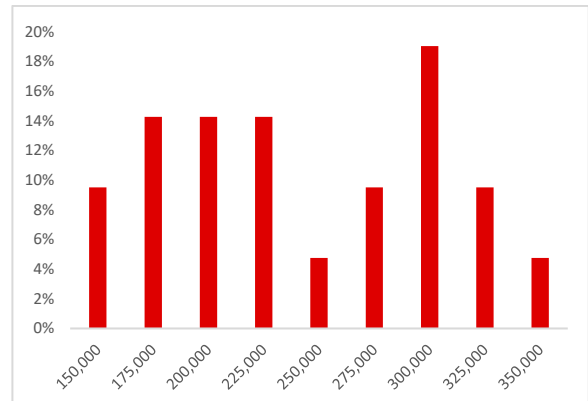


PKR 230,357
National Average

Most Common Salary Mode
PKR 287,500

Highest Salary (Max)
PKR 337,500 ▲

Senior Level Salary Histogram - Java Programmer

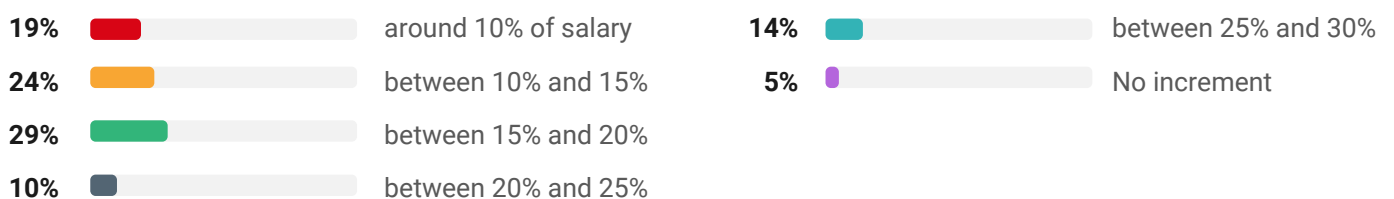


■ Average Nationwide Salaries (PKR)

<p>230,357</p> <p>National Average</p>	<p>177,500</p> <p>Islamabad</p>	<p>270,833</p> <p>Karachi</p>	<p>216,071</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
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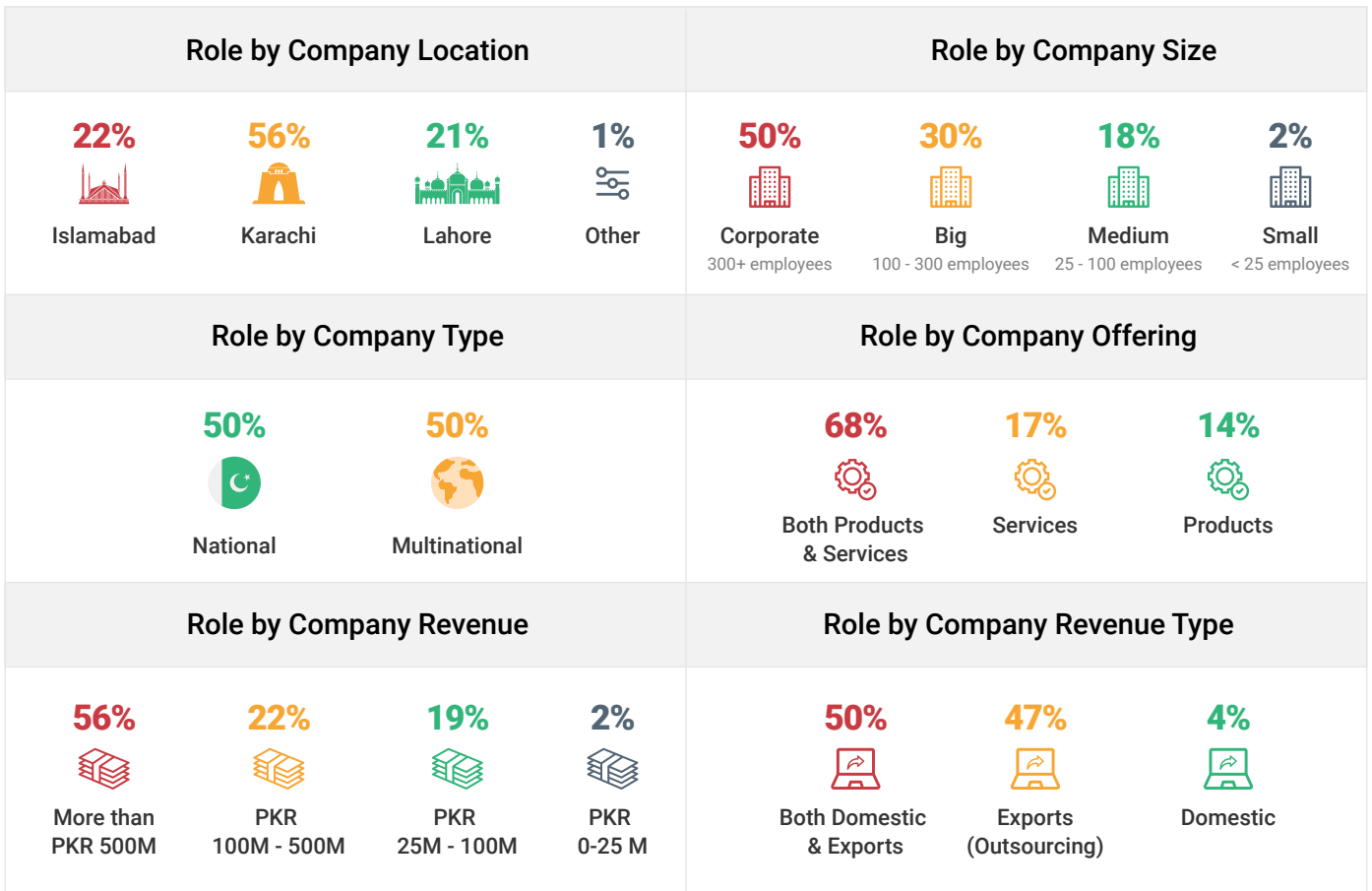
Salaries by Company Size				Salaries by Company Type	
<p>275,000</p> <p>Corporate 300+ employees</p>	<p>214,423</p> <p>Big 100 - 300 employees</p>	<p>237,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>242,188</p> <p>Local</p>	<p>192,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>230,682</p> <p>Both Products & Services</p>	<p>246,875</p> <p>Services</p>	<p>162,500</p> <p>Products</p>	<p>232,955</p> <p>Both Domestic & Exports</p>	<p>229,167</p> <p>Exports (Outsourcing)</p>	<p>212,500</p> <p>Domestic</p>

■ Average Last Increment

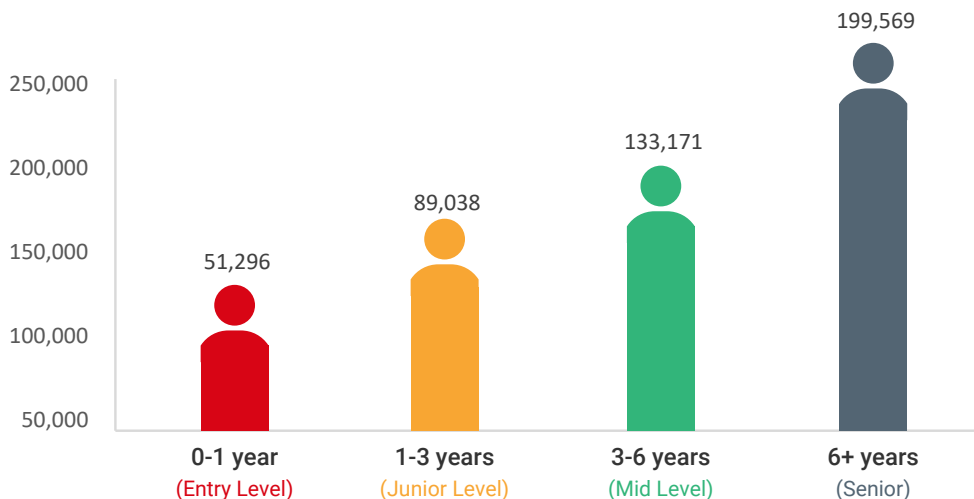


.NET Programmers

■ 1,024 .NET Programmers by Experience Level



■ Average Nationwide Salaries (PKR)

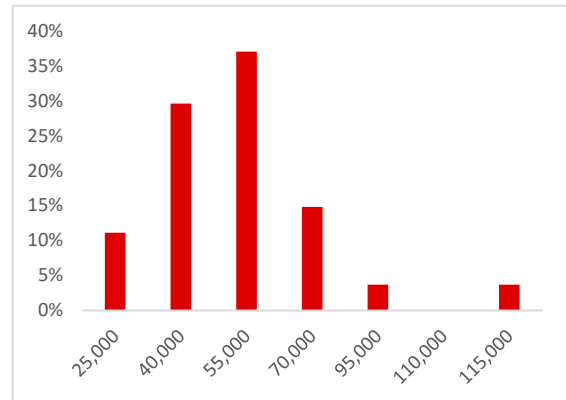


PKR 51,296
National Average

Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 112,500 ▲

Entry Level Salary Histogram - .NET Programmer

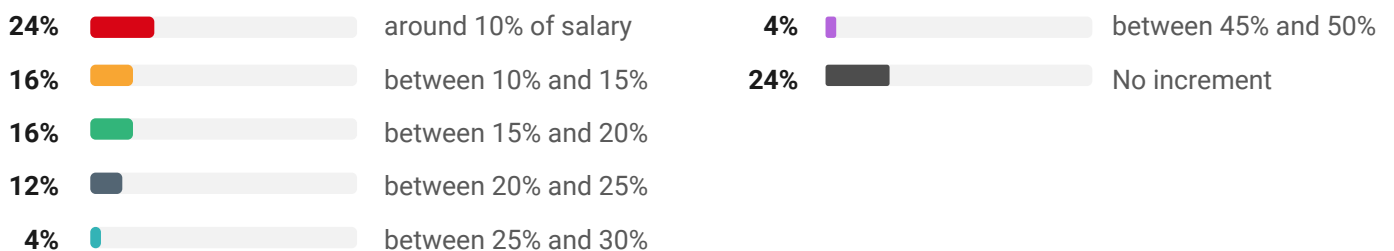


■ Average Nationwide Salaries (PKR)

<p>51,296</p> <p>National Average</p>	<p>43,333</p> <p>Islamabad</p>	<p>56,591</p> <p>Karachi</p>	<p>53,333</p> <p>Lahore</p>	<p>22,501</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>64,286</p> <p>Corporate 300+ employees</p>	<p>56,389</p> <p>Big 100 - 300 employees</p>	<p>40,500</p> <p>Medium 25 - 100 employees</p>	<p>22,501</p> <p>Small < 25 employees</p>	<p>50,526</p> <p>Local</p>	<p>53,125</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>46,250</p> <p>Both Products & Services</p>	<p>63,125</p> <p>Services</p>	<p>60,000</p> <p>Products</p>	<p>55,167</p> <p>Both Domestic & Exports</p>	<p>50,556</p> <p>Exports (Outsourcing)</p>	<p>34,167</p> <p>Domestic</p>

■ Average Last Increment

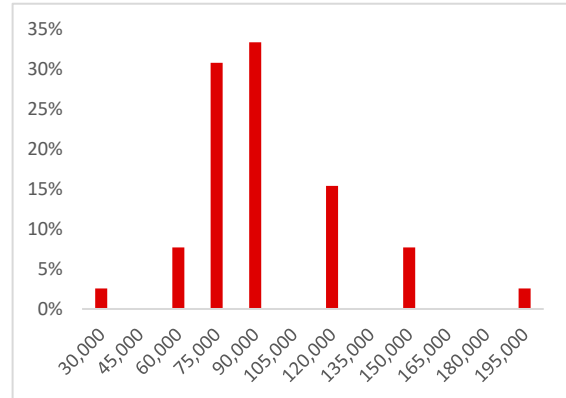


PKR 89,038
National Average

Most Common Salary
PKR 90,000

Highest Salary (Max)
PKR 187,500 ▲

Junior Level Salary Histogram - .NET Programmer

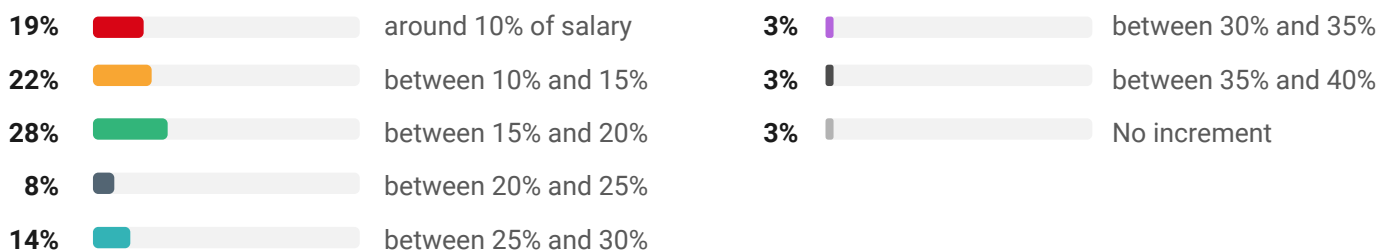


■ Average Nationwide Salaries (PKR)

<p>89,038</p> <p>National Average</p>	<p>80,500</p> <p>Islamabad</p>	<p>95,781</p> <p>Karachi</p>	<p>92,083</p> <p>Lahore</p>	<p>30,000</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type		
<p>91,786</p> <p>Corporate 300+ employees</p>	<p>95,000</p> <p>Big 100 - 300 employees</p>	<p>85,147</p> <p>Medium 25 - 100 employees</p>	<p>52,500</p> <p>Small < 25 employees</p>	<p>86,196</p> <p>Local</p>	<p>93,125</p> <p>Multinational</p>	
Salaries by Company Offering				Salaries by Company Revenue Type		
<p>77,174</p> <p>Both Products & Services</p>	<p>108,889</p> <p>Services</p>	<p>102,500</p> <p>Products</p>	<p>83,684</p> <p>Both Domestic & Exports</p>	<p>100,735</p> <p>Exports (Outsourcing)</p>	<p>56,667</p> <p>Domestic</p>	

■ Average Last Increment

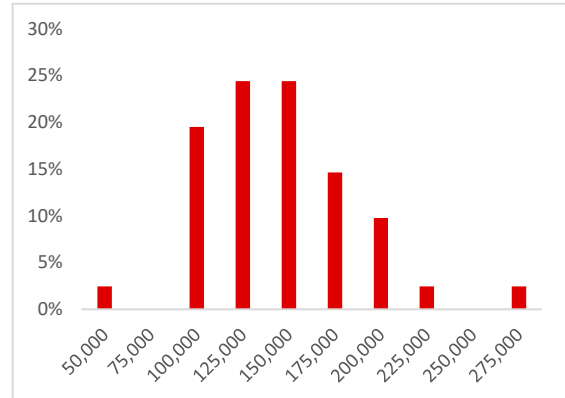


PKR 133,171
National Average

Most Common Salary
PKR 112,500

Highest Salary (Max)
PKR 262,500 ▲

Middle Level Salary Histogram - .NET Programmer

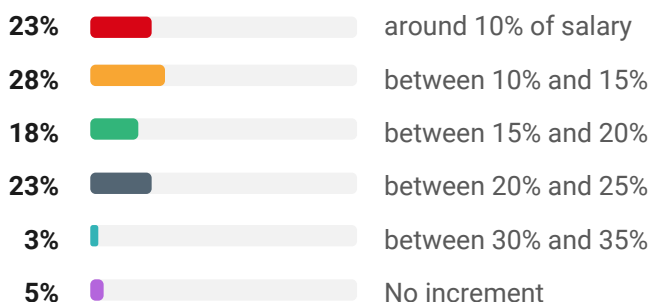


■ Average Nationwide Salaries (PKR)

<p>133,171</p> <p>National Average</p>	<p>120,750</p> <p>Islamabad</p>	<p>140,694</p> <p>Karachi</p>	<p>140,000</p> <p>Lahore</p>	<p>40,000</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>143,750</p> <p>Corporate 300+ employees</p>	<p>134,464</p> <p>Big 100 - 300 employees</p>	<p>127,344</p> <p>Medium 25 - 100 employees</p>	<p>130,000</p> <p>Small < 25 employees</p>	<p>131,979</p> <p>Local</p>	<p>134,853</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>134,900</p> <p>Both Products & Services</p>	<p>138,000</p> <p>Services</p>	<p>117,917</p> <p>Products</p>	<p>122,000</p> <p>Both Domestic & Exports</p>	<p>153,056</p> <p>Exports (Outsourcing)</p>	<p>88,333</p> <p>Domestic</p>

■ Average Last Increment

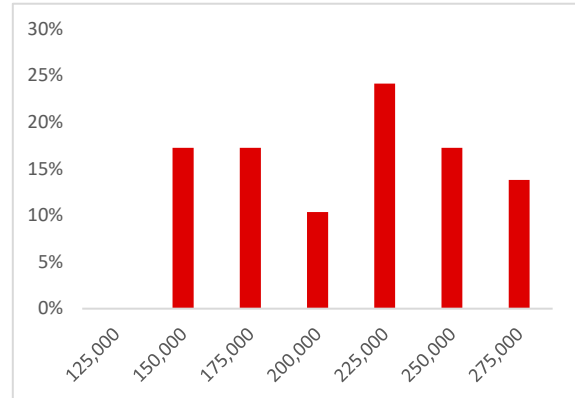


PKR 199,569
National Average

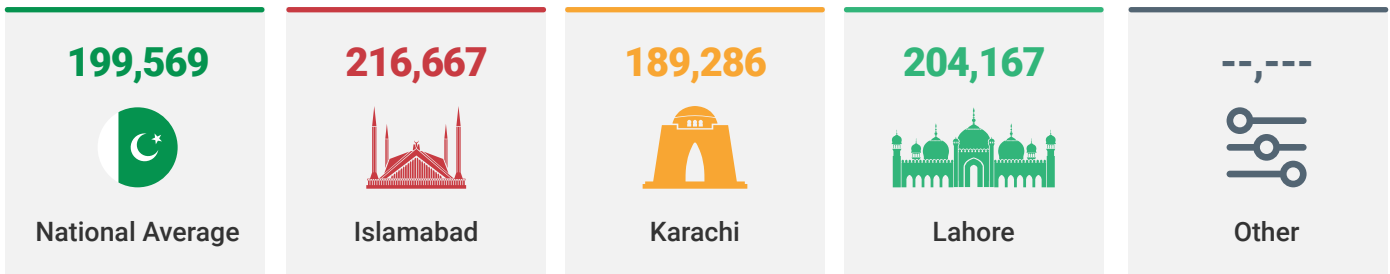
Most Common Salary
PKR 212,500

Highest Salary (Max)
PKR 275,000 ▲

Senior Level Salary Histogram - .NET Programmer



■ Average Nationwide Salaries (PKR)



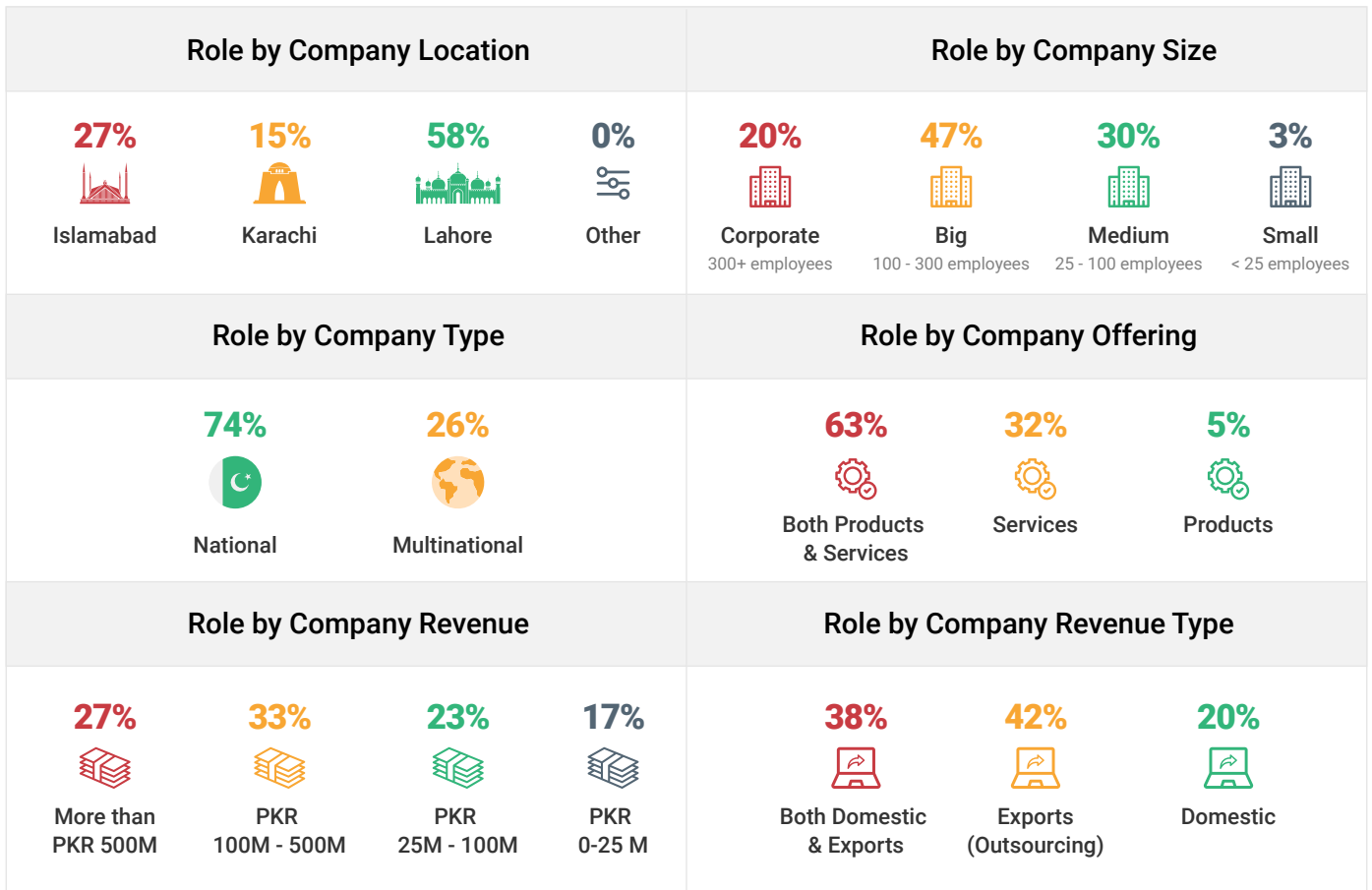
Salaries by Company Size				Salaries by Company Type	
<p>223,214</p> <p>Corporate 300+ employees</p>	<p>196,591</p> <p>Big 100 - 300 employees</p>	<p>192,500</p> <p>Medium 25 - 100 employees</p>	<p>137,500</p> <p>Small < 25 employees</p>	<p>190,278</p> <p>Local</p>	<p>214,773</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>200,000</p> <p>Both Products & Services</p>	<p>218,750</p> <p>Services</p>	<p>167,500</p> <p>Products</p>	<p>197,500</p> <p>Both Domestic & Exports</p>	<p>214,773</p> <p>Exports (Outsourcing)</p>	<p>154,167</p> <p>Domestic</p>

■ Average Last Increment

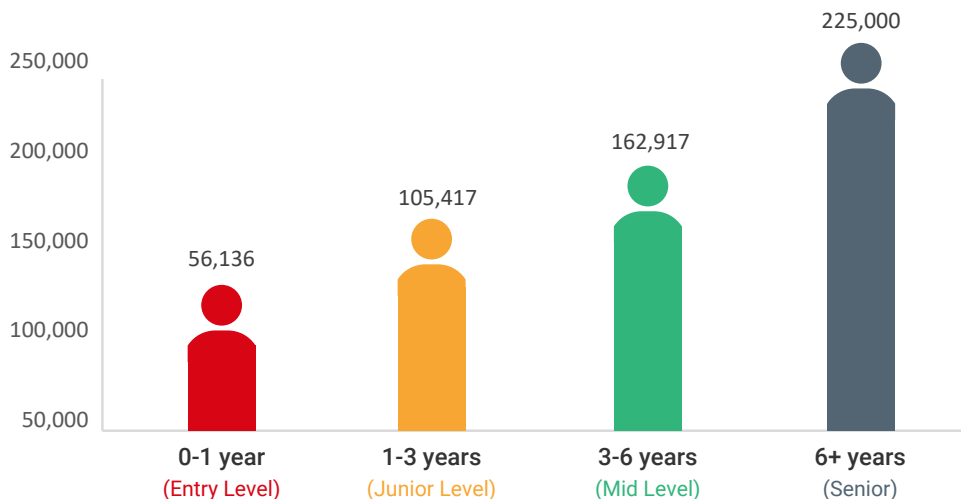


Python Programmer

118 Python Programmers by Experience Level



Average Nationwide Salaries (PKR)

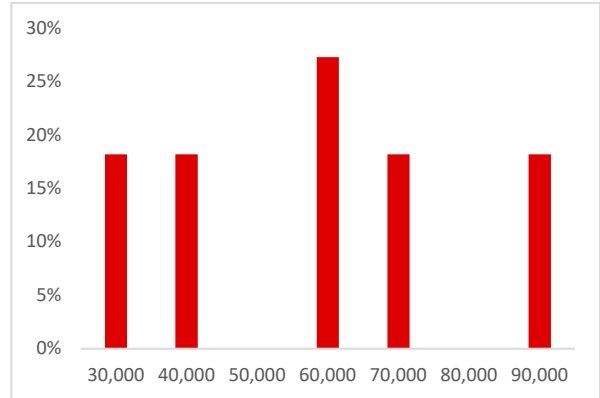


PKR 56,136
National Average

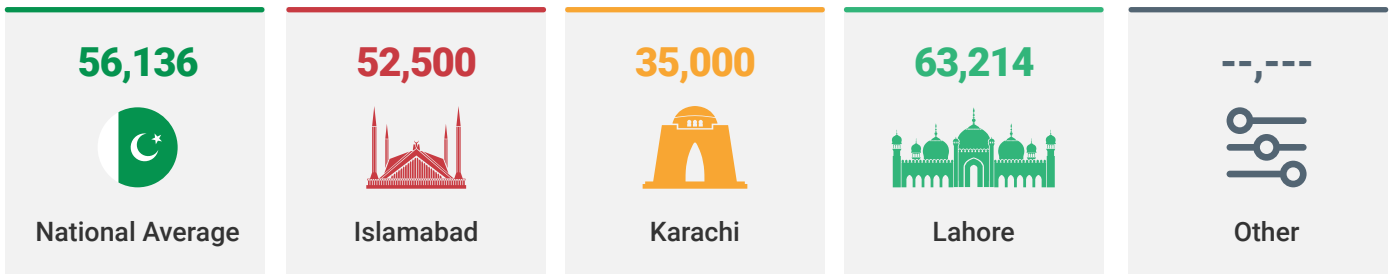
Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 90,000 ▲

Entry Level Salary Histogram - Python Programmers

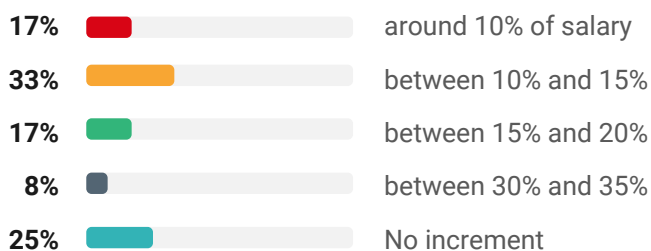


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>56,667</p> <p>Corporate 300+ employees</p>	<p>68,125</p> <p>Big 100 - 300 employees</p>	<p>43,750</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>58,438</p> <p>Local</p>	<p>50,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>55,833</p> <p>Both Products & Services</p>	<p>60,625</p> <p>Services</p>	<p>40,000</p> <p>Products</p>	<p>60,625</p> <p>Both Domestic & Exports</p>	<p>56,250</p> <p>Exports (Outsourcing)</p>	<p>50,000</p> <p>Domestic</p>

■ Average Last Increment

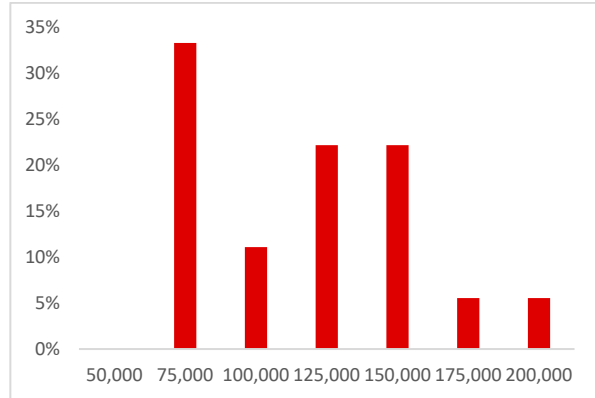


PKR 105,417
National Average

Most Common Salary
PKR 112,500

Highest Salary (Max)
PKR 187,500 ▲

Junior Level Salary Histogram - Python Programmers

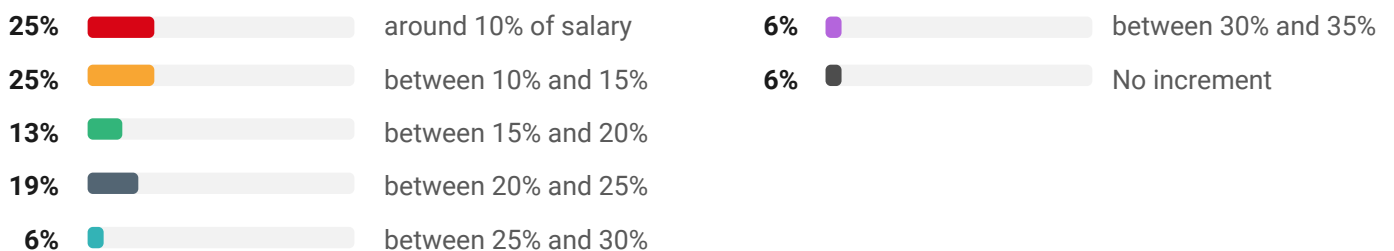


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>150,000</p> <p>Corporate 300+ employees</p>	<p>106,944</p> <p>Big 100 - 300 employees</p>	<p>90,714</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>107,857</p> <p>Local</p>	<p>96,875</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>101,591</p> <p>Both Products & Services</p>	<p>121,250</p> <p>Services</p>	<p>52,500</p> <p>Products</p>	<p>99,583</p> <p>Both Domestic & Exports</p>	<p>114,722</p> <p>Exports (Outsourcing)</p>	<p>89,167</p> <p>Domestic</p>

■ Average Last Increment

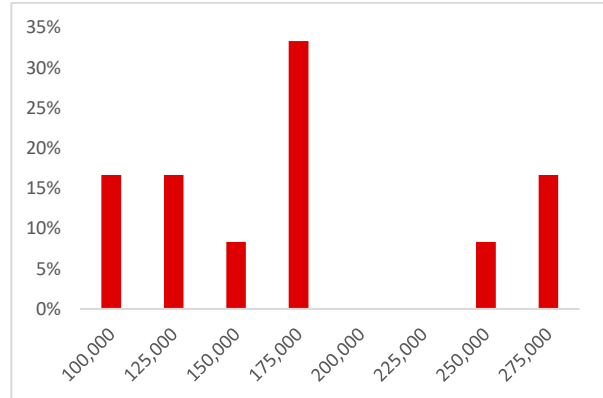


PKR 162,917
National Average

Most Common Salary
PKR 162,500

Highest Salary (Max)
PKR 262,500 ▲

Middle Level Salary Histogram - Python Programmers

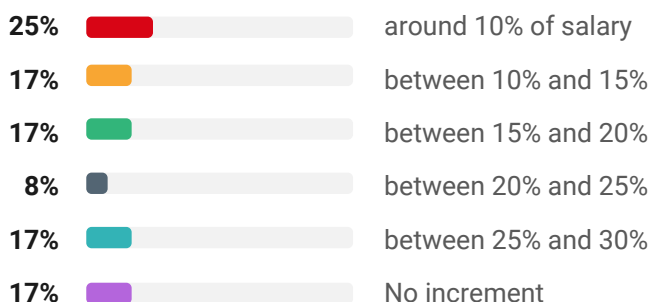


■ Average Nationwide Salaries (PKR)

<p>162,917</p> <p>National Average</p>	<p>138,750</p> <p>Islamabad</p>	<p>125,000</p> <p>Karachi</p>	<p>191,667</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
---	--	--------------------------------------	-------------------------------------	-------------------------

Salaries by Company Size				Salaries by Company Type	
<p>212,500</p> <p>Corporate 300+ employees</p>	<p>166,429</p> <p>Big 100 - 300 employees</p>	<p>121,667</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>178,438</p> <p>Local</p>	<p>131,875</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>152,500</p> <p>Both Products & Services</p>	<p>177,500</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>145,000</p> <p>Both Domestic & Exports</p>	<p>169,375</p> <p>Exports (Outsourcing)</p>	<p>262,500</p> <p>Domestic</p>

■ Average Last Increment

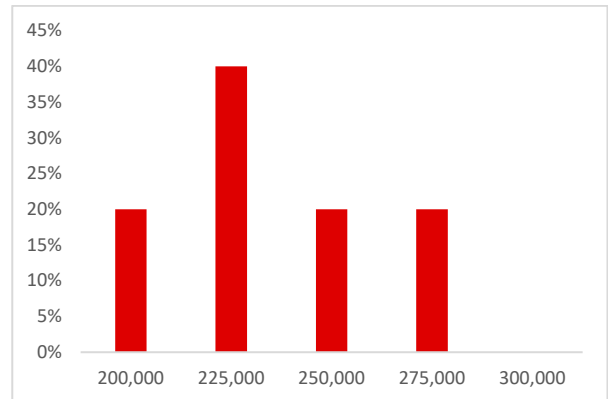


PKR 225,000
National Average

Most Common Salary
PKR 212,500

Highest Salary (Max)
PKR 262,500 ▲

Senior Level Salary Histogram - Python Programmers

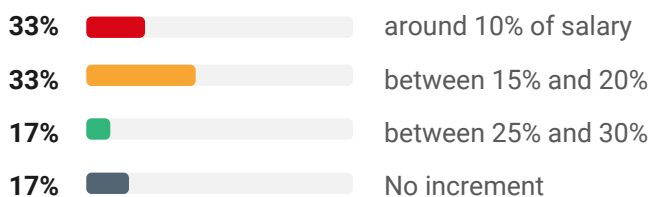


■ Average Nationwide Salaries (PKR)



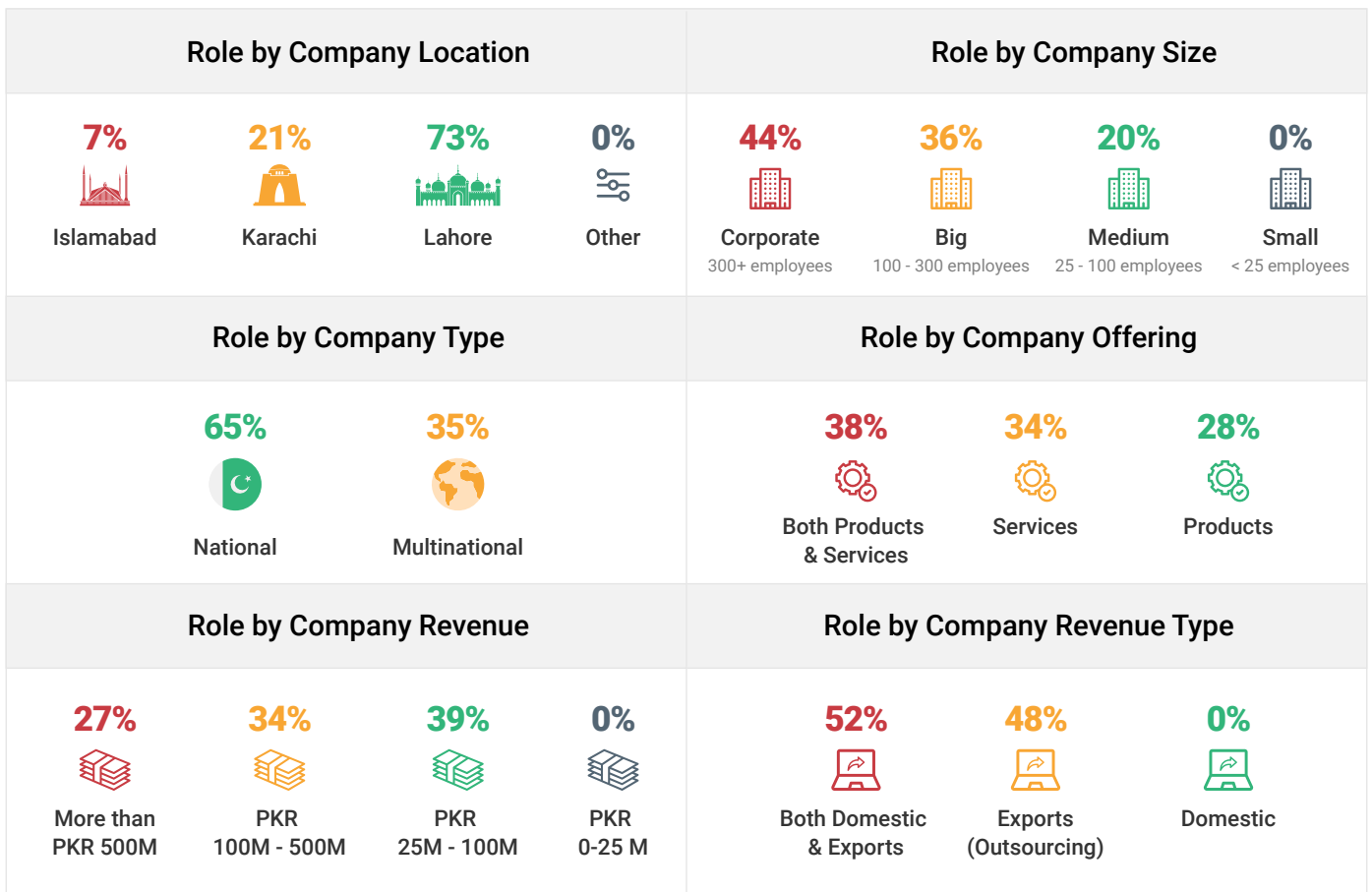
Salaries by Company Size				Salaries by Company Type	
237,500 Corporate 300+ employees	212,500 Big 100 - 300 employees	225,000 Medium 25 - 100 employees	--- Small < 25 employees	229,167 Local	212,500 Multinational
Salaries by Company Offering			Salaries by Company Revenue Type		
225,000 Both Products & Services	225,000 Services	--- Products	229,167 Both Domestic & Exports	212,500 Exports (Outsourcing)	--- Domestic

■ Average Last Increment

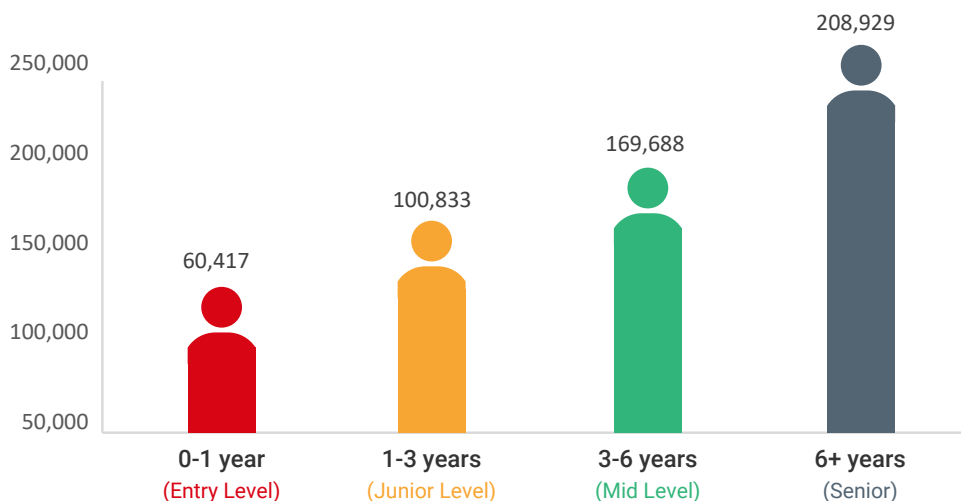


Ruby Programmers

120 Ruby Programmers by Experience Level



Average Nationwide Salaries (PKR)

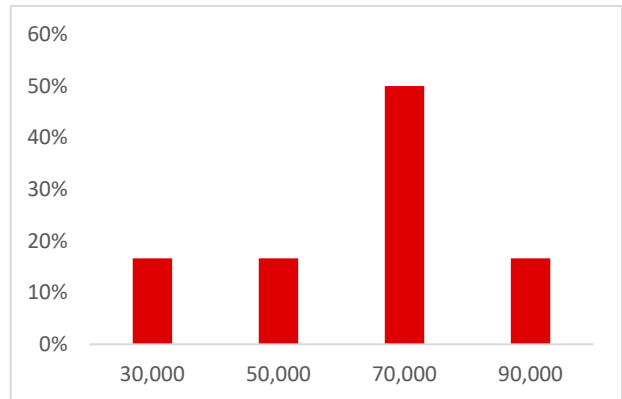


PKR 60,417
National Average

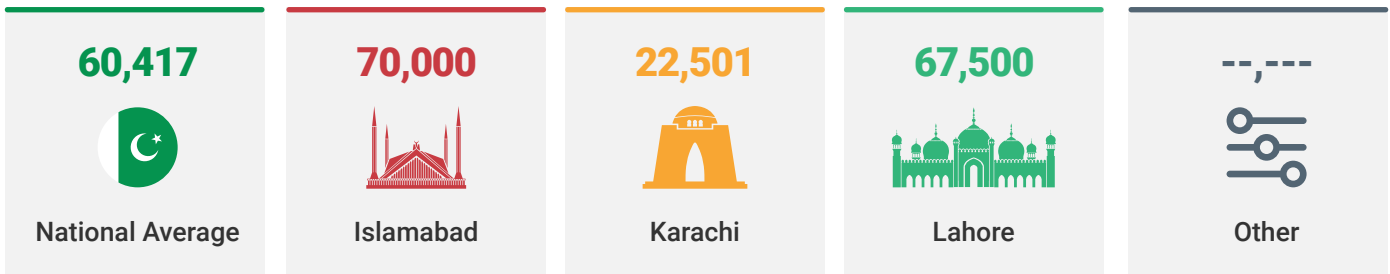
Most Common Salary
PKR 70,000

Highest Salary (Max)
PKR 90,000 ▲

Entry Level Salary Histogram - Ruby Programmers

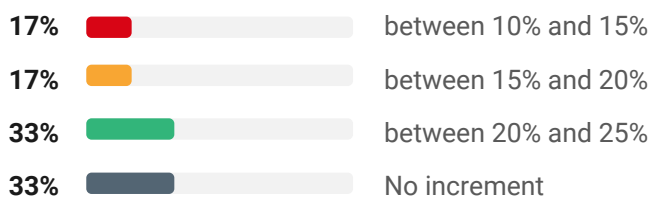


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>46,250</p> <p>Corporate 300+ employees</p>	<p>70,000</p> <p>Big 100 - 300 employees</p>	<p>66,667</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>75,000</p> <p>Local</p>	<p>31,250</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>46,250</p> <p>Both Products & Services</p>	<p>66,667</p> <p>Services</p>	<p>70,000</p> <p>Products</p>	<p>54,167</p> <p>Both Domestic & Exports</p>	<p>66,667</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

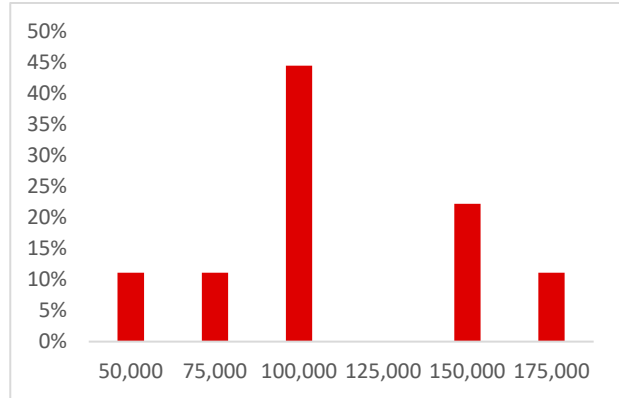


PKR 100,833
National Average

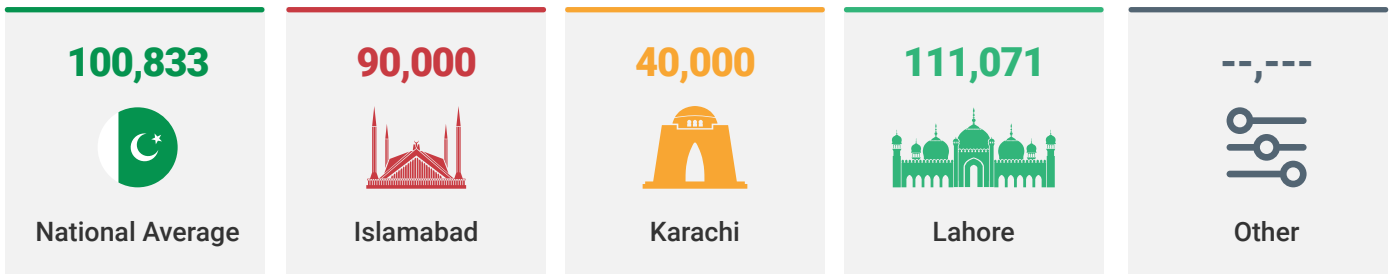
Most Common Salary
PKR 90,000

Highest Salary (Max)
PKR 162,500 ▲

Junior Level Salary Histogram - Ruby Programmers

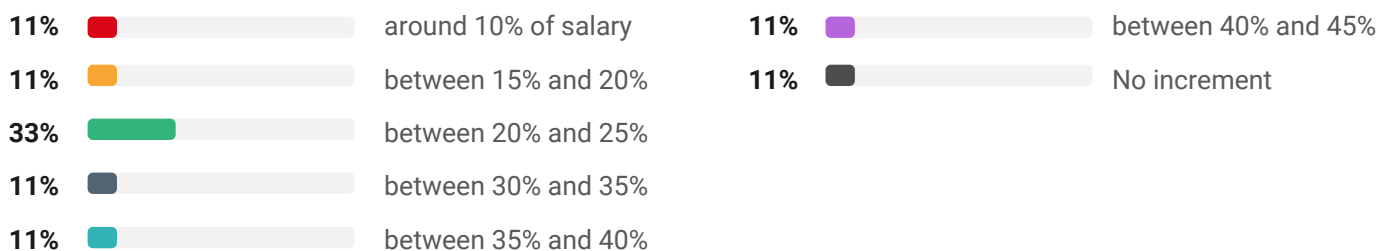


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>88,750</p> <p>Corporate 300+ employees</p>	<p>113,750</p> <p>Big 100 - 300 employees</p>	<p>100,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>123,500</p> <p>Local</p>	<p>72,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>77,500</p> <p>Both Products & Services</p>	<p>115,000</p> <p>Services</p>	<p>137,500</p> <p>Products</p>	<p>89,375</p> <p>Both Domestic & Exports</p>	<p>110,000</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

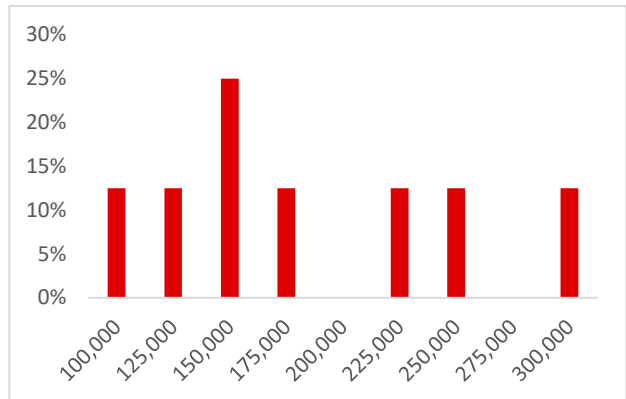


PKR 169,688
National Average

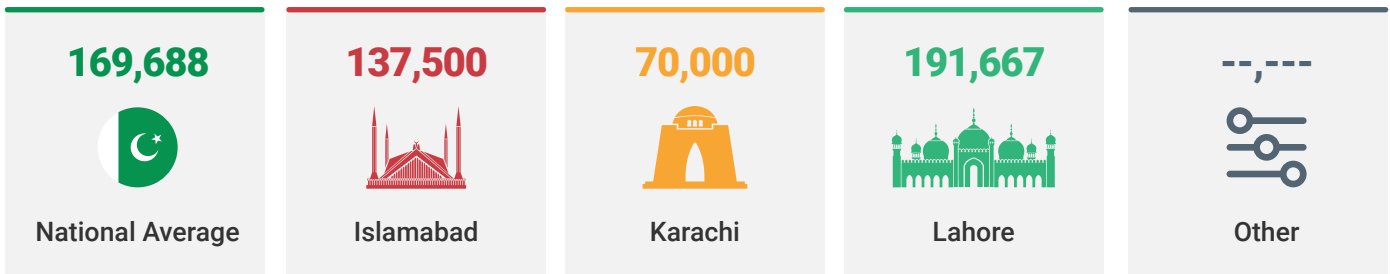
Most Common Salary
PKR 137,500

Highest Salary (Max)
PKR 287,500 ▲

Middle Level Salary Histogram - Ruby Programmers

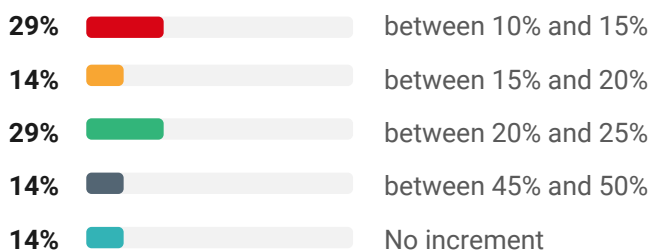


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>115,000</p> <p>Corporate 300+ employees</p>	<p>262,500</p> <p>Big 100 - 300 employees</p>	<p>162,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>182,500</p> <p>Local</p>	<p>148,333</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>148,333</p> <p>Both Products & Services</p>	<p>156,250</p> <p>Services</p>	<p>287,500</p> <p>Products</p>	<p>120,625</p> <p>Both Domestic & Exports</p>	<p>218,750</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

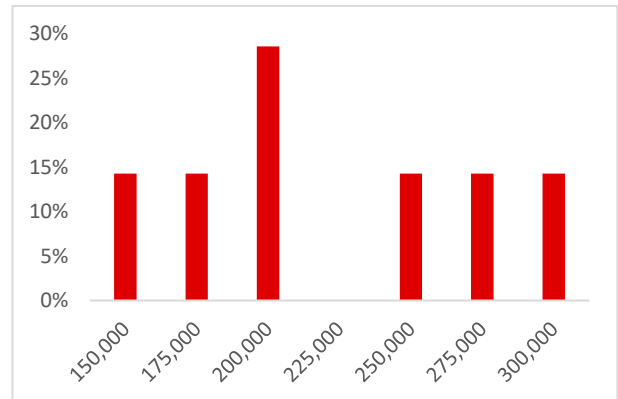


PKR 208,929
National Average

Most Common Salary
PKR 187,500

Highest Salary (Max)
PKR 287,500 ▲

Senior Level Salary Histogram - Ruby Programmers

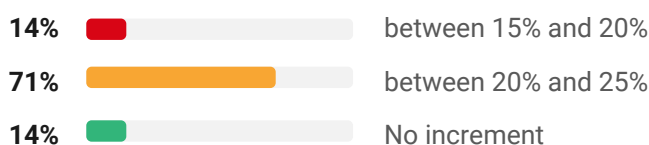


■ Average Nationwide Salaries (PKR)



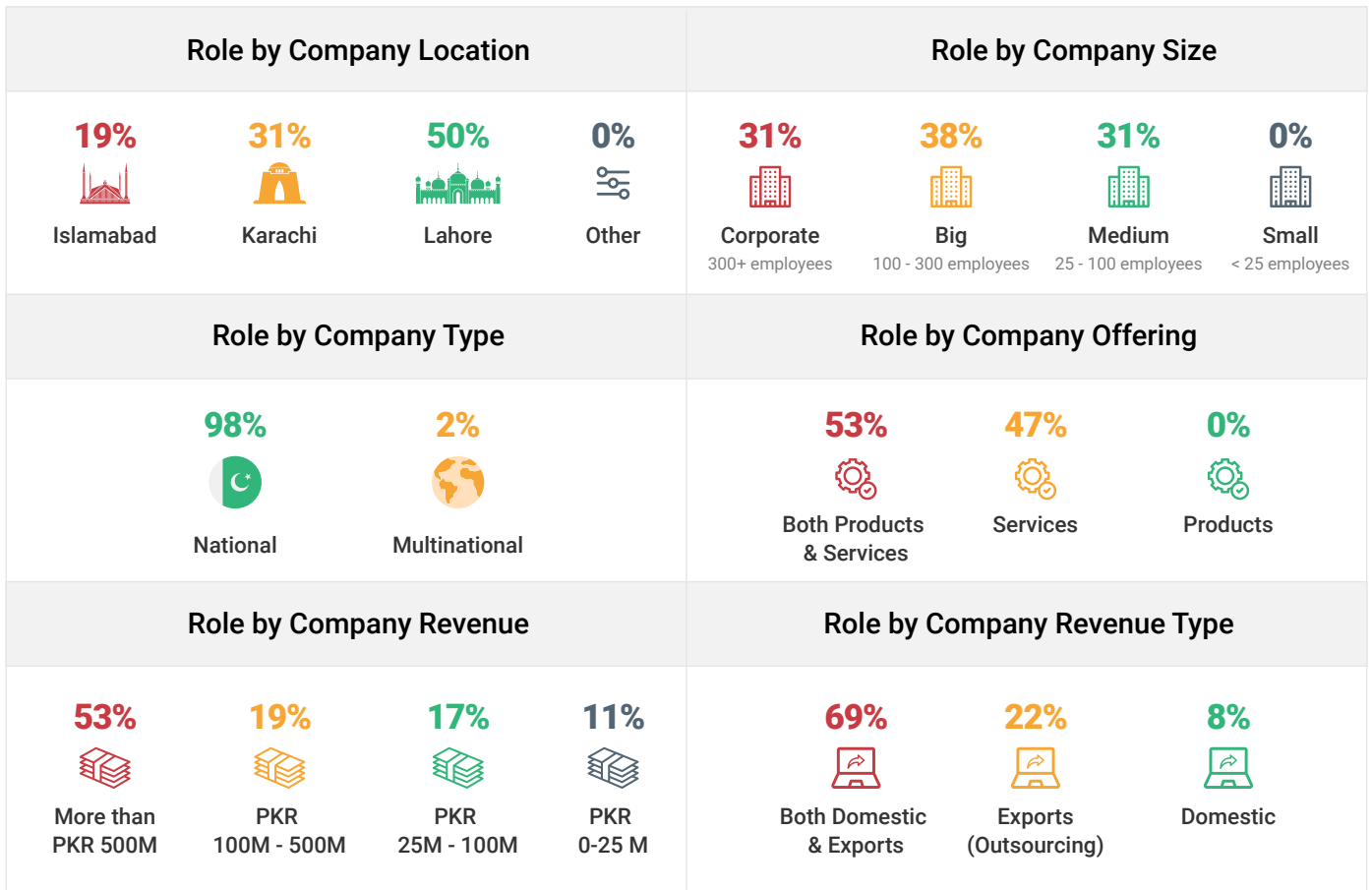
Salaries by Company Size				Salaries by Company Type	
179,167 Corporate 300+ employees	262,500 Big 100 - 300 employees	220,833 Medium 25 - 100 employees	--- Small < 25 employees	237,500 Local	170,833 Multinational
Salaries by Company Offering			Salaries by Company Revenue Type		
200,000 Both Products & Services	212,500 Services	--- Products	179,167 Both Domestic & Exports	231,250 Exports (Outsourcing)	--- Domestic

■ Average Last Increment

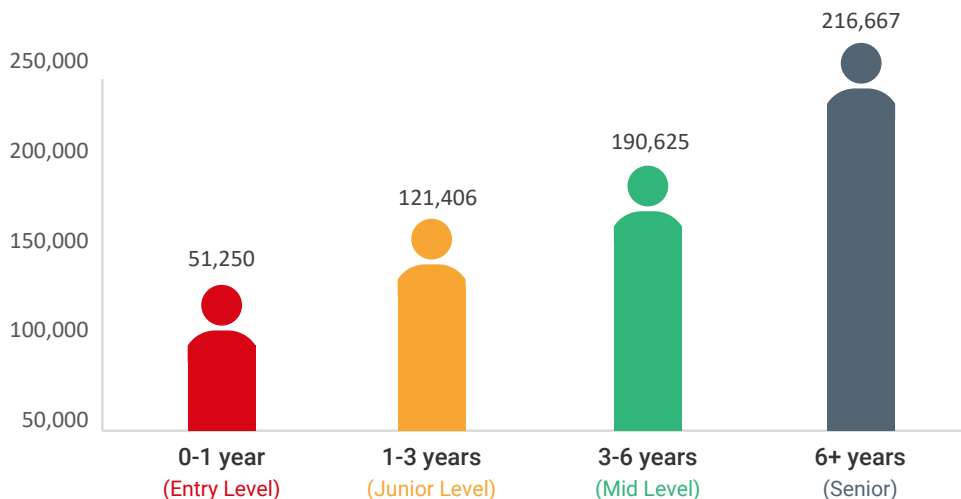


Node Programmers

118 Node Programmers by Experience Level



Average Nationwide Salaries (PKR)

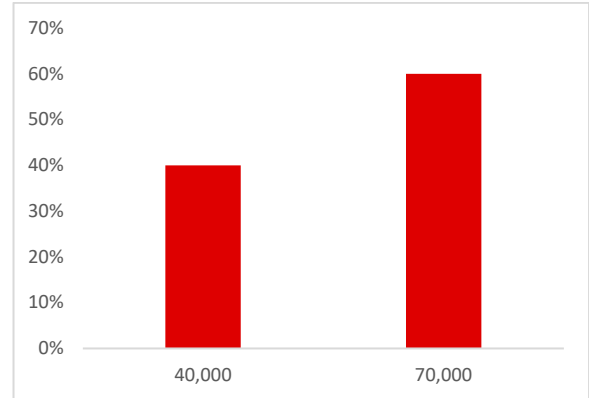


PKR 51,250
National Average

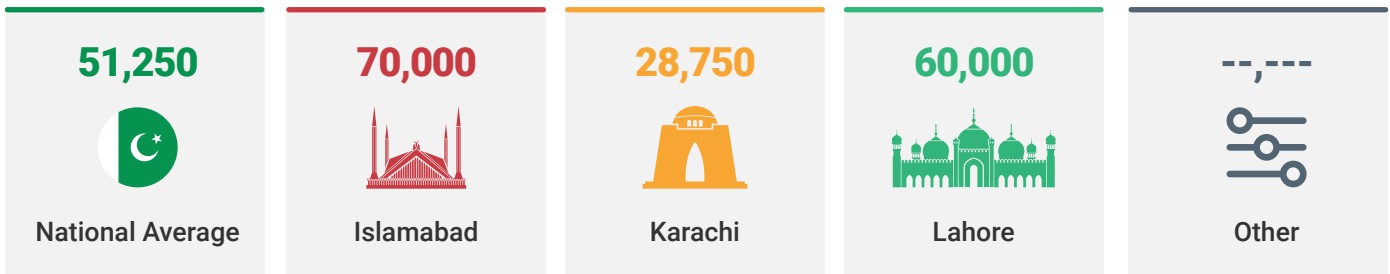
Most Common Salary
PKR 70,000

Highest Salary (Max)
PKR 70,000 ▲

Entry Level Salary Histogram - Node Programmers

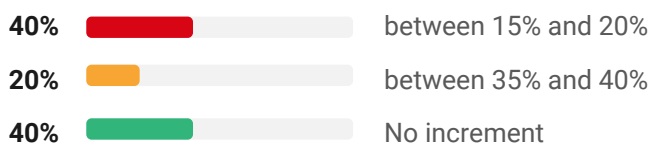


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>70,000</p> <p>Corporate 300+ employees</p>	<p>42,500</p> <p>Big 100 - 300 employees</p>	<p>40,000</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>51,250</p> <p>Local</p>	<p>---</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>40,000</p> <p>Both Products & Services</p>	<p>56,875</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>55,000</p> <p>Both Domestic & Exports</p>	<p>70,000</p> <p>Exports (Outsourcing)</p>	<p>17,500</p> <p>Domestic</p>

■ Average Last Increment

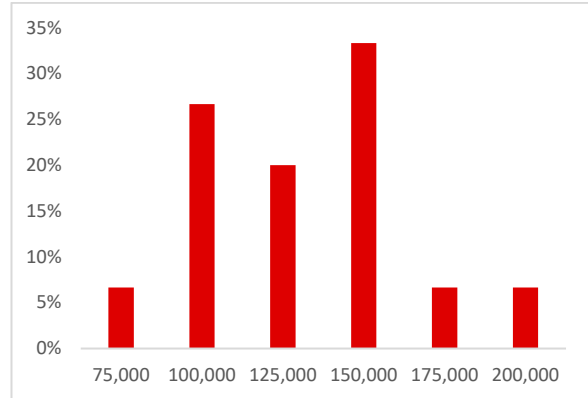


PKR 121,406
National Average

Most Common Salary
PKR 112,000

Highest Salary (Max)
PKR 187,500 ▲

Junior Level Salary Histogram - Node Programmers

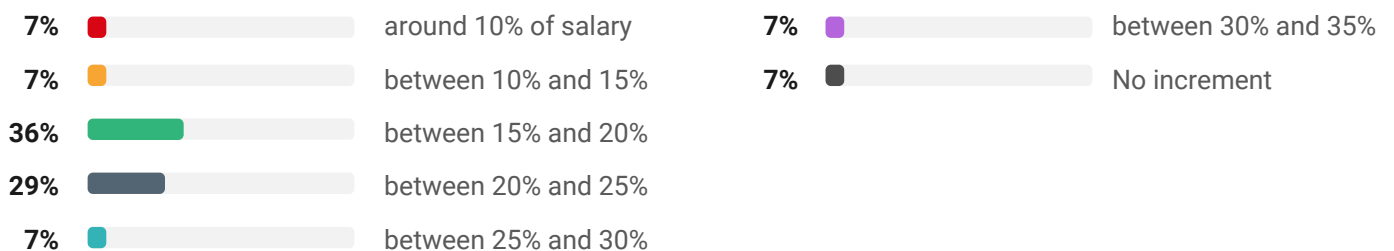


■ Average Nationwide Salaries (PKR)

<p>121,406</p> <p>National Average</p>	<p>129,167</p> <p>Islamabad</p>	<p>114,688</p> <p>Karachi</p>	<p>127,500</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>125,000</p> <p>Corporate 300+ employees</p>	<p>116,563</p> <p>Big 100 - 300 employees</p>	<p>126,667</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>122,000</p> <p>Local</p>	<p>112,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>126,250</p> <p>Both Products & Services</p>	<p>113,333</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>118,182</p> <p>Both Domestic & Exports</p>	<p>138,750</p> <p>Exports (Outsourcing)</p>	<p>121,667</p> <p>Domestic</p>

■ Average Last Increment

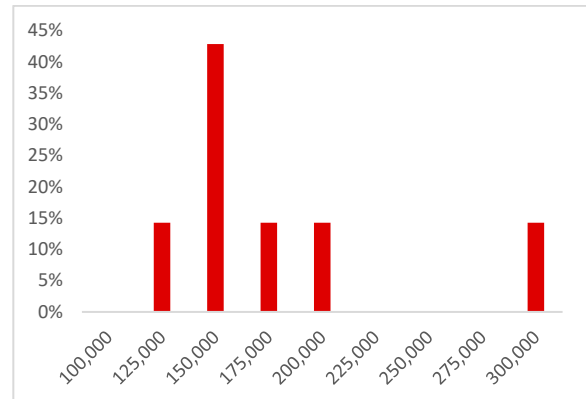


PKR 190,625
National Average

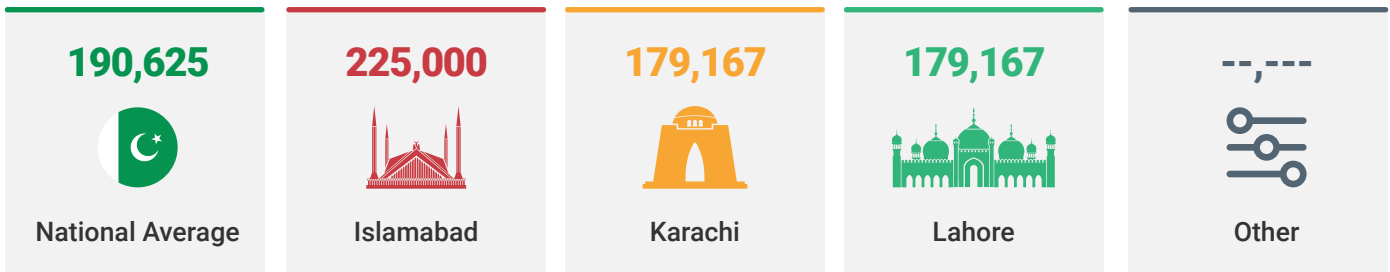
Most Common Salary
PKR 137,500

Highest Salary (Max)
PKR 287,500 ▲

Middle Level Salary Histogram - Node Programmers

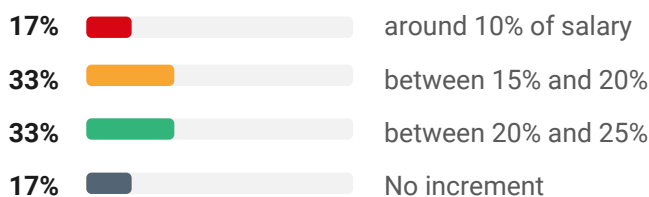


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>150,000</p> <p>Corporate 300+ employees</p>	<p>231,250</p> <p>Big 100 - 300 employees</p>	<p>150,000</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>191,071</p> <p>Local</p>	<p>187,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>162,500</p> <p>Both Products & Services</p>	<p>207,500</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>187,500</p> <p>Both Domestic & Exports</p>	<p>200,000</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

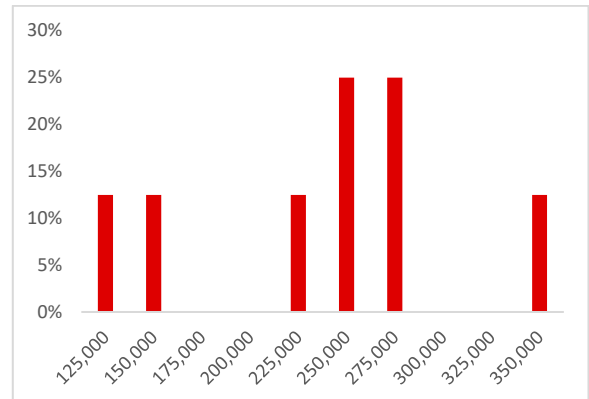


PKR 216,667
National Average

Most Common Salary
PKR 262,500

Highest Salary (Max)
PKR 337,500 ▲

Senior Level Salary Histogram - Node Programmers

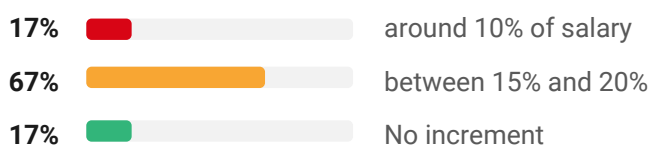


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>237,500</p> <p>Corporate 300+ employees</p>	<p>275,000</p> <p>Big 100 - 300 employees</p>	<p>170,833</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>216,667</p> <p>Local</p>	<p>---</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>181,250</p> <p>Both Products & Services</p>	<p>287,500</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>237,500</p> <p>Both Domestic & Exports</p>	<p>137,500</p> <p>Exports (Outsourcing)</p>	<p>212,500</p> <p>Domestic</p>

■ Average Last Increment



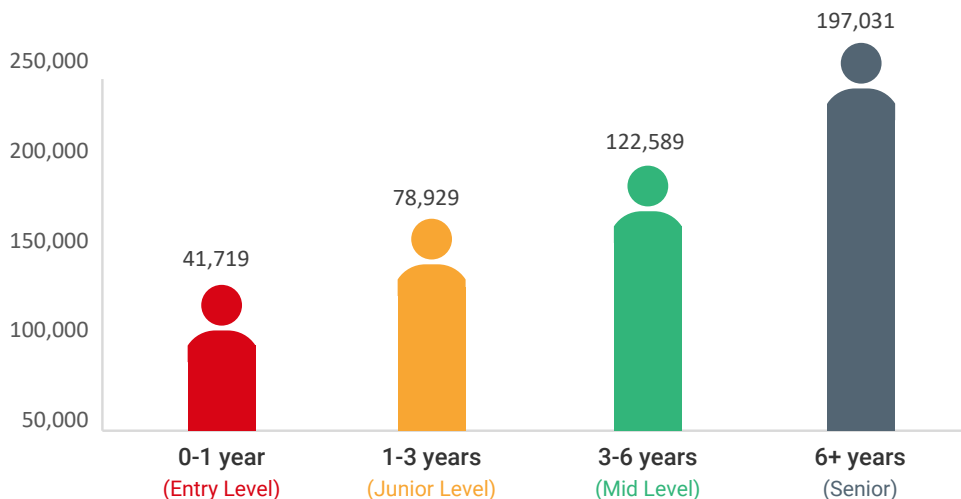
PHP/Laravel/CodeIgnitor/Yii Ruby Programmers

304 PHP/Laravel/CodeIgnitor/Yii Ruby Programmers by Experience Level



Role by Company Location				Role by Company Size			
19%	47%	27%	7%	24%	28%	36%	12%
Islamabad	Karachi	Lahore	Other	Corporate	Big	Medium	Small
				300+ employees	100 - 300 employees	25 - 100 employees	< 25 employees
Role by Company Type				Role by Company Offering			
58%	42%			65%	0%	35%	
National	Multinational			Both Products & Services	Services	Products	
Role by Company Revenue				Role by Company Revenue Type			
31%	30%	26%	14%	49%	39%	12%	
More than PKR 500M	PKR 100M - 500M	PKR 25M - 100M	PKR 0-25 M	Both Domestic & Exports	Exports (Outsourcing)	Domestic	

Average Nationwide Salaries (PKR)

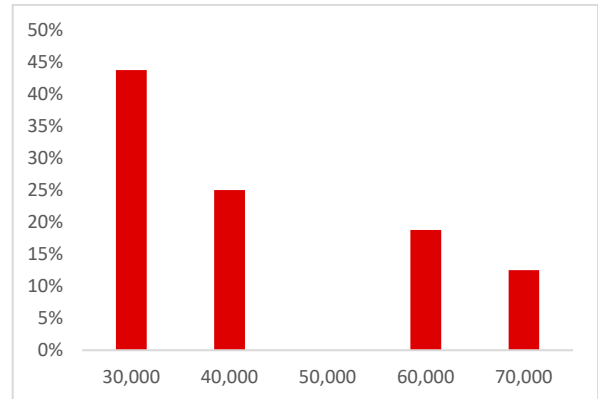


PKR 41,719
National Average

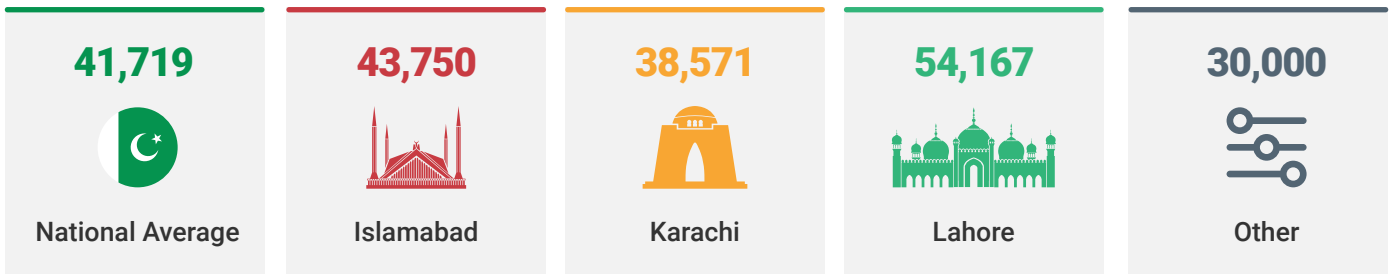
Most Common Salary
PKR 30,000

Highest Salary (Max)
PKR 70,000 ▲

Entry Level Salary Histogram - PHP/Laravel/Codelgnitor/Yii Ruby Programmers

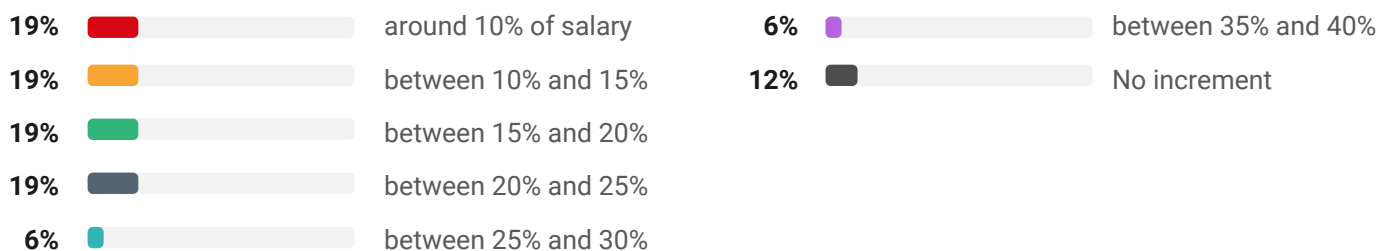


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>43,333</p> <p>Corporate 300+ employees</p>	<p>44,500</p> <p>Big 100 - 300 employees</p>	<p>38,750</p> <p>Medium 25 - 100 employees</p>	<p>41,250</p> <p>Small < 25 employees</p>	<p>42,692</p> <p>Local</p>	<p>37,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>38,409</p> <p>Both Products & Services</p>	<p>49,000</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>41,563</p> <p>Both Domestic & Exports</p>	<p>49,000</p> <p>Exports (Outsourcing)</p>	<p>30,000</p> <p>Domestic</p>

■ Average Last Increment

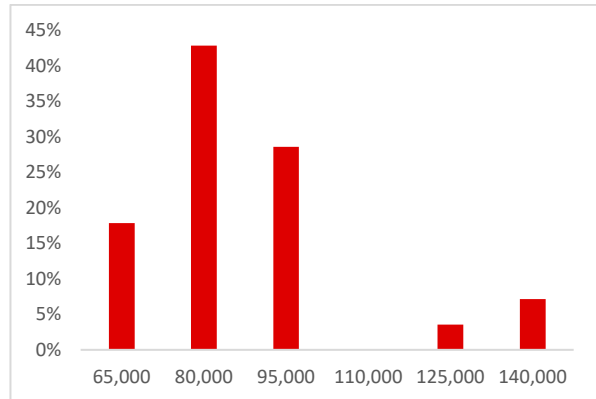


PKR 78,929
National Average

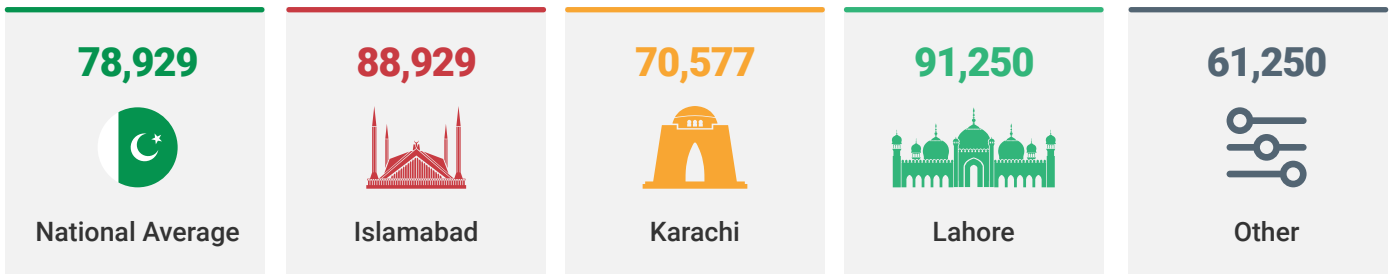
Most Common Salary
PKR 70,000

Highest Salary (Max)
PKR 137,500 ▲

Junior Level Salary Histogram - PHP/Laravel/Codelgnitor/Yii Ruby Programmers

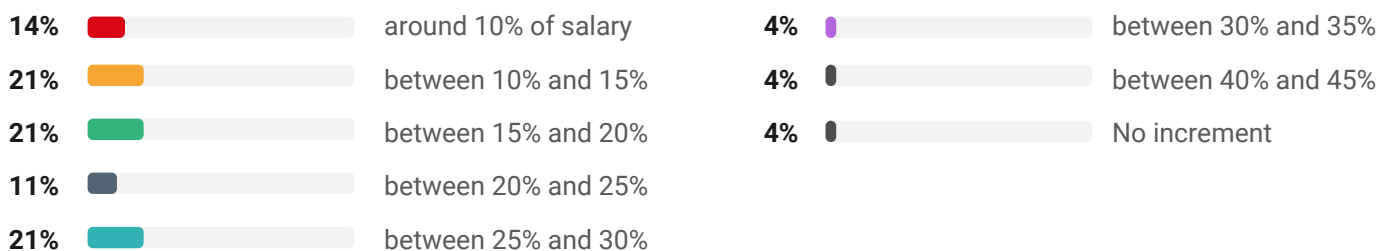


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>91,875</p> <p>Corporate 300+ employees</p>	<p>81,563</p> <p>Big 100 - 300 employees</p>	<p>79,545</p> <p>Medium 25 - 100 employees</p>	<p>63,000</p> <p>Small < 25 employees</p>	<p>78,250</p> <p>Local</p>	<p>80,625</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>78,026</p> <p>Both Products & Services</p>	<p>80,833</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>80,294</p> <p>Both Domestic & Exports</p>	<p>75,313</p> <p>Exports (Outsourcing)</p>	<p>80,833</p> <p>Domestic</p>

■ Average Last Increment

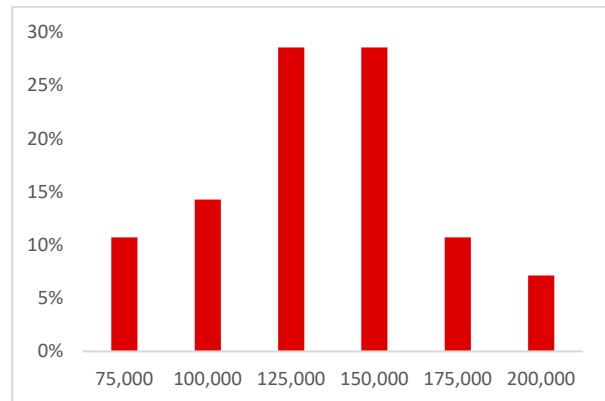


PKR 122,589
National Average

Most Common Salary
PKR 112,500

Highest Salary (Max)
PKR 187,500 ▲

Middle Level Salary Histogram - PHP/Laravel/Codelgnitor/Yii Ruby Programmers

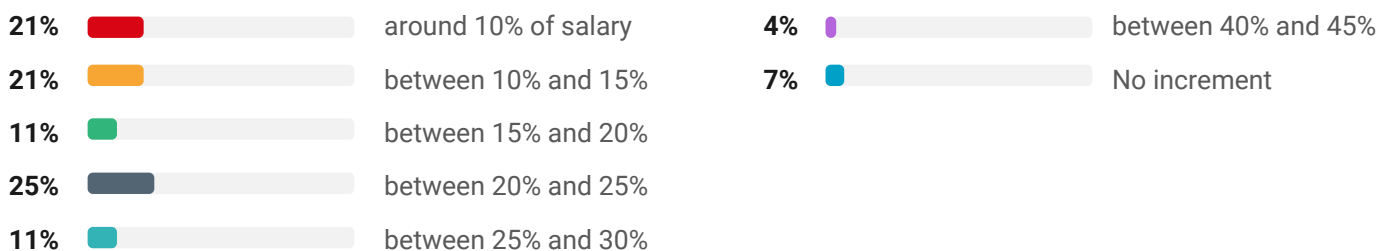


■ Average Nationwide Salaries (PKR)

<p>122,589</p> <p>National Average</p>	<p>132,500</p> <p>Islamabad</p>	<p>111,364</p> <p>Karachi</p>	<p>134,688</p> <p>Lahore</p>	<p>70,000</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>137,500</p> <p>Corporate 300+ employees</p>	<p>105,833</p> <p>Big 100 - 300 employees</p>	<p>120,667</p> <p>Medium 25 - 100 employees</p>	<p>145,833</p> <p>Small < 25 employees</p>	<p>117,188</p> <p>Local</p>	<p>129,792</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>117,031</p> <p>Both Products & Services</p>	<p>130,000</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>127,143</p> <p>Both Domestic & Exports</p>	<p>129,318</p> <p>Exports (Outsourcing)</p>	<p>76,667</p> <p>Domestic</p>

■ Average Last Increment

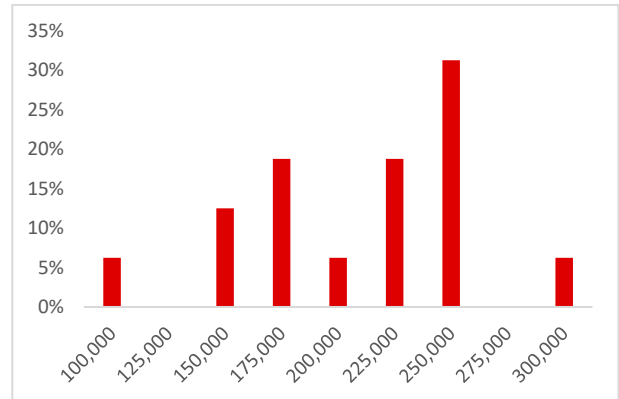


PKR 197,031
National Average

Most Common Salary
PKR 237,500

Highest Salary (Max)
PKR 287,500 ▲

Senior Level Salary Histogram - PHP/Laravel/CodeIgnitor/Yii Ruby Programmers

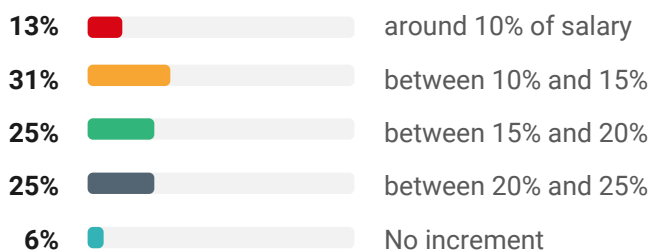


■ Average Nationwide Salaries (PKR)

<p>197,031</p> <p>National Average</p>	<p>212,500</p> <p>Islamabad</p>	<p>184,722</p> <p>Karachi</p>	<p>254,167</p> <p>Lahore</p>	<p>90,000</p> <p>Other</p>
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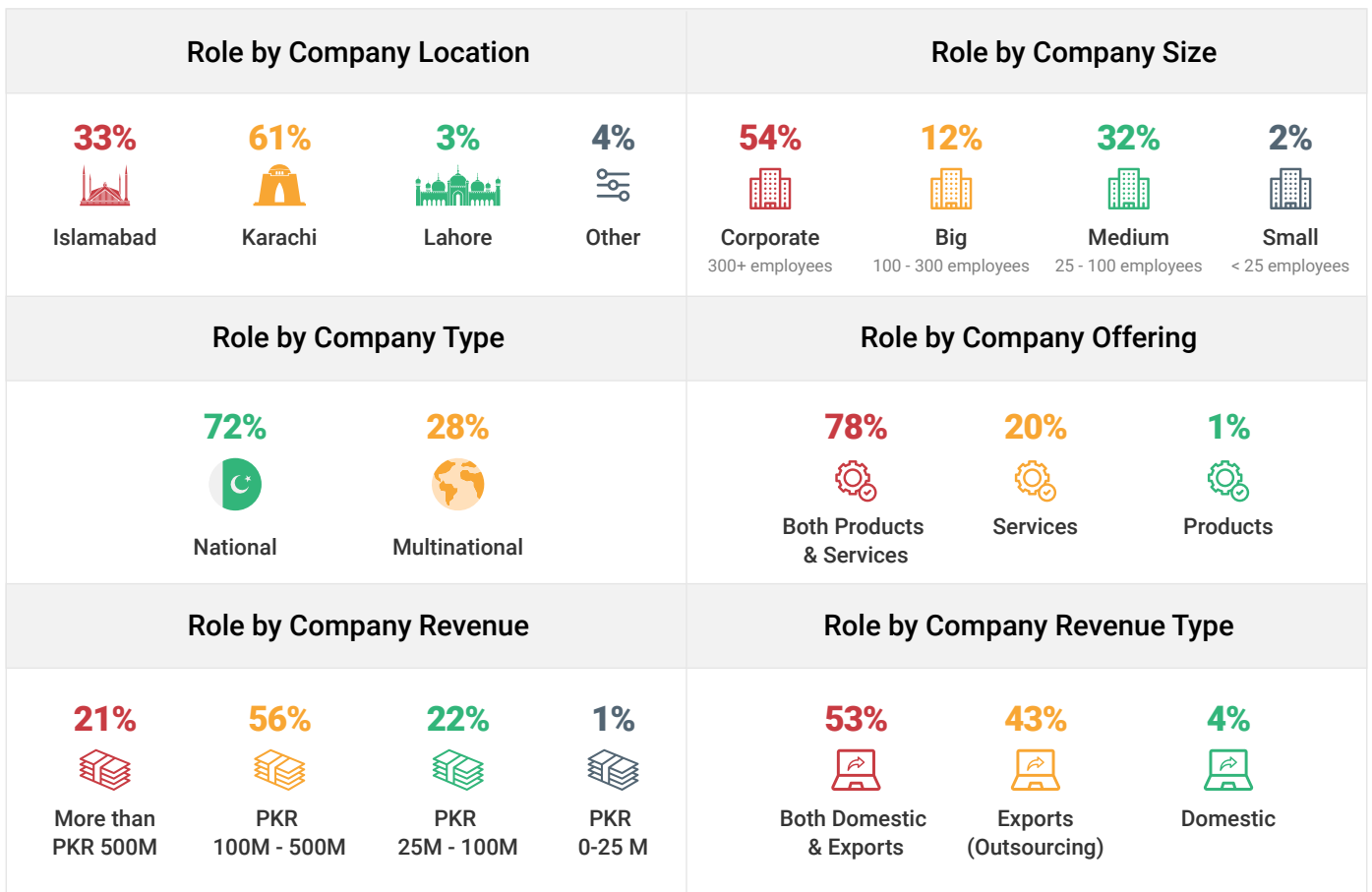
Salaries by Company Size				Salaries by Company Type	
<p>212,500</p> <p>Corporate 300+ employees</p>	<p>181,250</p> <p>Big 100 - 300 employees</p>	<p>188,000</p> <p>Medium 25 - 100 employees</p>	<p>212,500</p> <p>Small < 25 employees</p>	<p>198,864</p> <p>Local</p>	<p>193,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>185,000</p> <p>Both Products & Services</p>	<p>212,500</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>202,500</p> <p>Both Domestic & Exports</p>	<p>218,750</p> <p>Exports (Outsourcing)</p>	<p>126,250</p> <p>Domestic</p>

■ Average Last Increment

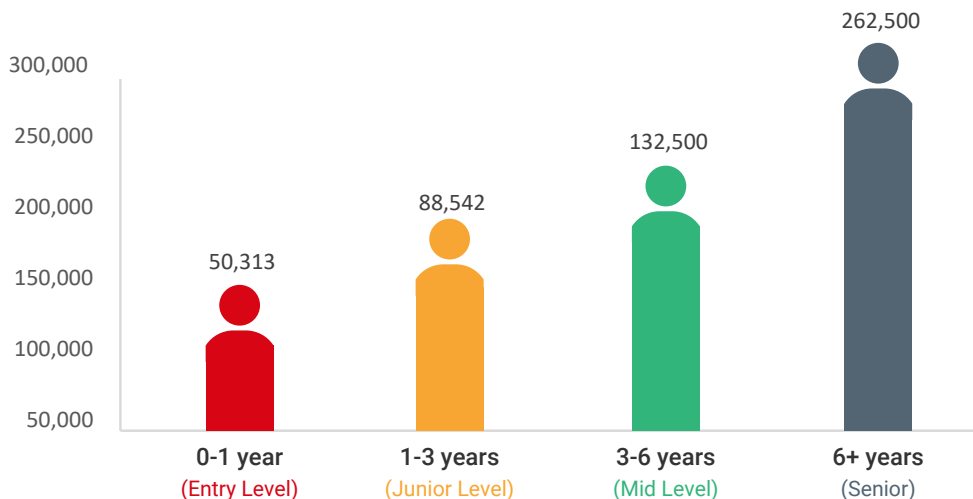


C++ Programmer

147 C++ Programmer by Experience Level



Average Nationwide Salaries (PKR)

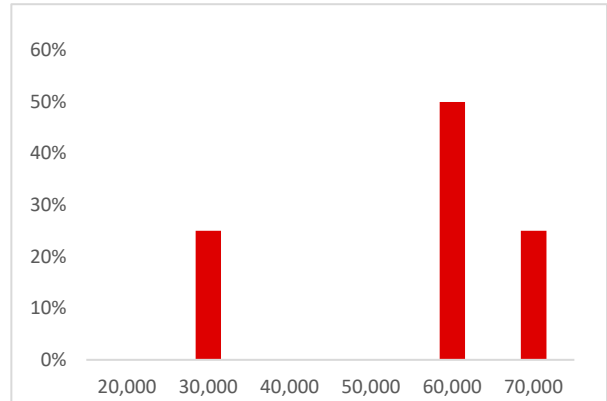


PKR 50,313
National Average

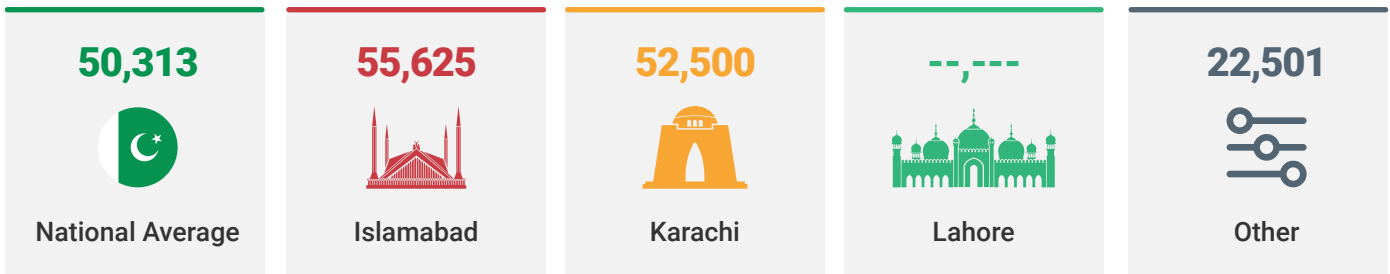
Most Common Salary Mode
PKR 52,500

Highest Salary (Max)
PKR 70,000 ▲

Entry Level Salary Histogram - C++ Programmer

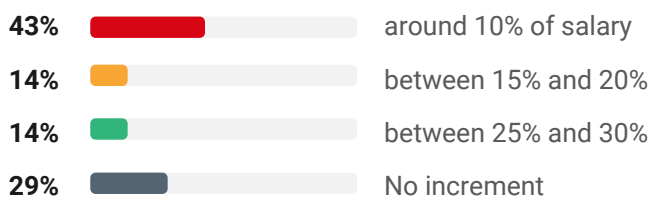


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>52,500</p> <p>Corporate 300+ employees</p>	<p>52,500</p> <p>Big 100 - 300 employees</p>	<p>49,000</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>51,667</p> <p>Local</p>	<p>46,250</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>46,667</p> <p>Both Products & Services</p>	<p>61,250</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>52,500</p> <p>Both Domestic & Exports</p>	<p>55,625</p> <p>Exports (Outsourcing)</p>	<p>22,501</p> <p>Domestic</p>

■ Average Last Increment

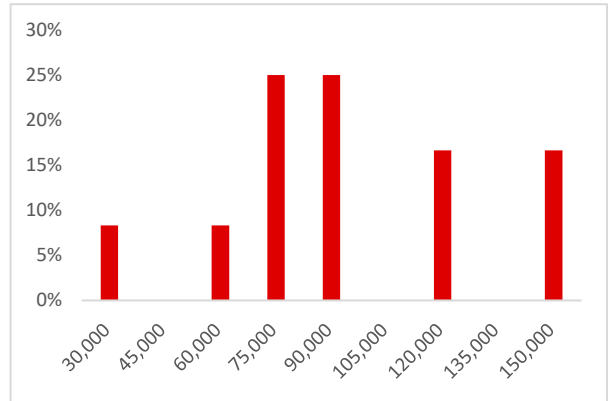


PKR 88,542
National Average

Most Common Salary Mode
PKR 70,000

Highest Salary (Max)
PKR 137,500 ▲

Junior Level Salary Histogram - C++ Programmer

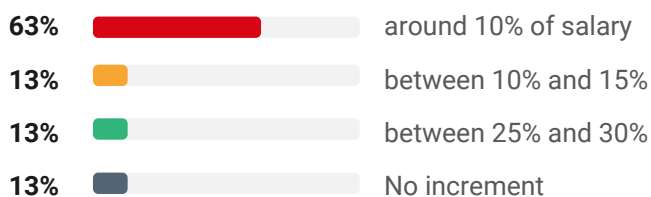


■ Average Nationwide Salaries (PKR)

<p>88,542</p> <p>National Average</p>	<p>106,000</p> <p>Islamabad</p>	<p>78,000</p> <p>Karachi</p>	<p>112,500</p> <p>Lahore</p>	<p>30,000</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>84,167</p> <p>Corporate 300+ employees</p>	<p>137,500</p> <p>Big 100 - 300 employees</p>	<p>83,214</p> <p>Medium 25 - 100 employees</p>	<p>90,000</p> <p>Small < 25 employees</p>	<p>89,375</p> <p>Local</p>	<p>86,875</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>70,357</p> <p>Both Products & Services</p>	<p>108,125</p> <p>Services</p>	<p>137,500</p> <p>Products</p>	<p>85,625</p> <p>Both Domestic & Exports</p>	<p>98,571</p> <p>Exports (Outsourcing)</p>	<p>30,000</p> <p>Domestic</p>

■ Average Last Increment

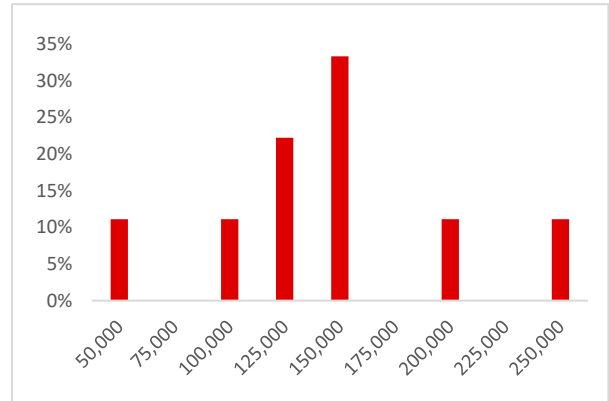


PKR 132,500
National Average

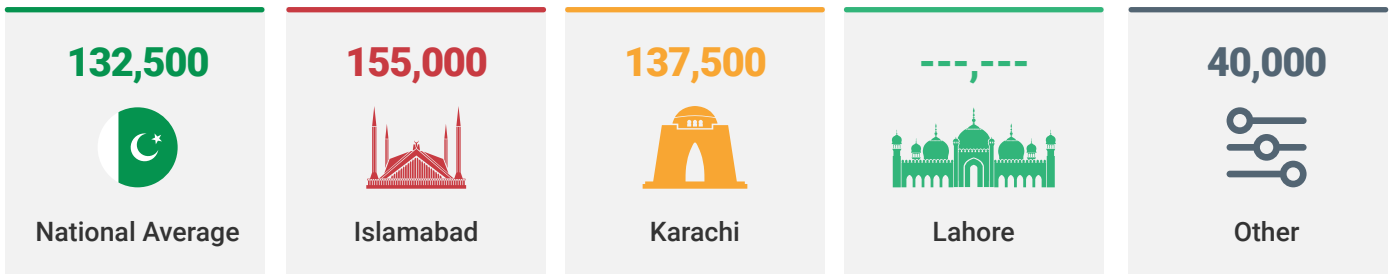
Most Common Salary Mode
PKR 137,500

Highest Salary (Max)
PKR 237,500 ▲

Middle Level Salary Histogram - C++ Programmer

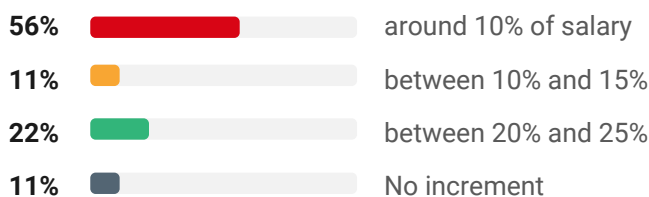


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>125,000</p> <p>Corporate 300+ employees</p>	<p>237,500</p> <p>Big 100 - 300 employees</p>	<p>113,750</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>153,000</p> <p>Local</p>	<p>106,875</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>119,375</p> <p>Both Products & Services</p>	<p>237,500</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>143,750</p> <p>Both Domestic & Exports</p>	<p>144,375</p> <p>Exports (Outsourcing)</p>	<p>40,000</p> <p>Domestic</p>

■ Average Last Increment

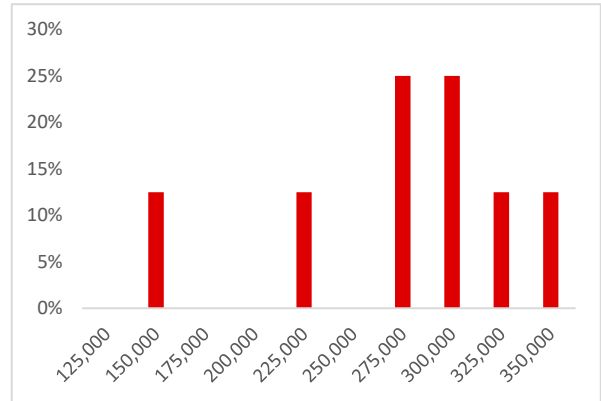


PKR 262,500
National Average

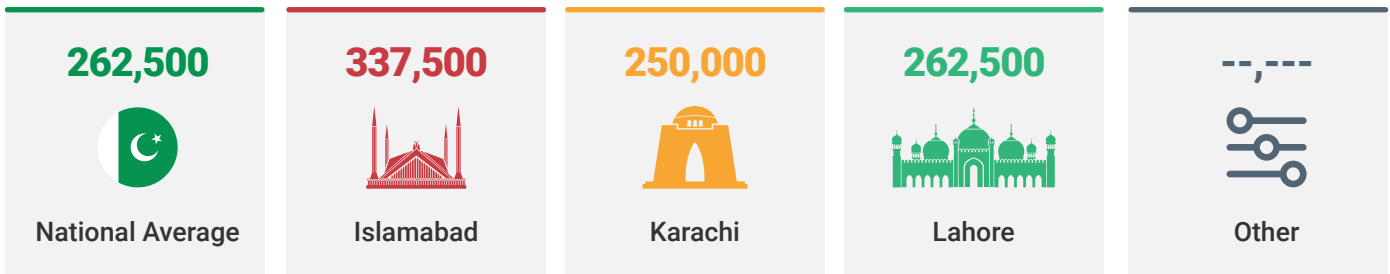
Most Common Salary Mode
PKR 262,500

Highest Salary (Max)
PKR 337,500 ▲

Senior Level Salary Histogram - C++ Programmer

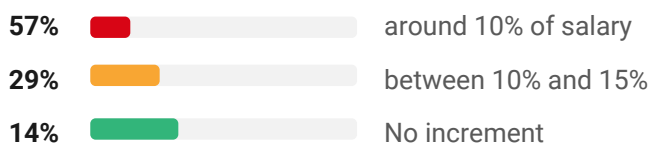


■ Average Nationwide Salaries (PKR)



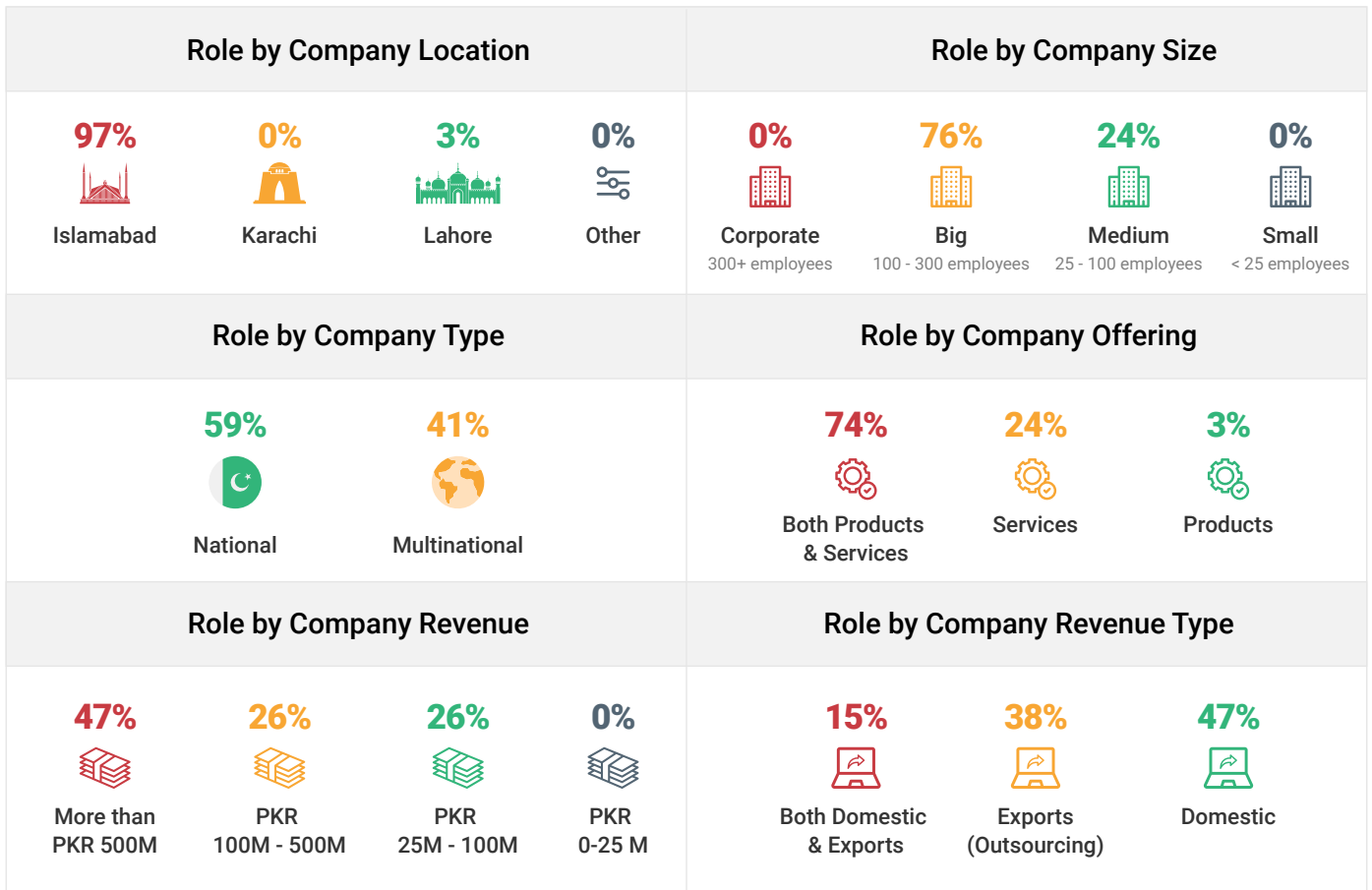
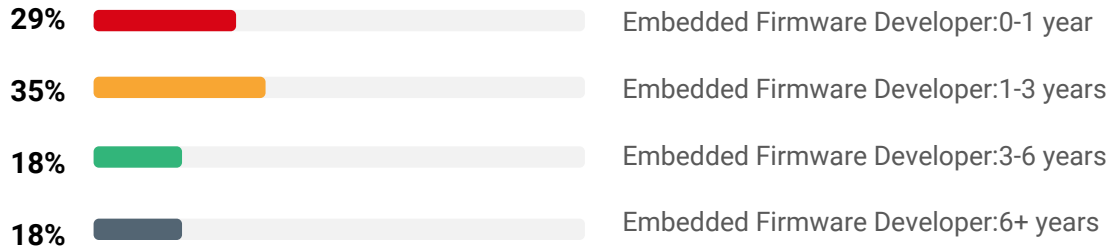
Salaries by Company Size				Salaries by Company Type	
<p>232,500</p> <p>Corporate 300+ employees</p>	<p>325,000</p> <p>Big 100 - 300 employees</p>	<p>---</p> <p>Medium 25 - 100 employees</p>	<p>287,500</p> <p>Small < 25 employees</p>	<p>267,500</p> <p>Local</p>	<p>254,167</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>241,667</p> <p>Both Products & Services</p>	<p>325,000</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>225,000</p> <p>Both Domestic & Exports</p>	<p>300,000</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

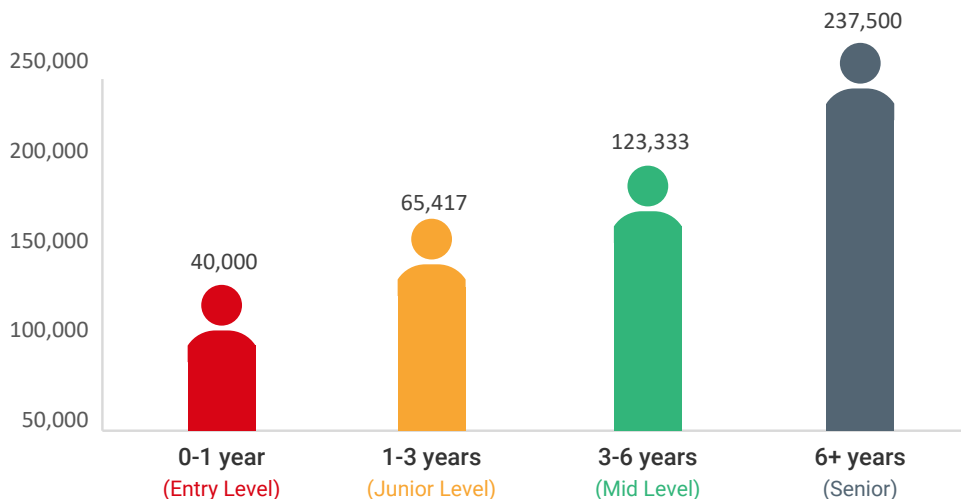


Embedded Firmware Developers Programmers

■ 34 Embedded Firmware Developers Programmers by Experience Level



■ Average Nationwide Salaries (PKR)

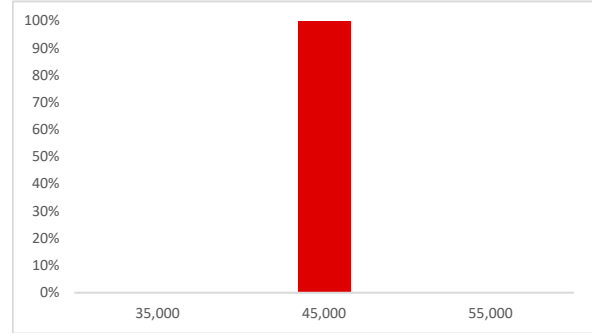


PKR 40,000
National Average

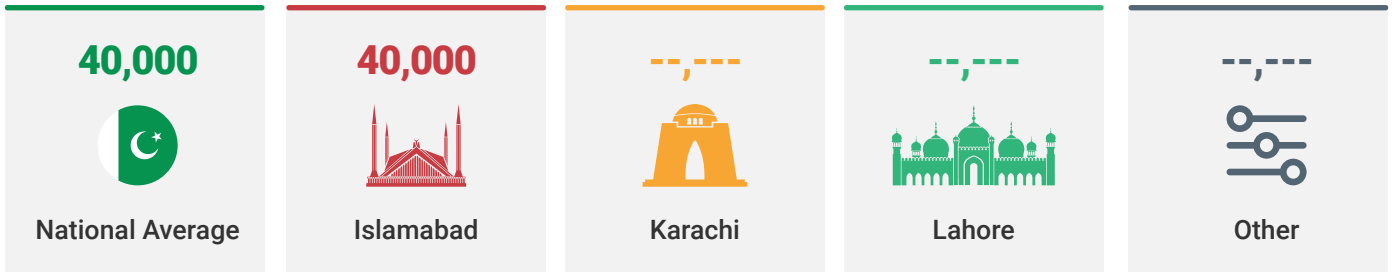
Most Common Salary
PKR 40,000

Highest Salary (Max)
PKR 40,000 ▲

Entry Level Salary Histogram - Embedded Firmware Developers Programmers

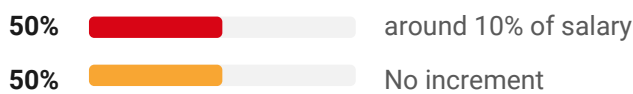


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>---</p> <p>Corporate 300+ employees</p>	<p>40,000</p> <p>Big 100 - 300 employees</p>	<p>---</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>40,000</p> <p>Local</p>	<p>---</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>40,000</p> <p>Both Products & Services</p>	<p>---</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>---</p> <p>Both Domestic & Exports</p>	<p>---</p> <p>Exports (Outsourcing)</p>	<p>40,000</p> <p>Domestic</p>

■ Average Last Increment

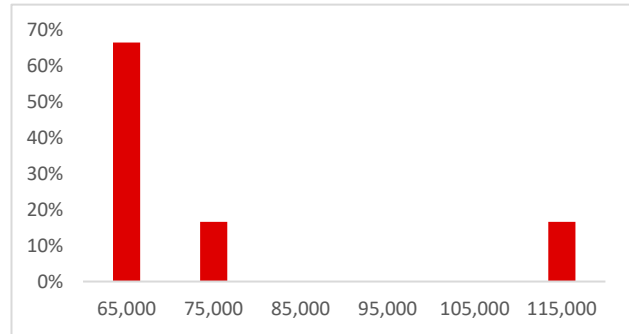


PKR 65,417
National Average

Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 112,500 ▲

Junior Level Salary Histogram - Embedded Firmware Developers Programmers

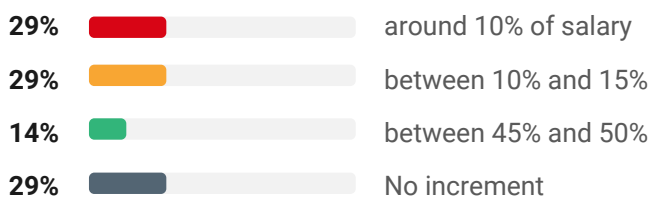


■ Average Nationwide Salaries (PKR)

<p>65,417</p> <p>National Average</p>	<p>56,000</p> <p>Islamabad</p>	<p>---</p> <p>Karachi</p>	<p>112,500</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>---</p> <p>Corporate 300+ employees</p>	<p>72,500</p> <p>Big 100 - 300 employees</p>	<p>58,333</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>72,500</p> <p>Local</p>	<p>58,333</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>56,875</p> <p>Both Products & Services</p>	<p>82,500</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>52,500</p> <p>Both Domestic & Exports</p>	<p>71,875</p> <p>Exports (Outsourcing)</p>	<p>52,500</p> <p>Domestic</p>

■ Average Last Increment

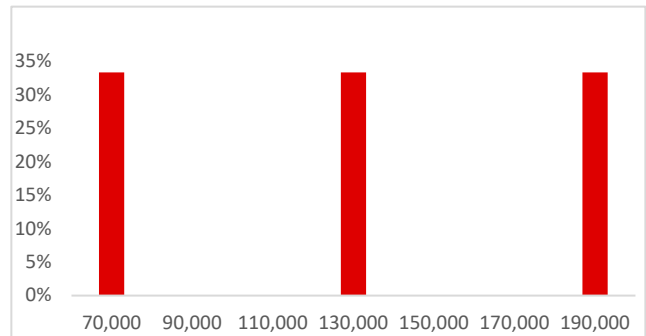


PKR 123,334
National Average

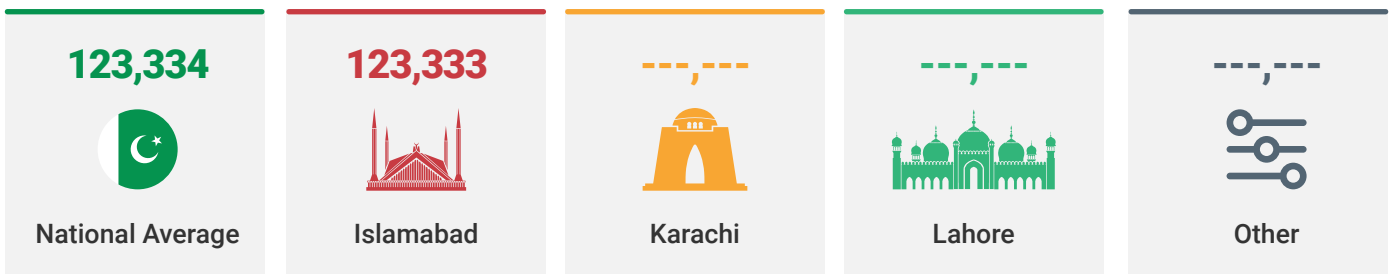
Most Common Salary
PKR 70,000

Highest Salary (Max)
PKR 187,500 ▲

Middle Level Salary Histogram - Embedded Firmware Developers Programmers

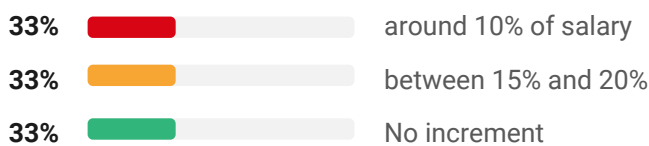


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>---</p> <p>Corporate 300+ employees</p>	<p>70,000</p> <p>Big 100 - 300 employees</p>	<p>150,000</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>---</p> <p>Local</p>	<p>123,334</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>70,000</p> <p>Both Products & Services</p>	<p>187,500</p> <p>Services</p>	<p>112,500</p> <p>Products</p>	<p>187,500</p> <p>Both Domestic & Exports</p>	<p>91,250</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

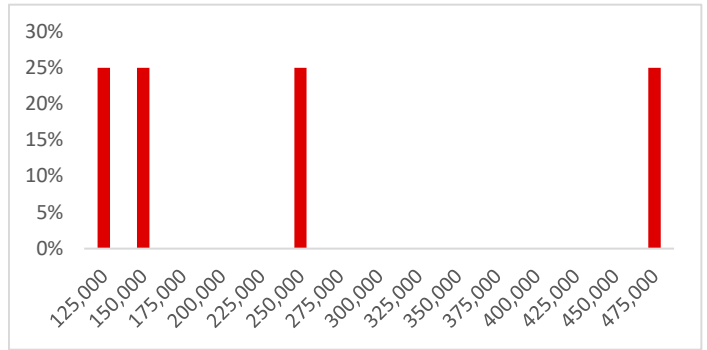


PKR 237,500
National Average

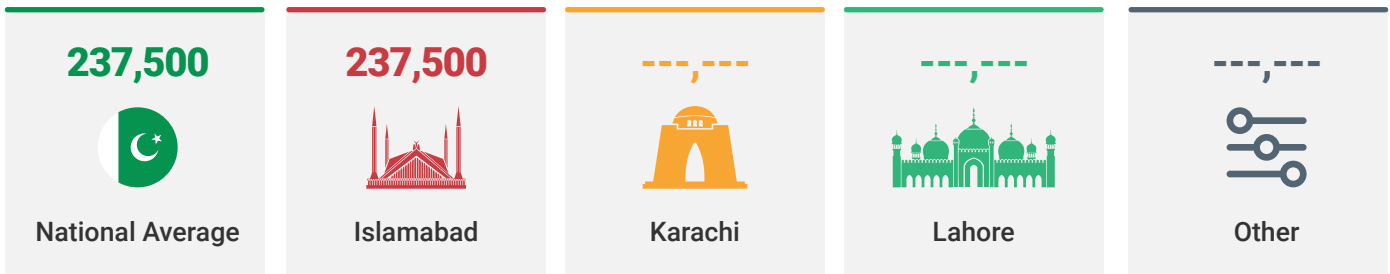
Most Common Salary
PKR 112,500

Highest Salary (Max)
PKR 462,500 ▲

Senior Level Salary Histogram - Embedded Firmware Developers Programmers

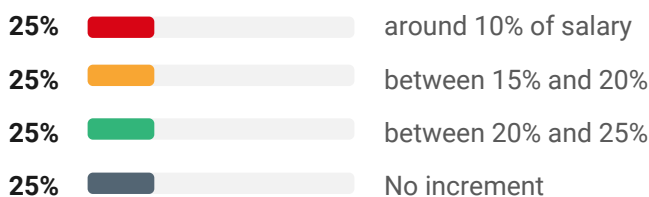


■ Average Nationwide Salaries (PKR)



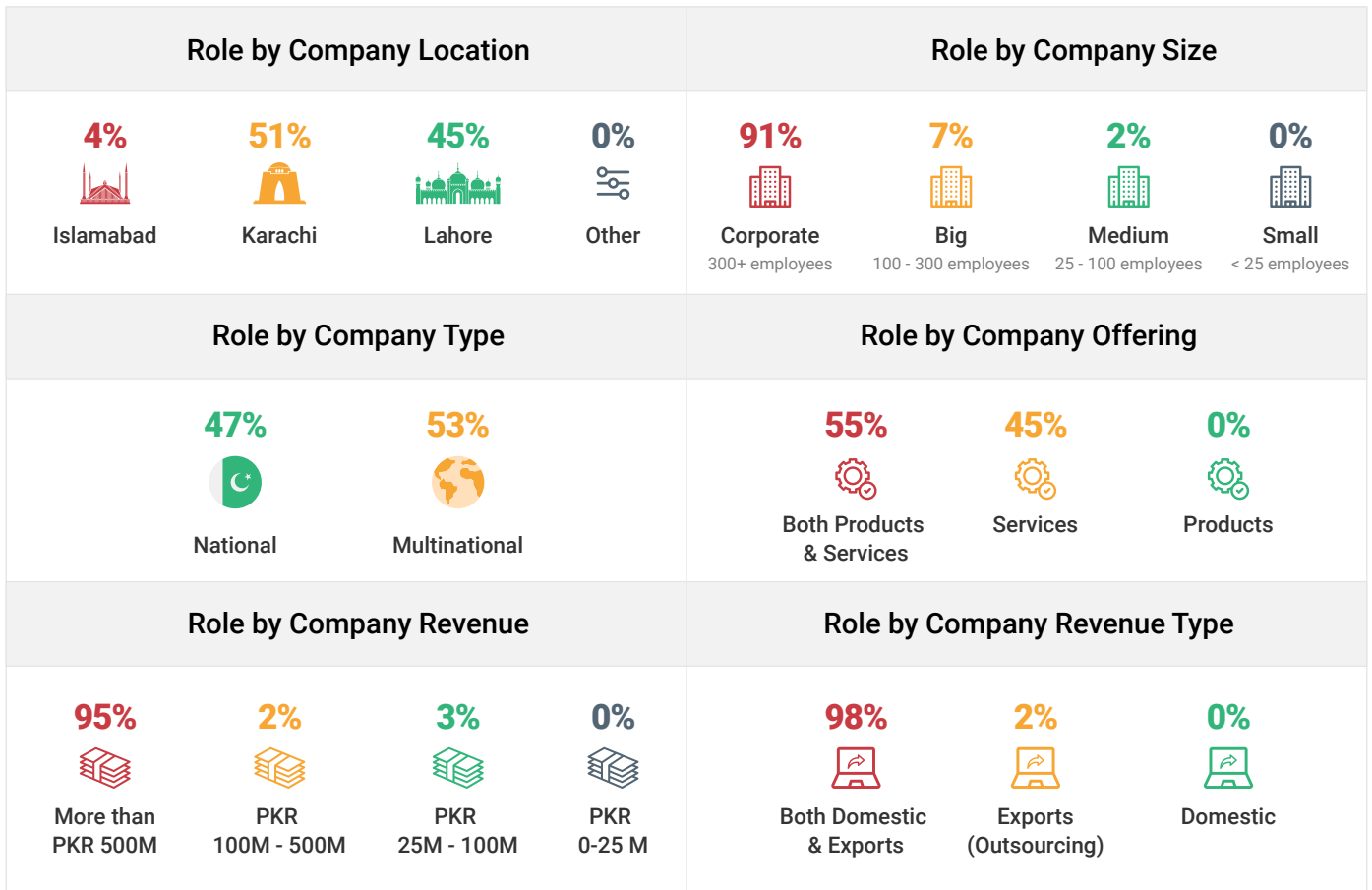
Salaries by Company Size				Salaries by Company Type	
[Icon] Corporate 300+ employees	237,500 [Icon] Big 100 - 300 employees	237,500 [Icon] Medium 25 - 100 employees	[Icon] Small < 25 employees	300,000 [Icon] Local	175,000 [Icon] Multinational
Salaries by Company Offering			Salaries by Company Revenue Type		
237,500 [Icon] Both Products & Services	287,500 [Icon] Services	137,500 [Icon] Products	125,000 [Icon] Both Domestic & Exports	350,000 [Icon] Exports (Outsourcing)	[Icon] Domestic

■ Average Last Increment

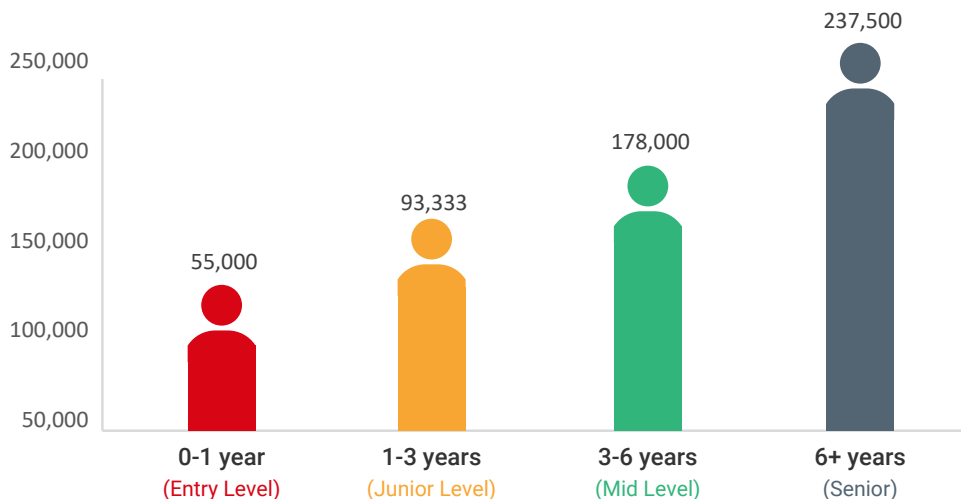


Microsoft Dynamics AX Programmers

123 Microsoft Dynamics AX Programmers by Experience Level



Average Nationwide Salaries (PKR)

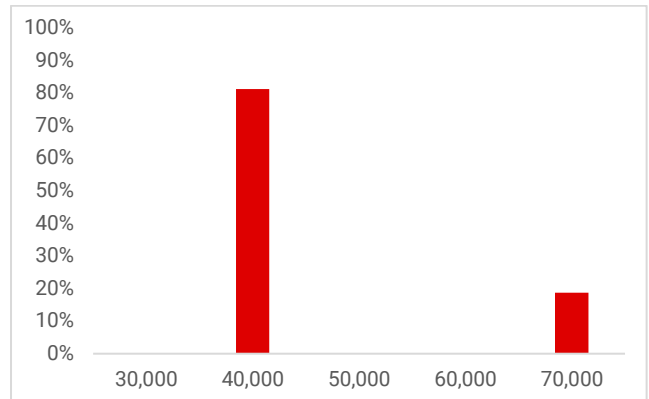


PKR 55,000
National Average

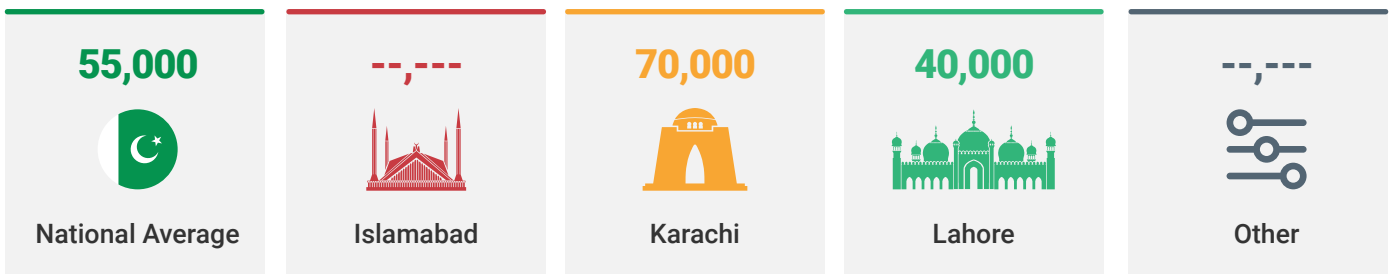
Most Common Salary
PKR 40,000

Highest Salary (Max)
PKR 70,000 ▲

Entry Level Salary Histogram - Microsoft Dynamics AX Programmers



■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>55,000</p> <p>Corporate</p> <p>300+ employees</p>	<p>---, ---</p> <p>Big</p> <p>100 - 300 employees</p>	<p>---, ---</p> <p>Medium</p> <p>25 - 100 employees</p>	<p>---, ---</p> <p>Small</p> <p>< 25 employees</p>	<p>40,000</p> <p>Local</p>	<p>70,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>70,000</p> <p>Both Products & Services</p>	<p>40,000</p> <p>Services</p>	<p>---, ---</p> <p>Products</p>	<p>55,000</p> <p>Both Domestic & Exports</p>	<p>---, ---</p> <p>Exports (Outsourcing)</p>	<p>---, ---</p> <p>Domestic</p>

■ Average Last Increment

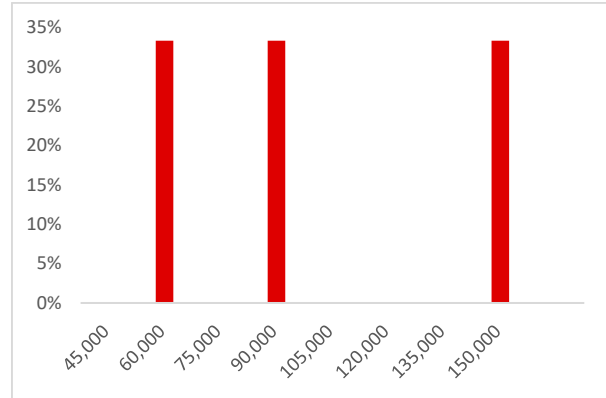


PKR 93,333
National Average

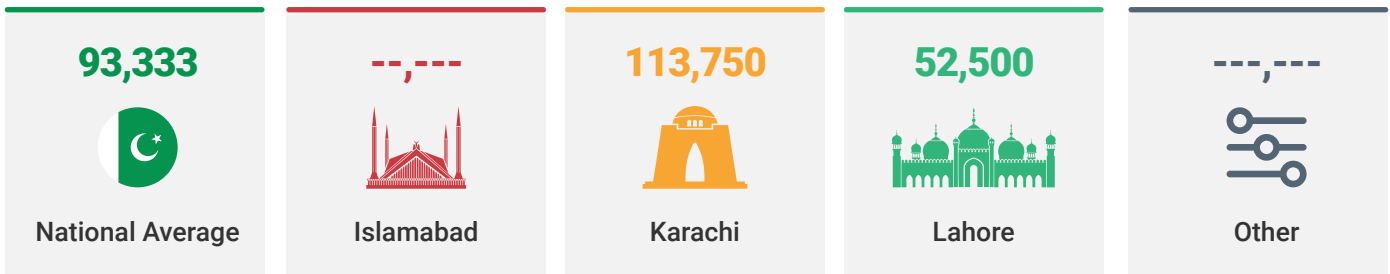
Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 137,500 ▲

Junior Level Salary Histogram - Microsoft Dynamics AX Programmers



■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>71,250</p> <p>Corporate 300+ employees</p>	<p>---</p> <p>Big 100 - 300 employees</p>	<p>137,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>95,000</p> <p>Local</p>	<p>90,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>113,750</p> <p>Both Products & Services</p>	<p>52,500</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>93,333</p> <p>Both Domestic & Exports</p>	<p>---</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

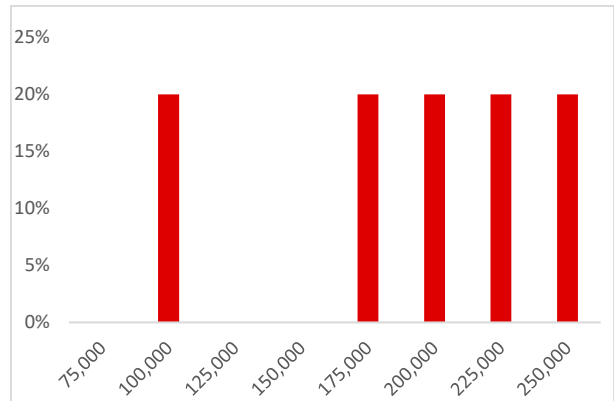


PKR 178,000
National Average

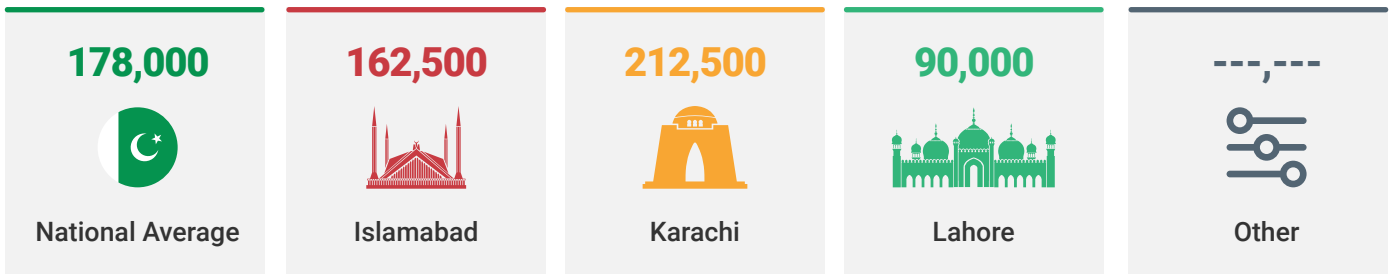
Most Common Salary
PKR 90,000

Highest Salary (Max)
PKR 237,500 ▲

Middle Level Salary Histogram - Microsoft Dynamics AX Programmers

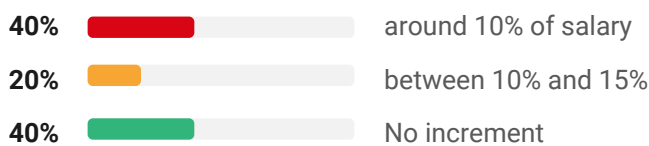


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>138,750</p> <p>Corporate 300+ employees</p>	<p>200,000</p> <p>Big 100 - 300 employees</p>	<p>212,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>151,250</p>	<p>195,833</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>200,000</p> <p>Both Products & Services</p>	<p>90,000</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>163,125</p> <p>Both Domestic & Exports</p>	<p>237,500</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

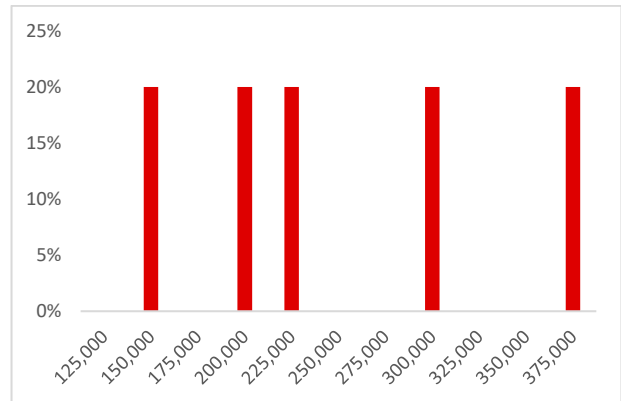


PKR 237,500
National Average

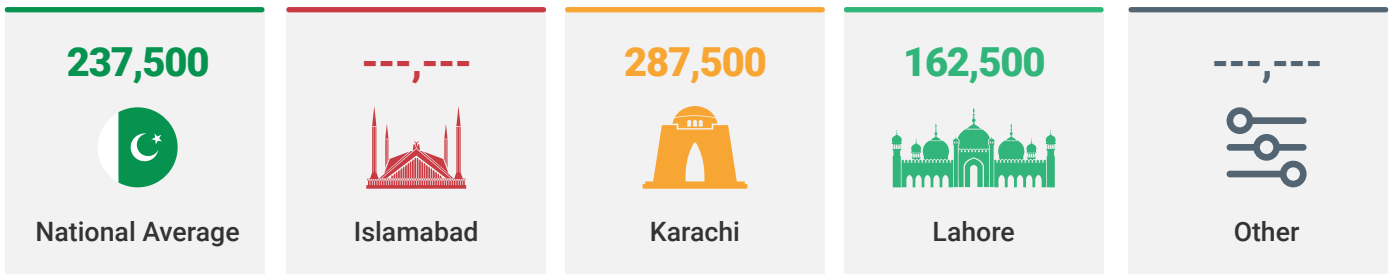
Most Common Salary
PKR 137,500

Highest Salary (Max)
PKR 362,500 ▲

Senior Level Salary Histogram - Microsoft Dynamics AX Programmers

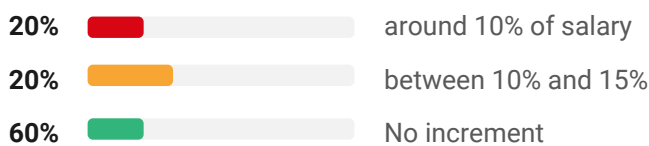


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>200,000</p> <p>Corporate 300+ employees</p>	<p>250,000</p> <p>Big 100 - 300 employees</p>	<p>287,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>204,167</p> <p>Local</p>	<p>287,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>287,500</p> <p>Both Products & Services</p>	<p>162,500</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>229,167</p> <p>Both Domestic & Exports</p>	<p>250,000</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment



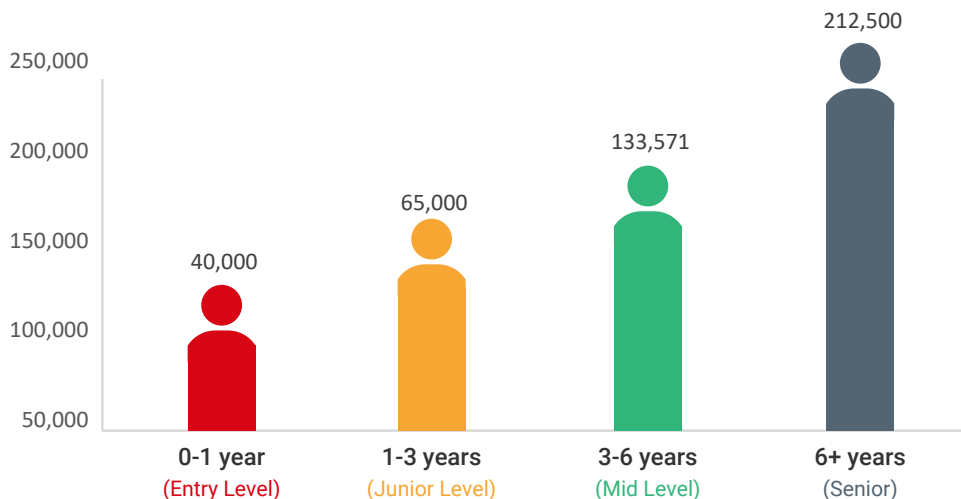
Microsoft SharePoint Developers

37 Microsoft SharePoint Developers by Experience Level



Role by Company Location				Role by Company Size			
41%	49%	11%	0%	11%	46%	41%	3%
Islamabad	Karachi	Lahore	Other	Corporate	Big	Medium	Small
				300+ employees	100 - 300 employees	25 - 100 employees	< 25 employees
Role by Company Type				Role by Company Offering			
59%	41%			49%	51%	0%	
National	Multinational			Both Products & Services	Services	Products	
Role by Company Revenue				Role by Company Revenue Type			
43%	14%	35%	8%	81%	19%	0%	
More than PKR 500M	PKR 100M - 500M	PKR 25M - 100M	PKR 0-25 M	Both Domestic & Exports	Exports (Outsourcing)	Domestic	

Average Nationwide Salaries (PKR)

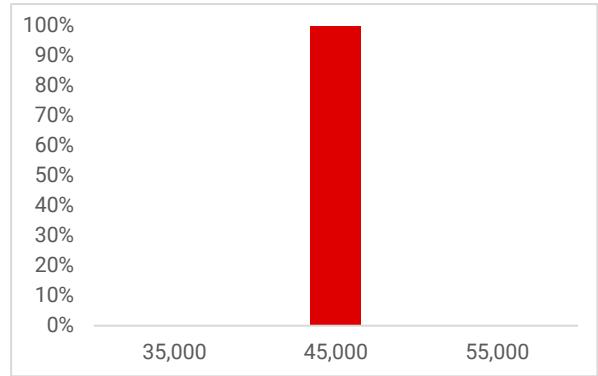


PKR 40,000
National Average

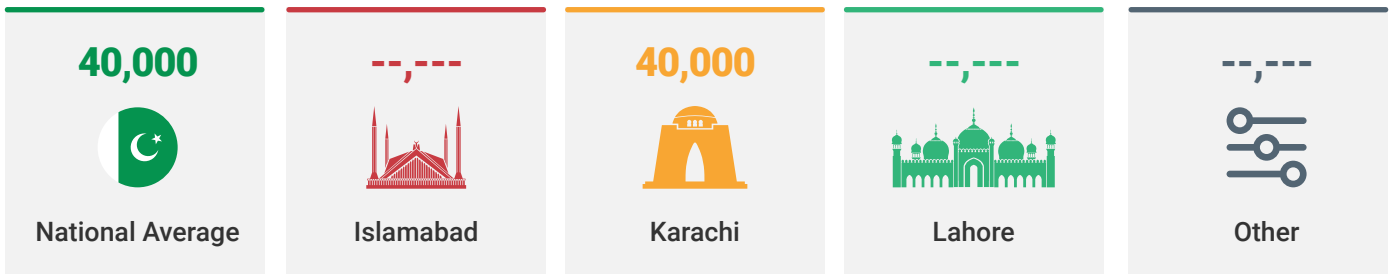
Most Common Salary
PKR 40,000

Highest Salary (Max)
PKR 40,000 ▲

Entry Level Salary Histogram - Microsoft SharePoint Developers



■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>---</p> <p>Corporate 300+ employees</p>	<p>---</p> <p>Big 100 - 300 employees</p>	<p>40,000</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>40,000</p> <p>Local</p>	<p>---</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>40,000</p> <p>Both Products & Services</p>	<p>---</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>40,000</p> <p>Both Domestic & Exports</p>	<p>---</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

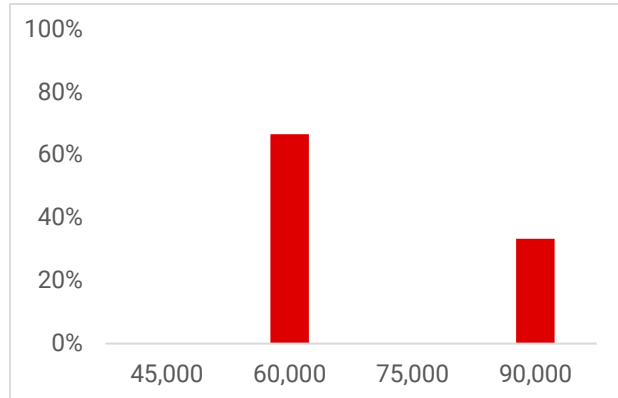


PKR 65,000
National Average

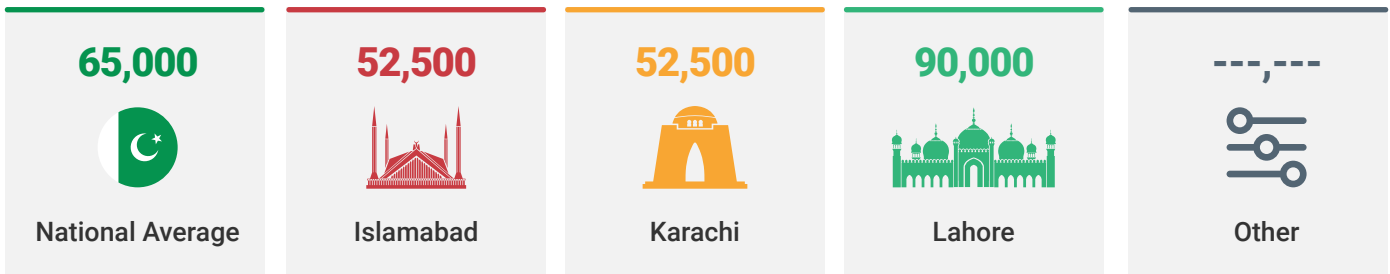
Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 90,000 ▲

Junior Level Salary Histogram - Microsoft SharePoint Developers

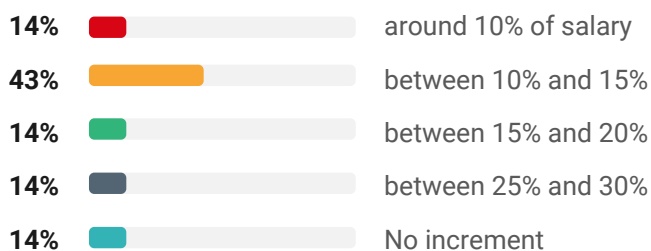


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>71,250</p> <p>Corporate 300+ employees</p>	<p>---</p> <p>Big 100 - 300 employees</p>	<p>---</p> <p>Medium 25 - 100 employees</p>	<p>52,500</p> <p>Small < 25 employees</p>	<p>65,000</p> <p>Local</p>	<p>---</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>52,500</p> <p>Both Products & Services</p>	<p>90,000</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>65,000</p> <p>Both Domestic & Exports</p>	<p>---</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

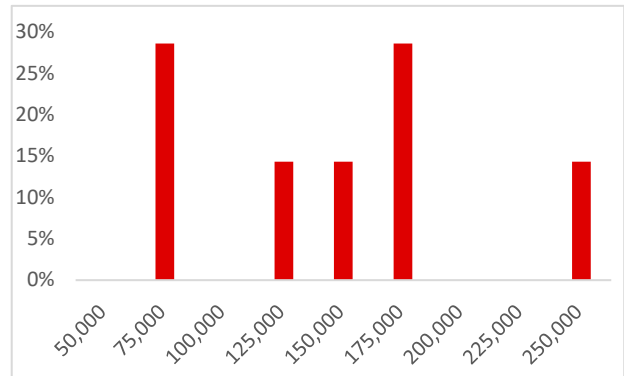


PKR 133,571
National Average

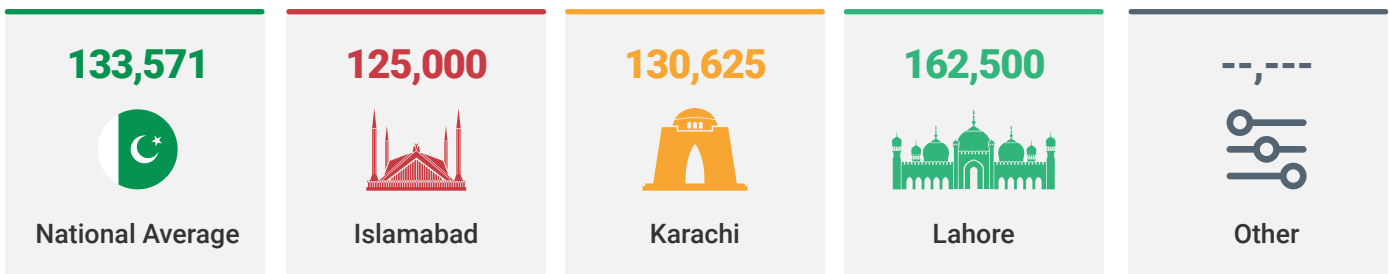
Most Common Salary
PKR 162,500

Highest Salary (Max)
PKR 237,500 ▲

Middle Level Salary Histogram - Microsoft SharePoint Developers

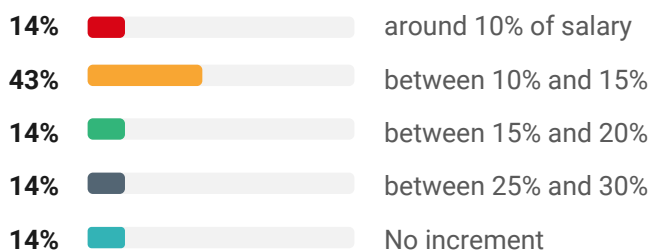


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>70,000</p> <p>Corporate 300+ employees</p>	<p>168,750</p> <p>Big 100 - 300 employees</p>	<p>95,000</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>130,625</p> <p>Local</p>	<p>137,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>115,000</p> <p>Both Products & Services</p>	<p>147,500</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>93,125</p> <p>Both Domestic & Exports</p>	<p>187,500</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

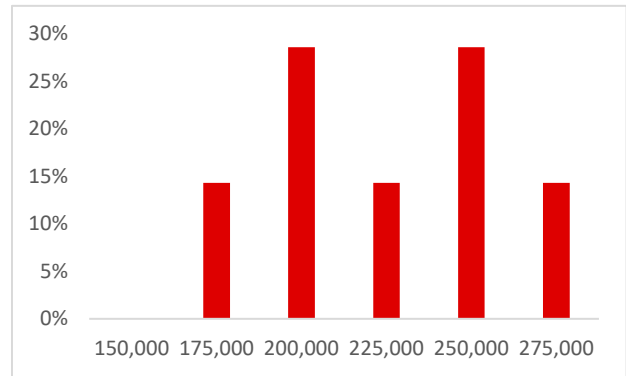


PKR 212,500
National Average

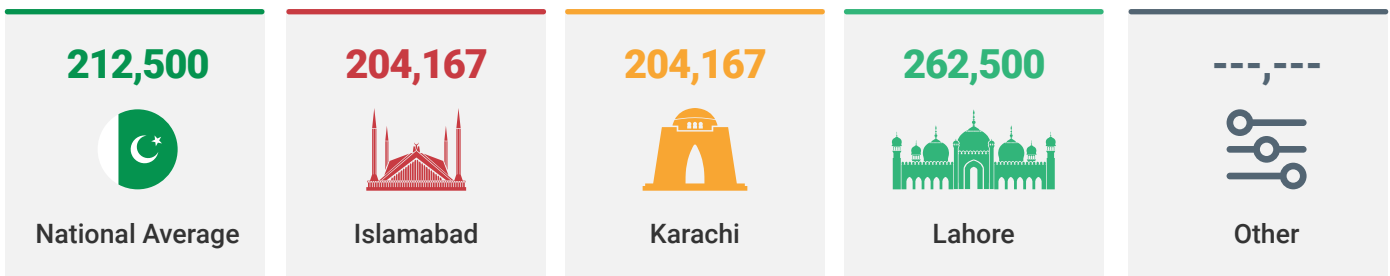
Most Common Salary
PKR 237,500

Highest Salary (Max)
PKR 262,500 ▲

Senior Level Salary Histogram - Microsoft SharePoint Developers

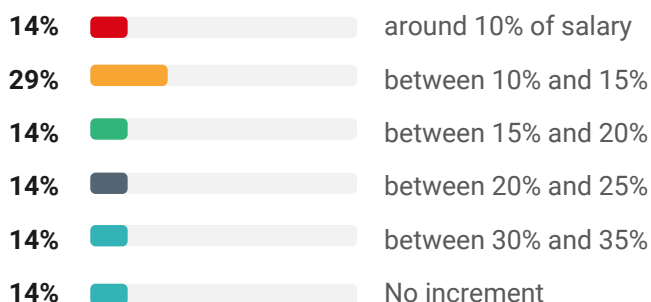


■ Average Nationwide Salaries (PKR)



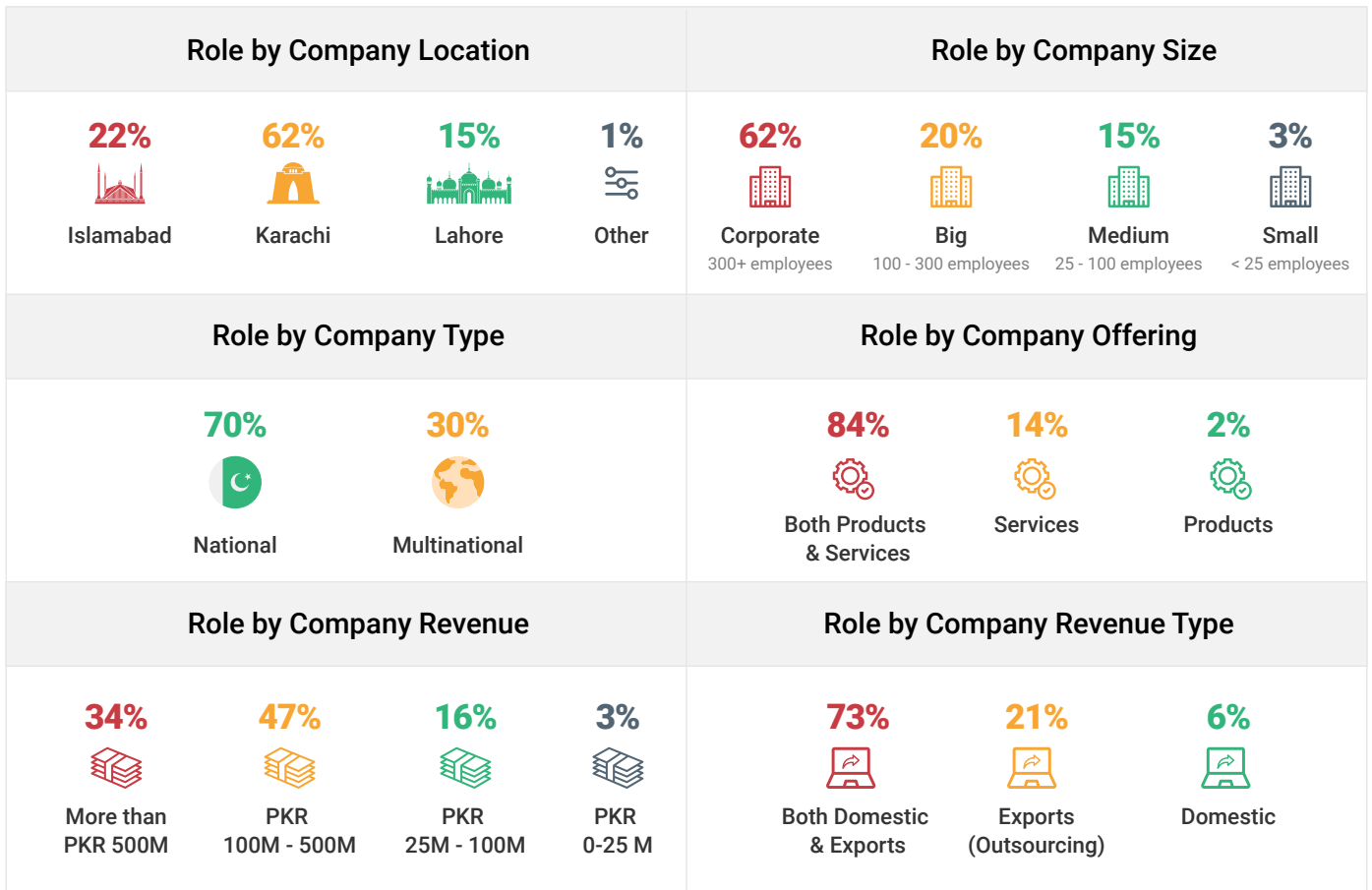
Salaries by Company Size				Salaries by Company Type	
<p>162,500</p> <p>Corporate 300+ employees</p>	<p>231,250</p> <p>Big 100 - 300 employees</p>	<p>200,000</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>218,750</p> <p>Local</p>	<p>204,167</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>175,000</p> <p>Both Products & Services</p>	<p>227,500</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>187,500</p> <p>Both Domestic & Exports</p>	<p>245,833</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

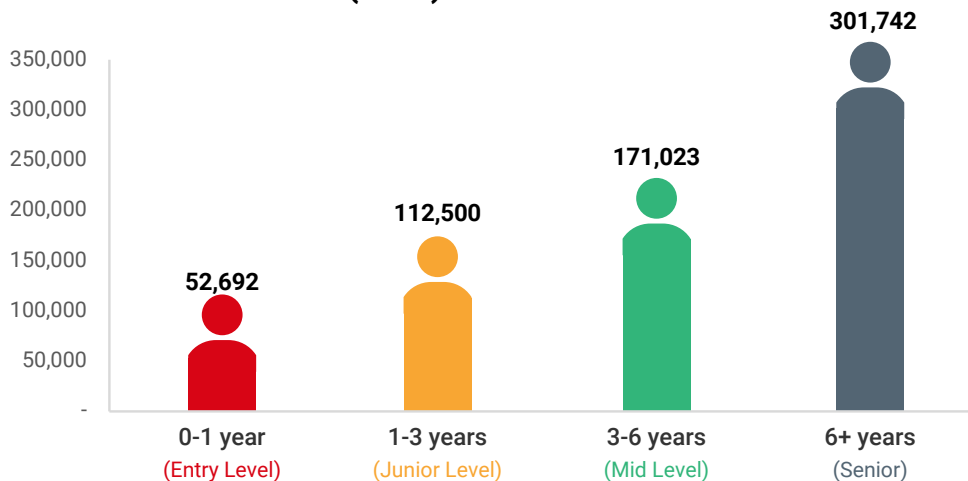


Software Architect Summary

663 Architects by Experience Level



Average Nationwide Salaries (PKR)



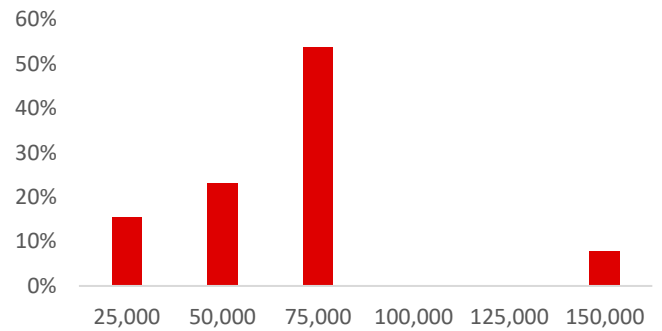
PKR 52,692
National Average

Most Common Salary Mode
PKR 52,500

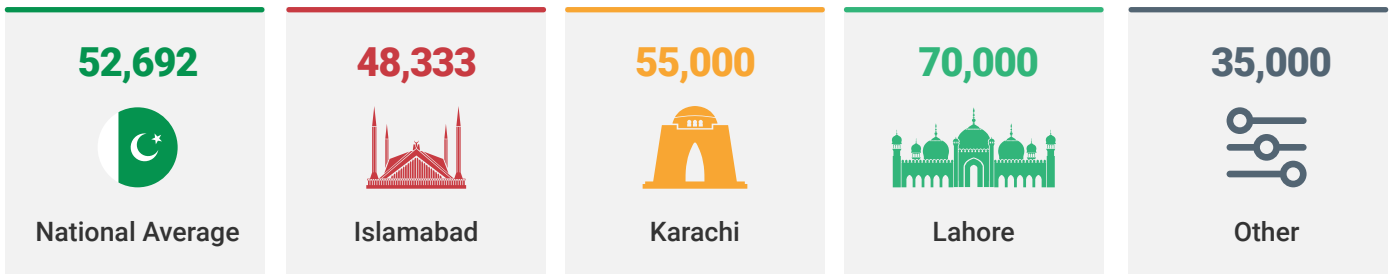
Highest Salary (Max)
PKR 137,500 ▲

Note: Software Architect is generally considered to be a senior-level role only. Only 11% companies indicated to have Software Architect with 0-1 years' experience. 13% of total Software Architects are of this experience level.

Entry Level Salary Histogram - Software Architect



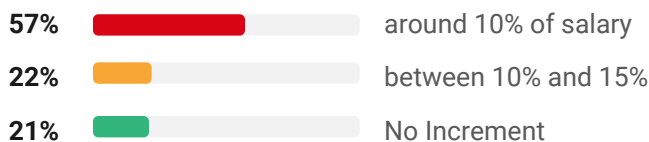
■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>46,667</p> <p>Corporate 300+ employees</p>	<p>51,250</p> <p>Big 100 - 300 employees</p>	<p>46,250</p> <p>Medium 25 - 100 employees</p>	<p>77,500</p> <p>Small < 25 employees</p>	<p>56,667</p> <p>Local</p>	<p>43,750</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>54,500</p> <p>Both Products & Services</p>	<p>46,667</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>36,000</p> <p>Both Domestic & Exports</p>	<p>61,250</p> <p>Exports (Outsourcing)</p>	<p>63,750</p> <p>Domestic</p>

■ Average Last Increment

All companies gave less than 15% increment



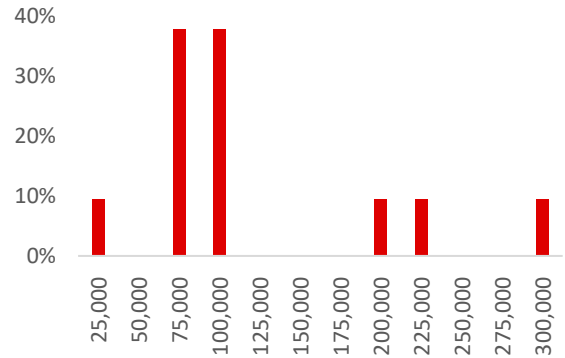
PKR 112,500
National Average

Most Common Salary Mode
PKR 90,000

Highest Salary (Max)
PKR 287,500 ▲

Note: Software Architect is generally considered to be a senior-level role only. Only 12% companies indicated to have Software Architect with 1-3 years' experience. 14% of total Software Architects are of this experience level.

Junior Level Salary Histogram - Software Architect



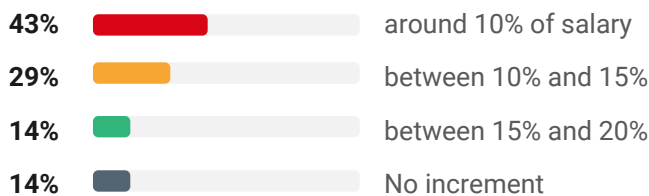
■ Average Nationwide Salaries (PKR)

<p>112,500</p> <p>National Average</p>	<p>104,375</p> <p>Islamabad</p>	<p>92,500</p> <p>Karachi</p>	<p>188,750</p> <p>Lahore</p>
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Salaries by Company Size			Salaries by Company Type		
<p>122,500</p> <p>Corporate 300+ employees</p>	<p>80,000</p> <p>Big 100 - 300 employees</p>	<p>116,667</p> <p>Medium 25 - 100 employees</p>	<p>122,500</p> <p>Local</p>	<p>92,500</p> <p>Multinational</p>	
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>109,250</p> <p>Both Products & Services</p>	<p>128,750</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>128,750</p> <p>Both Domestic & Exports</p>	<p>90,000</p> <p>Exports (Outsourcing)</p>	<p>76,667</p> <p>Domestic</p>

■ Average Last Increment

72% companies gave less than 15% increment



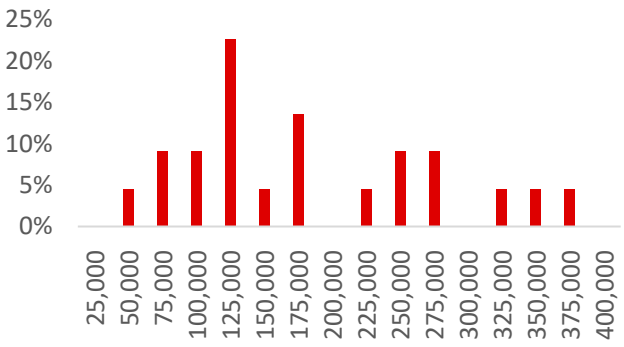
PKR 171,023
National Average

Most Common Salary Mode
PKR 112,500

Highest Salary (Max)
PKR 362,500 ▲

Note: Software Architect is generally considered to be a senior-level role only. Only 19% companies indicated to have Software Architect with 3-6 years' experience. 27% of total Software Architects are of this experience level.

Middle Level Salary Histogram - Software Architect



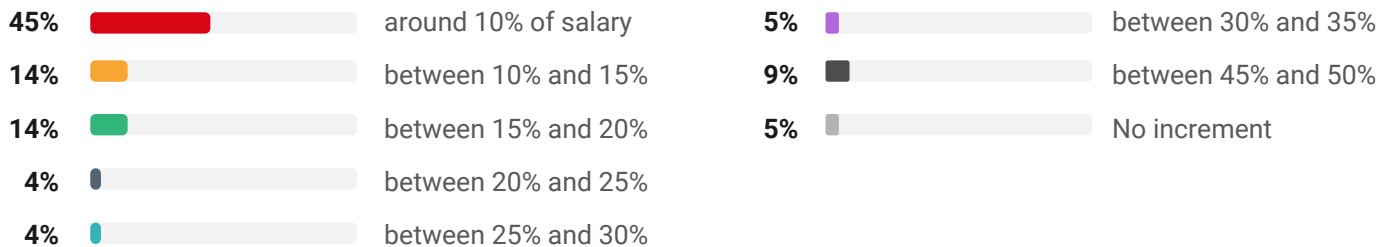
■ Average Nationwide Salaries (PKR)

<p>171,023</p> <p>National Average</p>	<p>191,429</p> <p>Islamabad</p>	<p>118,929</p> <p>Karachi</p>	<p>241,667</p> <p>Lahore</p>	<p>70,000</p> <p>Other</p>
---	--	--------------------------------------	-------------------------------------	-----------------------------------

Salaries by Company Size				Salaries by Company Type	
<p>123,125</p> <p>Corporate 300+ employees</p>	<p>207,500</p> <p>Big 100 - 300 employees</p>	<p>186,364</p> <p>Medium 25 - 100 employees</p>	<p>91,250</p> <p>Small < 25 employees</p>	<p>191,406</p> <p>Local</p>	<p>116,667</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>139,808</p> <p>Both Products & Services</p>	<p>181,429</p> <p>Services</p>	<p>337,500</p> <p>Products</p>	<p>149,500</p> <p>Both Domestic & Exports</p>	<p>198,333</p> <p>Exports (Outsourcing)</p>	<p>185,833</p> <p>Domestic</p>

■ Average Last Increment

45% companies gave 10% increment



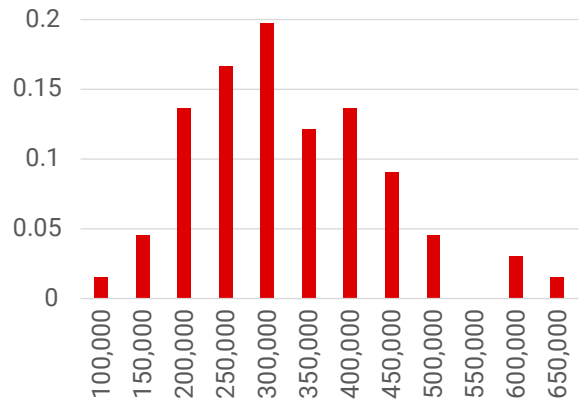
PKR 301,742
National Average

Most Common Salary Mode
PKR 262,500

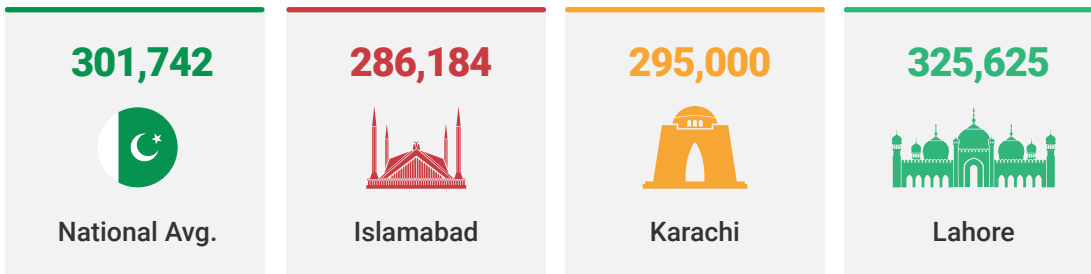
Highest Salary (Max)
PKR 625,000 ▲

Note: Software Architect is generally considered to be a senior-level role only. 58% companies indicated to have Software Architect with more than 6 years' experience. 46% of total Software Architects are of this experience level, making this analysis to cover 304 Architects nationwide.

Senior Level Salary Histogram - Software Architect



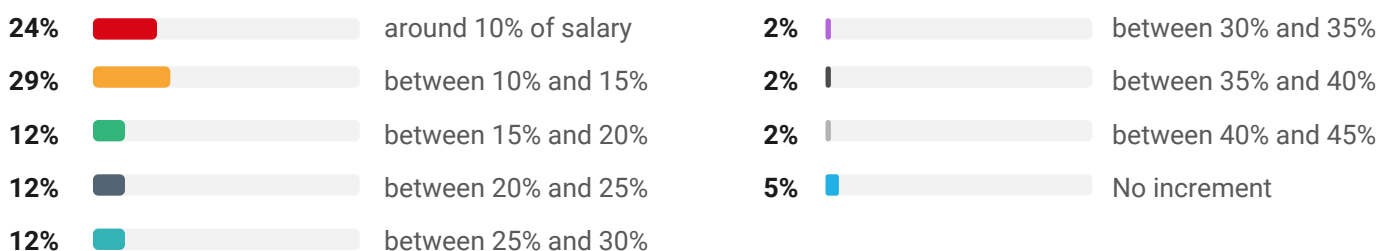
■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>262,708</p> <p>Corporate 300+ employees</p>	<p>325,000</p> <p>Big 100 - 300 employees</p>	<p>317,188</p> <p>Medium 25 - 100 employees</p>	<p>239,286</p> <p>Small < 25 employees</p>	<p>296,944</p> <p>National</p>	<p>312,024</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>288,813</p> <p>Both Products & Services</p>	<p>293,750</p> <p>Services</p>	<p>414,583</p> <p>Products</p>	<p>259,545</p> <p>Both Domestic & Exports</p>	<p>351,500</p> <p>Exports (Outsourcing)</p>	<p>320,313</p> <p>Domestic</p>

■ Average Last Increment

More than 53% companies gave less than 15% increment



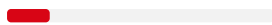
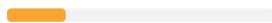

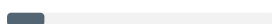
Specialized Programming Roles

These roles had limited data (less than 5 companies) in the sample and hence only average values are being included for reference.

Salesforce Roles

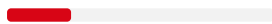

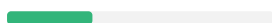
■ Salesforce Developer

49 Salesforce Developers across Pakistan

Experience Level	Employees	National Average Salary	Avg. Last Increment
Entry: 0-1 years	 16%	53,125	around 10% of salary
Junior: 1-3 years	 22%	101,250	between 15 to 20%
Middle: 3-6 years	 47%	162,500	between 20 to 40%
Senior: 6+ years	 14%	187,500	between 15 to 20%

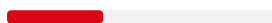

■ Salesforce Administrator

31 Salesforce Administrators across Pakistan

Experience Level	Employees	National Average Salary	Avg. Last Increment
Junior: 0-3 years	 24%	52,500	between 20 to 25%
Middle: 3-6 years	 55%	92,500	between 10 to 15%
Senior: 6+ years	 32%	181,250	between 20 to 25%

■ Salesforce Architect

15 Salesforce Architects across Pakistan

Experience Level	Employees	National Average Salary	Avg. Last Increment
Middle: 3-6 years	 36%	237,000	between 15 to 20%
Senior: 6+ years	 64%	268,750	between 15 to 20%

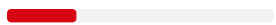
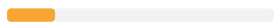
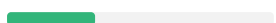
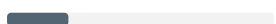
Specialized Programming Roles

These roles had limited data (less than 5 companies) in the sample and hence only average values are being included for reference.

CRM Roles

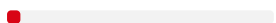
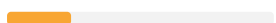

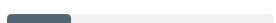
■ SAP/ERP Developer

39 SAP/ERP Developers across Pakistan

Experience Level	Employees	National Average Salary	Avg. Last Increment
Entry: 0-1 years	 26%	46,500	between 10 to 20%
Junior: 1-3 years	 18%	70,000	between 10 to 15%
Middle: 3-6 years	 33%	150,000	between 10 to 15%
Senior: 6+ years	 23%	212,500	between 10 to 15%

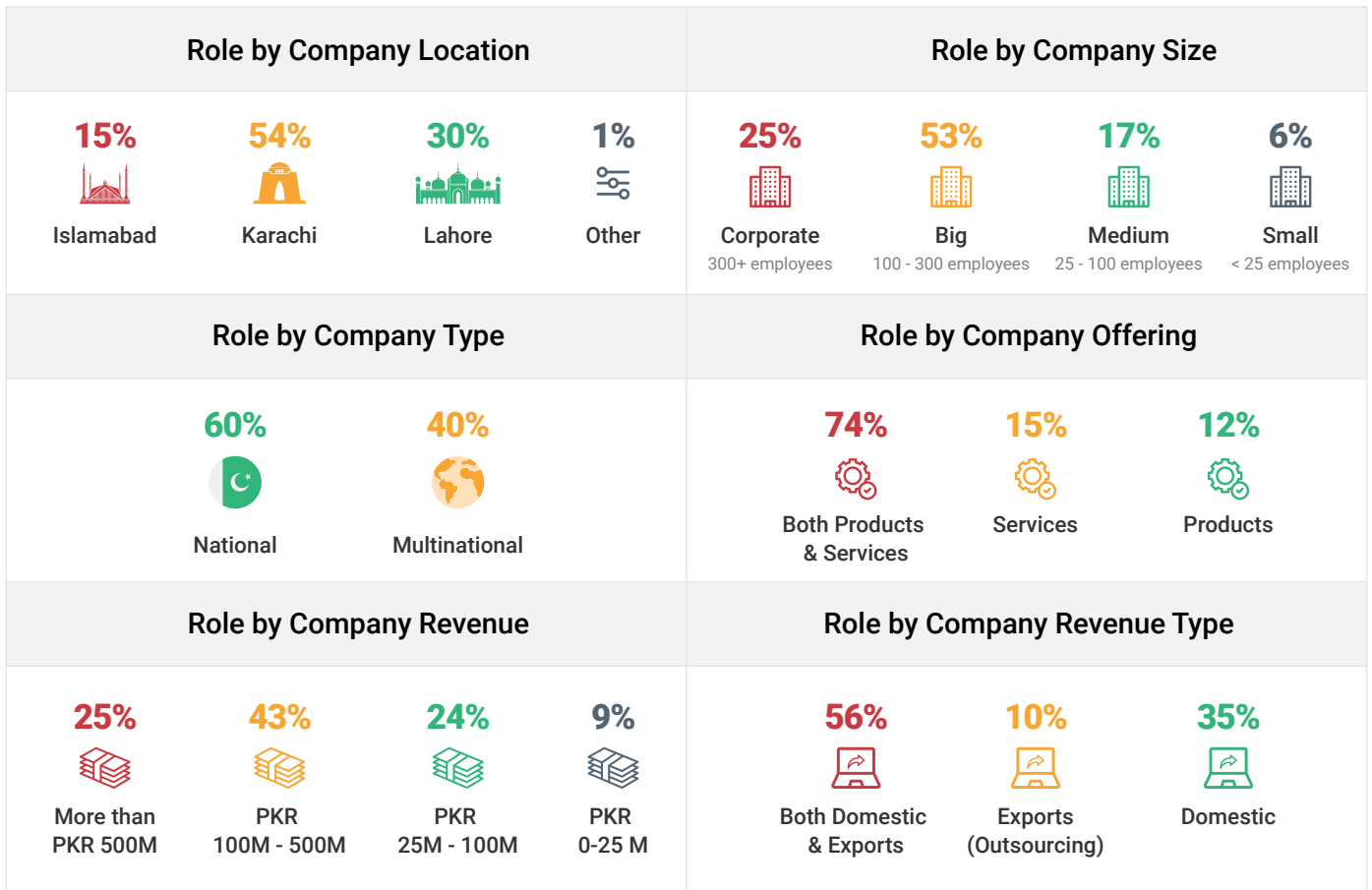
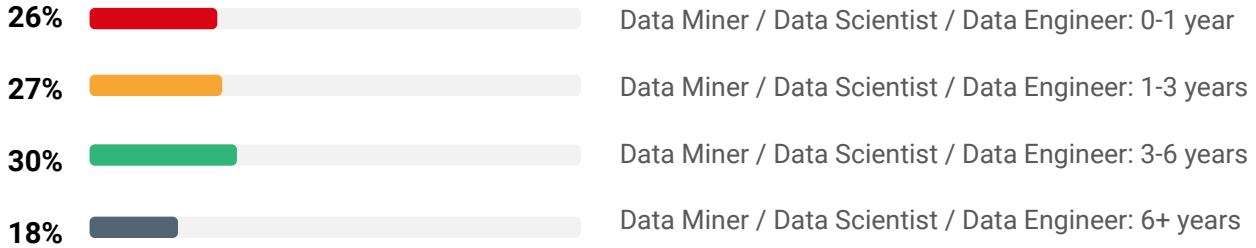
■ Siebel Developer

13 Siebel Developers across Pakistan

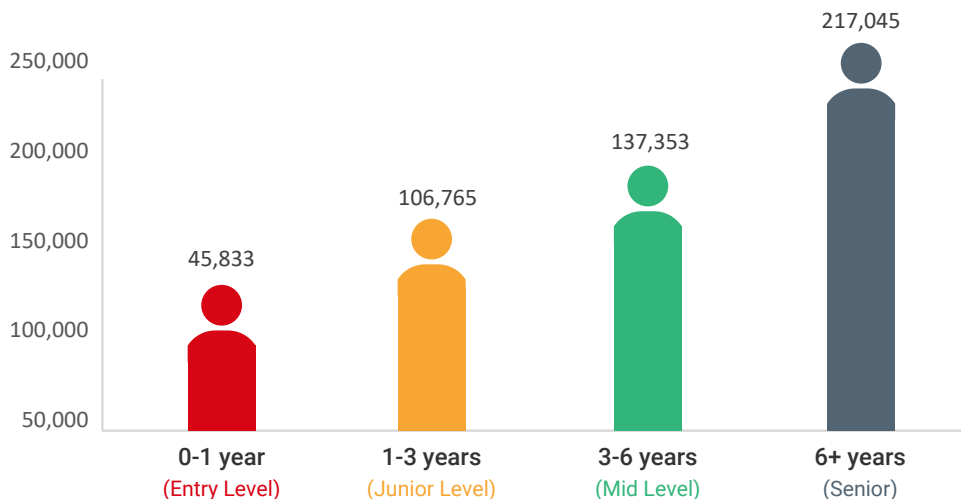
Experience Level	Employees	National Average Salary	Avg. Last Increment
Entry: 0-1 years	 5%	40,000	around 10% of salary
Junior: 1-3 years	 24%	70,000	between 10 to 15%
Middle: 3-6 years	 10%	90,000	between 10 to 15%
Senior: 6+ years	 24%	162,500	between 10 to 15%

Data Miner / Data Scientist / Data Engineer

200 Data Miner / Data Scientist / Data Engineer by Experience Level



Average Nationwide Salaries (PKR)

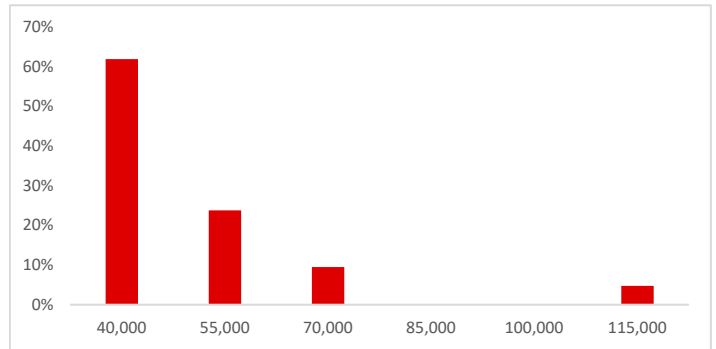


PKR 45,833
National Average

Most Common Salary
PKR 40,000

Highest Salary (Max)
PKR 112,500 ▲

Entry Level Salary Histogram - Data Miner / Data Scientist / Data Engineer

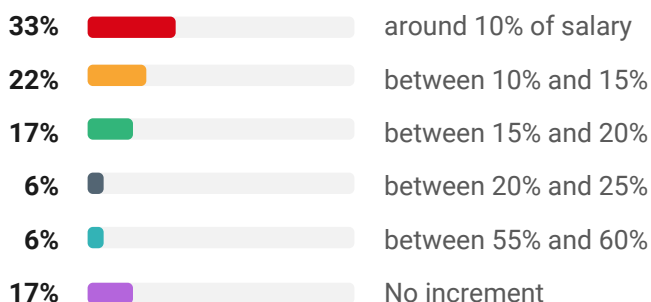


■ Average Nationwide Salaries (PKR)

<p>45,833</p> <p>National Average</p>	<p>40,833</p> <p>Islamabad</p>	<p>49,444</p> <p>Karachi</p>	<p>48,500</p> <p>Lahore</p>	<p>30,000</p> <p>Other</p>
--	---------------------------------------	-------------------------------------	------------------------------------	-----------------------------------

Salaries by Company Size				Salaries by Company Type	
<p>52,000</p> <p>Corporate 300+ employees</p>	<p>54,063</p> <p>Big 100 - 300 employees</p>	<p>31,500</p> <p>Medium 25 - 100 employees</p>	<p>37,500</p> <p>Small < 25 employees</p>	<p>41,154</p> <p>Local</p>	<p>53,438</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>42,500</p> <p>Both Products & Services</p>	<p>43,750</p> <p>Services</p>	<p>64,167</p> <p>Products</p>	<p>45,625</p> <p>Both Domestic & Exports</p>	<p>48,438</p> <p>Exports (Outsourcing)</p>	<p>42,000</p> <p>Domestic</p>

■ Average Last Increment

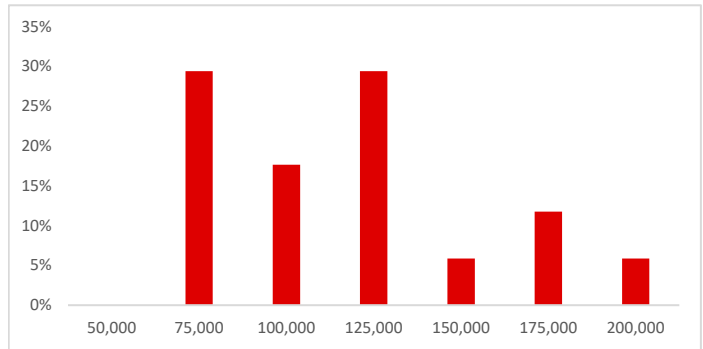


PKR 106,765
National Average

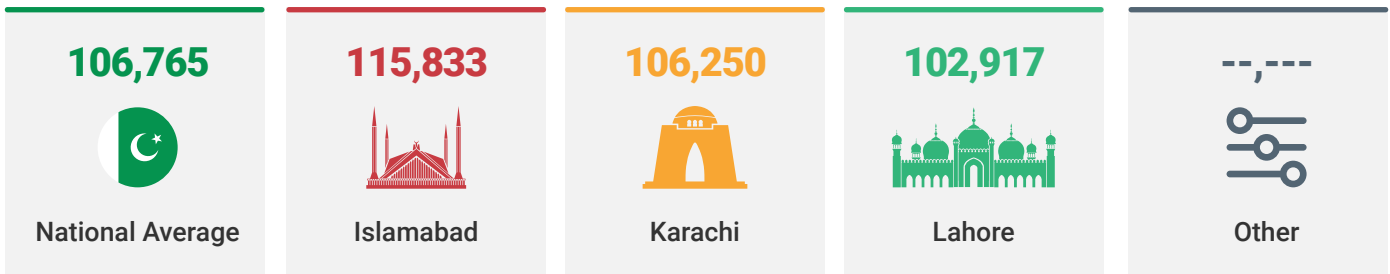
Most Common Salary
PKR 112,500

Highest Salary (Max)
PKR 187,500 ▲

Junior Level Salary Histogram - Data Miner / Data Scientist / Data Engineer

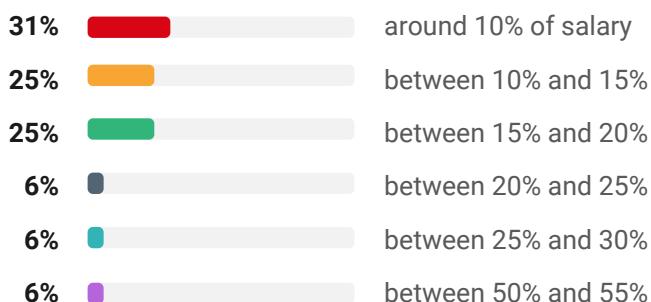


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>81,250</p> <p>Corporate 300+ employees</p>	<p>103,333</p> <p>Big 100 - 300 employees</p>	<p>117,917</p> <p>Medium 25 - 100 employees</p>	<p>162,500</p> <p>Small < 25 employees</p>	<p>96,667</p> <p>Local</p>	<p>118,125</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>95,455</p> <p>Both Products & Services</p>	<p>122,500</p> <p>Services</p>	<p>137,500</p> <p>Products</p>	<p>85,357</p> <p>Both Domestic & Exports</p>	<p>124,063</p> <p>Exports (Outsourcing)</p>	<p>112,500</p> <p>Domestic</p>

■ Average Last Increment

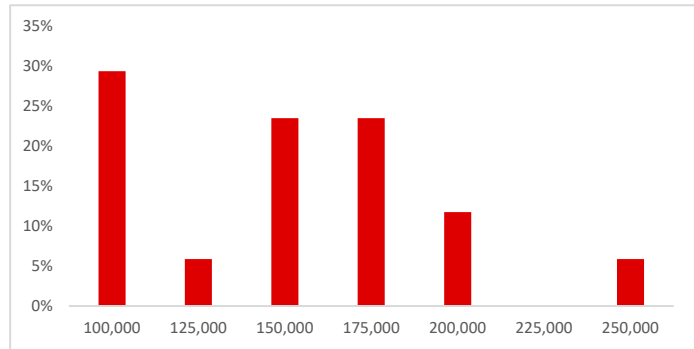


PKR 137,353
National Average

Most Common Salary
PKR 162,500

Highest Salary (Max)
PKR 237,500 ▲

Middle Level Salary Histogram - Data Miner / Data Scientist / Data Engineer

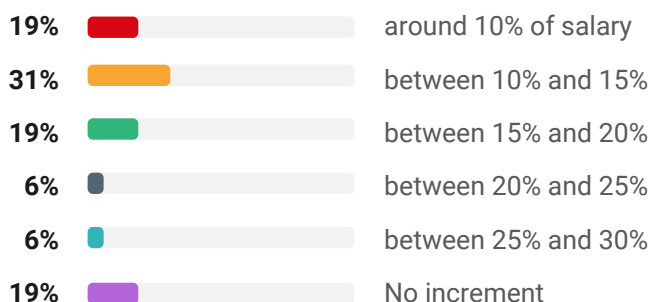


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>131,875</p> <p>Corporate 300+ employees</p>	<p>146,071</p> <p>Big 100 - 300 employees</p>	<p>170,833</p> <p>Medium 25 - 100 employees</p>	<p>90,833</p> <p>Small < 25 employees</p>	<p>135,192</p> <p>Local</p>	<p>144,375</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>136,667</p> <p>Both Products & Services</p>	<p>156,250</p> <p>Services</p>	<p>70,000</p> <p>Products</p>	<p>139,250</p> <p>Both Domestic & Exports</p>	<p>148,000</p> <p>Exports (Outsourcing)</p>	<p>101,250</p> <p>Domestic</p>

■ Average Last Increment

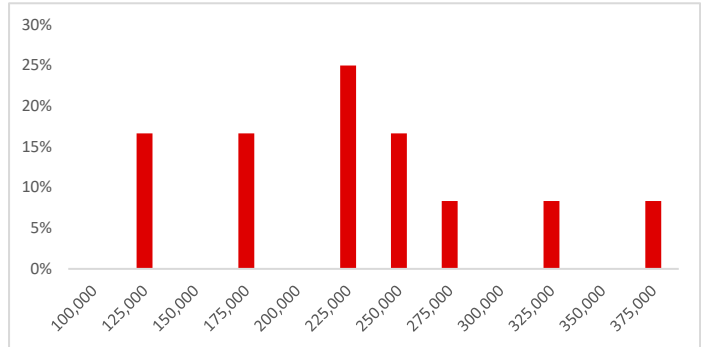


PKR 217,045
National Average

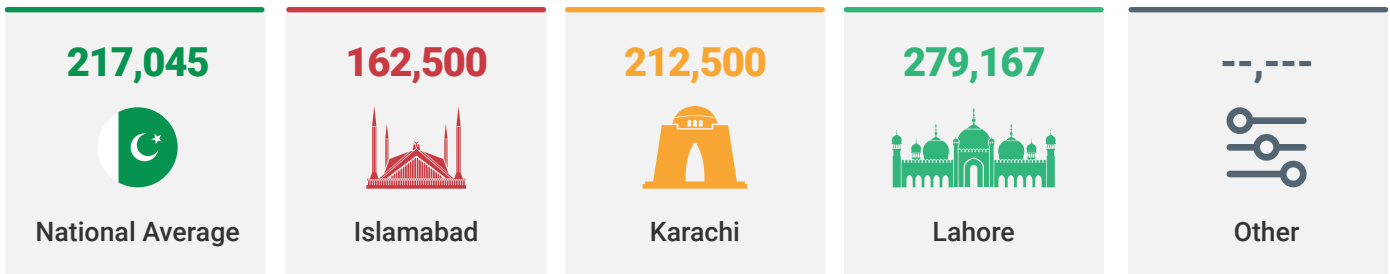
Most Common Salary
PKR 212,500

Highest Salary (Max)
PKR 362,500 ▲

Senior Level Salary Histogram - Data Miner / Data Scientist / Data Engineer



■ Average Nationwide Salaries (PKR)



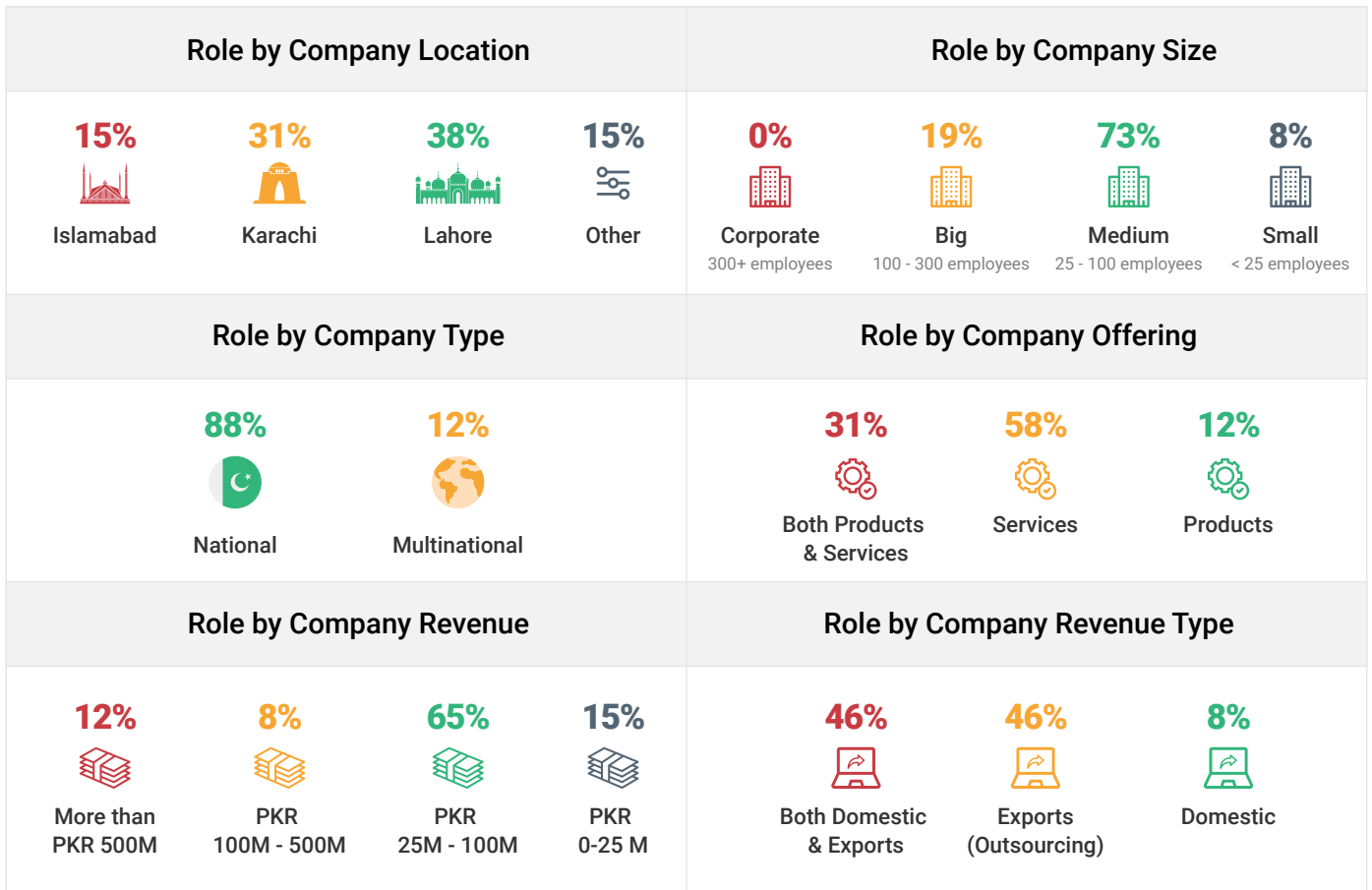
Salaries by Company Size				Salaries by Company Type	
<p>204,167</p> <p>Corporate 300+ employees</p>	<p>216,667</p> <p>Big 100 - 300 employees</p>	<p>237,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>216,071</p> <p>Local</p>	<p>218,750</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>212,500</p> <p>Both Products & Services</p>	<p>225,000</p> <p>Services</p>	<p>220,833</p> <p>Products</p>	<p>217,500</p> <p>Both Domestic & Exports</p>	<p>218,750</p> <p>Exports (Outsourcing)</p>	<p>212,500</p> <p>Domestic</p>

■ Average Last Increment

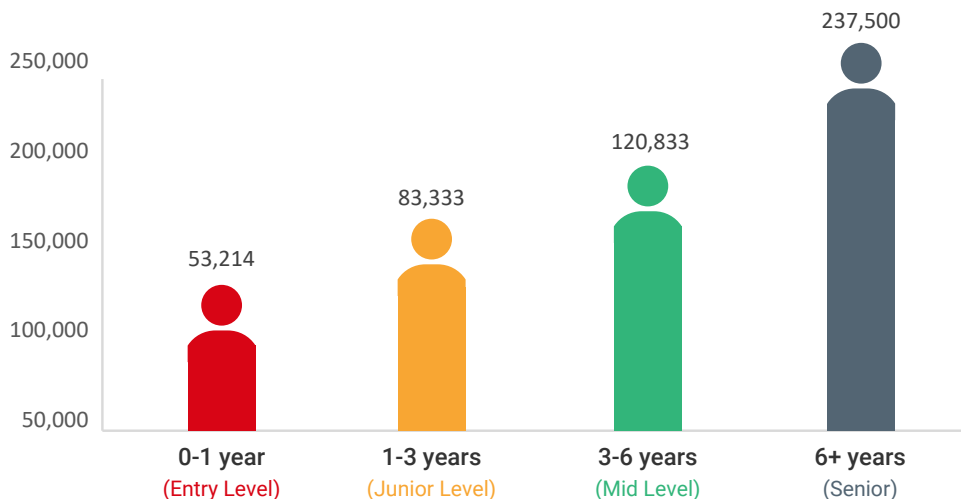


2D Animators

43 2D Animators by Experience Level



Average Nationwide Salaries (PKR)

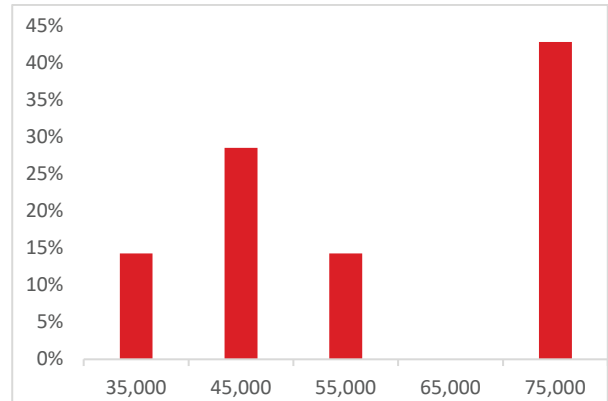


PKR 53,214
National Average

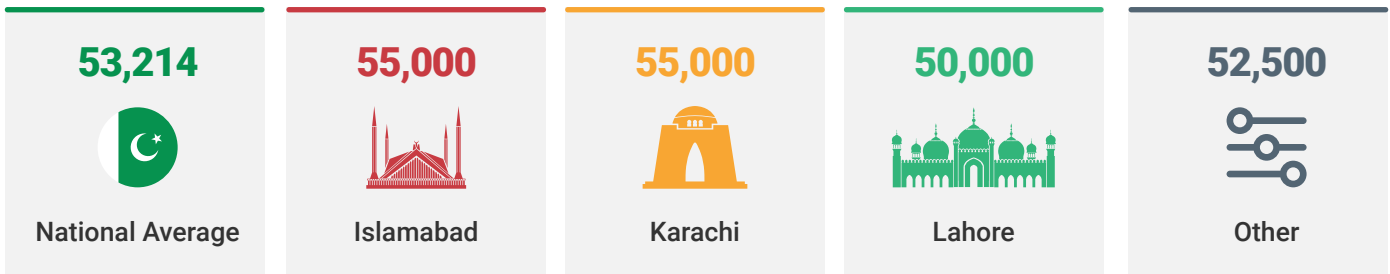
Most Common Salary
PKR 70,000

Highest Salary (Max)
PKR 70,000 ▲

Entry Level Salary Histogram - 2D Animators

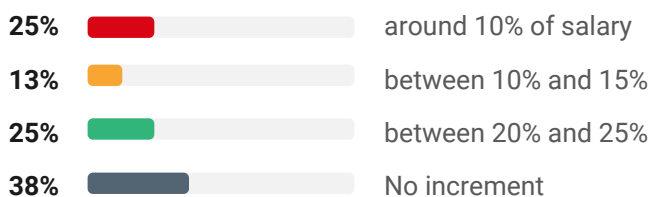


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>52,000</p> <p>Corporate 300+ employees</p>	<p>70,000</p> <p>Big 100 - 300 employees</p>	<p>45,000</p> <p>Medium 25 - 100 employees</p>	<p>52,500</p> <p>Small < 25 employees</p>	<p>53,214</p> <p>Local</p>	<p>---</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>50,000</p> <p>Both Products & Services</p>	<p>58,125</p> <p>Services</p>	<p>40,000</p> <p>Products</p>	<p>50,000</p> <p>Both Domestic & Exports</p>	<p>54,500</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

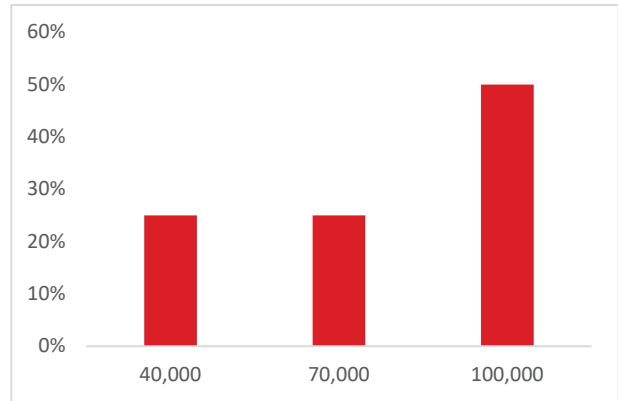


PKR 83,333
National Average

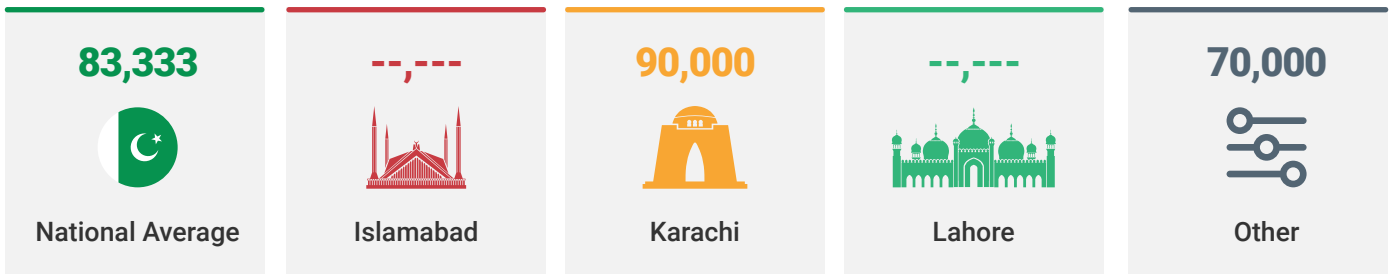
Most Common Salary
PKR 90,000

Highest Salary (Max)
PKR 90,000 ▲

Junior Level Salary Histogram - 2D Animators

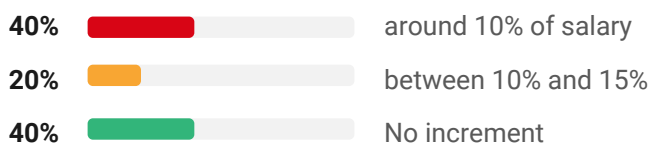


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>---</p> <p>Corporate 300+ employees</p>	<p>90,000</p> <p>Big 100 - 300 employees</p>	<p>90,000</p> <p>Medium 25 - 100 employees</p>	<p>70,000</p> <p>Small < 25 employees</p>	<p>83,333</p> <p>Local</p>	<p>---</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>90,000</p> <p>Both Products & Services</p>	<p>90,000</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>70,000</p> <p>Both Domestic & Exports</p>	<p>70,000</p> <p>Exports (Outsourcing)</p>	<p>112,500</p> <p>Domestic</p>

■ Average Last Increment

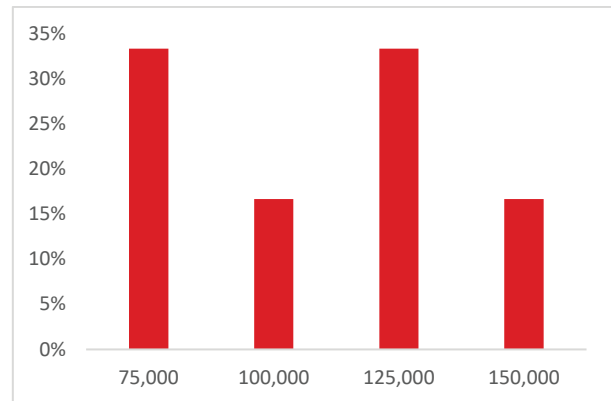


PKR 120,833
National Average

Most Common Salary
PKR 112,500

Highest Salary (Max)
PKR 137,500▲

Middle Level Salary Histogram - 2D Animators

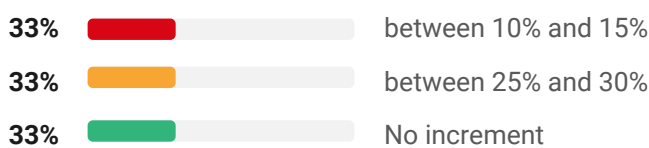


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>---</p> <p>Corporate 300+ employees</p>	<p>112,500</p> <p>Big 100 - 300 employees</p>	<p>125,000</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>120,833</p> <p>Local</p>	<p>---</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>---</p> <p>Both Products & Services</p>	<p>112,500</p> <p>Services</p>	<p>137,500</p> <p>Products</p>	<p>112,500</p> <p>Both Domestic & Exports</p>	<p>125,000</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

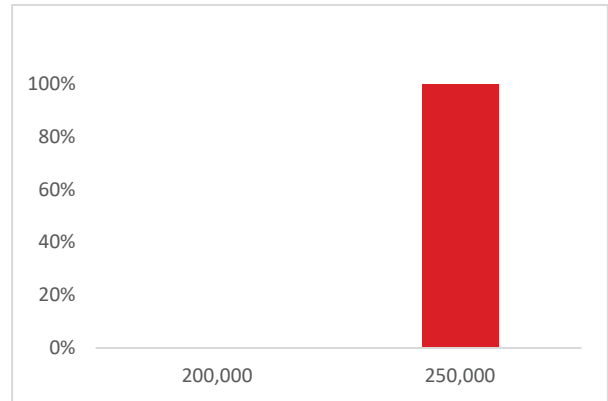


PKR 237,500
National Average

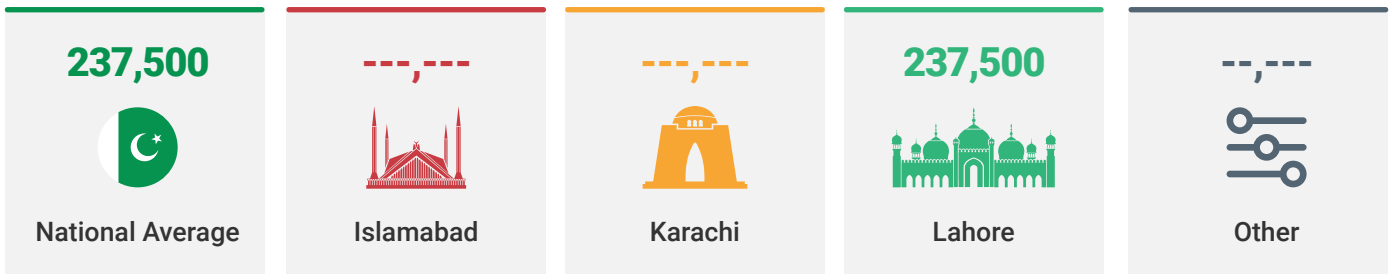
Most Common Salary
PKR 237,500

Highest Salary (Max)
PKR 250,000 ▲

Senior Level Salary Histogram - 2D Animators



■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>---</p> <p>Corporate 300+ employees</p>	<p>---</p> <p>Big 100 - 300 employees</p>	<p>237,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>237,500</p> <p>Local</p>	<p>---</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>---</p> <p>Both Products & Services</p>	<p>237,500</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>237,500</p> <p>Both Domestic & Exports</p>	<p>---</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment



Specialized Roles for Gaming & Animation

These roles had limited data (less than 5 companies) in the sample and hence only average values are being included for reference.

■ 3D Animator

16 3D Animators across Pakistan

Experience Level	Employees	National Average Salary	Avg. Last Increment
Entry: 0-1 years	44%	70,000	Less than 10% increment
Junior: 1-3 years	13%	90,000	between 10 to 15%
Middle: 3-6 years	6%	112,500	between 10 to 15%
Senior: 6+ years	38%	162,500	between 10 to 25%

■ Game Designer

21 Game Designers across Pakistan

Experience Level	Employees	National Average Salary	Avg. Last Increment
Entry: 0-1 years	48%	58,333	between 20 to 25%
Junior: 1-3 years	33%	87,500	between 20 to 25%
Middle: 3-6 years	5%	112,500	between 20 to 30%
Senior: 6+ years	14%	212,500	between 15 to 25%

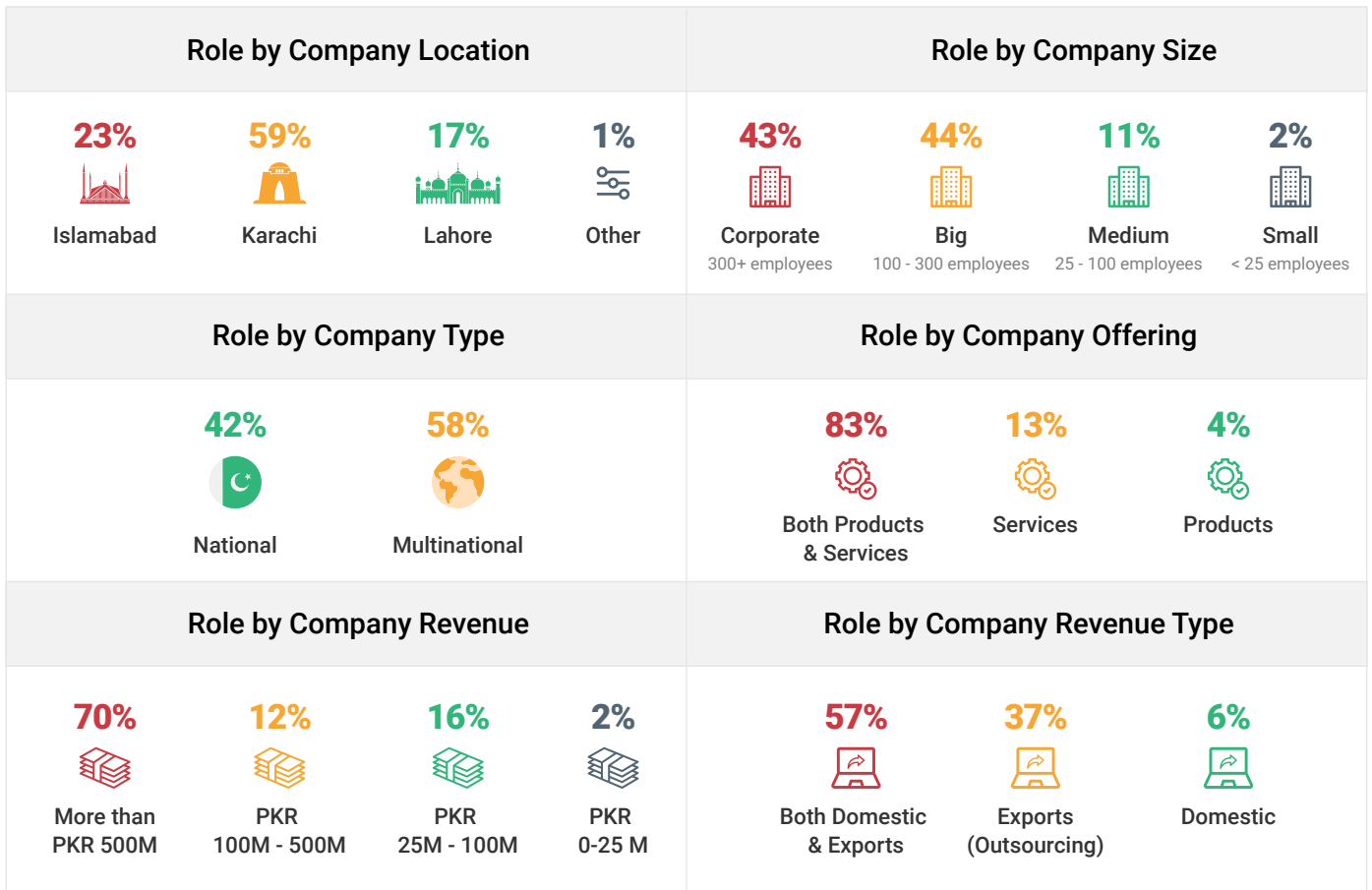
■ Game Producer

10 Game Producers across Pakistan

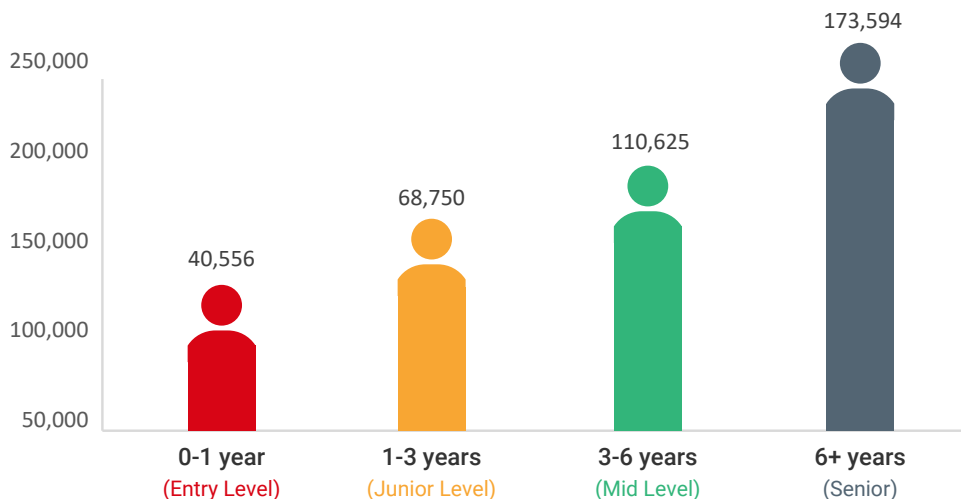
Experience Level	Employees	National Average Salary	Avg. Last Increment
Middle: 6-12 years	70%	262,500	between 25% and 30%
Senior: 12+ years	30%	412,500	between 15% and 20%

System Administrators

124 System Administrators by Experience Level



Average Nationwide Salaries (PKR)

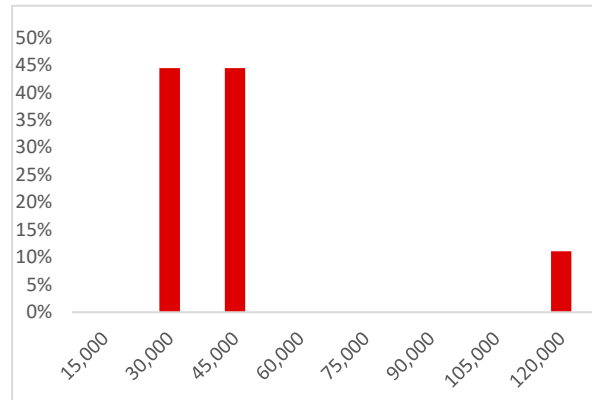


PKR 40,556
National Average

Most Common Salary
PKR 40,000

Highest Salary (Max)
PKR 112,500 ▲

Entry Level Salary Histogram - System Administrators

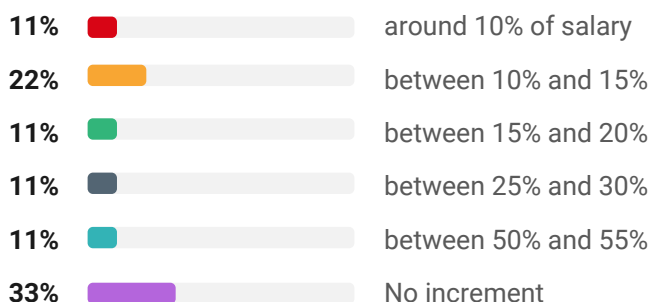


■ Average Nationwide Salaries (PKR)

<p>40,556</p> <p>National Average</p>	<p>40,000</p> <p>Islamabad</p>	<p>65,000</p> <p>Karachi</p>	<p>33,125</p> <p>Lahore</p>	<p>22,501</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>---</p> <p>Corporate</p> <p>300+ employees</p>	<p>46,500</p> <p>Big</p> <p>100 - 300 employees</p>	<p>36,667</p> <p>Medium</p> <p>25 - 100 employees</p>	<p>22,501</p> <p>Small</p> <p>< 25 employees</p>	<p>43,214</p> <p>Local</p>	<p>31,250</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>51,000</p> <p>Both Products & Services</p>	<p>26,667</p> <p>Services</p>	<p>30,000</p> <p>Products</p>	<p>31,250</p> <p>Both Domestic & Exports</p>	<p>47,500</p> <p>Exports (Outsourcing)</p>	<p>17,500</p> <p>Domestic</p>

■ Average Last Increment

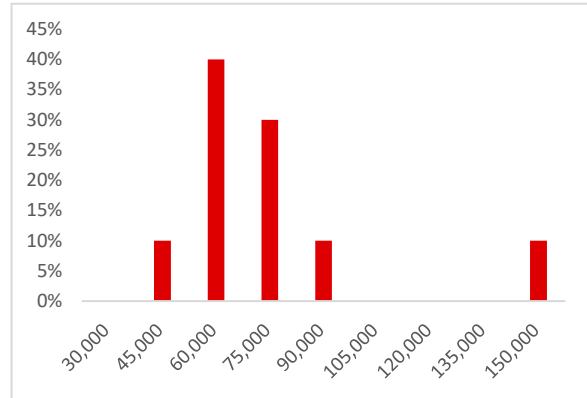


PKR 68,750
National Average

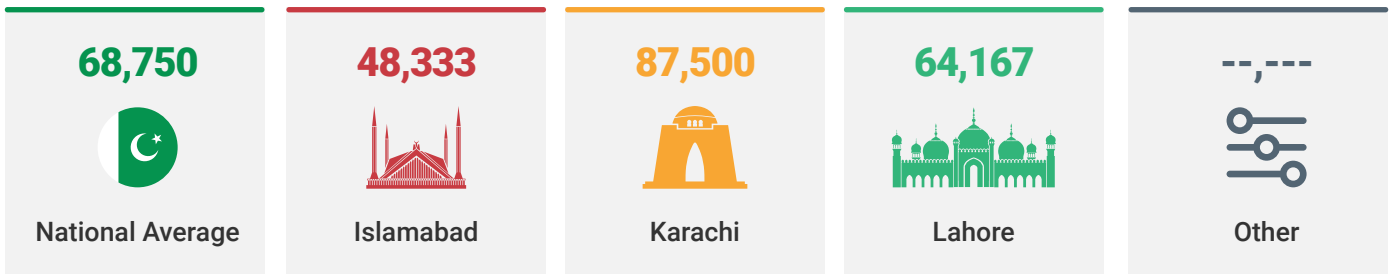
Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 137,500 ▲

Junior Level Salary Histogram - System Administrators

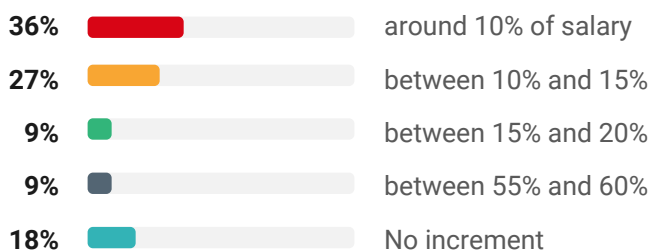


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>70,833</p> <p>Corporate 300+ employees</p>	<p>80,833</p> <p>Big 100 - 300 employees</p>	<p>58,125</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>67,857</p> <p>Local</p>	<p>70,833</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>70,625</p> <p>Both Products & Services</p>	<p>52,500</p> <p>Services</p>	<p>70,000</p> <p>Products</p>	<p>63,571</p> <p>Both Domestic & Exports</p>	<p>80,833</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

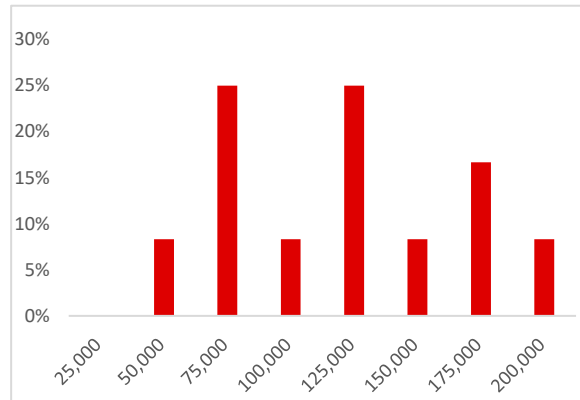


PKR 110,625
National Average

Most Common Salary
PKR 112,500

Highest Salary (Max)
PKR 187,500 ▲

Middle Level Salary Histogram - System Administrators

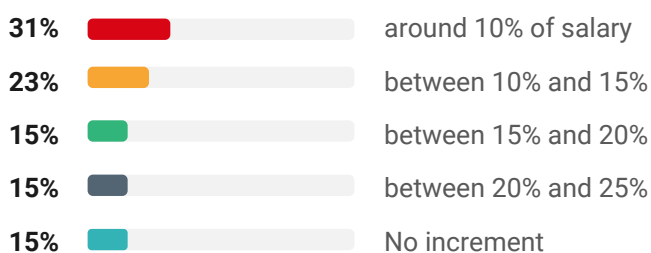


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>102,500</p> <p>Corporate 300+ employees</p>	<p>115,417</p> <p>Big 100 - 300 employees</p>	<p>112,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>86,500</p> <p>Local</p>	<p>127,857</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>119,444</p> <p>Both Products & Services</p>	<p>84,167</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>116,667</p> <p>Both Domestic & Exports</p>	<p>103,750</p> <p>Exports (Outsourcing)</p>	<p>70,000</p> <p>Domestic</p>

■ Average Last Increment

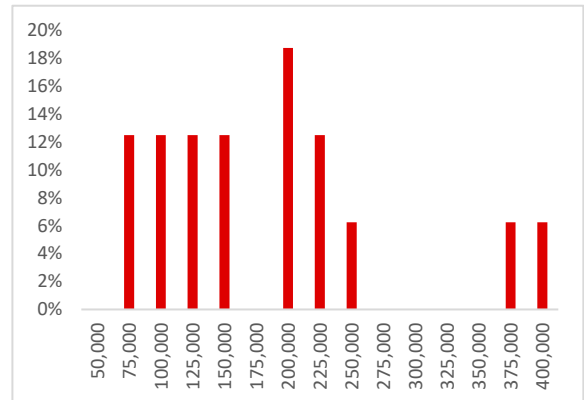


PKR 173,594
National Average

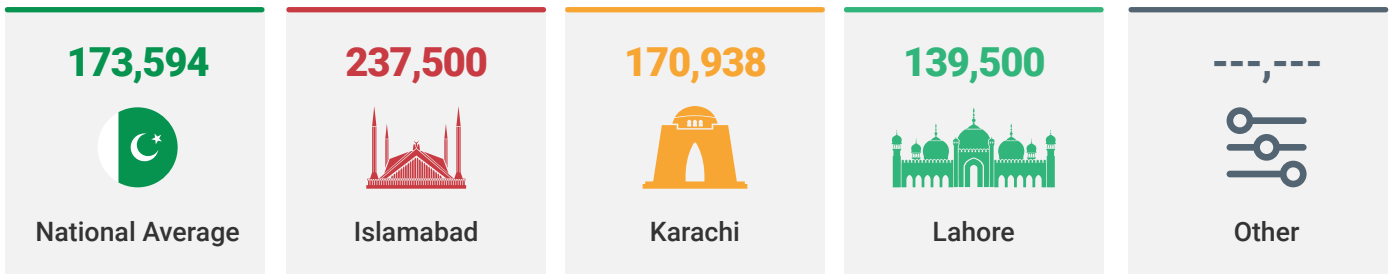
Most Common Salary
PKR 187,500

Highest Salary (Max)
PKR 387,500 ▲

Senior Level Salary Histogram - System Administrators

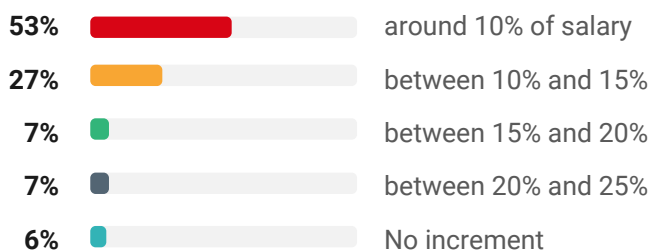


■ Average Nationwide Salaries (PKR)



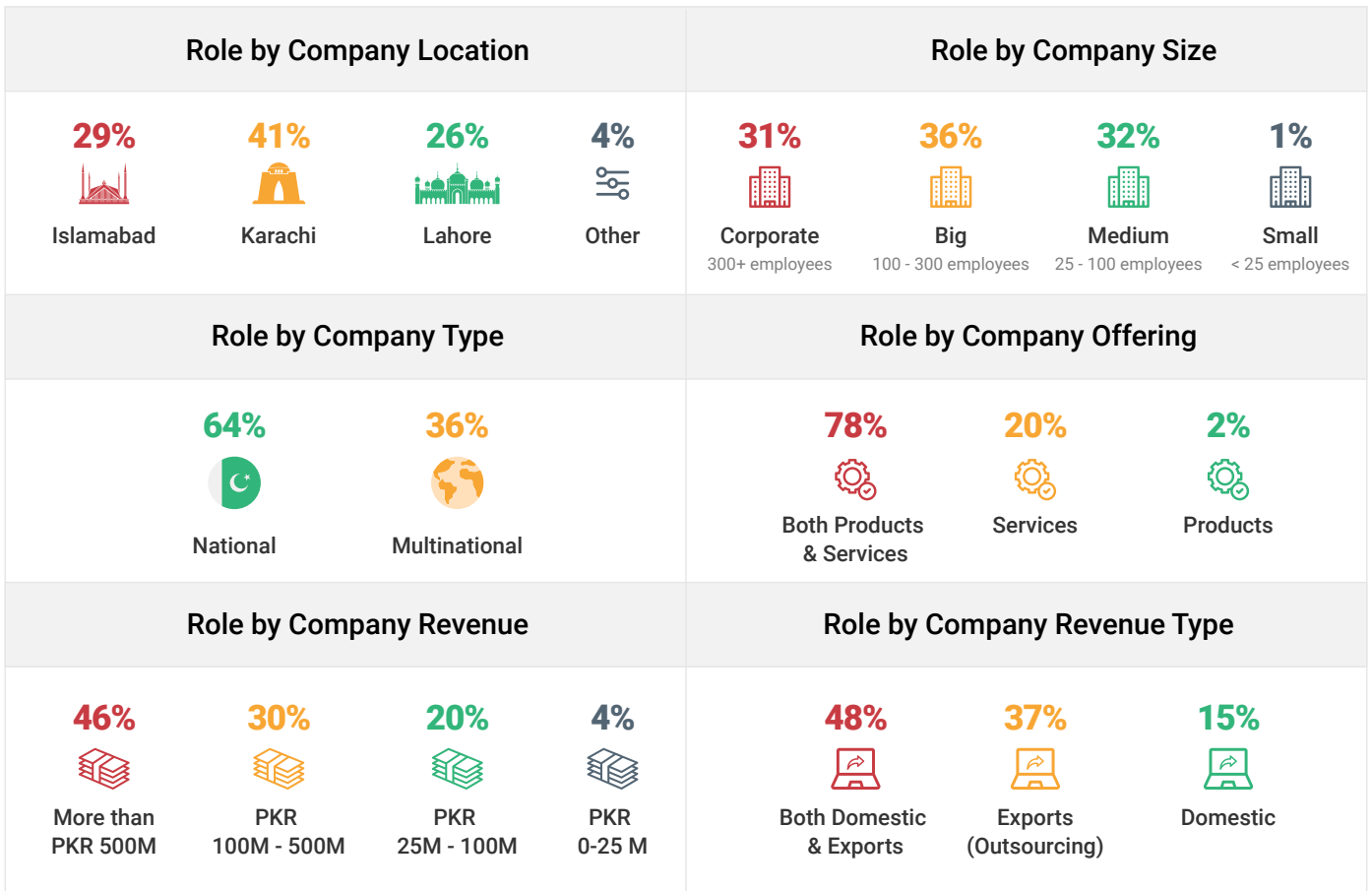
Salaries by Company Size				Salaries by Company Type		
<p>163,000</p> <p>Corporate 300+ employees</p>	<p>193,056</p> <p>Big 100 - 300 employees</p>	<p>112,500</p> <p>Medium 25 - 100 employees</p>	<p>112,500</p> <p>Small < 25 employees</p>	<p>162,000</p> <p>Local</p>	<p>192,917</p> <p>Multinational</p>	
Salaries by Company Offering				Salaries by Company Revenue Type		
<p>179,808</p> <p>Both Products & Services</p>	<p>90,000</p> <p>Services</p>	<p>175,000</p> <p>Products</p>	<p>198,889</p> <p>Both Domestic & Exports</p>	<p>169,000</p> <p>Exports (Outsourcing)</p>	<p>71,250</p> <p>Domestic</p>	

■ Average Last Increment

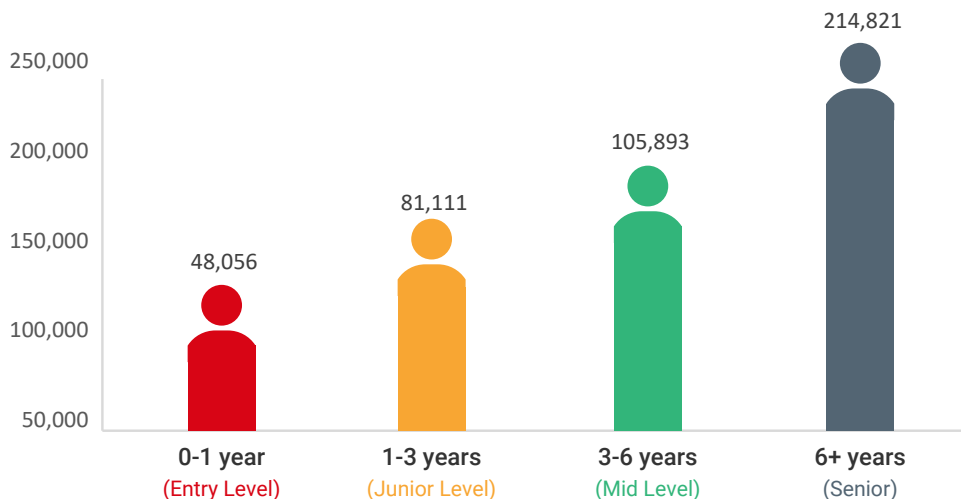


Database Administrator

94 Database Administrator by Experience Level



Average Nationwide Salaries (PKR)

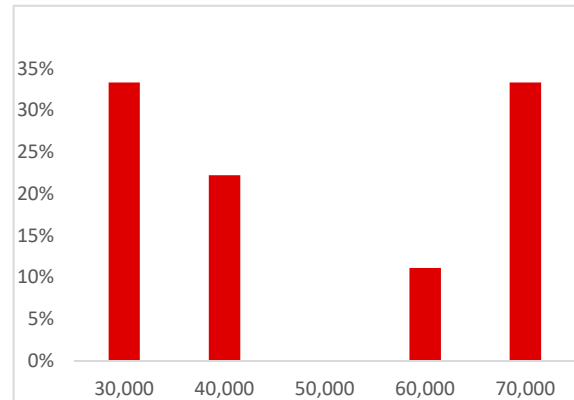


PKR 48,056
National Average

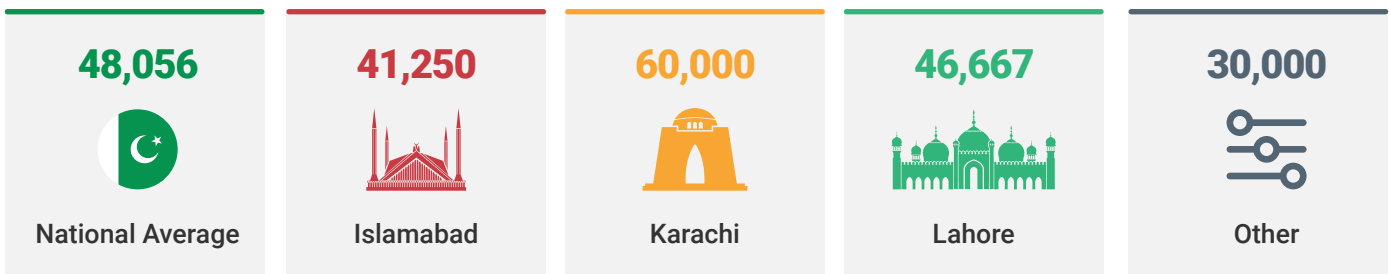
Most Common Salary
PKR 70,000

Highest Salary (Max)
PKR 70,000 ▲

Entry Level Salary Histogram - Database Administrator

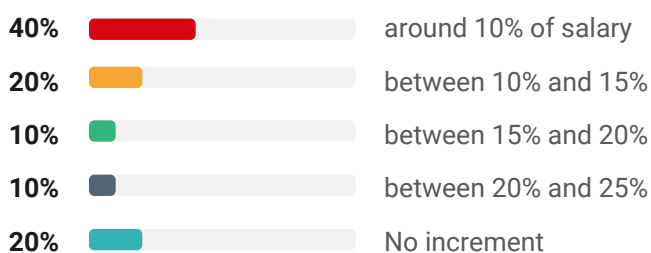


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>60,000</p> <p>Corporate 300+ employees</p>	<p>46,250</p> <p>Big 100 - 300 employees</p>	<p>40,000</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>48,750</p> <p>Local</p>	<p>46,667</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>51,786</p> <p>Both Products & Services</p>	<p>40,000</p> <p>Services</p>	<p>30,000</p> <p>Products</p>	<p>54,167</p> <p>Both Domestic & Exports</p>	<p>33,333</p> <p>Exports (Outsourcing)</p>	<p>56,667</p> <p>Domestic</p>

■ Average Last Increment

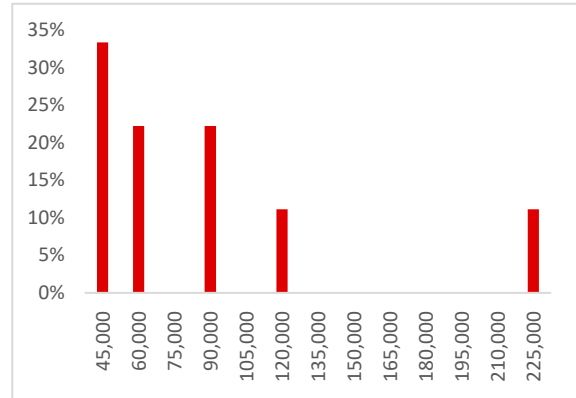


PKR 81,111
National Average

Most Common Salary
PKR 40,000

Highest Salary (Max)
PKR 212,500 ▲

Junior Level Salary Histogram - Database Administrator



■ Average Nationwide Salaries (PKR)

<p>81,111</p> <p>National Average</p>	<p>73,333</p> <p>Islamabad</p>	<p>132,500</p> <p>Karachi</p>	<p>68,333</p> <p>Lahore</p>	<p>40,000</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>112,500</p> <p>Corporate 300+ employees</p>	<p>58,750</p> <p>Big 100 - 300 employees</p>	<p>95,625</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>91,250</p> <p>Local</p>	<p>60,833</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>99,000</p> <p>Both Products & Services</p>	<p>58,750</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>90,000</p> <p>Both Domestic & Exports</p>	<p>87,000</p> <p>Exports (Outsourcing)</p>	<p>68,333</p> <p>Domestic</p>

■ Average Last Increment

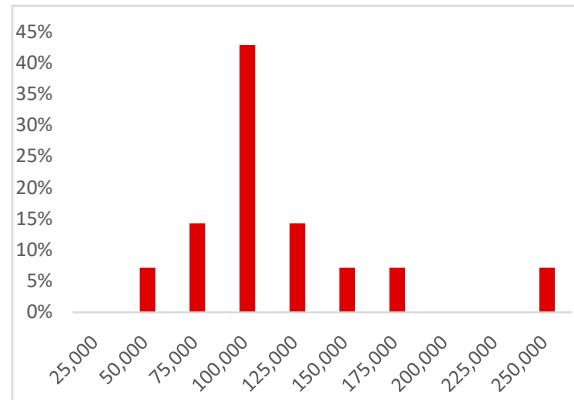
- 20% around 10% of salary
- 30% between 10% and 15%
- 30% between 15% and 20%
- 20% No increment

PKR 105,893
National Average

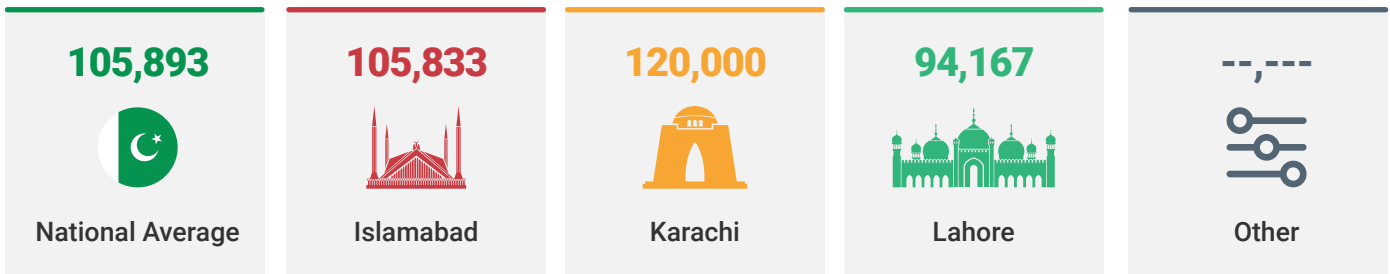
Most Common Salary
PKR 90,000

Highest Salary (Max)
PKR 237,500 ▲

Middle Level Salary Histogram - Database Administrator

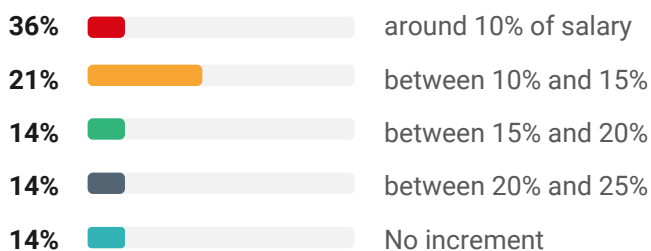


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>78,125</p> <p>Corporate 300+ employees</p>	<p>122,917</p> <p>Big 100 - 300 employees</p>	<p>108,125</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>105,682</p> <p>Local</p>	<p>106,667</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>104,750</p> <p>Both Products & Services</p>	<p>90,833</p> <p>Services</p>	<p>162,500</p> <p>Products</p>	<p>90,000</p> <p>Both Domestic & Exports</p>	<p>127,083</p> <p>Exports (Outsourcing)</p>	<p>90,000</p> <p>Domestic</p>

■ Average Last Increment

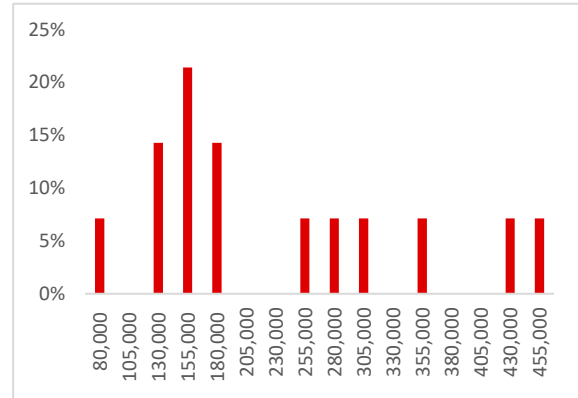


PKR 214,821
National Average

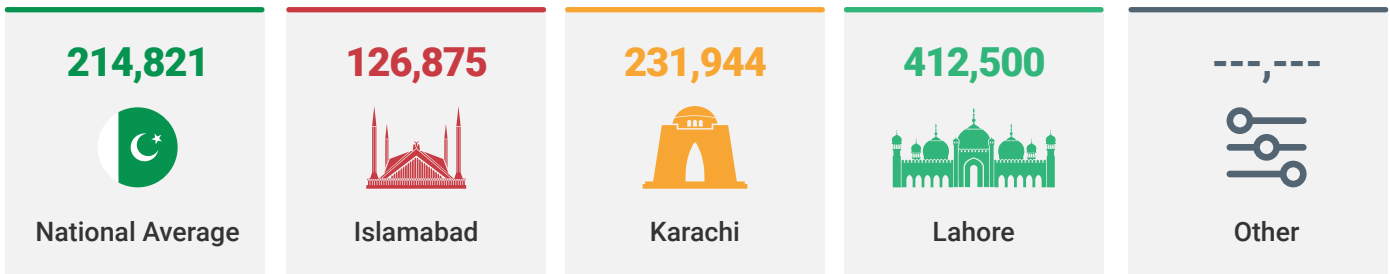
Most Common Salary
PKR 137,500

Highest Salary (Max)
PKR 437,500 ▲

Senior Level Salary Histogram - Database Administrator

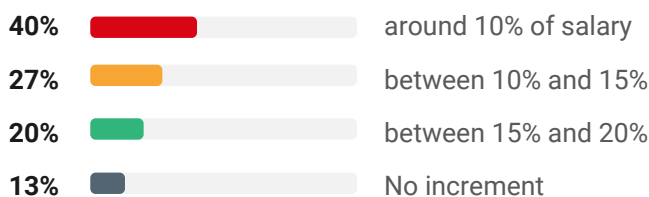


■ Average Nationwide Salaries (PKR)



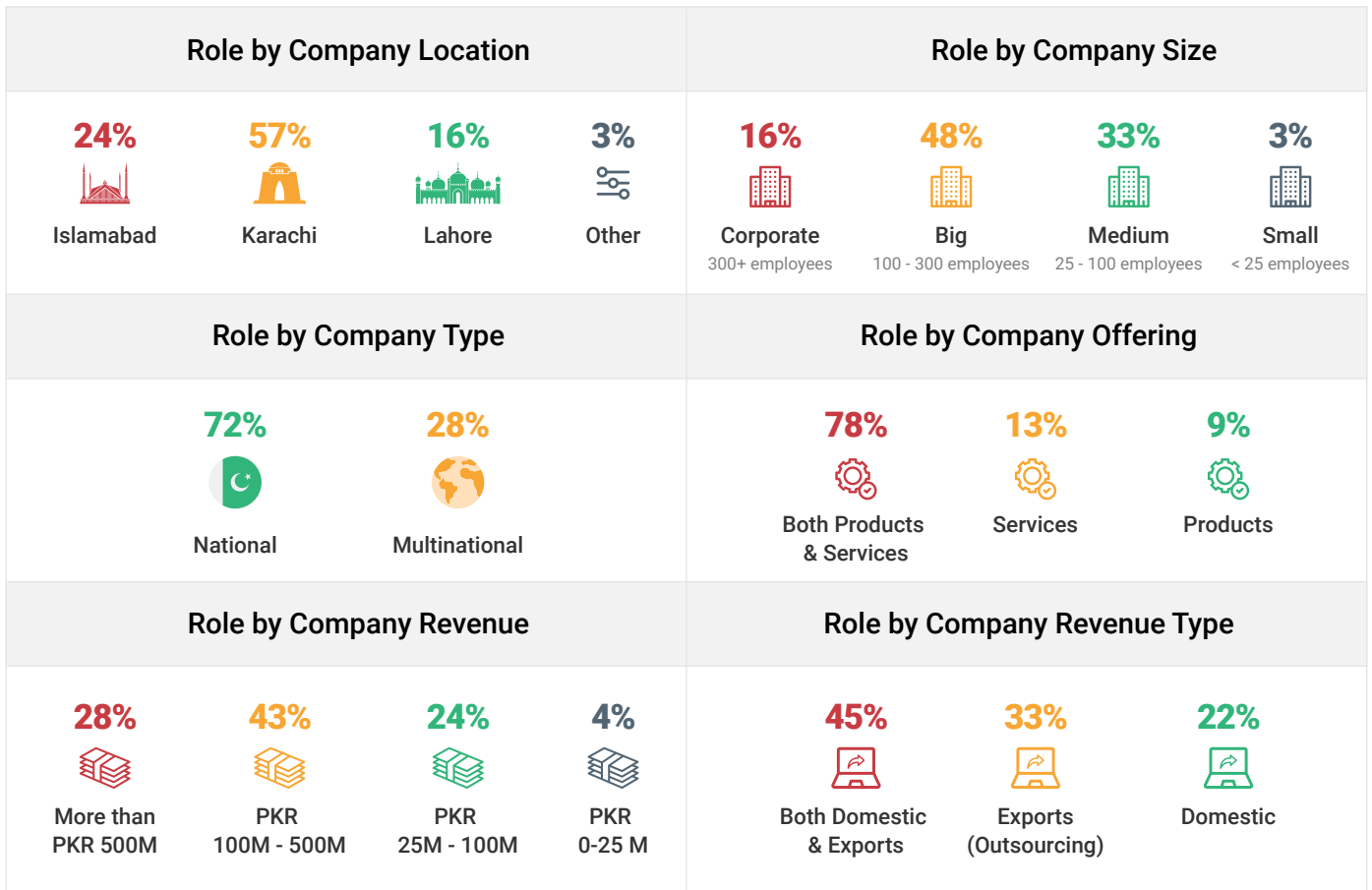
Salaries by Company Size				Salaries by Company Type	
<p>275,000</p> <p>Corporate 300+ employees</p>	<p>193,750</p> <p>Big 100 - 300 employees</p>	<p>170,833</p> <p>Medium 25 - 100 employees</p>	<p>70,000</p> <p>Small < 25 employees</p>	<p>215,750</p> <p>Local</p>	<p>212,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>208,636</p> <p>Both Products & Services</p>	<p>237,500</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>218,889</p> <p>Both Domestic & Exports</p>	<p>225,000</p> <p>Exports (Outsourcing)</p>	<p>137,500</p> <p>Domestic</p>

■ Average Last Increment

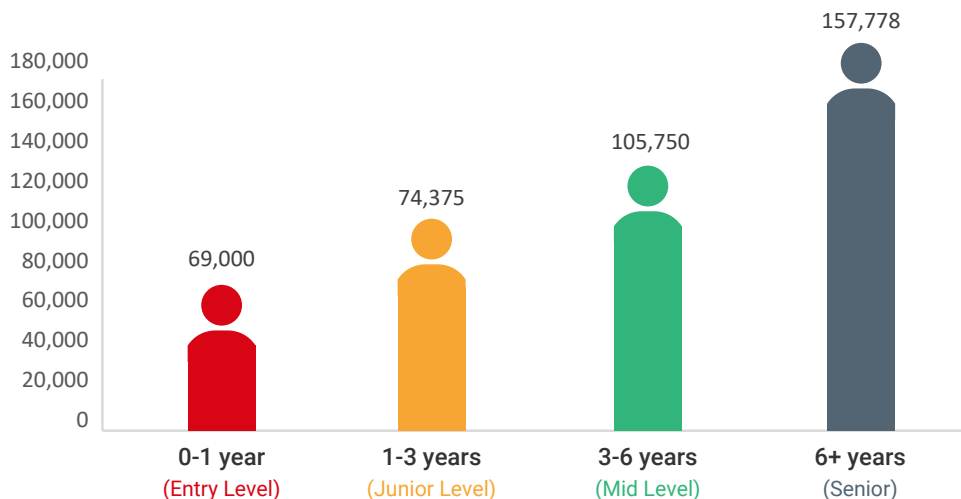


Network Security Engineers

67 Network Security Engineers by Experience Level



Average Nationwide Salaries (PKR)

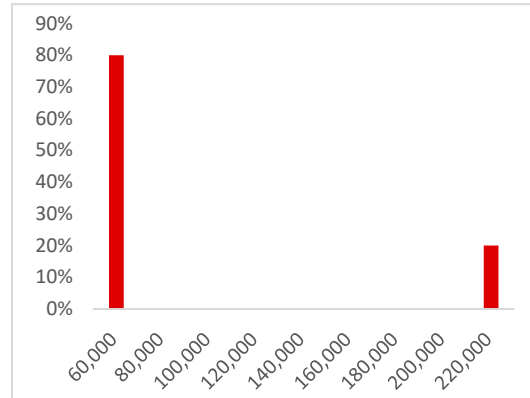


PKR 69,000
National Average

Most Common Salary
PKR 40,000

Highest Salary (Max)
PKR 212,500 ▲

Entry Level Salary Histogram - Network Security Engineers

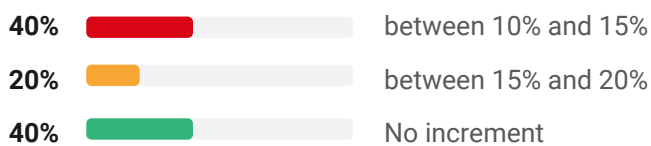


■ Average Nationwide Salaries (PKR)

<p>69,000</p> <p>National Average</p>	<p>30,000</p> <p>Islamabad</p>	<p>97,500</p> <p>Karachi</p>	<p>22,501</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>---</p> <p>Corporate 300+ employees</p>	<p>97,500</p> <p>Big 100 - 300 employees</p>	<p>26,250</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>76,250</p> <p>Local</p>	<p>40,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>76,250</p> <p>Both Products & Services</p>	<p>40,000</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>31,250</p> <p>Both Domestic & Exports</p>	<p>94,167</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

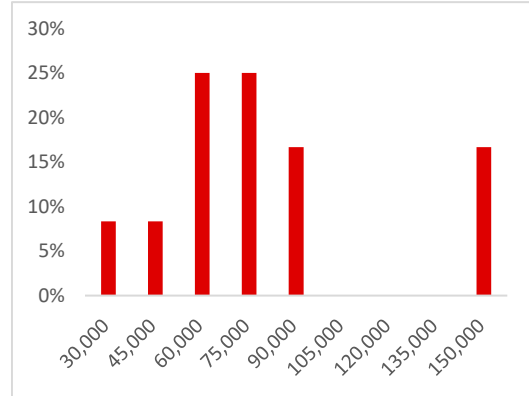


PKR 74,375
National Average

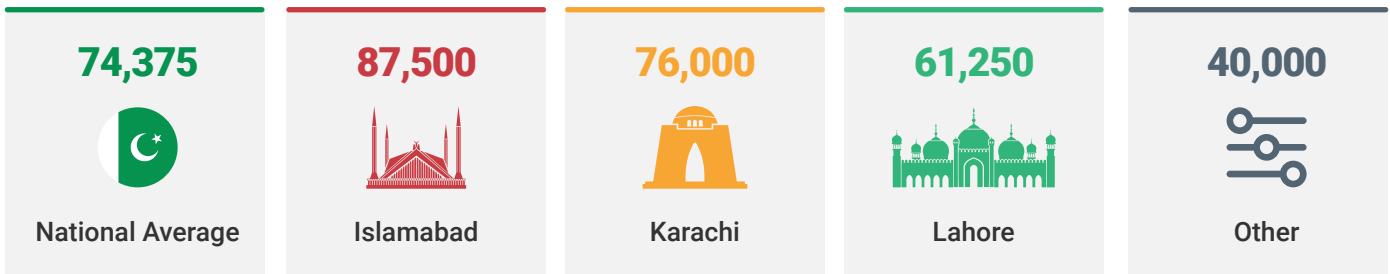
Most Common Salary
PKR 70,000

Highest Salary (Max)
PKR 137,500 ▲

Junior Level Salary Histogram - Network Security Engineers

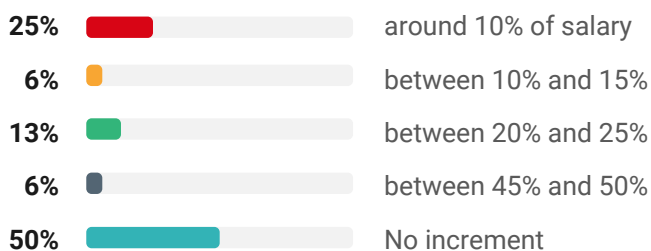


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>70,833</p> <p>Corporate 300+ employees</p>	<p>76,000</p> <p>Big 100 - 300 employees</p>	<p>75,000</p> <p>Medium 25 - 100 employees</p>	<p>--</p> <p>Small < 25 employees</p>	<p>69,375</p> <p>Local</p>	<p>84,375</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>59,375</p> <p>Both Products & Services</p>	<p>93,333</p> <p>Services</p>	<p>137,500</p> <p>Products</p>	<p>66,250</p> <p>Both Domestic & Exports</p>	<p>97,500</p> <p>Exports (Outsourcing)</p>	<p>46,667</p> <p>Domestic</p>

■ Average Last Increment

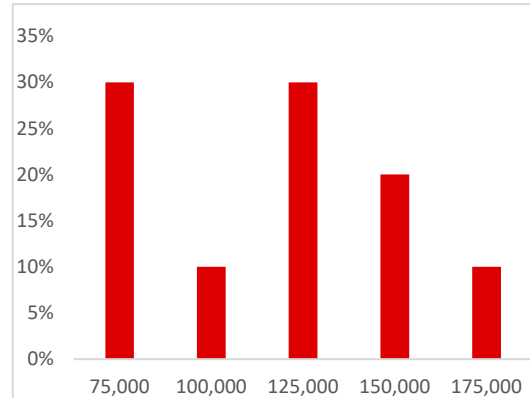


PKR 105,750
National Average

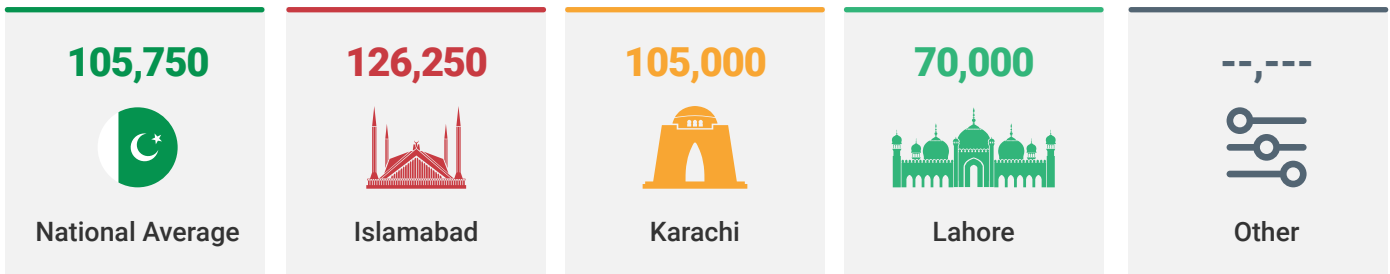
Most Common Salary
PKR 112,500

Highest Salary (Max)
PKR 162,500 ▲

Middle Level Salary Histogram - Network Security Engineers

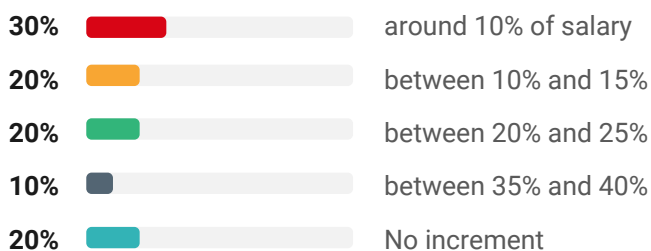


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type		
<p>70,000</p> <p>Corporate 300+ employees</p>	<p>108,333</p> <p>Big 100 - 300 employees</p>	<p>112,500</p> <p>Medium 25 - 100 employees</p>	<p>112,500</p> <p>Small < 25 employees</p>	<p>105,357</p> <p>Local</p>	<p>106,667</p> <p>Multinational</p>	
Salaries by Company Offering				Salaries by Company Revenue Type		
<p>94,688</p> <p>Both Products & Services</p>	<p>162,500</p> <p>Services</p>	<p>137,500</p> <p>Products</p>	<p>99,500</p> <p>Both Domestic & Exports</p>	<p>126,875</p> <p>Exports (Outsourcing)</p>	<p>52,500</p> <p>Domestic</p>	

■ Average Last Increment

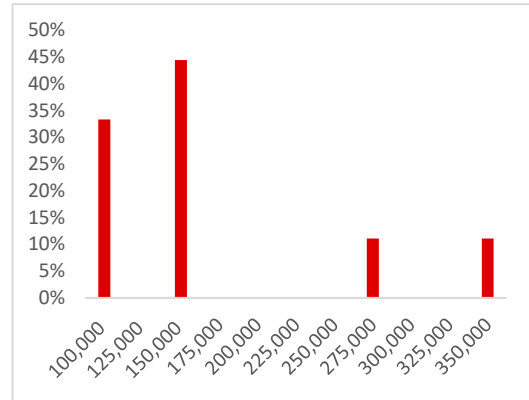


PKR 157,778
National Average

Most Common Salary
PKR 137,500

Highest Salary (Max)
PKR 337,500 ▲

Senior Level Salary Histogram - Network Security Engineers



■ Average Nationwide Salaries (PKR)

<p>157,778</p> <p>National Average</p>	<p>137,500</p> <p>Islamabad</p>	<p>175,833</p> <p>Karachi</p>	<p>113,750</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
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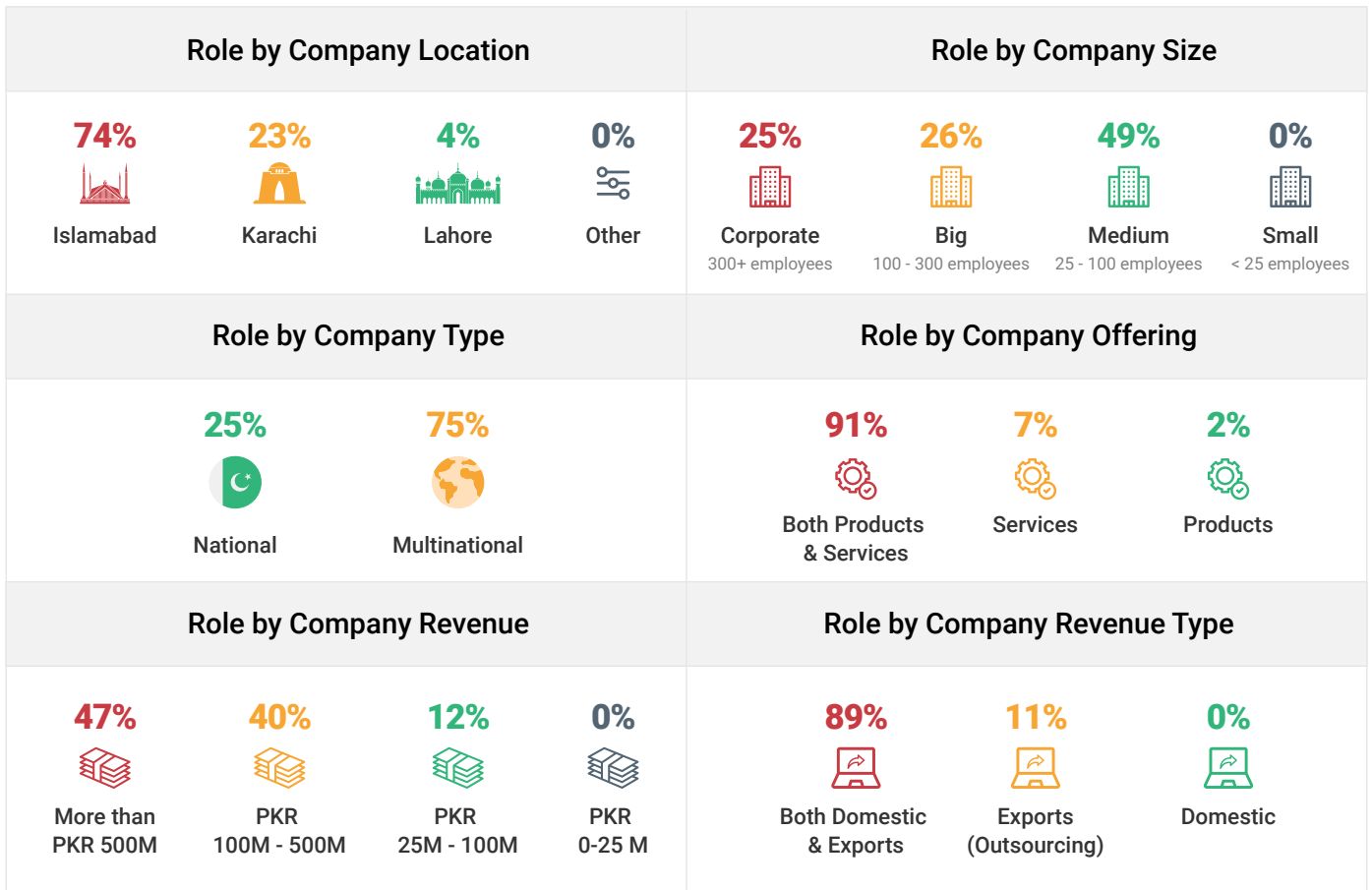
Salaries by Company Size				Salaries by Company Type	
<p>113,750</p> <p>Corporate 300+ employees</p>	<p>193,000</p> <p>Big 100 - 300 employees</p>	<p>113,750</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>134,583</p> <p>Local</p>	<p>204,167</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>113,750</p> <p>Both Products & Services</p>	<p>262,500</p> <p>Services</p>	<p>237,500</p> <p>Products</p>	<p>105,833</p> <p>Both Domestic & Exports</p>	<p>204,167</p> <p>Exports (Outsourcing)</p>	<p>163,333</p> <p>Domestic</p>

■ Average Last Increment

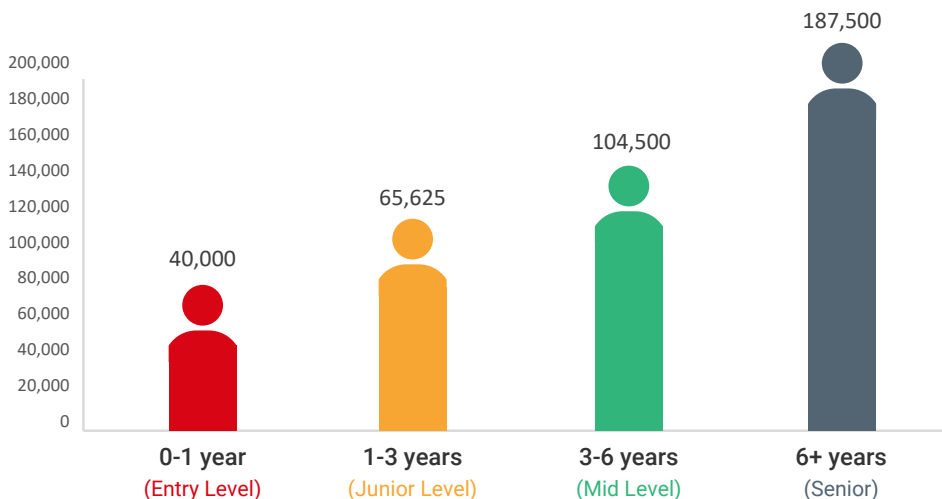
- 20% around 10% of salary
- 30% between 10% and 15%
- 10% between 15% and 20%
- 10% between 20% and 25%
- 10% between 25% and 30%
- 20% No increment

Cyber Security Engineers

57 Cyber Security Engineers by Experience Level



Average Nationwide Salaries (PKR)

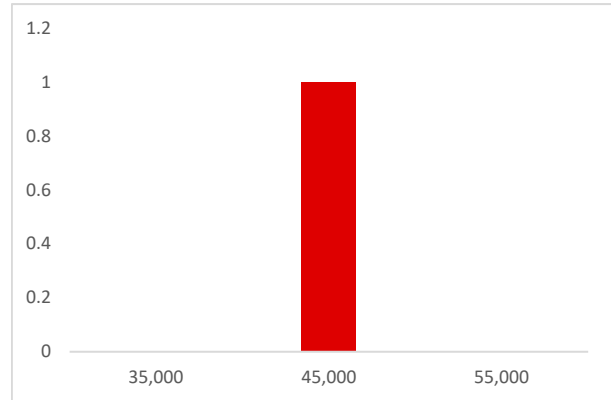


PKR 40,000
National Average

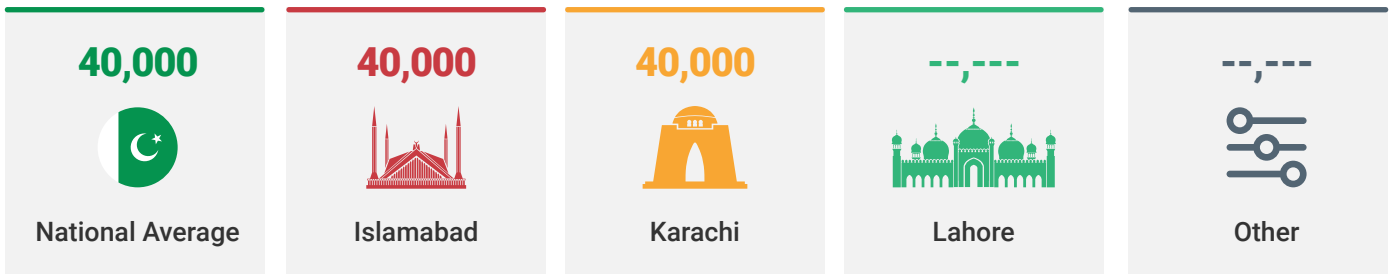
Most Common Salary
PKR 40,000

Highest Salary (Max)
PKR 40,000 ▲

Entry Level Salary Histogram - Cyber Security Engineers

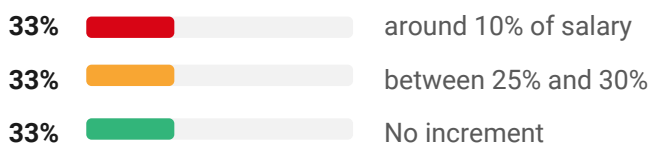


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>40,000</p> <p>Corporate</p> <p>300+ employees</p>	<p>---</p> <p>Big</p> <p>100 - 300 employees</p>	<p>40,000</p> <p>Medium</p> <p>25 - 100 employees</p>	<p>---</p> <p>Small</p> <p>< 25 employees</p>	<p>40,000</p> <p>Local</p>	<p>40,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>40,000</p> <p>Both Products & Services</p>	<p>---</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>40,000</p> <p>Both Domestic & Exports</p>	<p>---</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

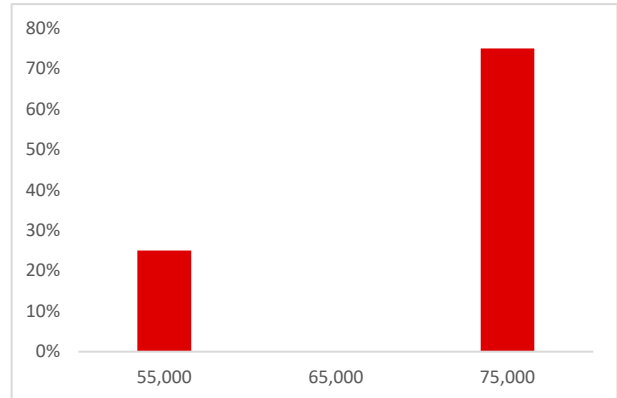


PKR 65,625
National Average

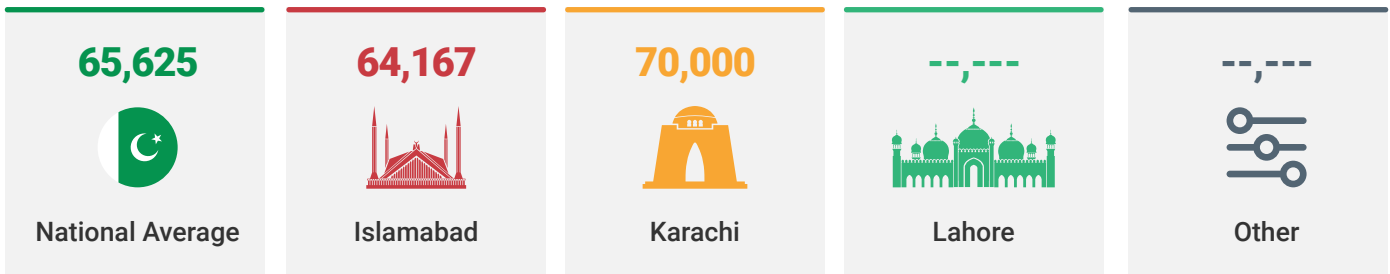
Most Common Salary
PKR 70,000

Highest Salary (Max)
PKR 70,000 ▲

Junior Level Salary Histogram - Cyber Security Engineers

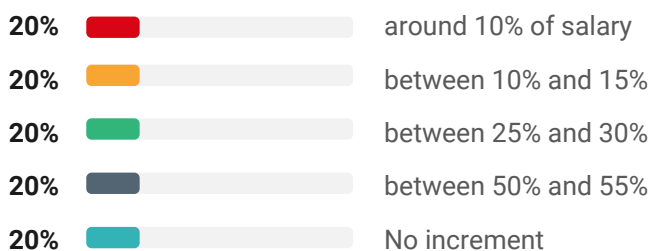


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>70,000</p> <p>Corporate</p> <p>300+ employees</p>	<p>61,250</p> <p>Big</p> <p>100 - 300 employees</p>	<p>70,000</p> <p>Medium</p> <p>25 - 100 employees</p>	<p>---</p> <p>Small</p> <p>< 25 employees</p>	<p>61,250</p> <p>Local</p>	<p>70,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>65,625</p> <p>Both Products & Services</p>	<p>---</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>64,167</p> <p>Both Domestic & Exports</p>	<p>70,000</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

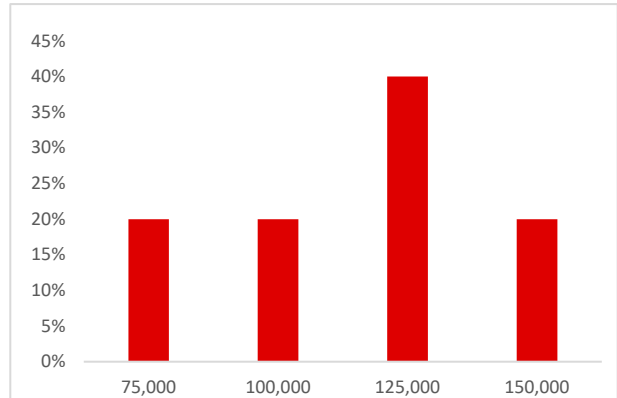


PKR 104,500
National Average

Most Common Salary
PKR 112,500

Highest Salary (Max)
PKR 137,500 ▲

Middle Level Salary Histogram - Cyber Security Engineers

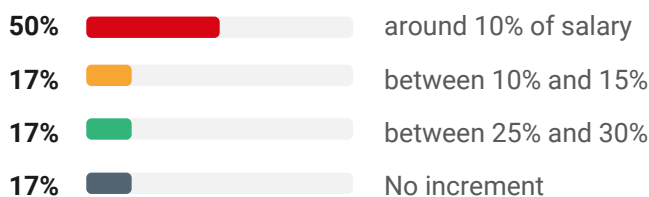


■ Average Nationwide Salaries (PKR)

<p>104,500</p> <p>National Average</p>	<p>90,833</p> <p>Islamabad</p>	<p>137,500</p> <p>Karachi</p>	<p>112,500</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>103,750</p> <p>Corporate 300+ employees</p>	<p>112,500</p> <p>Big 100 - 300 employees</p>	<p>101,250</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>112,500</p> <p>Local</p>	<p>102,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>113,333</p> <p>Both Products & Services</p>	<p>70,000</p> <p>Services</p>	<p>112,500</p> <p>Products</p>	<p>113,125</p> <p>Both Domestic & Exports</p>	<p>70,000</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

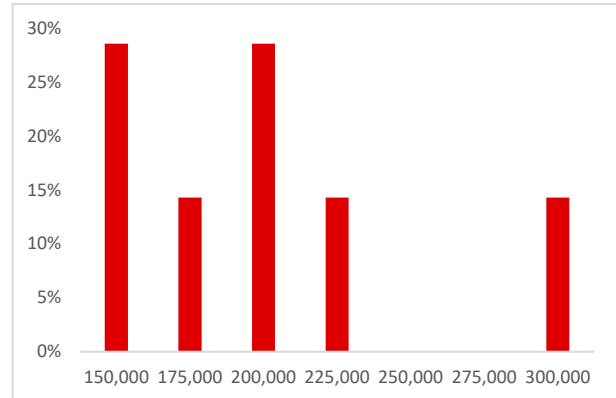


PKR 187,500
National Average

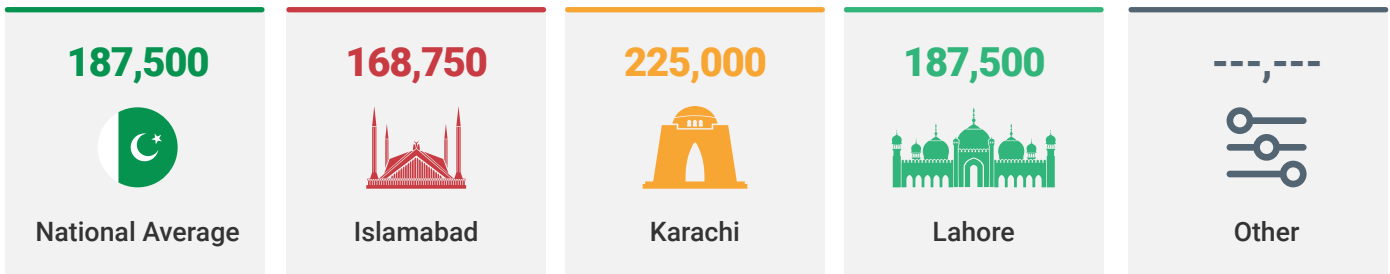
Most Common Salary
PKR 187,500

Highest Salary (Max)
PKR 287,500 ▲

Senior Level Salary Histogram - Cyber Security Engineers

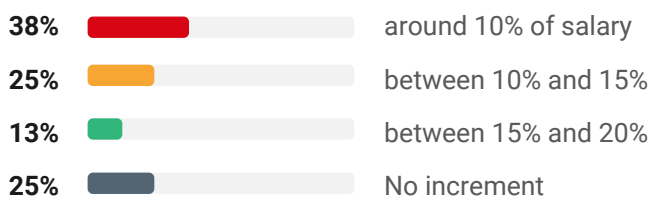


■ Average Nationwide Salaries (PKR)



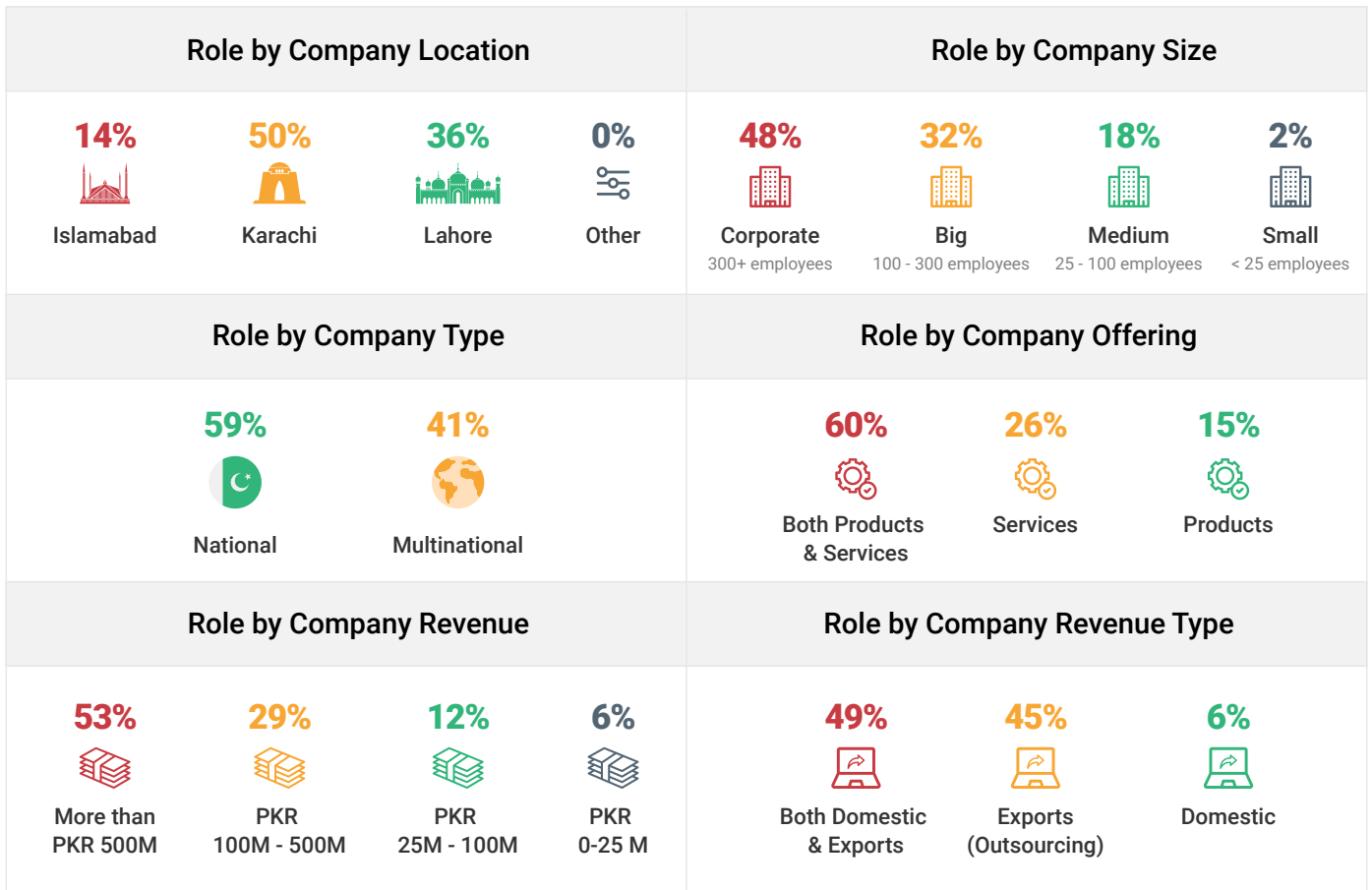
Salaries by Company Size				Salaries by Company Type	
<p>193,750</p> <p>Corporate 300+ employees</p>	<p>200,000</p> <p>Big 100 - 300 employees</p>	<p>137,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>220,833</p> <p>Local</p>	<p>162,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>195,833</p> <p>Both Products & Services</p>	<p>137,500</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>195,833</p> <p>Both Domestic & Exports</p>	<p>137,500</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

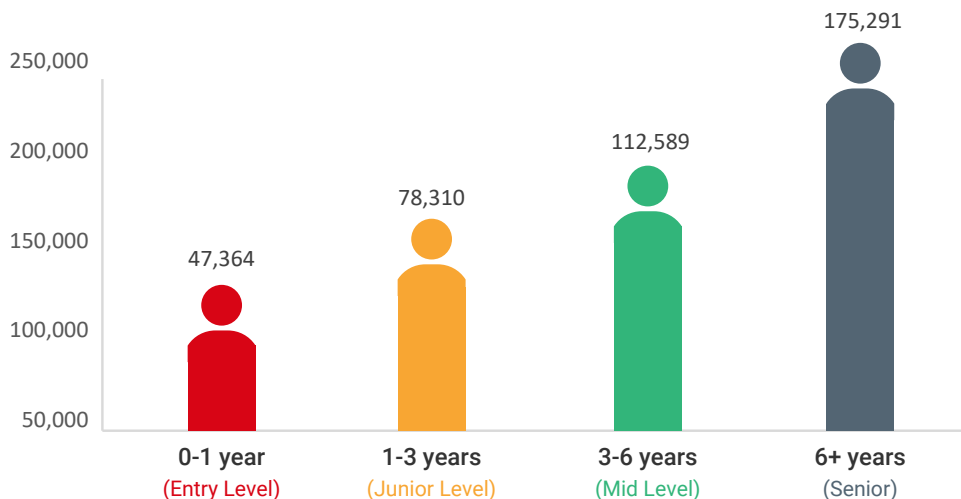


Quality Assurance

■ 92 Quality Assurance by Experience Level



■ Average Nationwide Salaries (PKR)

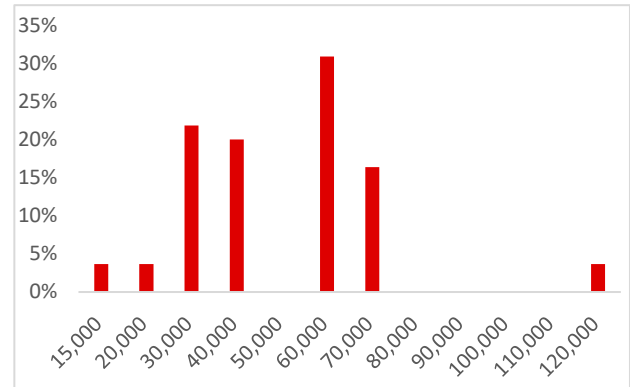


PKR 47,364
National Average

Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 112,500 ▲

Entry Level Salary Histogram - Quality Assurance

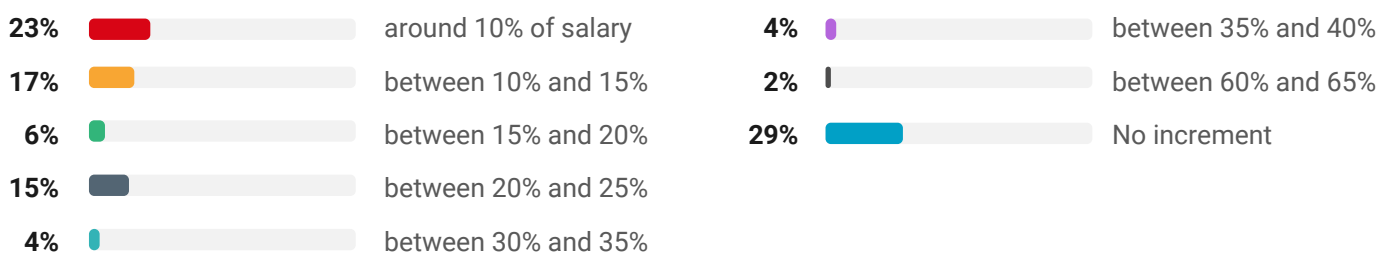


■ Average Nationwide Salaries (PKR)

<p>47,364</p> <p>National Average</p>	<p>42,000</p> <p>Islamabad</p>	<p>45,313</p> <p>Karachi</p>	<p>55,263</p> <p>Lahore</p>	<p>23,750</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>55,500</p> <p>Corporate 300+ employees</p>	<p>50,000</p> <p>Big 100 - 300 employees</p>	<p>43,594</p> <p>Medium 25 - 100 employees</p>	<p>37,813</p> <p>Small < 25 employees</p>	<p>45,476</p> <p>Local</p>	<p>53,462</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>44,310</p> <p>Both Products & Services</p>	<p>45,972</p> <p>Services</p>	<p>61,563</p> <p>Products</p>	<p>46,442</p> <p>Both Domestic & Exports</p>	<p>49,318</p> <p>Exports (Outsourcing)</p>	<p>44,643</p> <p>Domestic</p>

■ Average Last Increment

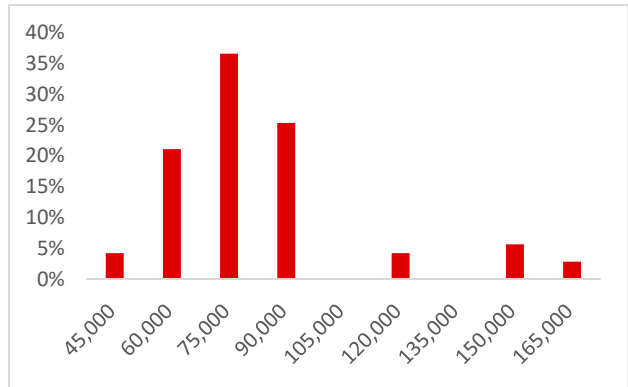


PKR 78,310
National Average

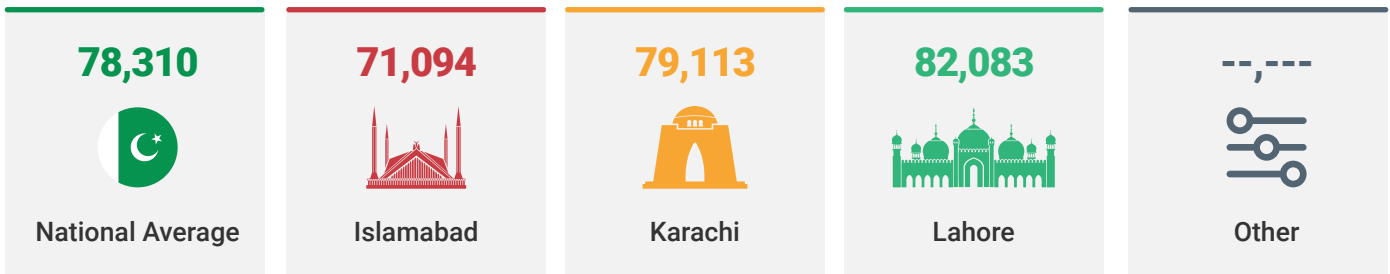
Most Common Salary
PKR 70,000

Highest Salary (Max)
PKR 162,500 ▲

Junior Level Salary Histogram - Quality Assurance

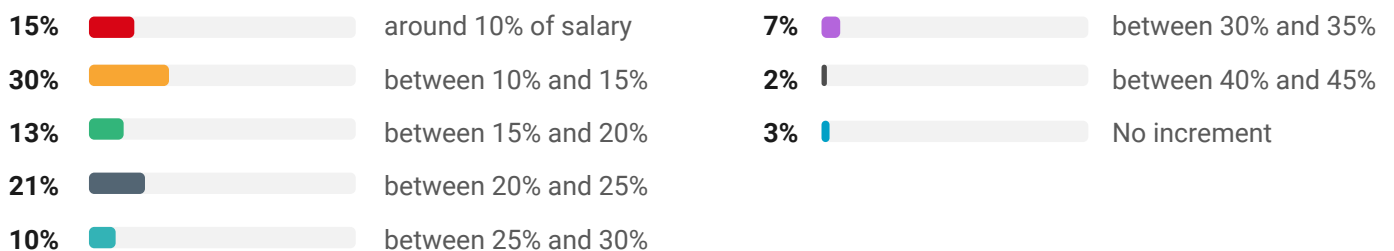


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>77,727</p> <p>Corporate 300+ employees</p>	<p>80,761</p> <p>Big 100 - 300 employees</p>	<p>78,515</p> <p>Medium 25 - 100 employees</p>	<p>67,000</p> <p>Small < 25 employees</p>	<p>76,127</p> <p>Local</p>	<p>83,875</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>75,592</p> <p>Both Products & Services</p>	<p>77,500</p> <p>Services</p>	<p>89,318</p> <p>Products</p>	<p>70,804</p> <p>Both Domestic & Exports</p>	<p>85,714</p> <p>Exports (Outsourcing)</p>	<p>72,188</p> <p>Domestic</p>

■ Average Last Increment

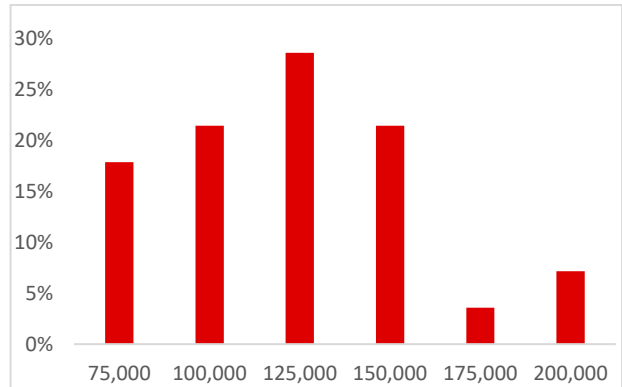


PKR 112,589
National Average

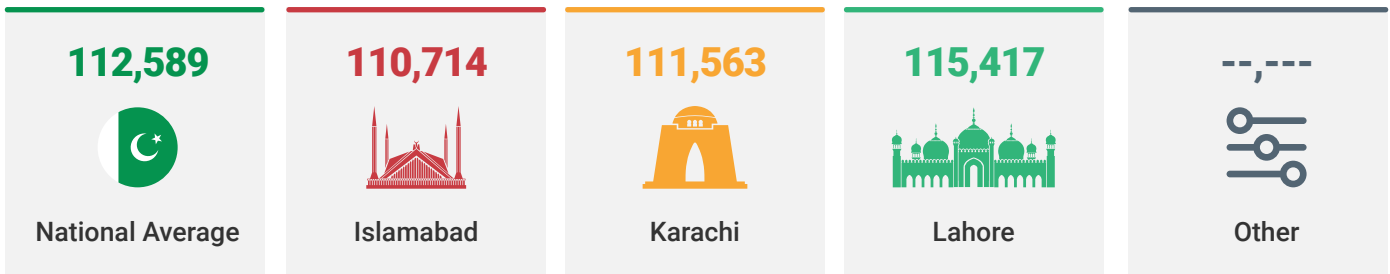
Most Common Salary
PKR 112,500

Highest Salary (Max)
PKR 187,500 ▲

Middle Level Salary Histogram - Quality Assurance

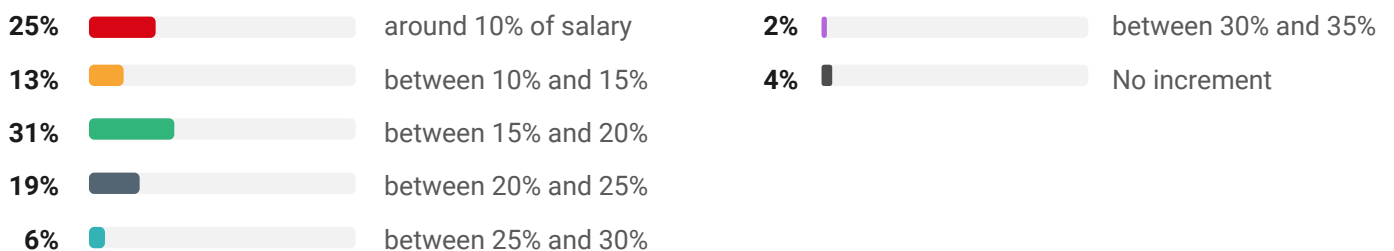


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>125,750</p> <p>Corporate 300+ employees</p>	<p>114,205</p> <p>Big 100 - 300 employees</p>	<p>106,548</p> <p>Medium 25 - 100 employees</p>	<p>99,167</p> <p>Small < 25 employees</p>	<p>107,000</p> <p>Local</p>	<p>121,905</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>111,917</p> <p>Both Products & Services</p>	<p>116,618</p> <p>Services</p>	<p>107,222</p> <p>Products</p>	<p>102,857</p> <p>Both Domestic & Exports</p>	<p>126,957</p> <p>Exports (Outsourcing)</p>	<p>101,000</p> <p>Domestic</p>

■ Average Last Increment

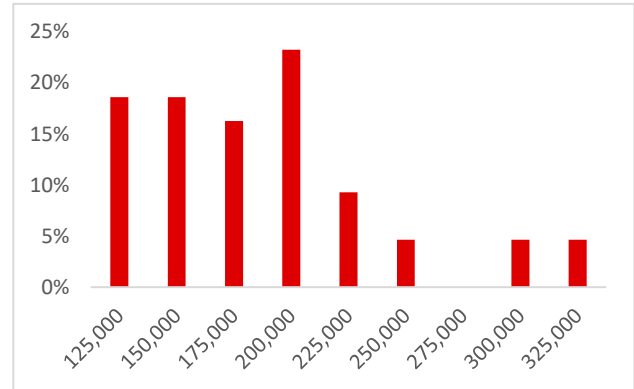


PKR 175,291
National Average

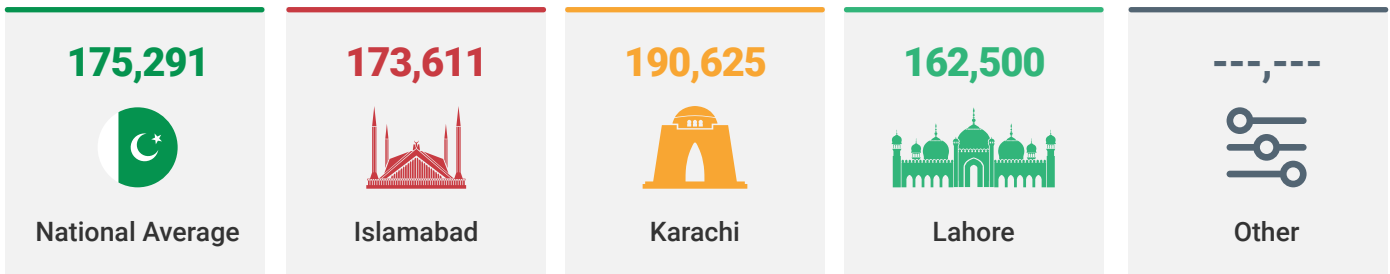
Most Common Salary
PKR 187,500

Highest Salary (Max)
PKR 312,500 ▲

Senior Level Salary Histogram - Quality Assurance

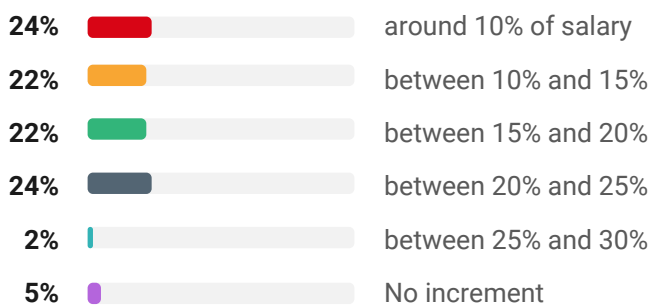


■ Average Nationwide Salaries (PKR)



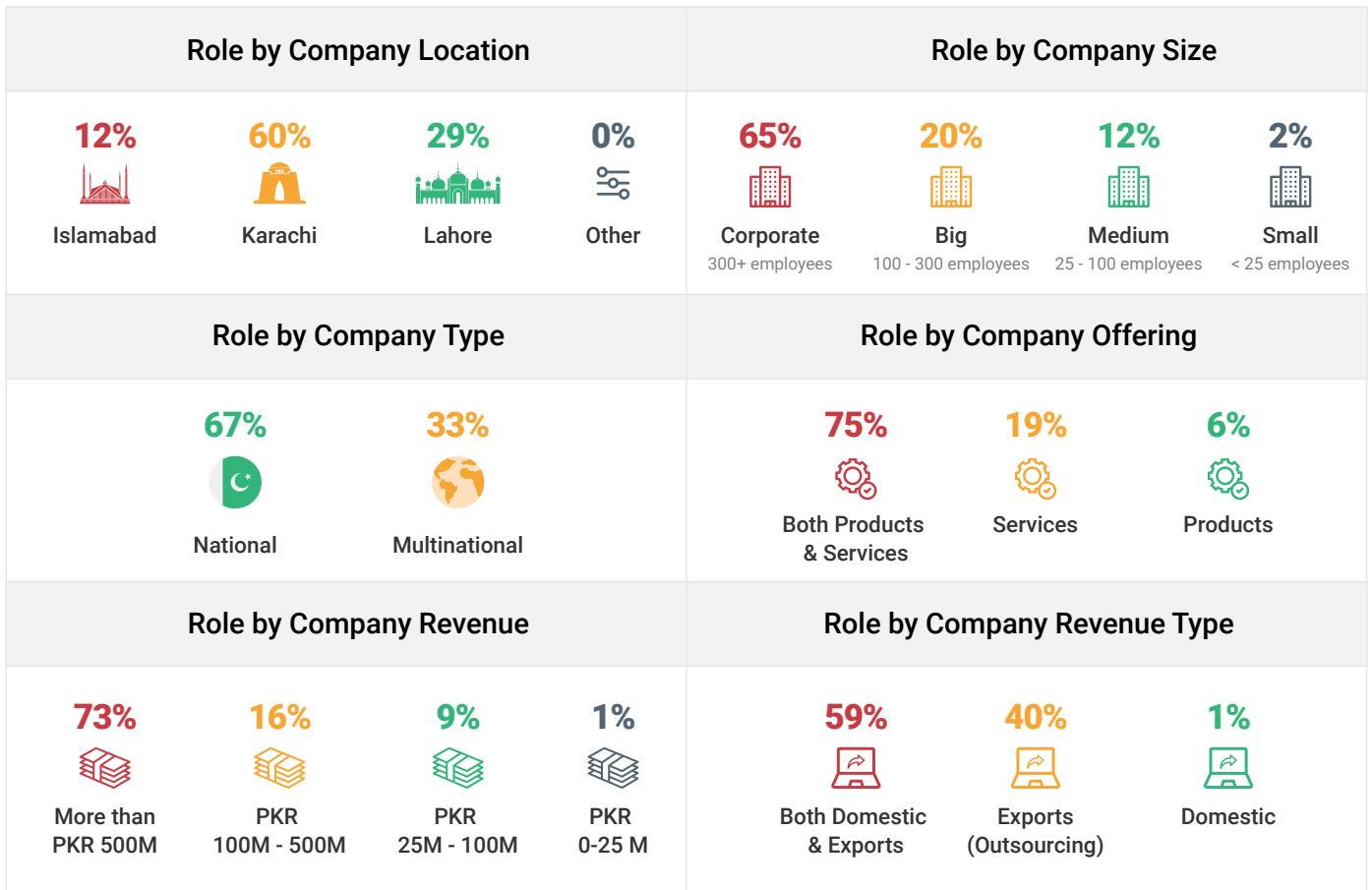
Salaries by Company Size				Salaries by Company Type	
<p>177,500</p> <p>Corporate 300+ employees</p>	<p>180,921</p> <p>Big 100 - 300 employees</p>	<p>170,192</p> <p>Medium 25 - 100 employees</p>	<p>112,500</p> <p>Small < 25 employees</p>	<p>166,204</p> <p>Local</p>	<p>190,625</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>173,958</p> <p>Both Products & Services</p>	<p>185,417</p> <p>Services</p>	<p>162,500</p> <p>Products</p>	<p>162,500</p> <p>Both Domestic & Exports</p>	<p>195,395</p> <p>Exports (Outsourcing)</p>	<p>143,750</p> <p>Domestic</p>

■ Average Last Increment

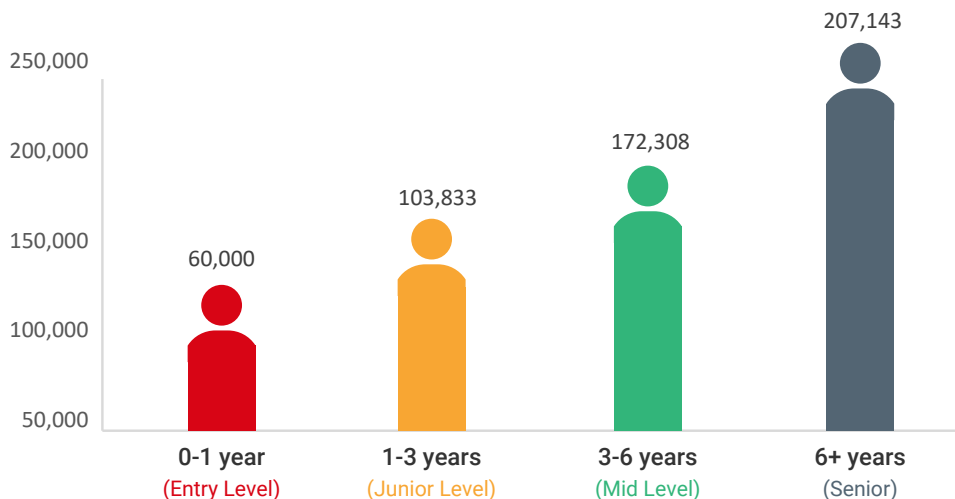


Quality Assurance (Automation) Engineers

147 Quality Assurance (Automation) Engineers by Experience Level



Average Nationwide Salaries (PKR)

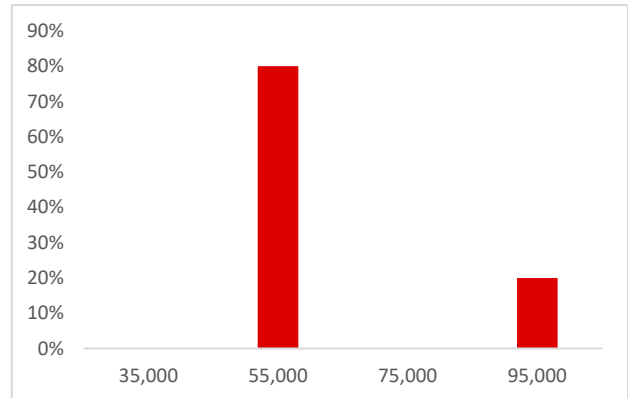


PKR 60,000
National Average

Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 90,000 ▲

Entry Level Salary Histogram - Quality Assurance (Automation) Engineers



■ Average Nationwide Salaries (PKR)

<p>60,000</p> <p>National Average</p>	<p>52,500</p> <p>Islamabad</p>	<p>52,500</p> <p>Karachi</p>	<p>71,250</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>71,250</p> <p>Corporate 300+ employees</p>	<p>52,500</p> <p>Big 100 - 300 employees</p>	<p>---</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>60,000</p> <p>Local</p>	<p>---</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>65,000</p> <p>Both Products & Services</p>	<p>52,500</p> <p>Services</p>	<p>52,500</p> <p>Products</p>	<p>60,000</p> <p>Both Domestic & Exports</p>	<p>---</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

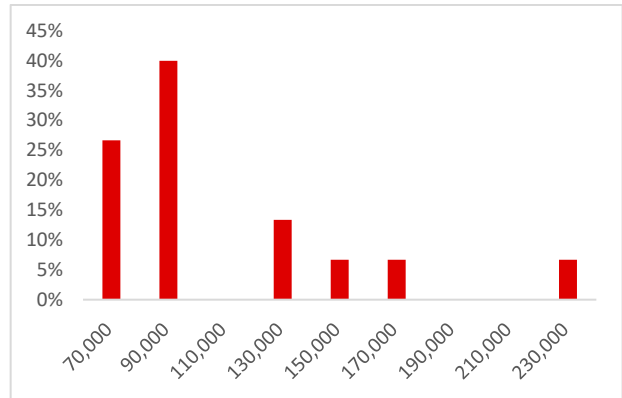
- 25% between 10% and 15%
- 25% between 20% and 25%
- 25% between 25% and 30%
- 25% No increment

PKR 103,833
National Average

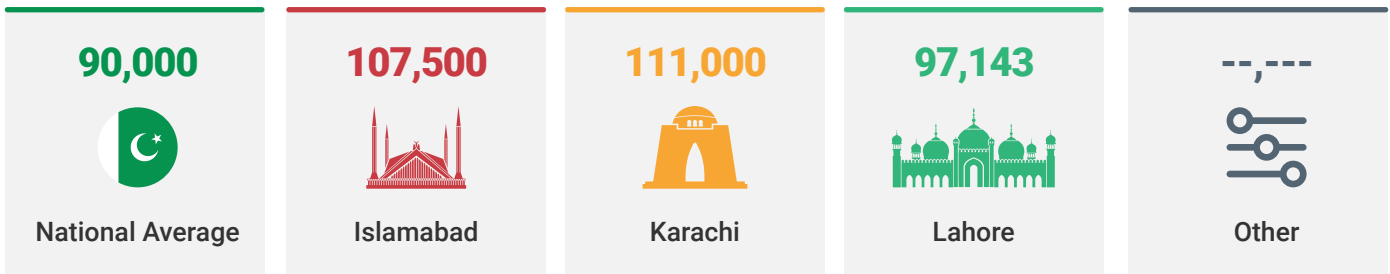
Most Common Salary
PKR 90,000

Highest Salary (Max)
PKR 212,500 ▲

Junior Level Salary Histogram - Quality Assurance (Automation) Engineers

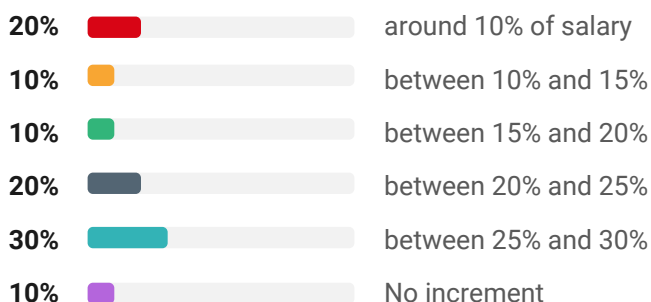


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>110,500</p> <p>Corporate 300+ employees</p>	<p>95,000</p> <p>Big 100 - 300 employees</p>	<p>113,333</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>103,333</p> <p>Local</p>	<p>105,833</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>100,500</p> <p>Both Products & Services</p>	<p>137,500</p> <p>Services</p>	<p>92,500</p> <p>Products</p>	<p>98,750</p> <p>Both Domestic & Exports</p>	<p>120,000</p> <p>Exports (Outsourcing)</p>	<p>90,000</p> <p>Domestic</p>

■ Average Last Increment

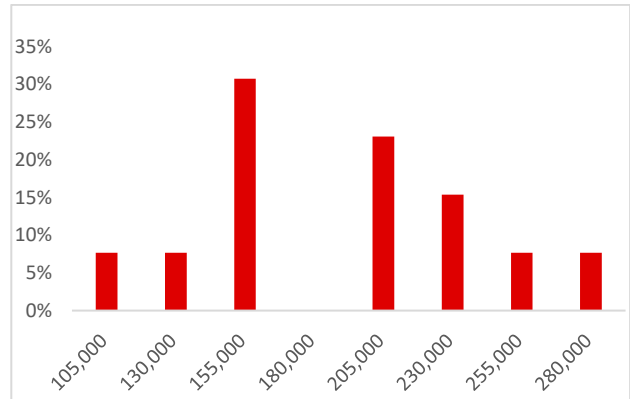


PKR 172,308
National Average

Most Common Salary
PKR 137,500

Highest Salary (Max)
PKR 262,500 ▲

Middle Level Salary Histogram - Quality Assurance (Automation) Engineers



■ Average Nationwide Salaries (PKR)

<p>172,308</p> <p>National Average</p>	<p>180,000</p> <p>Islamabad</p>	<p>158,929</p> <p>Karachi</p>	<p>195,833</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>162,500</p> <p>Corporate 300+ employees</p>	<p>200,000</p> <p>Big 100 - 300 employees</p>	<p>212,500</p> <p>Medium 25 - 100 employees</p>	<p>101,250</p> <p>Small < 25 employees</p>	<p>162,813</p> <p>Local</p>	<p>187,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>148,214</p> <p>Both Products & Services</p>	<p>200,417</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>150,417</p> <p>Both Domestic & Exports</p>	<p>191,071</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

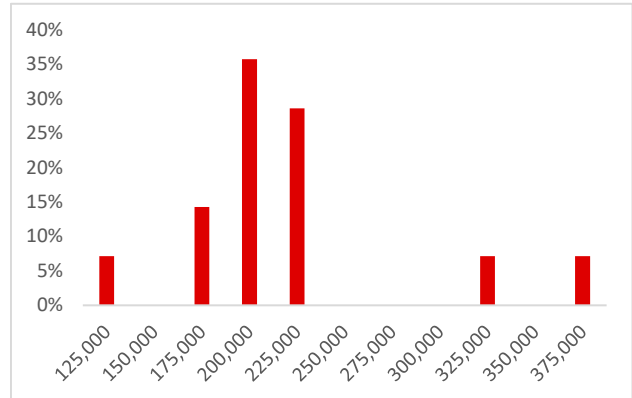
- 20% around 10% of salary
- 20% between 10% and 15%
- 30% between 15% and 20%
- 30% between 20% and 25%

PKR 207,143
National Average

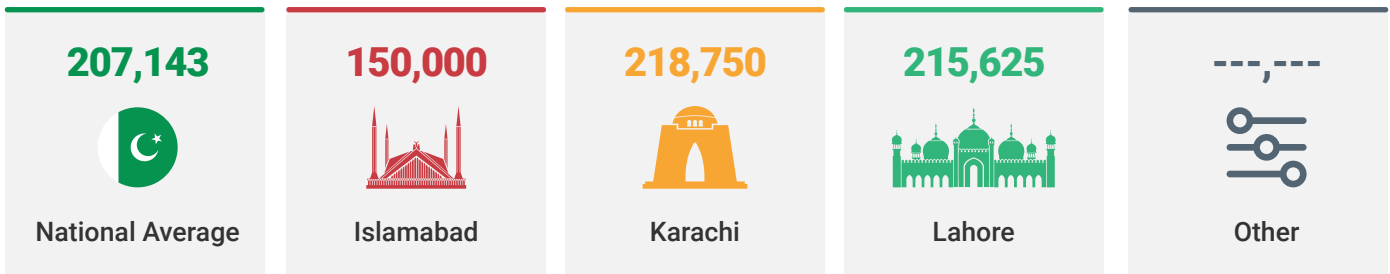
Most Common Salary
PKR 187,500

Highest Salary (Max)
PKR 362,500 ▲

Senior Level Salary Histogram - Quality Assurance (Automation) Engineers

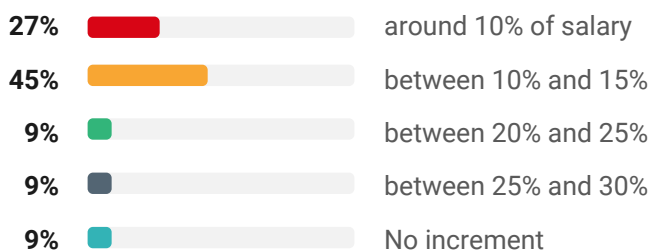


■ Average Nationwide Salaries (PKR)



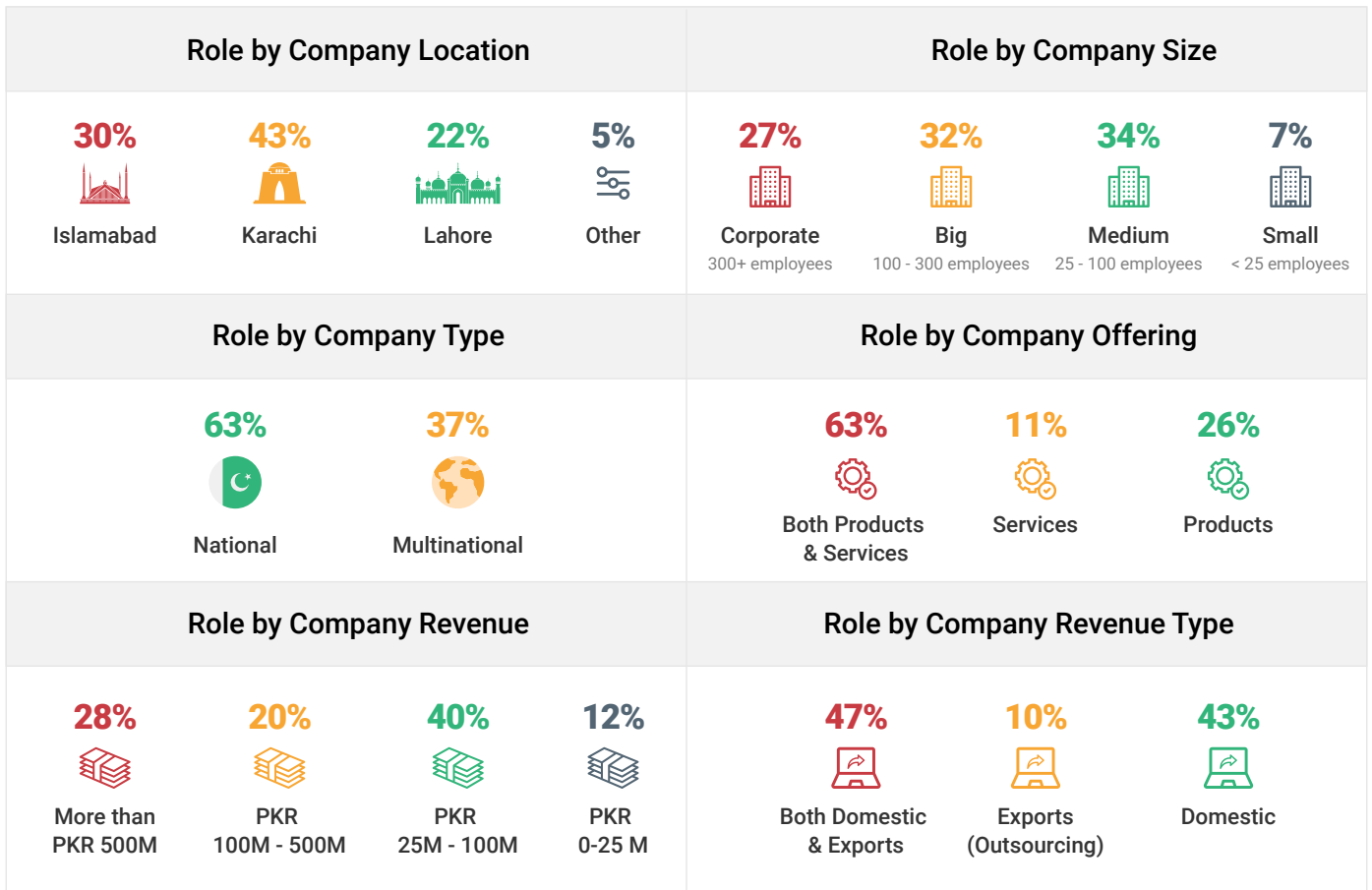
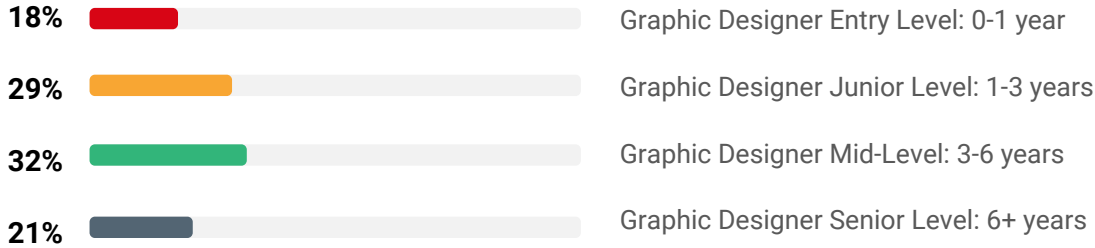
Salaries by Company Size				Salaries by Company Type	
<p>252,500</p> <p>Corporate 300+ employees</p>	<p>177,500</p> <p>Big 100 - 300 employees</p>	<p>195,833</p> <p>Medium 25 - 100 employees</p>	<p>162,500</p> <p>Small < 25 employees</p>	<p>198,214</p> <p>Local</p>	<p>216,071</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>190,625</p> <p>Both Products & Services</p>	<p>237,500</p> <p>Services</p>	<p>212,500</p> <p>Products</p>	<p>198,214</p> <p>Both Domestic & Exports</p>	<p>216,071</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

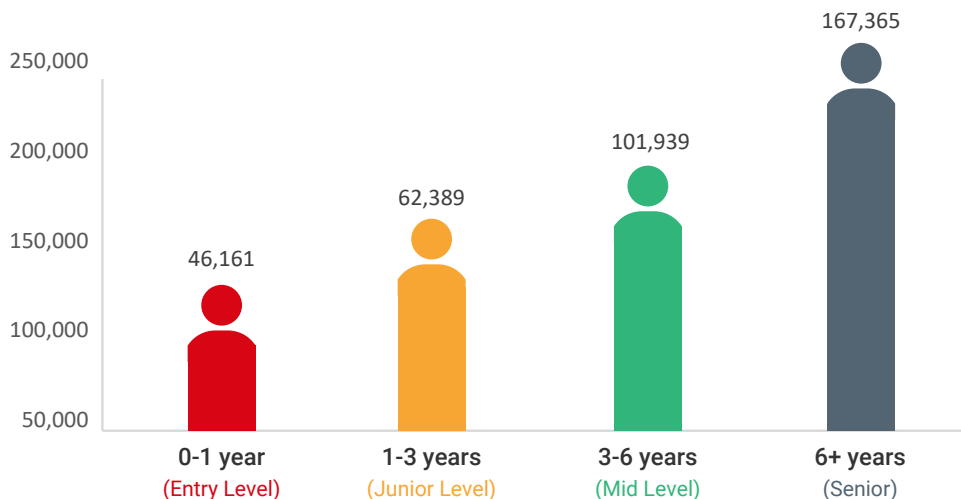


Graphic Designers

■ 297 Graphic Designers by Experience Level



■ Average Nationwide Salaries (PKR)

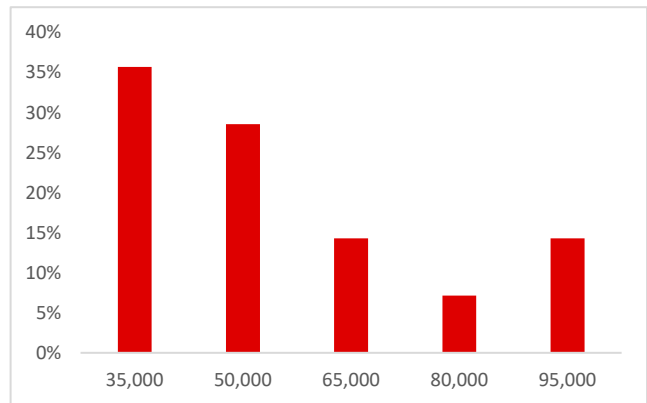


PKR 46,161
National Average

Most Common Salary
PKR 40,000

Highest Salary (Max)
PKR 90,000 ▲

Entry Level Salary Histogram - Graphic Designers

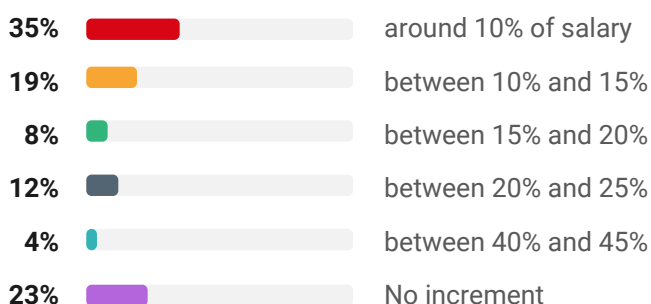


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>57,500</p> <p>Corporate 300+ employees</p>	<p>48,750</p> <p>Big 100 - 300 employees</p>	<p>40,208</p> <p>Medium 25 - 100 employees</p>	<p>44,167</p> <p>Small < 25 employees</p>	<p>44,861</p> <p>Local</p>	<p>48,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>42,500</p> <p>Both Products & Services</p>	<p>43,750</p> <p>Services</p>	<p>62,000</p> <p>Products</p>	<p>41,000</p> <p>Both Domestic & Exports</p>	<p>45,714</p> <p>Exports (Outsourcing)</p>	<p>60,625</p> <p>Domestic</p>

■ Average Last Increment

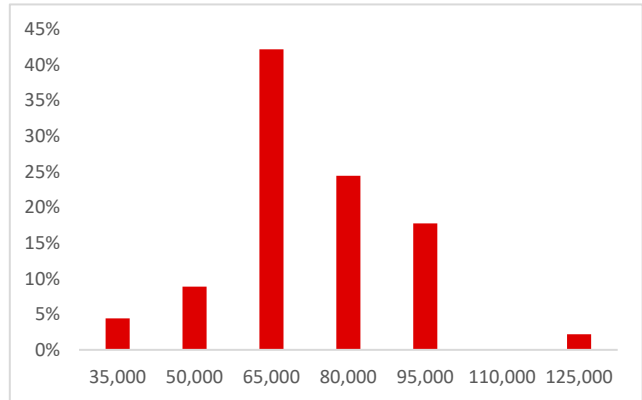


PKR 62,389
National Average

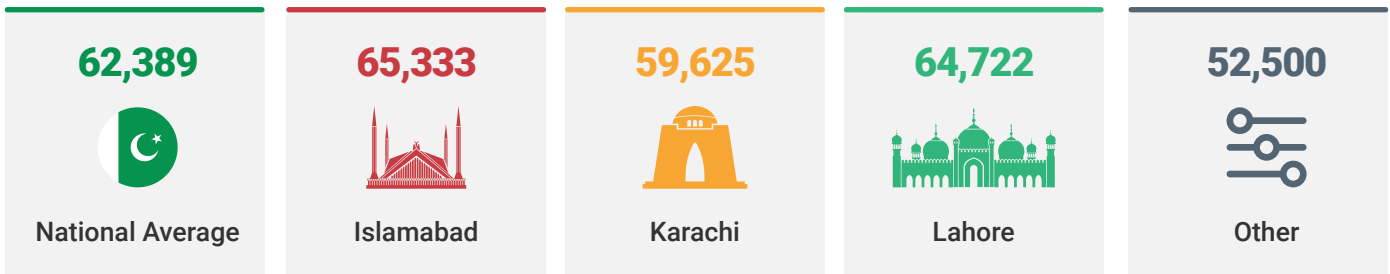
Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 112,500 ▲

Junior Level Salary Histogram - Graphic Designers

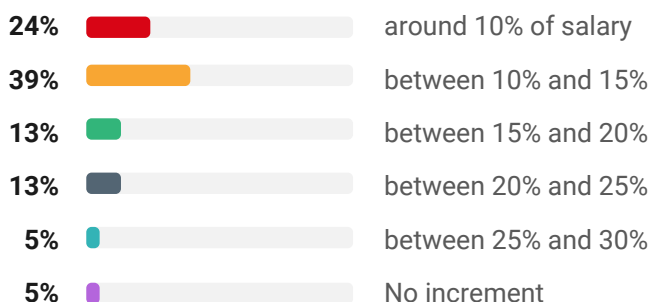


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>69,722</p> <p>Corporate 300+ employees</p>	<p>61,528</p> <p>Big 100 - 300 employees</p>	<p>62,656</p> <p>Medium 25 - 100 employees</p>	<p>35,000</p> <p>Small < 25 employees</p>	<p>62,833</p> <p>Local</p>	<p>61,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>60,625</p> <p>Both Products & Services</p>	<p>59,375</p> <p>Services</p>	<p>79,500</p> <p>Products</p>	<p>64,342</p> <p>Both Domestic & Exports</p>	<p>60,595</p> <p>Exports (Outsourcing)</p>	<p>62,500</p> <p>Domestic</p>

■ Average Last Increment

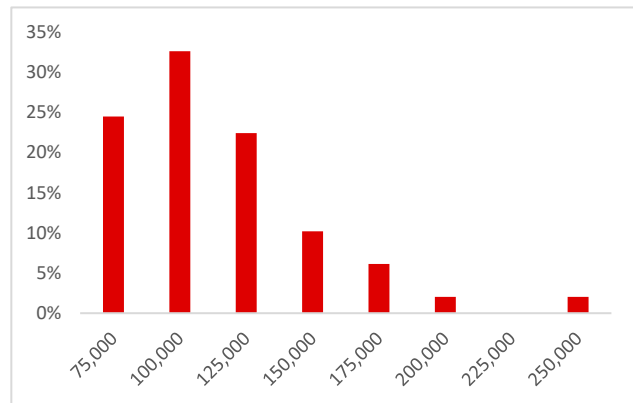


PKR 101,939
National Average

Most Common Salary
PKR 90,000

Highest Salary (Max)
PKR 237,500 ▲

Middle Level Salary Histogram - Graphic Designers

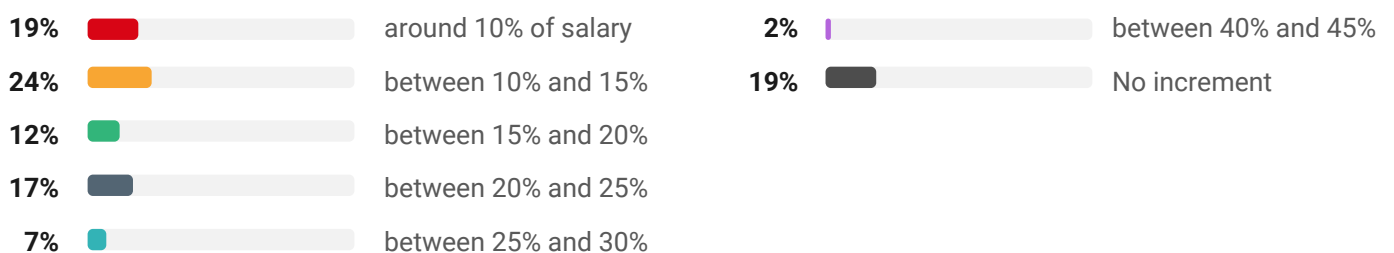


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>124,500</p> <p>Corporate 300+ employees</p>	<p>103,553</p> <p>Big 100 - 300 employees</p>	<p>109,079</p> <p>Medium 25 - 100 employees</p>	<p>55,417</p> <p>Small < 25 employees</p>	<p>90,833</p> <p>Local</p>	<p>119,474</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>95,962</p> <p>Both Products & Services</p>	<p>105,000</p> <p>Services</p>	<p>119,167</p> <p>Products</p>	<p>98,913</p> <p>Both Domestic & Exports</p>	<p>106,413</p> <p>Exports (Outsourcing)</p>	<p>90,833</p> <p>Domestic</p>

■ Average Last Increment

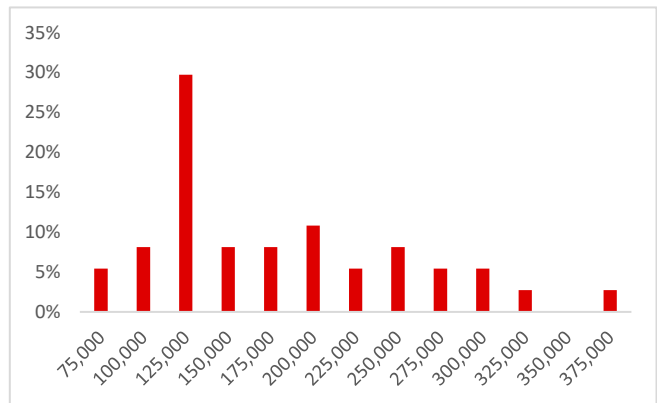


PKR 167,365
National Average

Most Common Salary
PKR 112,500

Highest Salary (Max)
PKR 362,500 ▲

Senior Level Salary Histogram - Graphic Designers

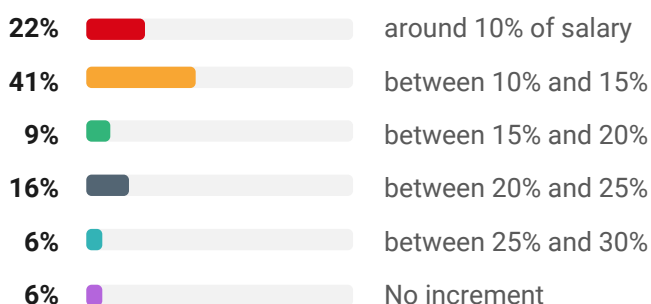


■ Average Nationwide Salaries (PKR)



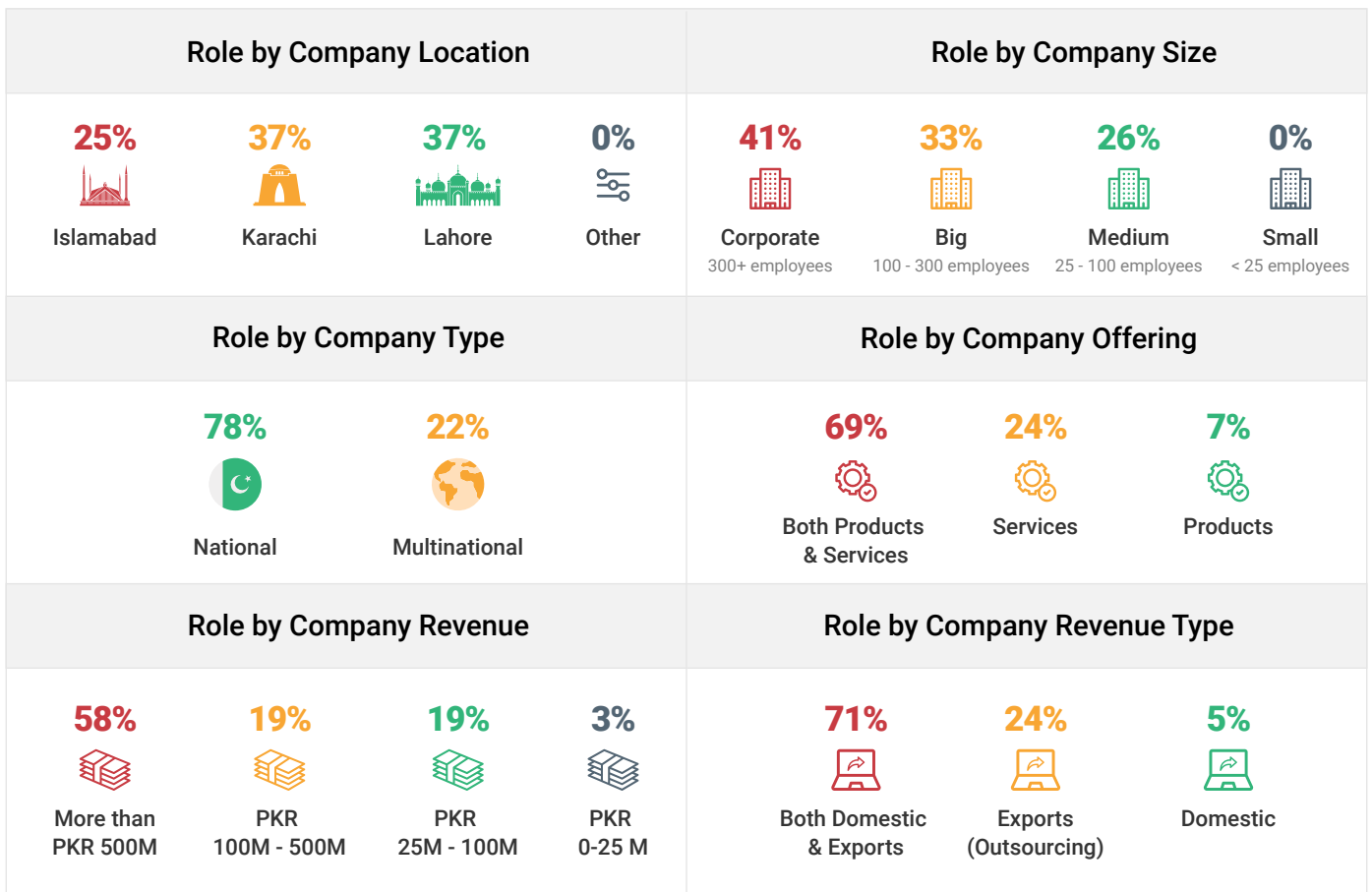
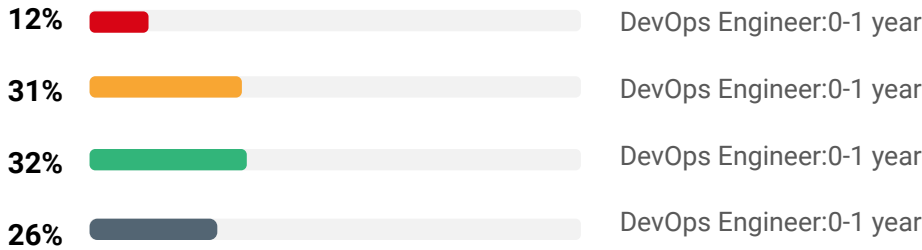
Salaries by Company Size				Salaries by Company Type	
<p>202,500</p> <p>Corporate 300+ employees</p>	<p>166,875</p> <p>Big 100 - 300 employees</p>	<p>175,625</p> <p>Medium 25 - 100 employees</p>	<p>91,875</p> <p>Small < 25 employees</p>	<p>159,583</p> <p>Local</p>	<p>181,731</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>144,375</p> <p>Both Products & Services</p>	<p>170,909</p> <p>Services</p>	<p>237,500</p> <p>Products</p>	<p>164,167</p> <p>Both Domestic & Exports</p>	<p>168,594</p> <p>Exports (Outsourcing)</p>	<p>180,000</p> <p>Domestic</p>

■ Average Last Increment

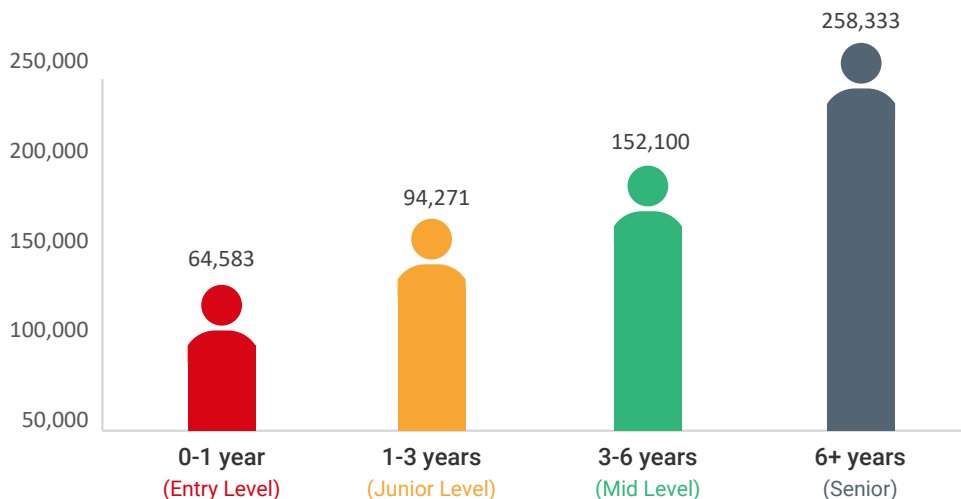


DevOps Engineers

211 DevOps Engineers by Experience Level



Average Nationwide Salaries (PKR)

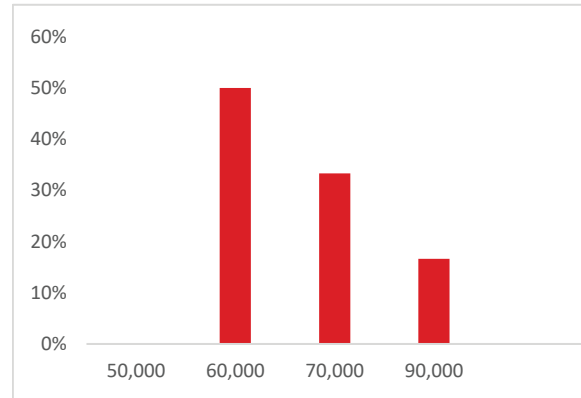


PKR 64,583
National Average

Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 90,000 ▲

Entry Level Salary Histogram - DevOps Engineers

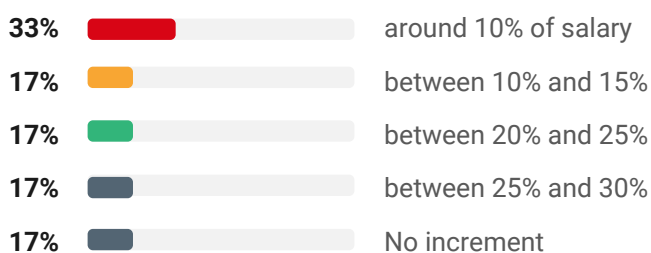


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>71,250</p> <p>Corporate 300+ employees</p>	<p>61,250</p> <p>Big 100 - 300 employees</p>	<p>61,250</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>65,000</p> <p>Local</p>	<p>64,167</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>61,875</p> <p>Both Products & Services</p>	<p>70,000</p> <p>Services</p>	<p>70,000</p> <p>Products</p>	<p>52,500</p> <p>Both Domestic & Exports</p>	<p>70,000</p> <p>Exports (Outsourcing)</p>	<p>90,000</p> <p>Domestic</p>

■ Average Last Increment

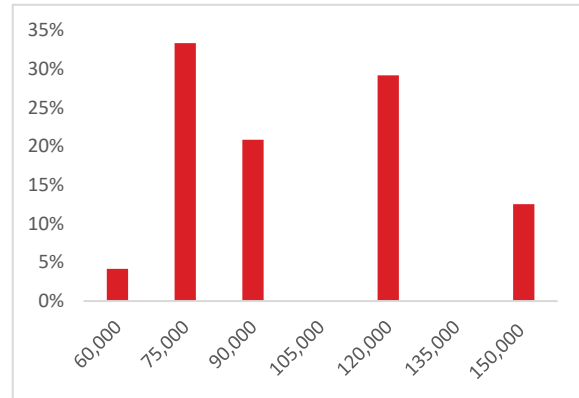


PKR 94,271
National Average

Most Common Salary
PKR 70,000

Highest Salary (Max)
PKR 137,500 ▲

Junior Level Salary Histogram - DevOps Engineers

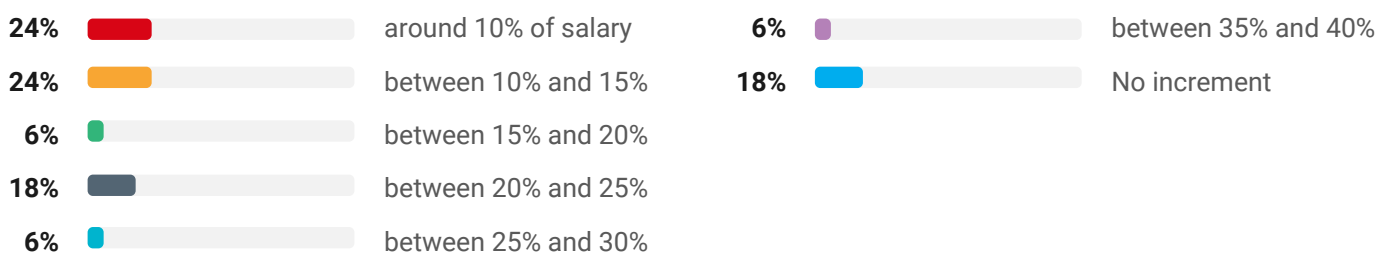


■ Average Nationwide Salaries (PKR)

<p>94,271</p> <p>National Average</p>	<p>104,286</p> <p>Islamabad</p>	<p>77,813</p> <p>Karachi</p>	<p>101,111</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>98,750</p> <p>Corporate 300+ employees</p>	<p>86,111</p> <p>Big 100 - 300 employees</p>	<p>99,444</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>92,941</p> <p>Local</p>	<p>97,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>89,821</p> <p>Both Products & Services</p>	<p>110,000</p> <p>Services</p>	<p>78,333</p> <p>Products</p>	<p>85,536</p> <p>Both Domestic & Exports</p>	<p>107,813</p> <p>Exports (Outsourcing)</p>	<p>101,250</p> <p>Domestic</p>

■ Average Last Increment

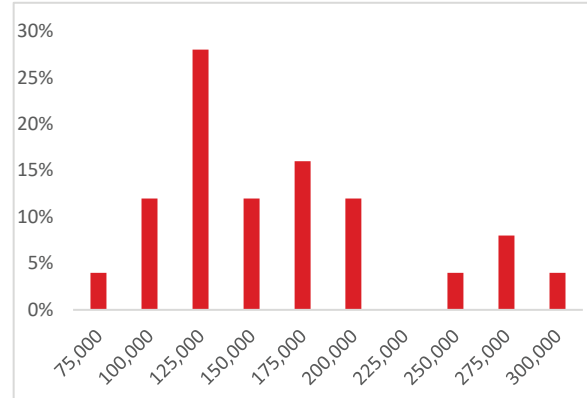


PKR 152,100
National Average

Most Common Salary
PKR 112,500

Highest Salary (Max)
PKR 287,500 ▲

Middle Level Salary Histogram - DevOps Engineers

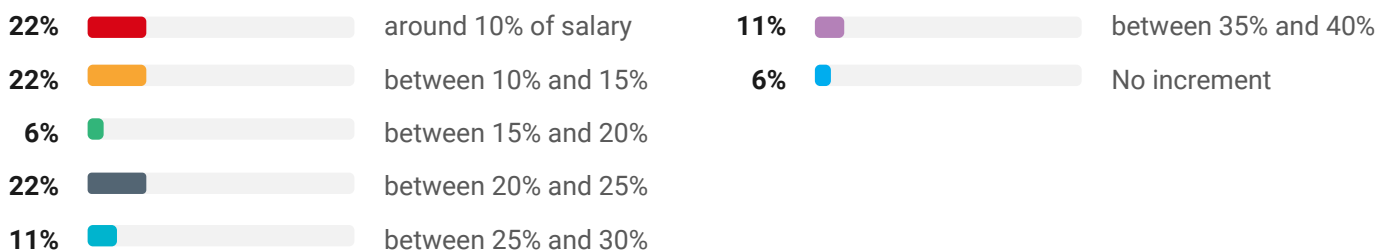


■ Average Nationwide Salaries (PKR)

<p>152,100</p> <p>National Average</p>	<p>159,286</p> <p>Islamabad</p>	<p>141,250</p> <p>Karachi</p>	<p>155,750</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
---	--	--------------------------------------	-------------------------------------	-------------------------

Salaries by Company Size				Salaries by Company Type	
<p>175,000</p> <p>Corporate 300+ employees</p>	<p>165,250</p> <p>Big 100 - 300 employees</p>	<p>122,222</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>150,167</p> <p>Local</p>	<p>155,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>125,536</p> <p>Both Products & Services</p>	<p>206,944</p> <p>Services</p>	<p>91,250</p> <p>Products</p>	<p>145,167</p> <p>Both Domestic & Exports</p>	<p>173,214</p> <p>Exports (Outsourcing)</p>	<p>137,500</p> <p>Domestic</p>

■ Average Last Increment

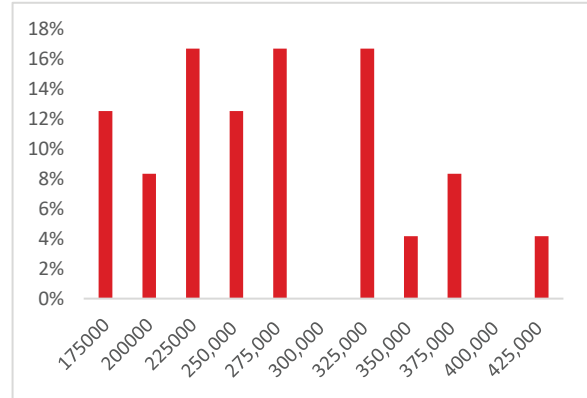


PKR 258,333
National Average

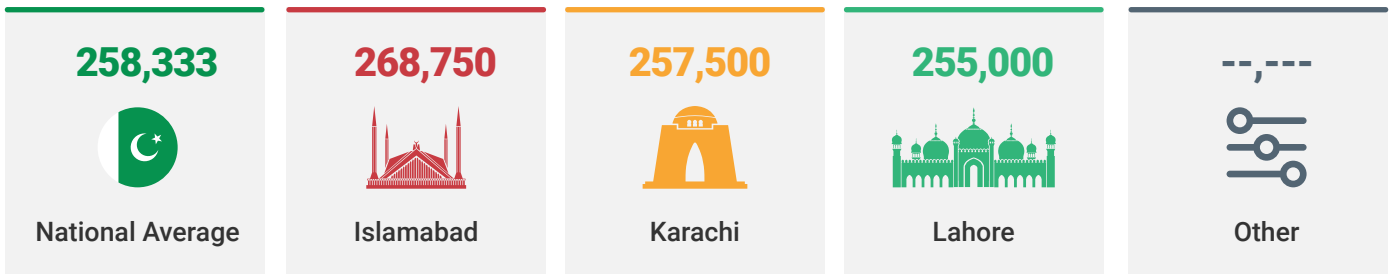
Most Common Salary
PKR 262,500

Highest Salary (Max)
PKR 412,500 ▲

Senior Level Salary Histogram - DevOps Engineers

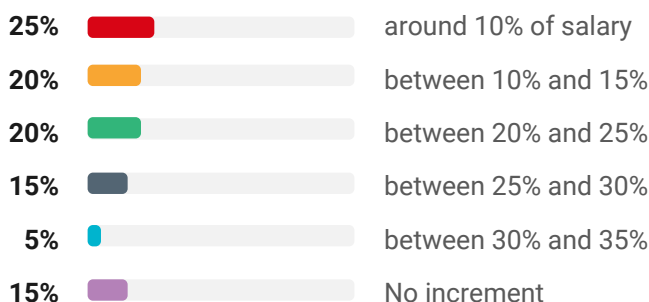


■ Average Nationwide Salaries (PKR)



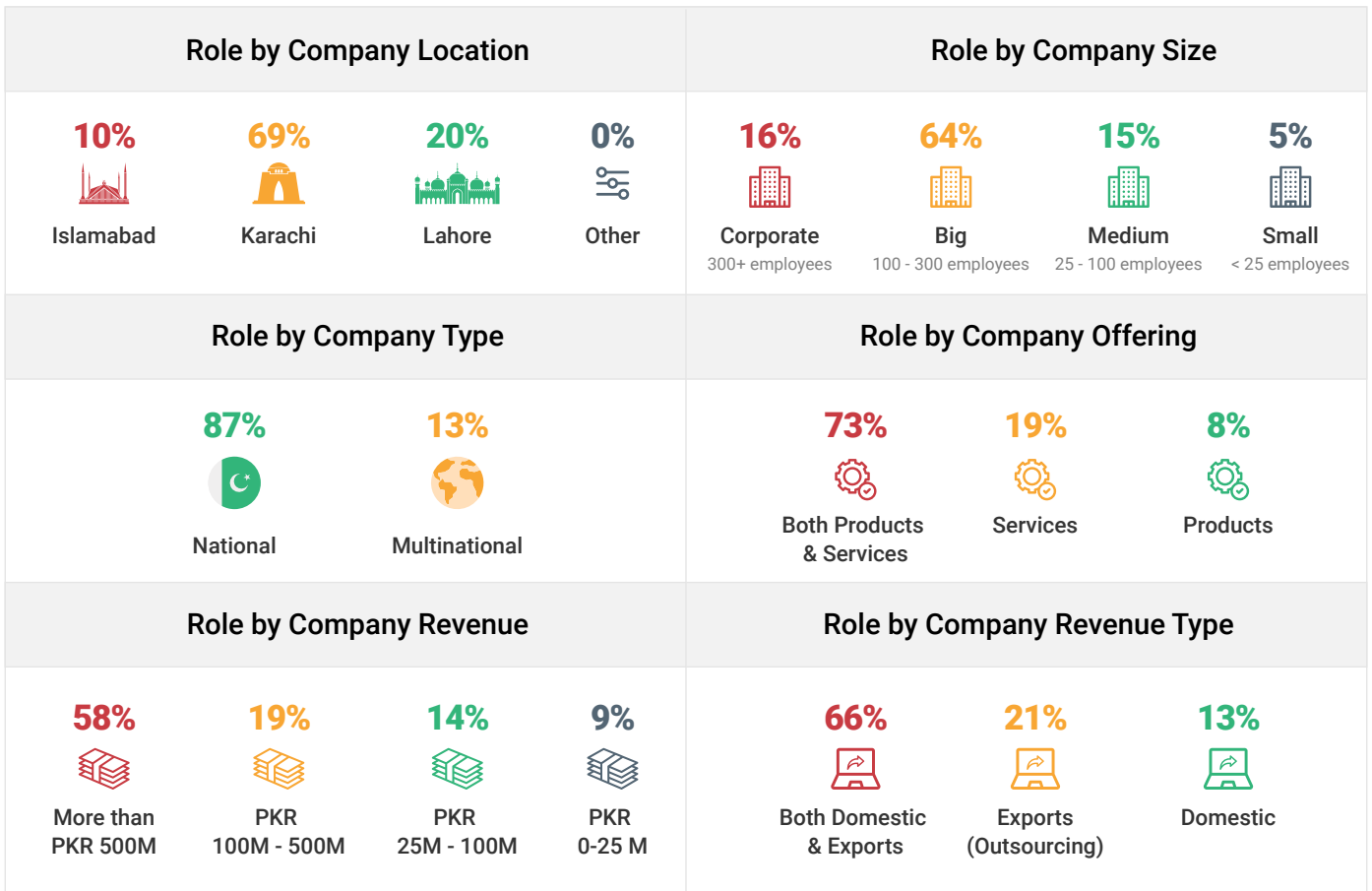
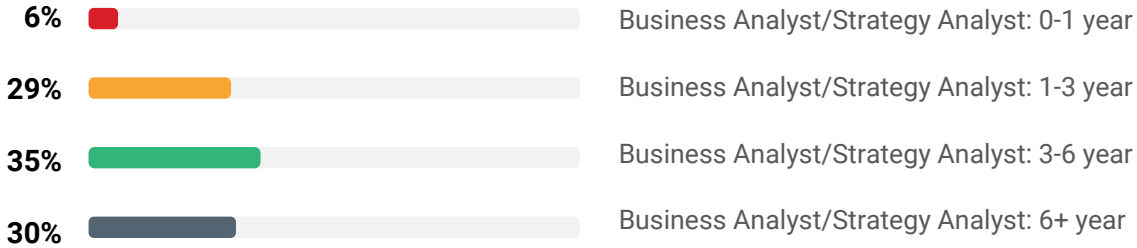
Salaries by Company Size				Salaries by Company Type	
<p>248,214</p> <p>Corporate 300+ employees</p>	<p>264,583</p> <p>Big 100 - 300 employees</p>	<p>257,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>272,222</p> <p>Local</p>	<p>216,667</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>245,192</p> <p>Both Products & Services</p>	<p>266,667</p> <p>Services</p>	<p>282,500</p> <p>Products</p>	<p>245,833</p> <p>Both Domestic & Exports</p>	<p>267,045</p> <p>Exports (Outsourcing)</p>	<p>312,500</p> <p>Domestic</p>

■ Average Last Increment

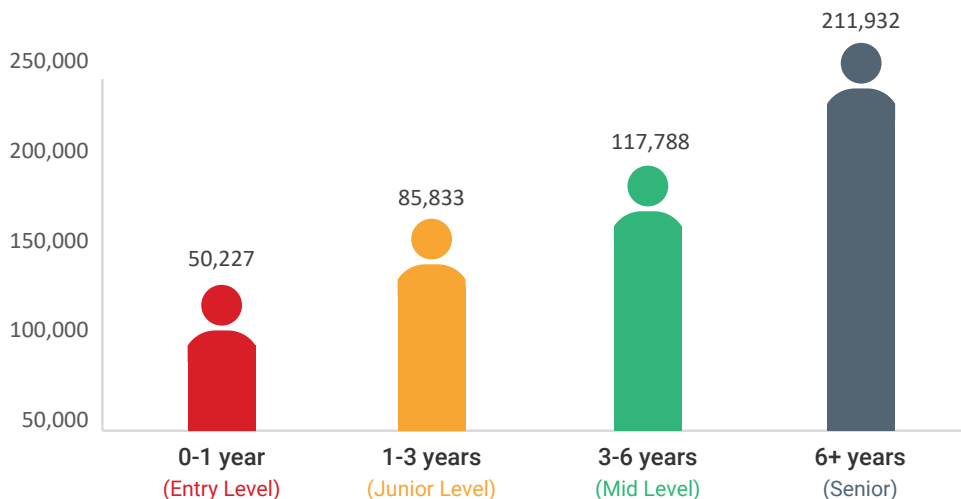


Business Analyst/Strategy Analysts

215 Business Analyst/Strategy Analysts by Experience Level



Average Nationwide Salaries (PKR)

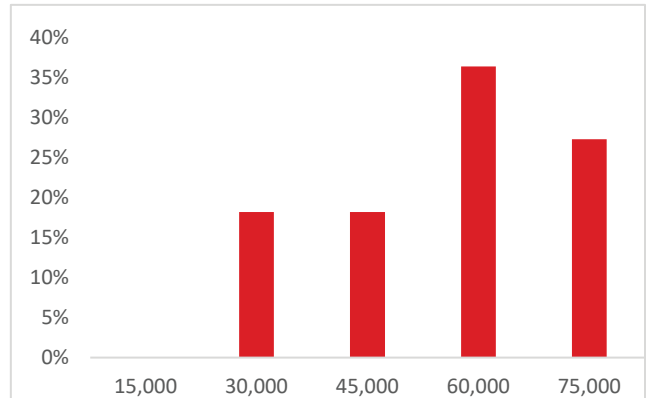


PKR 50,227
National Average

Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 70,000 ▲

Entry Level Salary Histogram - Business Analyst/Strategy Analysts

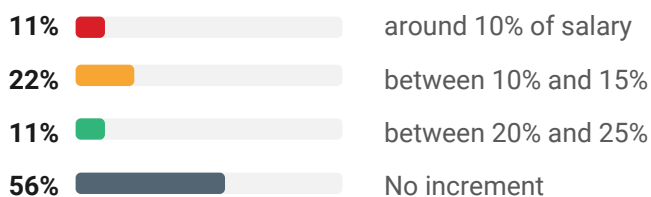


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>70,000</p> <p>Corporate 300+ employees</p>	<p>43,000</p> <p>Big 100 - 300 employees</p>	<p>52,500</p> <p>Medium 25 - 100 employees</p>	<p>37,500</p> <p>Small < 25 employees</p>	<p>52,188</p> <p>Local</p>	<p>45,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>83,393</p> <p>Both Products & Services</p>	<p>86,667</p> <p>Services</p>	<p>93,125</p> <p>Products</p>	<p>83,000</p> <p>Both Domestic & Exports</p>	<p>74,167</p> <p>Exports (Outsourcing)</p>	<p>98,125</p> <p>Domestic</p>

■ Average Last Increment

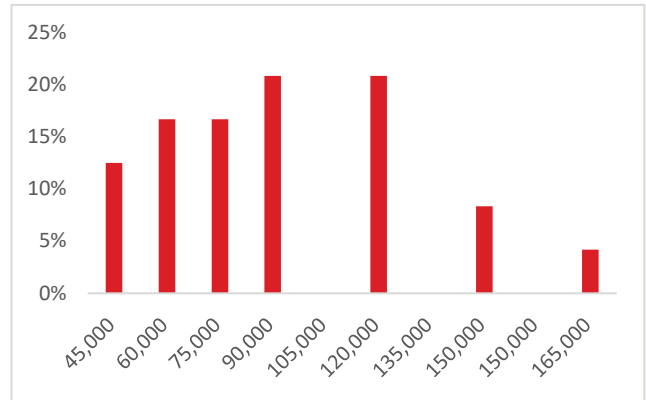


PKR 85,833
National Average

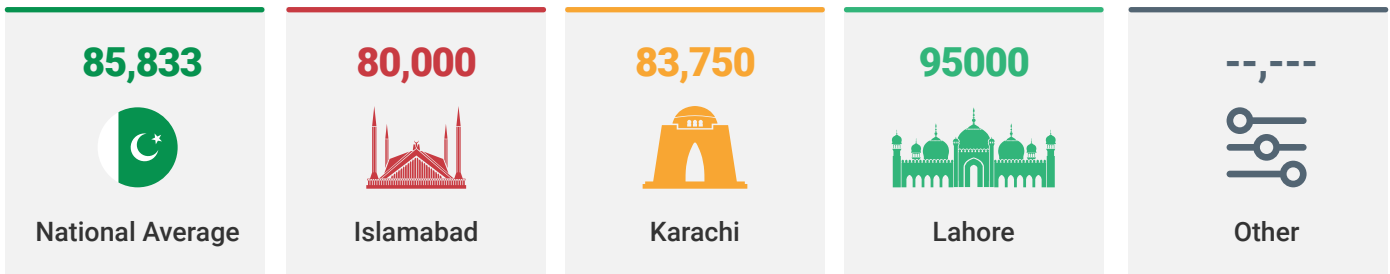
Most Common Salary
PKR 112,500

Highest Salary (Max)
PKR 162,500 ▲

Junior Level Salary Histogram - Business Analyst/Strategy Analysts

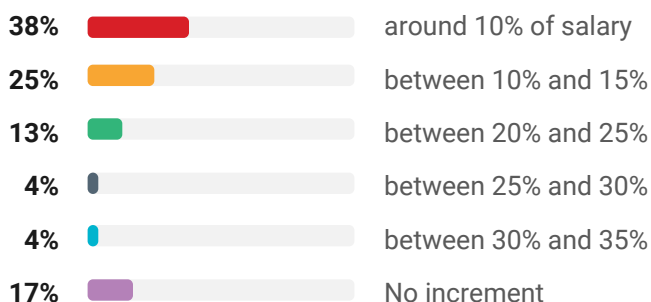


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>113,750</p> <p>Corporate 300+ employees</p>	<p>78,182</p> <p>Big 100 - 300 employees</p>	<p>79,063</p> <p>Medium 25 - 100 employees</p>	<p>112,500</p> <p>Small < 25 employees</p>	<p>87,222</p> <p>Local</p>	<p>81,667</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>83,393</p> <p>Both Products & Services</p>	<p>86,667</p> <p>Services</p>	<p>93,125</p> <p>Products</p>	<p>83,000</p> <p>Both Domestic & Exports</p>	<p>74,167</p> <p>Exports (Outsourcing)</p>	<p>98,125</p> <p>Domestic</p>

■ Average Last Increment

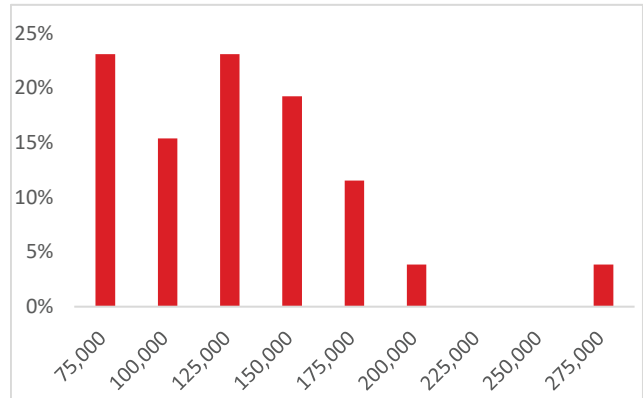


PKR 117,788
National Average

Most Common Salary
PKR 112,500

Highest Salary (Max)
PKR 262,500 ▲

Middle Level Salary Histogram - Business Analyst/Strategy Analysts

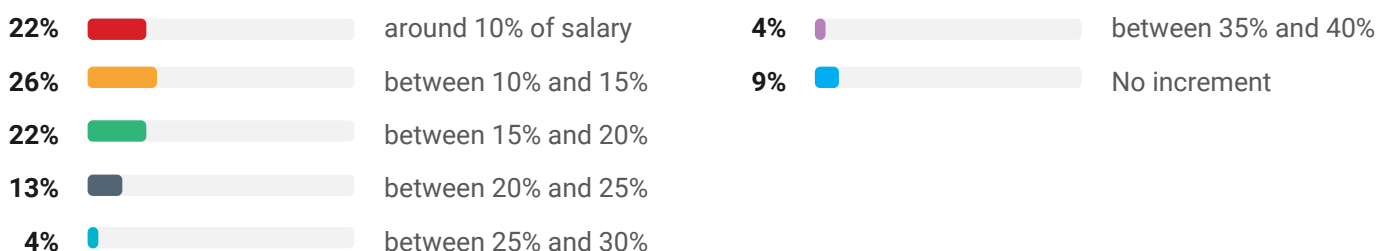


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>154,167</p> <p>Corporate 300+ employees</p>	<p>113,500</p> <p>Big 100 - 300 employees</p>	<p>94,643</p> <p>Medium 25 - 100 employees</p>	<p>113,333</p> <p>Small < 25 employees</p>	<p>119,091</p> <p>Local</p>	<p>110,625</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>124,808</p> <p>Both Products & Services</p>	<p>111,944</p> <p>Services</p>	<p>108,125</p> <p>Products</p>	<p>110,588</p> <p>Both Domestic & Exports</p>	<p>115,417</p> <p>Exports (Outsourcing)</p>	<p>163,333</p> <p>Domestic</p>

■ Average Last Increment

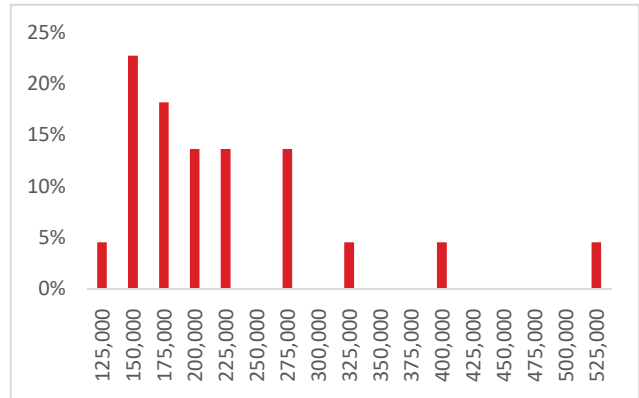


PKR 211,932
National Average

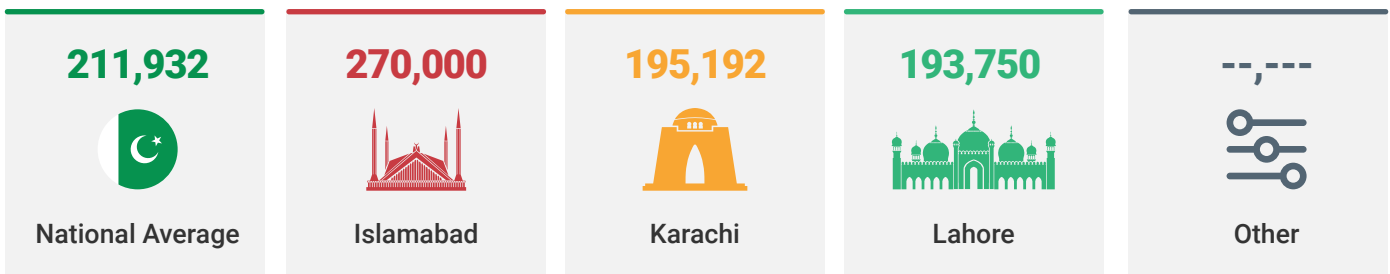
Most Common Salary
PKR 137,500

Highest Salary (Max)
PKR 525,000 ▲

Senior Level Salary Histogram - Business Analyst/Strategy Analysts



■ Average Nationwide Salaries (PKR)



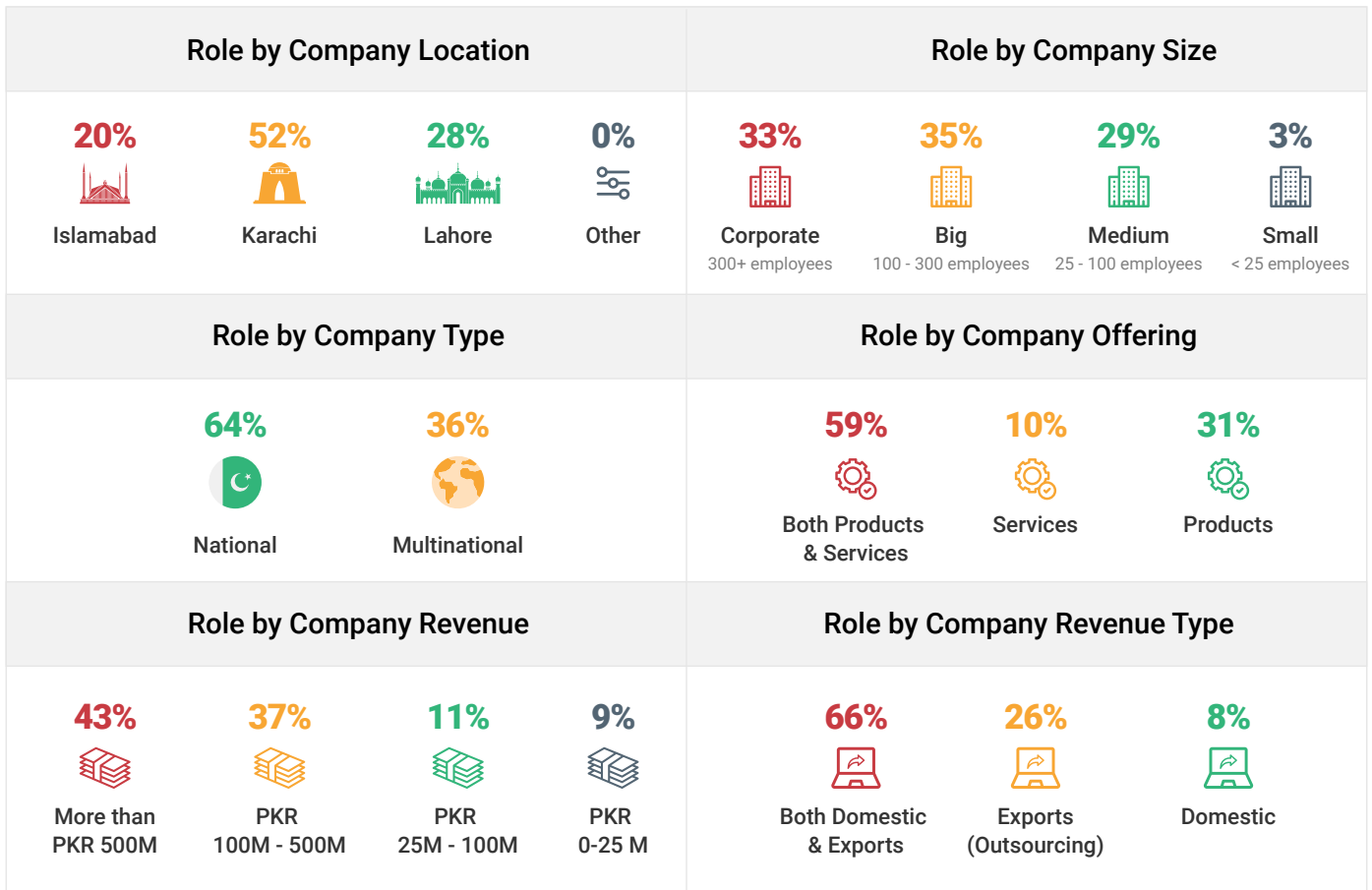
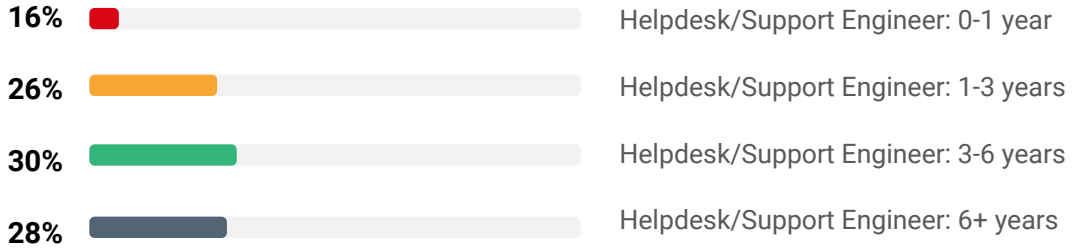
Salaries by Company Size				Salaries by Company Type	
<p>206,250</p> <p>Corporate 300+ employees</p>	<p>196,591</p> <p>Big 100 - 300 employees</p>	<p>227,083</p> <p>Medium 25 - 100 employees</p>	<p>312,500</p> <p>Small < 25 employees</p>	<p>209,211</p> <p>Local</p>	<p>229,167</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>204,688</p> <p>Both Products & Services</p>	<p>275,000</p> <p>Services</p>	<p>187,500</p> <p>Products</p>	<p>220,455</p> <p>Both Domestic & Exports</p>	<p>205,357</p> <p>Exports (Outsourcing)</p>	<p>200,000</p> <p>Domestic</p>

■ Average Last Increment

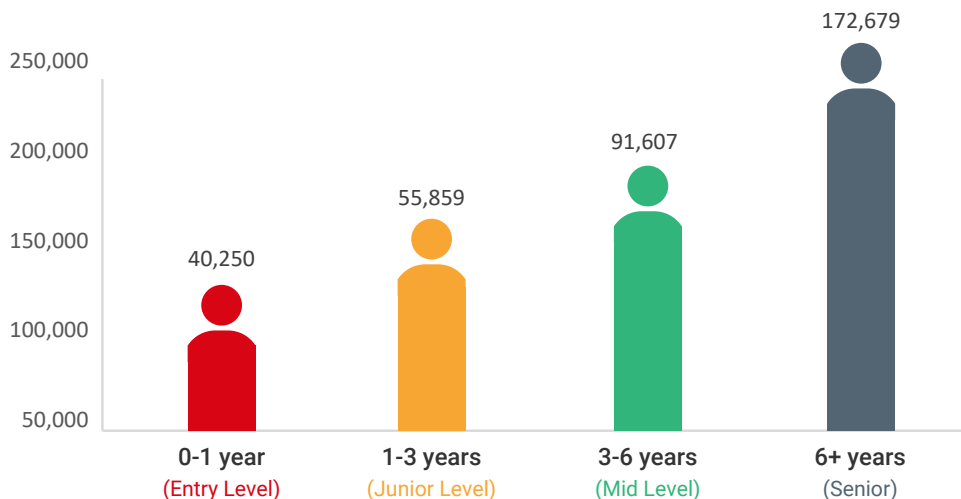


Helpdesk/Support Engineers

■ 383 Helpdesk/Support Engineers by Experience Level



■ Average Nationwide Salaries (PKR)

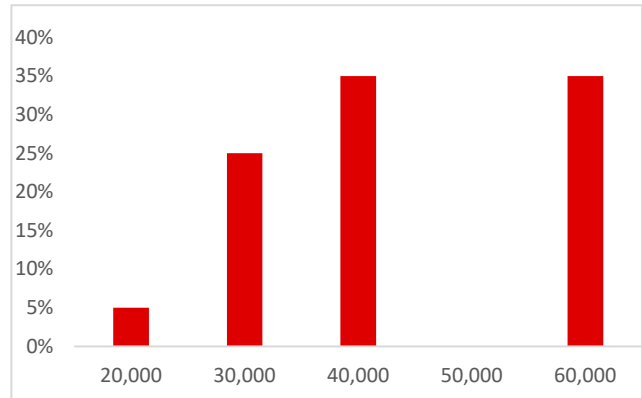


PKR 40,250
National Average

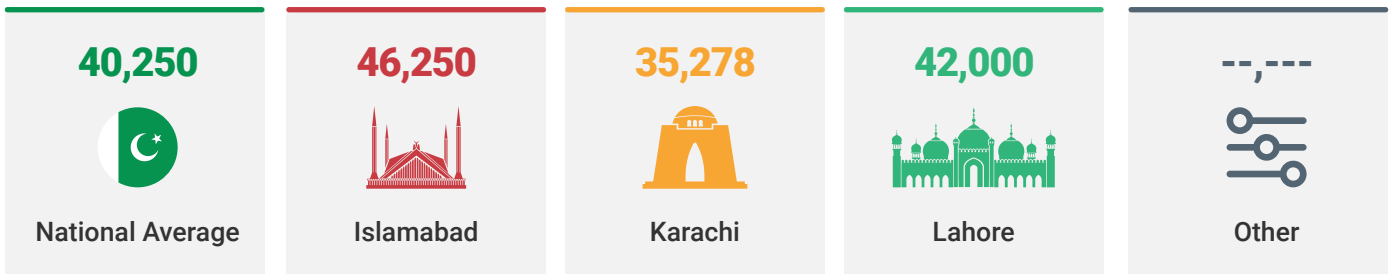
Most Common Salary
PKR 40,000

Highest Salary (Max)
PKR 52,500 ▲

Entry Level Salary Histogram - Helpdesk/Support Engineers

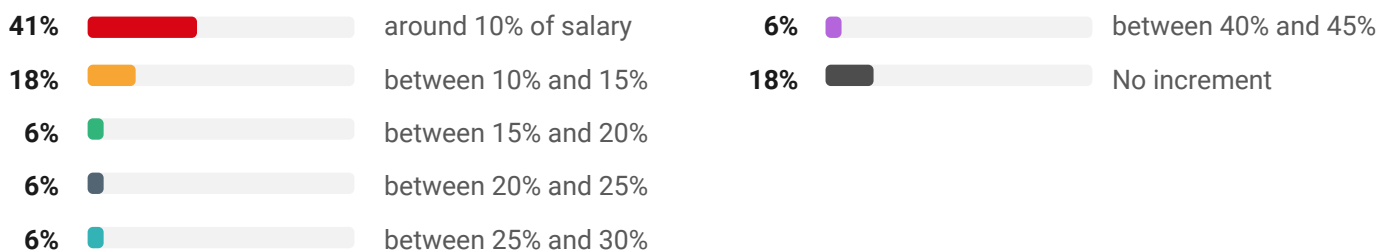


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>39,286</p> <p>Corporate 300+ employees</p>	<p>43,438</p> <p>Big 100 - 300 employees</p>	<p>41,875</p> <p>Medium 25 - 100 employees</p>	<p>15,000</p> <p>Small < 25 employees</p>	<p>37,308</p> <p>Local</p>	<p>45,714</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>39,643</p> <p>Both Products & Services</p>	<p>45,000</p> <p>Services</p>	<p>38,334</p> <p>Products</p>	<p>39,231</p> <p>Both Domestic & Exports</p>	<p>43,000</p> <p>Exports (Outsourcing)</p>	<p>40,000</p> <p>Domestic</p>

■ Average Last Increment

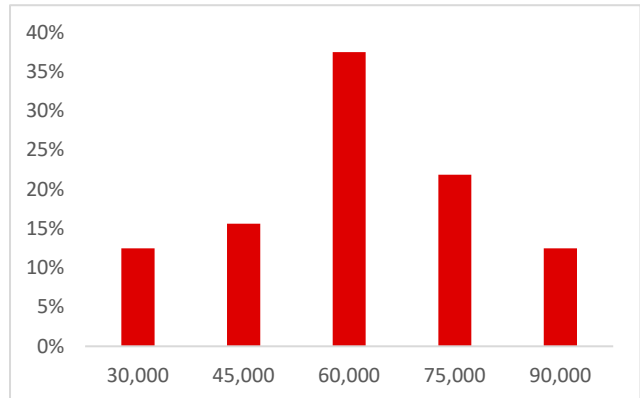


PKR 55,859
National Average

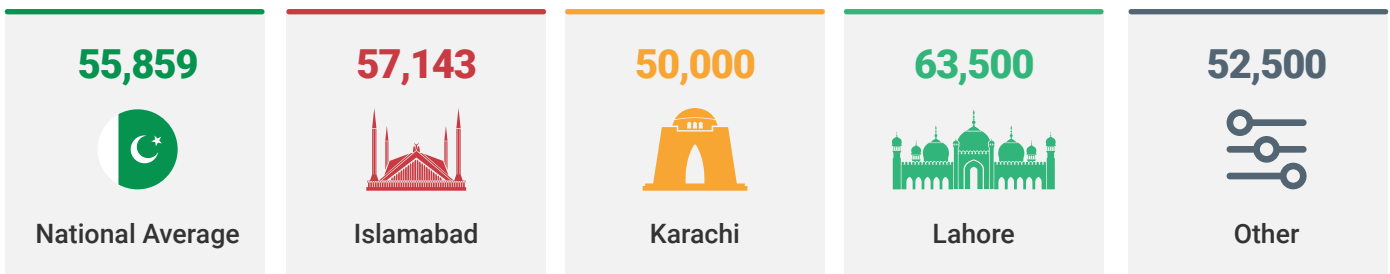
Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 90,000 ▲

Junior Level Salary Histogram - Helpdesk/Support Engineers

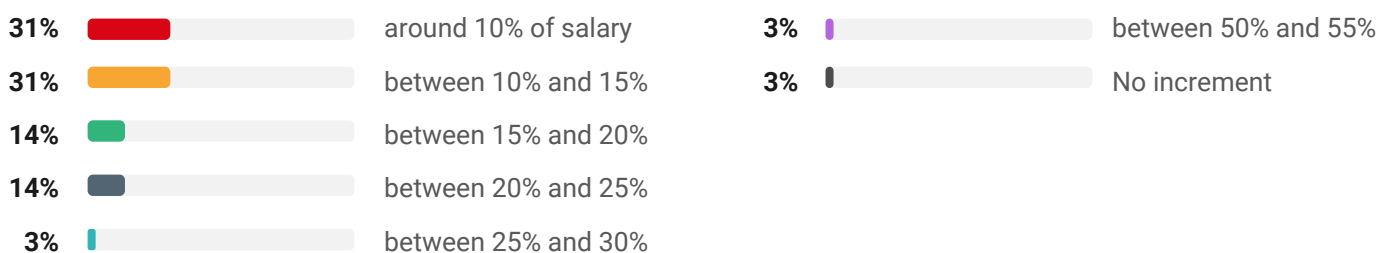


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>60,714</p> <p>Corporate 300+ employees</p>	<p>49,000</p> <p>Big 100 - 300 employees</p>	<p>59,375</p> <p>Medium 25 - 100 employees</p>	<p>53,333</p> <p>Small < 25 employees</p>	<p>51,413</p> <p>Local</p>	<p>67,222</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>55,417</p> <p>Both Products & Services</p>	<p>57,500</p> <p>Services</p>	<p>57,000</p> <p>Products</p>	<p>48,382</p> <p>Both Domestic & Exports</p>	<p>72,778</p> <p>Exports (Outsourcing)</p>	<p>51,667</p> <p>Domestic</p>

■ Average Last Increment

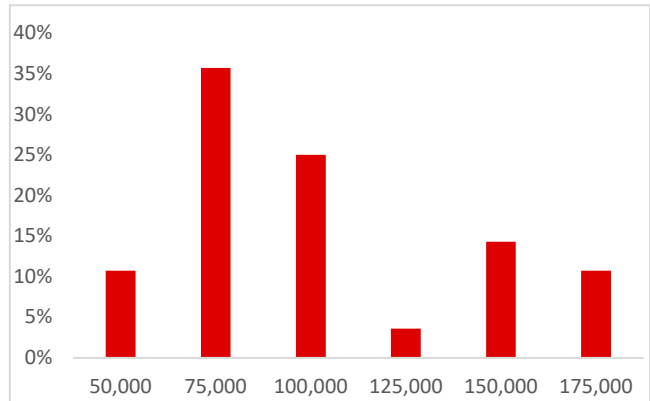


PKR 91,607
National Average

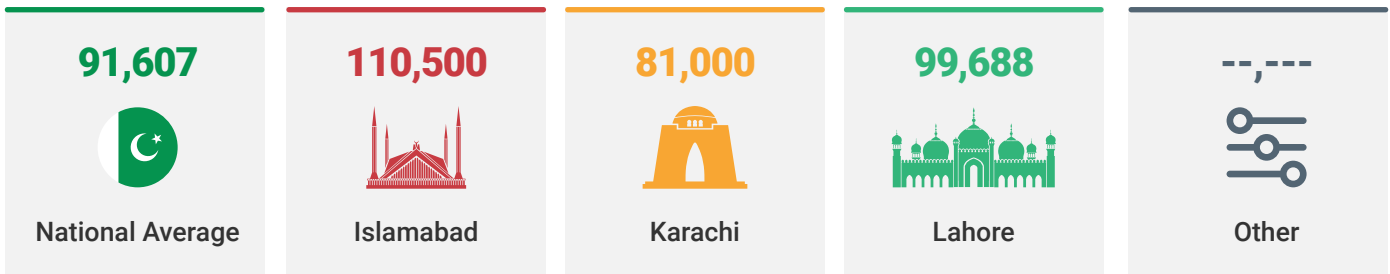
Most Common Salary
PKR 70,000

Highest Salary (Max)
PKR 162,500 ▲

Middle Level Salary Histogram - Helpdesk/Support Engineers

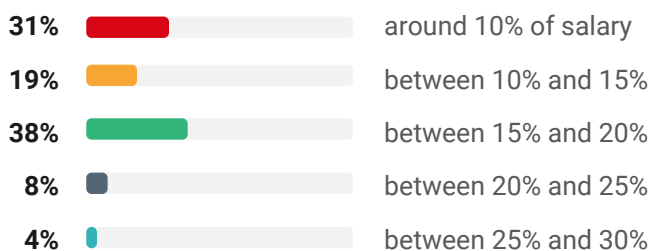


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>103,889</p> <p>Corporate 300+ employees</p>	<p>79,063</p> <p>Big 100 - 300 employees</p>	<p>93,750</p> <p>Medium 25 - 100 employees</p>	<p>82,500</p> <p>Small < 25 employees</p>	<p>81,375</p> <p>Local</p>	<p>117,188</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>91,316</p> <p>Both Products & Services</p>	<p>96,250</p> <p>Services</p>	<p>89,000</p> <p>Products</p>	<p>87,763</p> <p>Both Domestic & Exports</p>	<p>122,500</p> <p>Exports (Outsourcing)</p>	<p>54,167</p> <p>Domestic</p>

■ Average Last Increment

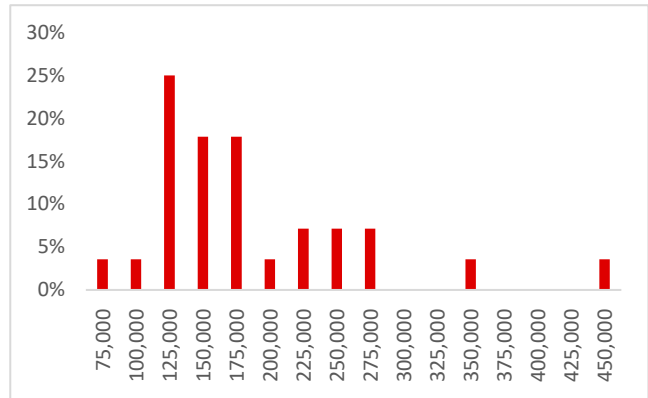


PKR 172,679
National Average

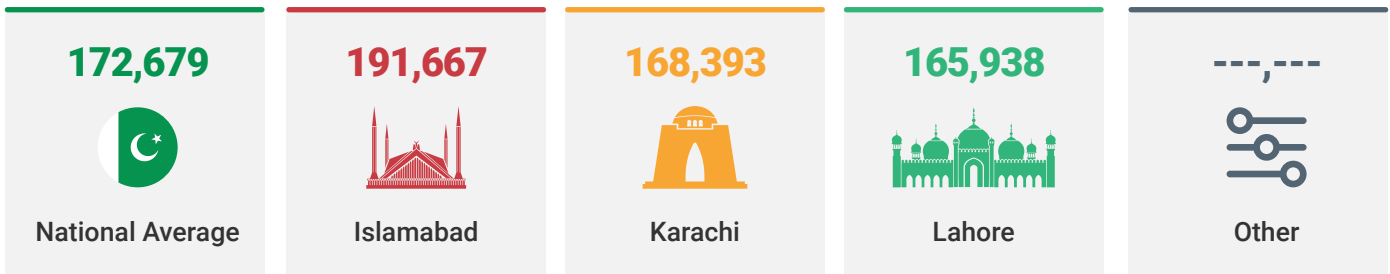
Most Common Salary
PKR 112,500

Highest Salary (Max)
PKR 437,500 ▲

Senior Level Salary Histogram - Helpdesk/Support Engineers

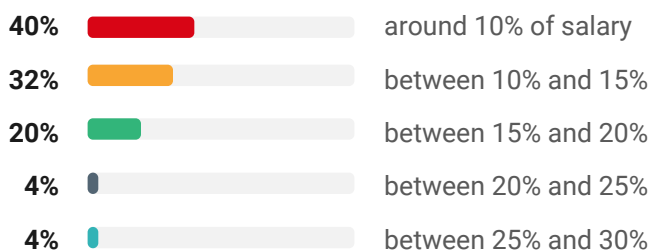


■ Average Nationwide Salaries (PKR)



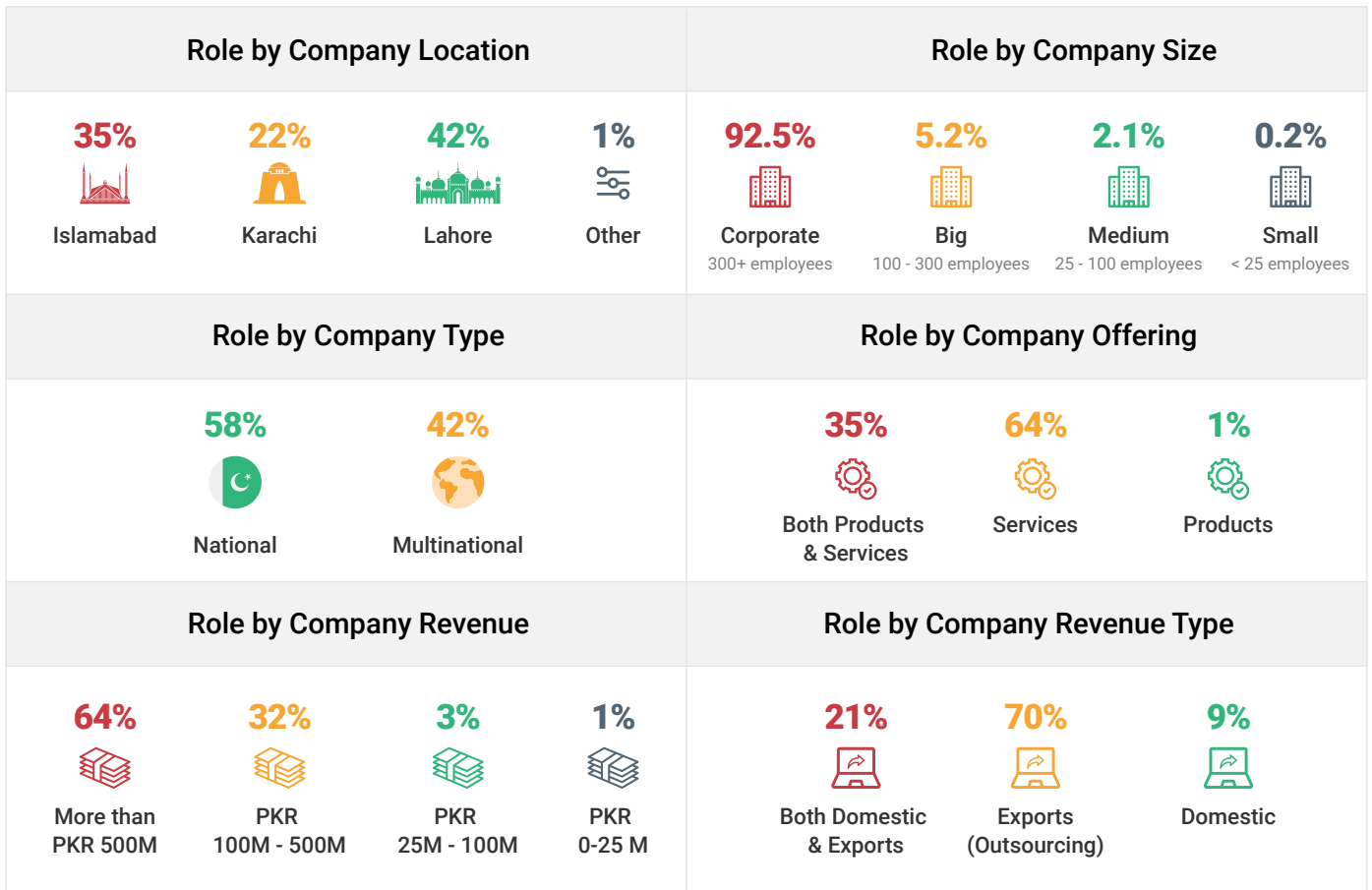
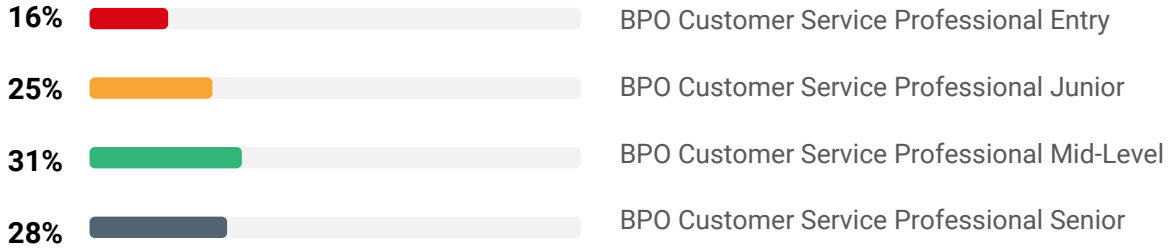
Salaries by Company Size				Salaries by Company Type	
<p>226,667</p> <p>Corporate 300+ employees</p>	<p>125,000</p> <p>Big 100 - 300 employees</p>	<p>152,222</p> <p>Medium 25 - 100 employees</p>	<p>212,500</p> <p>Small < 25 employees</p>	<p>151,944</p> <p>Local</p>	<p>210,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>162,895</p> <p>Both Products & Services</p>	<p>228,000</p> <p>Services</p>	<p>150,000</p> <p>Products</p>	<p>158,438</p> <p>Both Domestic & Exports</p>	<p>209,722</p> <p>Exports (Outsourcing)</p>	<p>137,500</p> <p>Domestic</p>

■ Average Last Increment

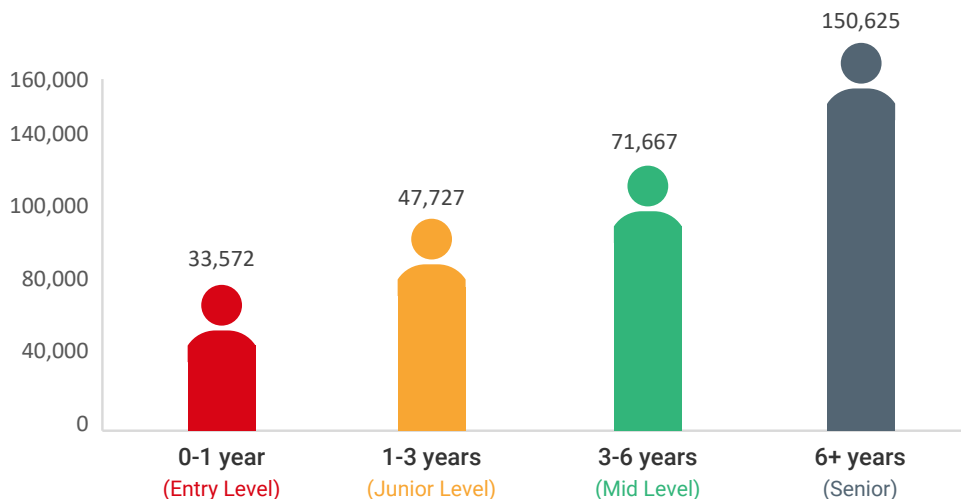


BPO Customer Service Professionals

612 BPO Customer Service Professionals by Experience Level



Average Nationwide Salaries (PKR)

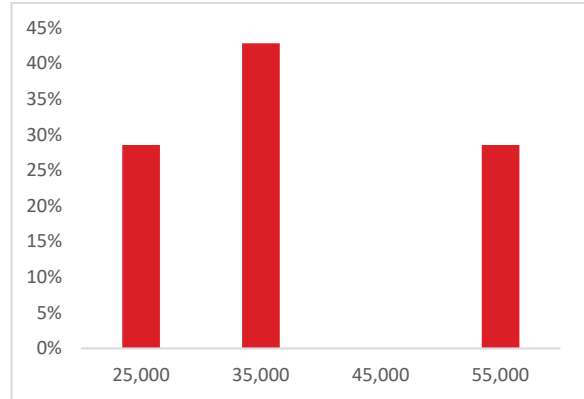


PKR 33,572
National Average

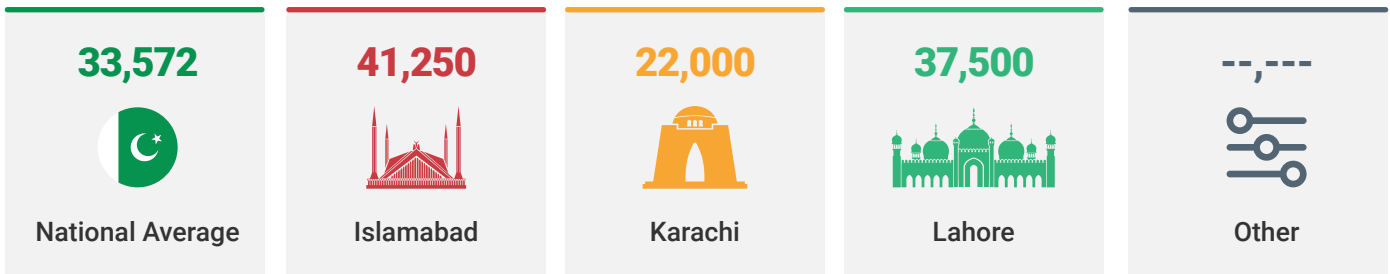
Most Common Salary
PKR 30,000

Highest Salary (Max)
PKR 52,500 ▲

Entry Level Salary Histogram - BPO Customer Service Professionals

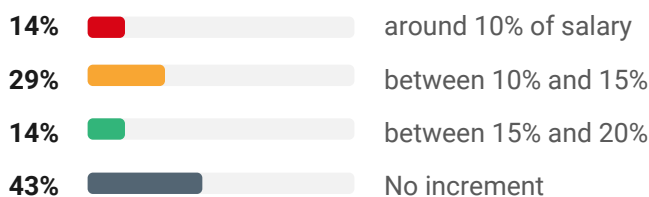


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type		
26,000 Corporate 300+ employees	52,500 Big 100 - 300 employees	---	---	33,750 Local	33,333 Multinational	
Salaries by Company Offering				Salaries by Company Revenue Type		
30,625 Both Products & Services	37,500 Services	---	---	30,834 Both Domestic & Exports	37,500 Exports (Outsourcing)	30,000 Domestic

■ Average Last Increment

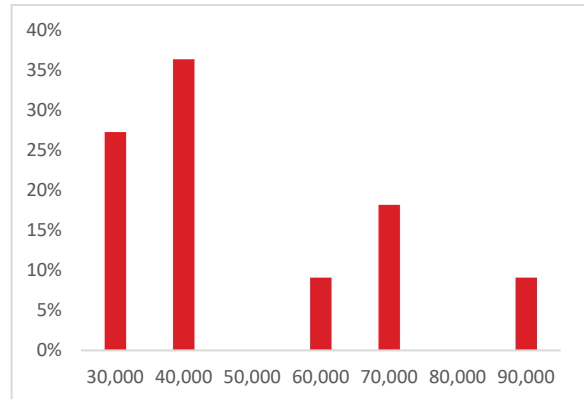


PKR 47,727
National Average

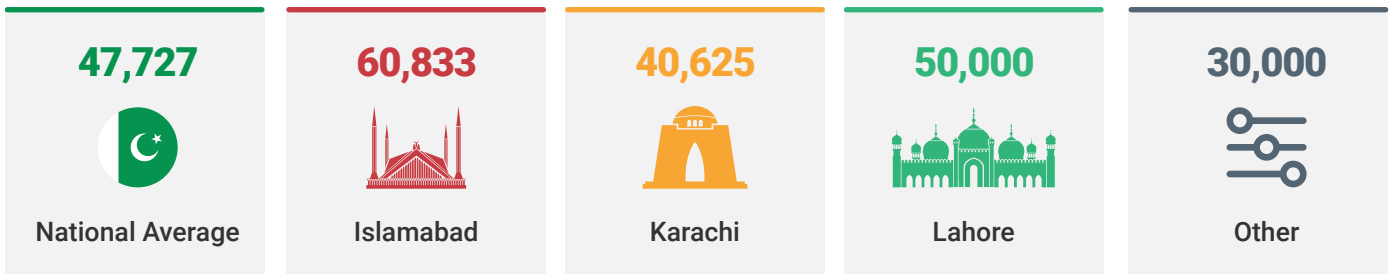
Most Common Salary
PKR 40,000

Highest Salary (Max)
PKR 90,000 ▲

Junior Level Salary Histogram - BPO Customer Service Professionals

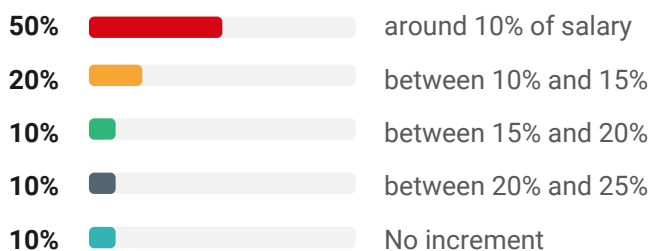


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>39,167</p> <p>Corporate 300+ employees</p>	<p>65,000</p> <p>Big 100 - 300 employees</p>	<p>30,000</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>48,333</p> <p>Local</p>	<p>47,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>42,083</p> <p>Both Products & Services</p>	<p>50,625</p> <p>Services</p>	<p>70,000</p> <p>Products</p>	<p>50,834</p> <p>Both Domestic & Exports</p>	<p>54,500</p> <p>Exports (Outsourcing)</p>	<p>33,333</p> <p>Domestic</p>

■ Average Last Increment

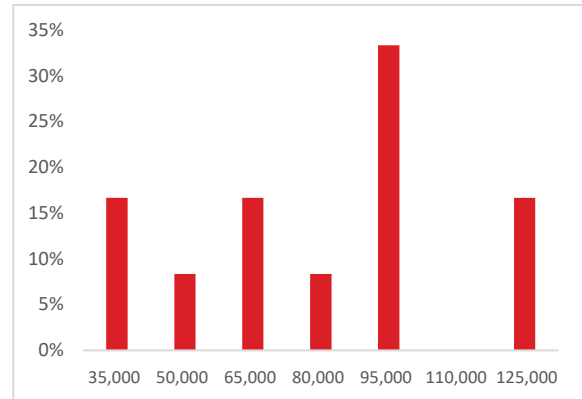


PKR 71,667
National Average

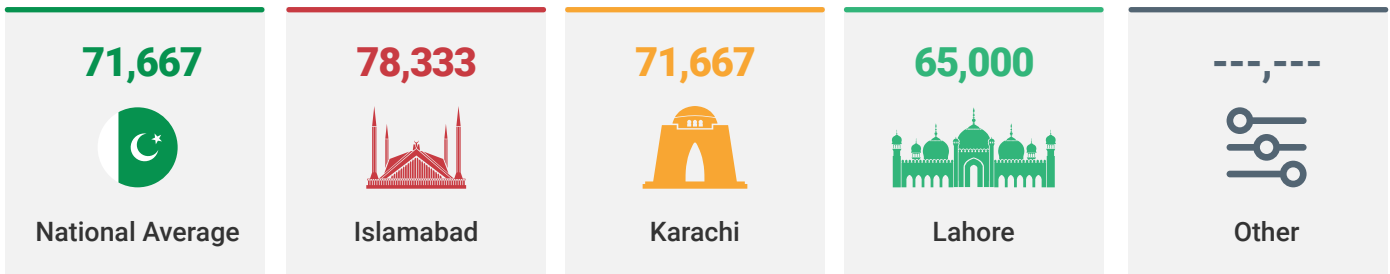
Most Common Salary
PKR 90,000

Highest Salary (Max)
PKR 112,500 ▲

Middle Level Salary Histogram - BPO Customer Service Professionals

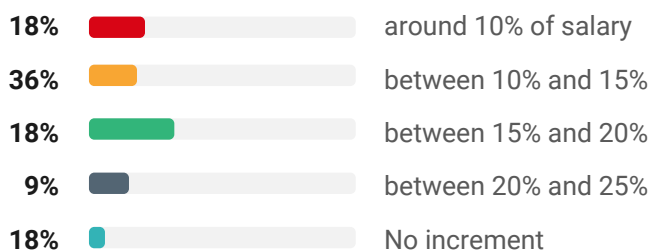


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>65,000</p> <p>Corporate 300+ employees</p>	<p>97,500</p> <p>Big 100 - 300 employees</p>	<p>70,833</p> <p>Medium 25 - 100 employees</p>	<p>30,000</p> <p>Small < 25 employees</p>	<p>70,625</p> <p>Local</p>	<p>73,750</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>69,063</p> <p>Both Products & Services</p>	<p>52,500</p> <p>Services</p>	<p>101,250</p> <p>Products</p>	<p>68,500</p> <p>Both Domestic & Exports</p>	<p>67,500</p> <p>Domestic</p>	<p>112,500</p> <p>Domestic</p>

■ Average Last Increment

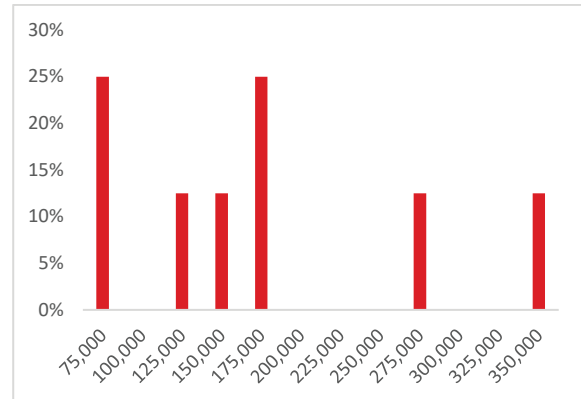


PKR 150,625
National Average

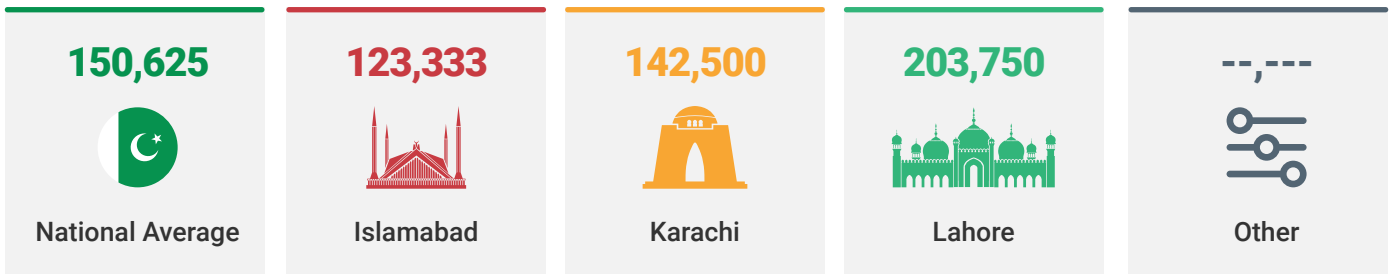
Most Common Salary
PKR 162,500

Highest Salary (Max)
PKR 337,500 ▲

Senior Level Salary Histogram - BPO Customer Service Professionals

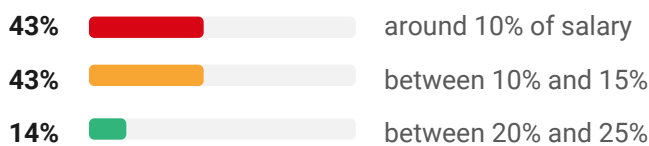


■ Average Nationwide Salaries (PKR)



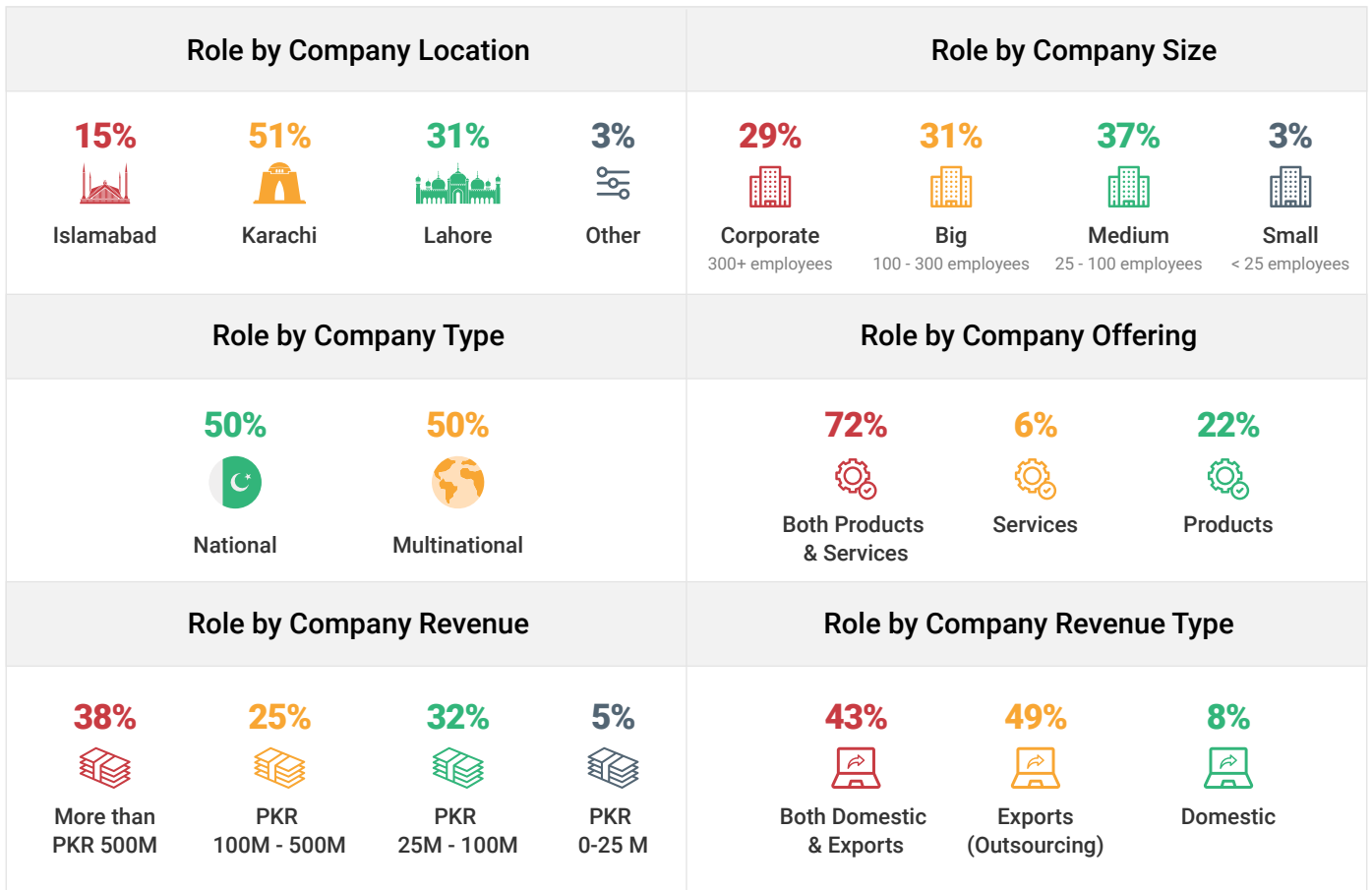
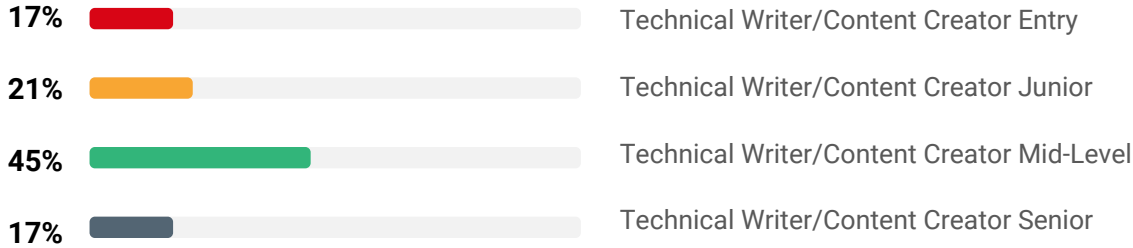
Salaries by Company Size				Salaries by Company Type	
<p>113,500</p> <p>Corporate 300+ employees</p>	<p>237,500</p> <p>Big 100 - 300 employees</p>	<p>162,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>208,125</p> <p>Local</p>	<p>93,125</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>177,500</p> <p>Both Products & Services</p>	<p>70,000</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>190,500</p> <p>Both Domestic & Exports</p>	<p>84,167</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

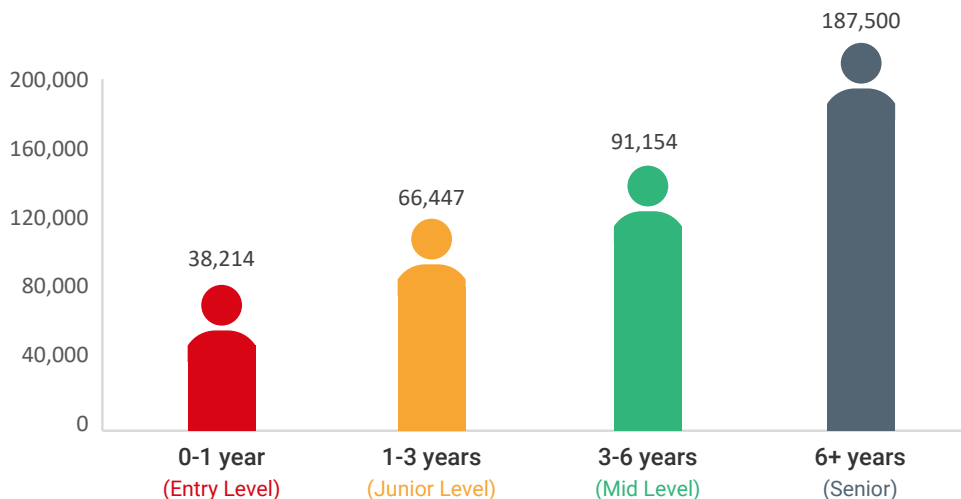


Technical writers/Content creators

100 Technical writers/Content creators by Experience Level



Average Nationwide Salaries (PKR)

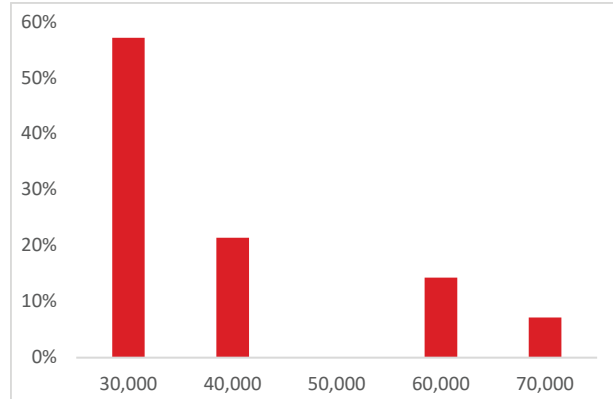


PKR 38,214
National Average

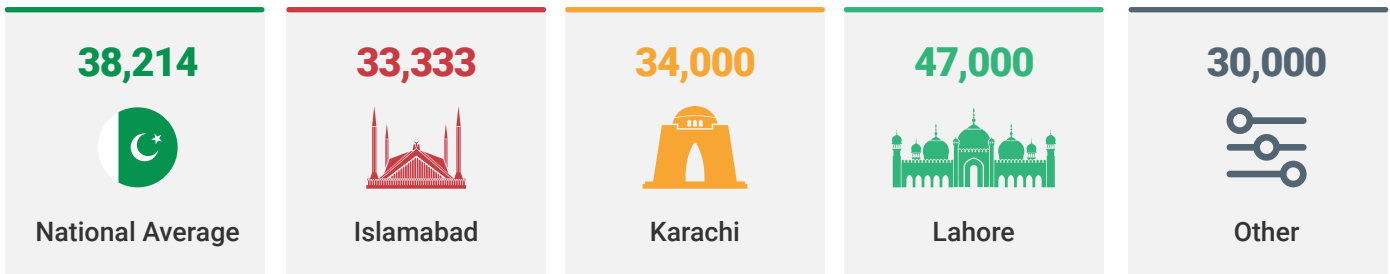
Most Common Salary
PKR 30,000

Highest Salary (Max)
PKR 70,000 ▲

Entry Level Salary Histogram - Technical writers/Content creators

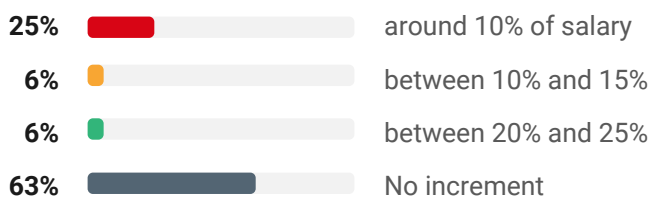


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>52,500</p> <p>Corporate 300+ employees</p>	<p>44,500</p> <p>Big 100 - 300 employees</p>	<p>32,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>41,667</p> <p>Local</p>	<p>32,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>34,722</p> <p>Both Products & Services</p>	<p>37,500</p> <p>Services</p>	<p>55,000</p> <p>Products</p>	<p>36,500</p> <p>Both Domestic & Exports</p>	<p>42,083</p> <p>Exports (Outsourcing)</p>	<p>33,333</p> <p>Domestic</p>

■ Average Last Increment

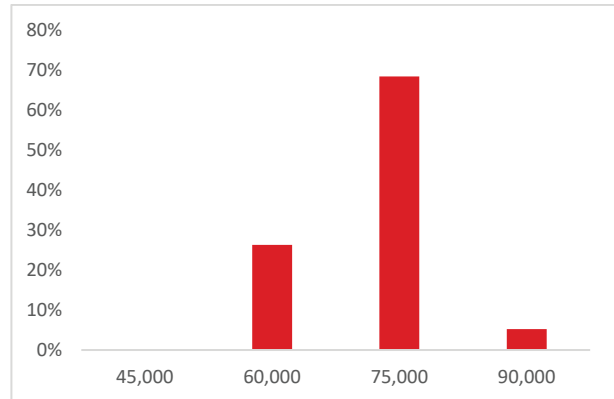


PKR 66,447
National Average

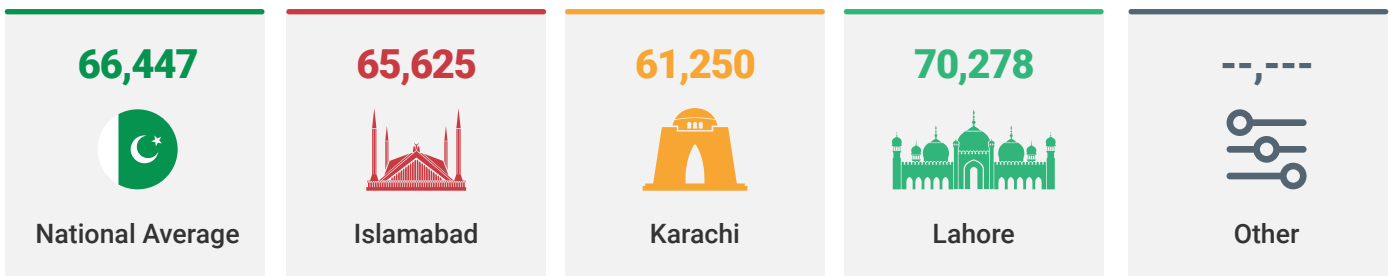
Most Common Salary
PKR 70,000

Highest Salary (Max)
PKR 90,000 ▲

Junior Level Salary Histogram - Technical writers/Content creators

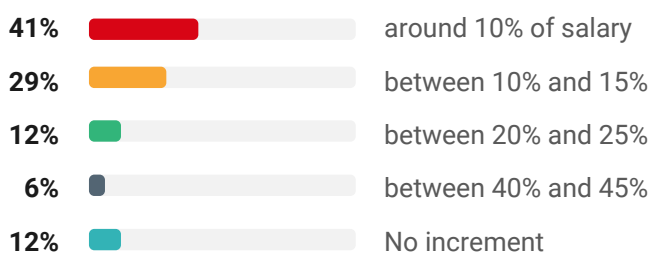


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>70,000</p> <p>Corporate 300+ employees</p>	<p>65,357</p> <p>Big 100 - 300 employees</p>	<p>66,111</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>67,292</p> <p>Local</p>	<p>65,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>64,167</p> <p>Both Products & Services</p>	<p>70,000</p> <p>Services</p>	<p>76,667</p> <p>Products</p>	<p>63,438</p> <p>Both Domestic & Exports</p>	<p>68,500</p> <p>Exports (Outsourcing)</p>	<p>70,000</p> <p>Domestic</p>

■ Average Last Increment

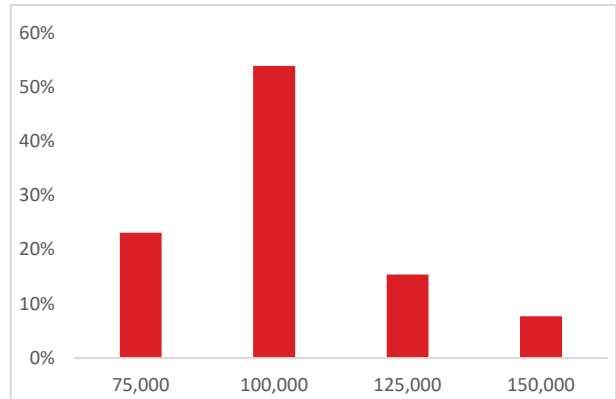


PKR 91,154
National Average

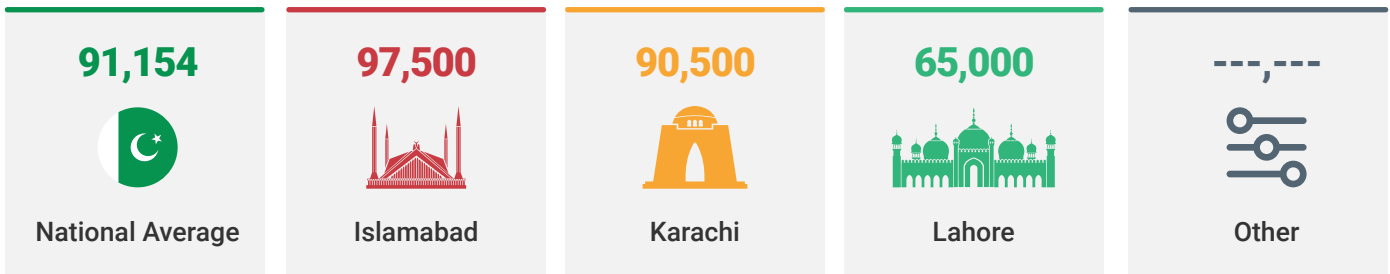
Most Common Salary
PKR 90,000

Highest Salary (Max)
PKR 137,500 ▲

Middle Level Salary Histogram - Technical writers/Content creators

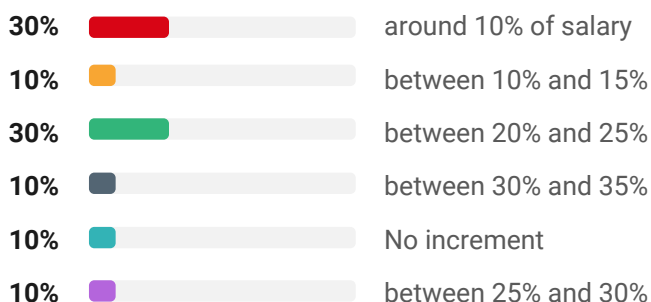


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>52,500</p> <p>Corporate 300+ employees</p>	<p>98,333</p> <p>Big 100 - 300 employees</p>	<p>90,417</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>91,111</p> <p>Local</p>	<p>91,250</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>81,389</p> <p>Both Products & Services</p>	<p>---</p> <p>Services</p>	<p>113,125</p> <p>Products</p>	<p>75,625</p> <p>Both Domestic & Exports</p>	<p>99,063</p> <p>Exports (Outsourcing)</p>	<p>90,000</p> <p>Domestic</p>

■ Average Last Increment

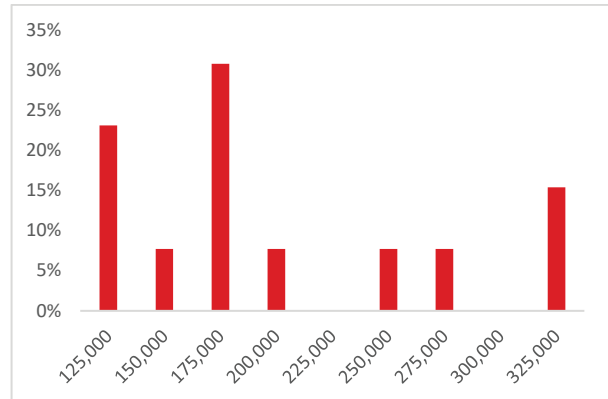


PKR 187,500
National Average

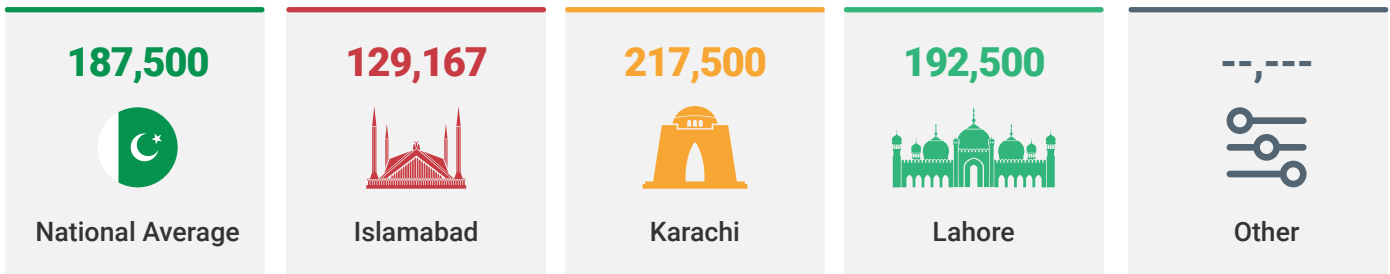
Most Common Salary
PKR 162,500

Highest Salary (Max)
PKR 312,500 ▲

Senior Level Salary Histogram - Technical writers/Content creators

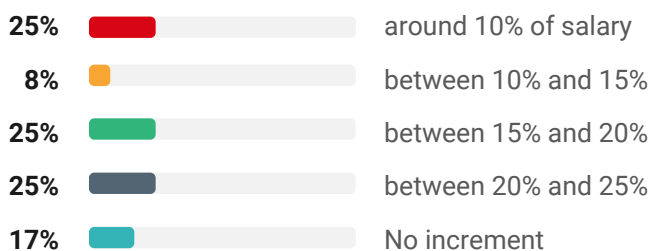


■ Average Nationwide Salaries (PKR)



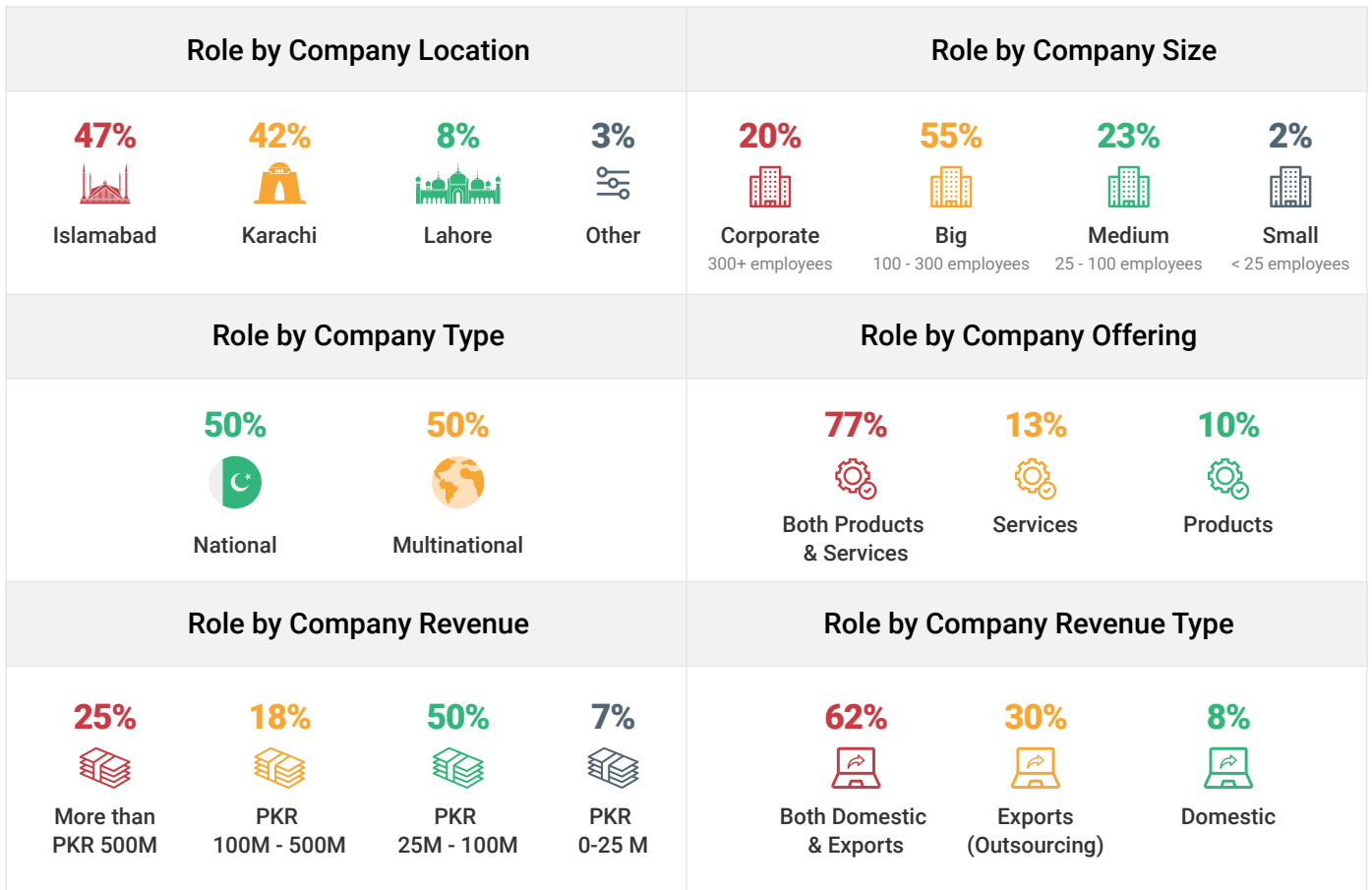
Salaries by Company Size				Salaries by Company Type	
<p>137,500</p> <p>Corporate 300+ employees</p>	<p>191,667</p> <p>Big 100 - 300 employees</p>	<p>197,500</p> <p>Medium 25 - 100 employees</p>	<p>162,500</p> <p>Small < 25 employees</p>	<p>203,125</p> <p>Local</p>	<p>162,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>191,667</p> <p>Both Products & Services</p>	<p>187,500</p> <p>Services</p>	<p>183,333</p> <p>Products</p>	<p>145,833</p> <p>Both Domestic & Exports</p>	<p>209,722</p> <p>Exports (Outsourcing)</p>	<p>112,500</p> <p>Domestic</p>

■ Average Last Increment

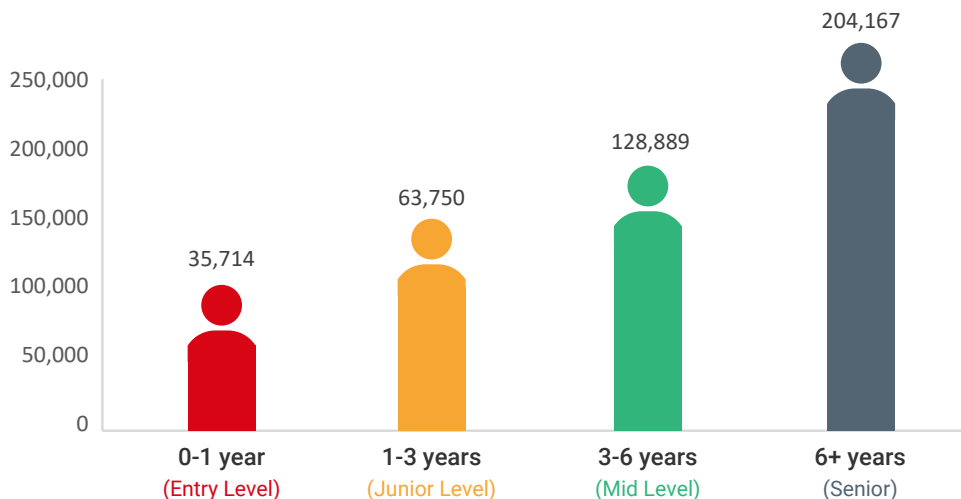


Content Developers

60 Content Developers by Experience Level



Average Nationwide Salaries (PKR)

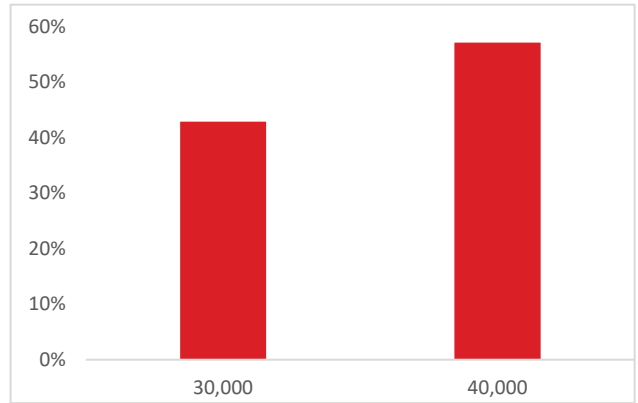


PKR 35,714
National Average

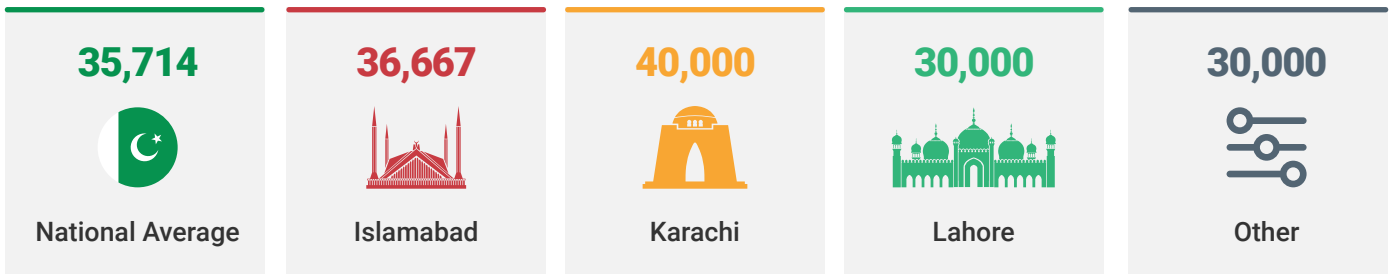
Most Common Salary
PKR 40,000

Highest Salary (Max)
PKR 40,000 ▲

Entry Level Salary Histogram - Content Developers

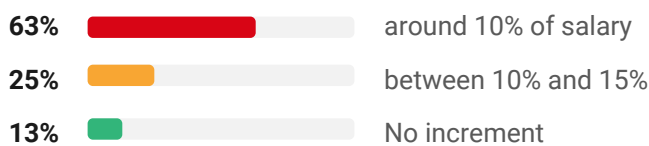


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>40,000</p> <p>Corporate 300+ employees</p>	<p>35,000</p> <p>Big 100 - 300 employees</p>	<p>36,667</p> <p>Medium 25 - 100 employees</p>	<p>30,000</p> <p>Small < 25 employees</p>	<p>37,500</p> <p>Local</p>	<p>33,333</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>36,667</p> <p>Both Products & Services</p>	<p>30,000</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>37,500</p> <p>Both Domestic & Exports</p>	<p>35,000</p> <p>Exports (Outsourcing)</p>	<p>30,000</p> <p>Domestic</p>

■ Average Last Increment

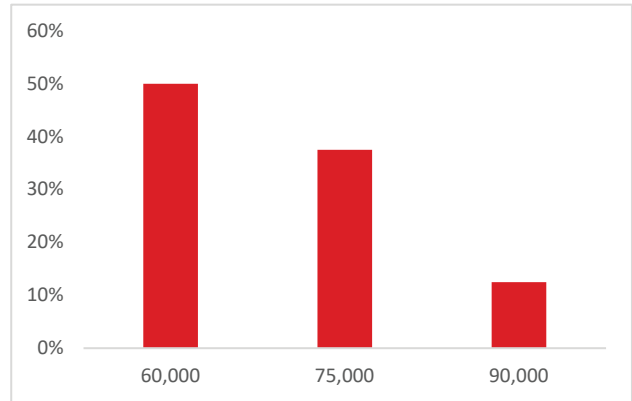


PKR 63,750
National Average

Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 90,000 ▲

Junior Level Salary Histogram - Content Developers

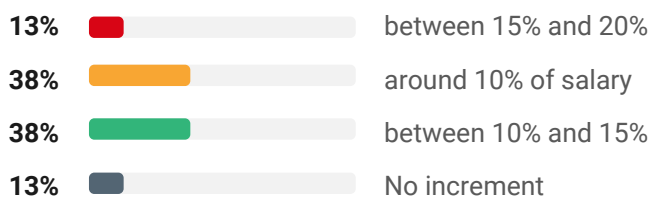


■ Average Nationwide Salaries (PKR)

<p>63,750</p> <p>National Average</p>	<p>58,333</p> <p>Islamabad</p>	<p>66,250</p> <p>Karachi</p>	<p>70,000</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>61,250</p> <p>Corporate 300+ employees</p>	<p>70,625</p> <p>Big 100 - 300 employees</p>	<p>52,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>62,857</p> <p>Local</p>	<p>70,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>60,000</p> <p>Both Products & Services</p>	<p>90,000</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>56,875</p> <p>Both Domestic & Exports</p>	<p>70,833</p> <p>Exports (Outsourcing)</p>	<p>70,000</p> <p>Domestic</p>

■ Average Last Increment

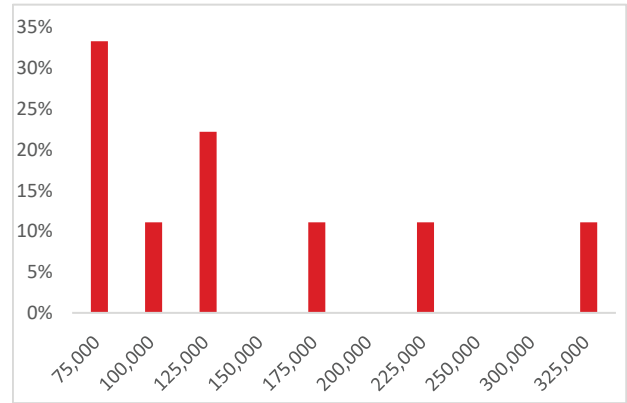


PKR 128,889
National Average

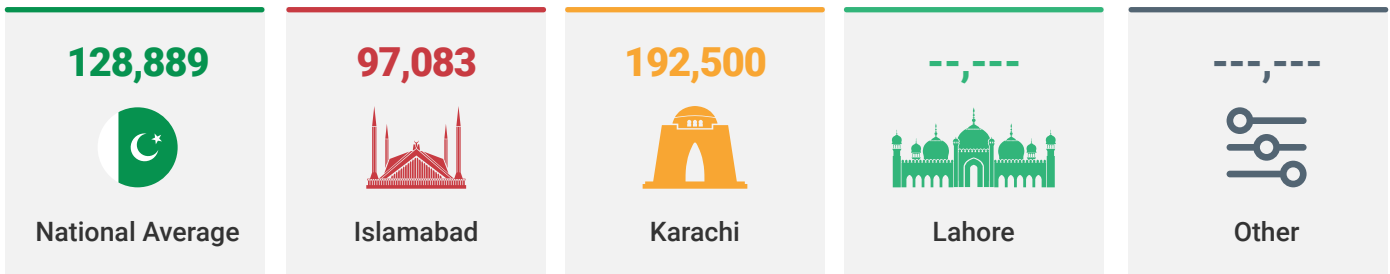
Most Common Salary
PKR 112,500

Highest Salary (Max)
PKR 312,500 ▲

Middle Level Salary Histogram - Content Developers

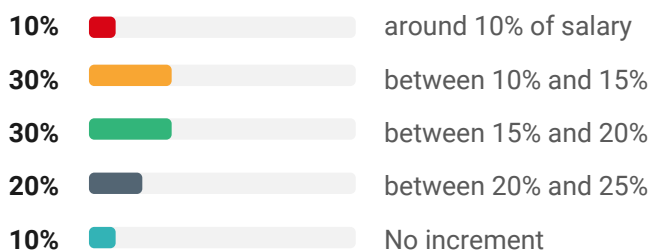


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>---</p> <p>Corporate 300+ employees</p>	<p>114,000</p> <p>Big 100 - 300 employees</p>	<p>147,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>124,000</p> <p>Local</p>	<p>135,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>146,000</p> <p>Both Products & Services</p>	<p>72,500</p> <p>Services</p>	<p>212,500</p> <p>Products</p>	<p>109,167</p> <p>Both Domestic & Exports</p>	<p>148,500</p> <p>Exports (Outsourcing)</p>	<p>90,000</p> <p>Domestic</p>

■ Average Last Increment

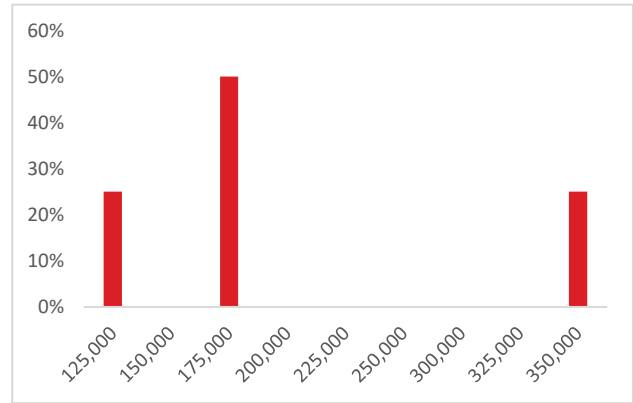


PKR 204,167
National Average

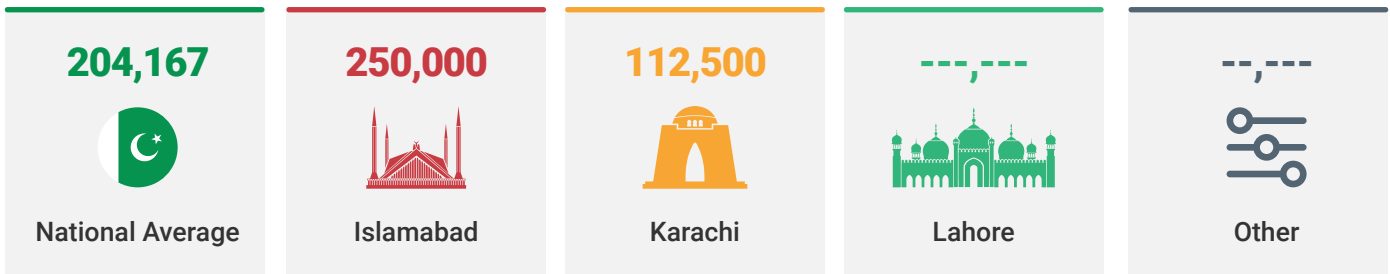
Most Common Salary
PKR 162,500

Highest Salary (Max)
PKR 337,500 ▲

Senior Level Salary Histogram - Content Developers

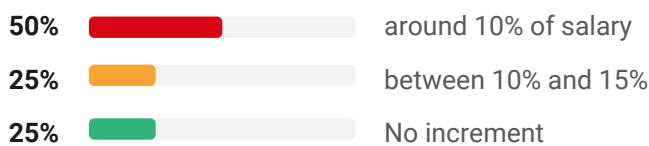


■ Average Nationwide Salaries (PKR)



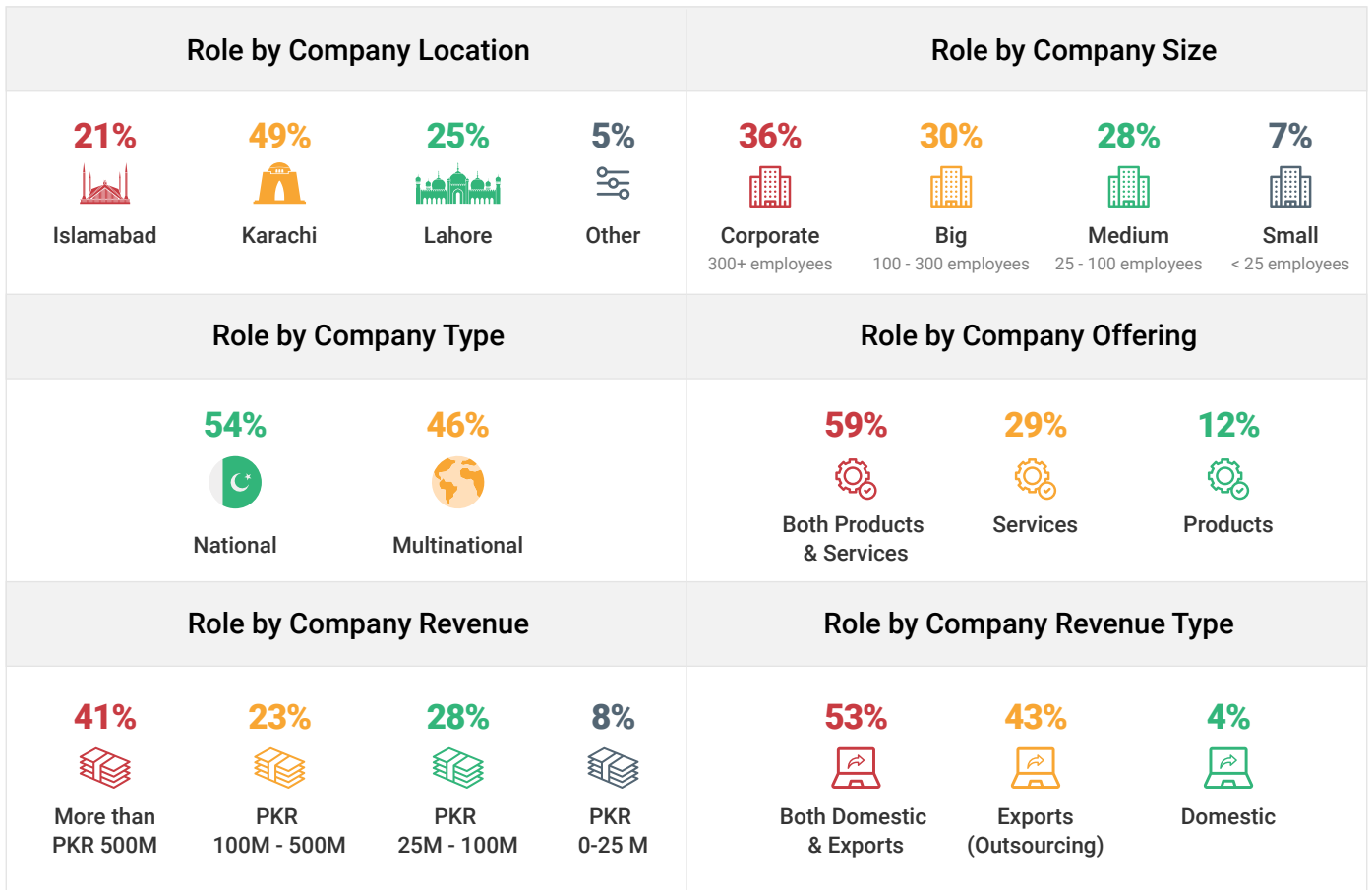
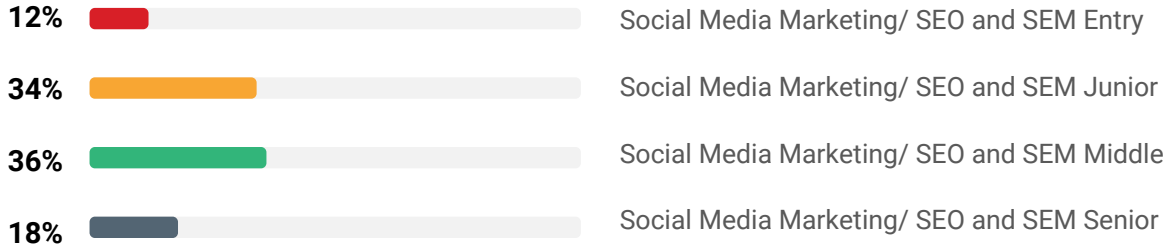
Salaries by Company Size				Salaries by Company Type	
112,500 Corporate 300+ employees	337,500 Big 100 - 300 employees	162,500 Medium 25 - 100 employees	---	137,500 Local	337,500 Multinational
Salaries by Company Offering			Salaries by Company Revenue Type		
204,167 Both Products & Services	---	---	204,167 Both Domestic & Exports	---	---
	Services	Products		Exports (Outsourcing)	Domestic

■ Average Last Increment

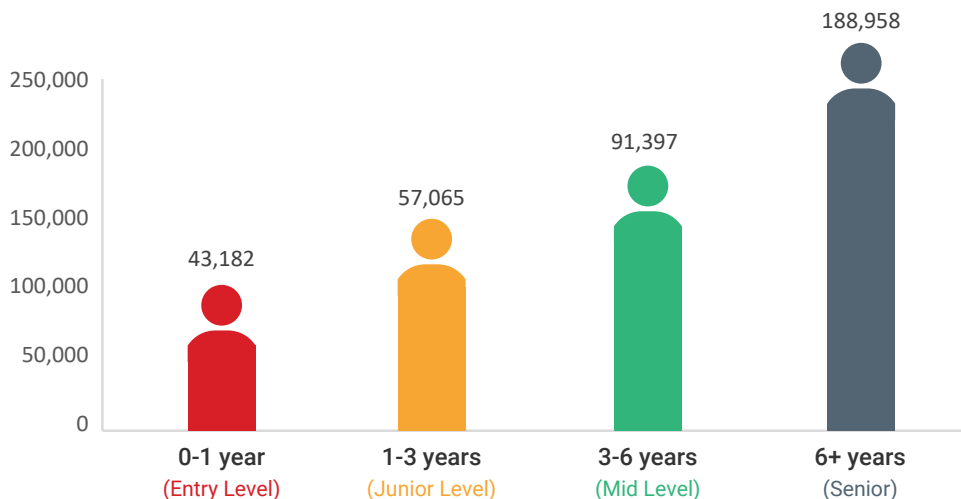


Social Media Marketing/SEO and SEM

169 Social Media Marketing/SEO and SEM by Experience Level



Average Nationwide Salaries (PKR)

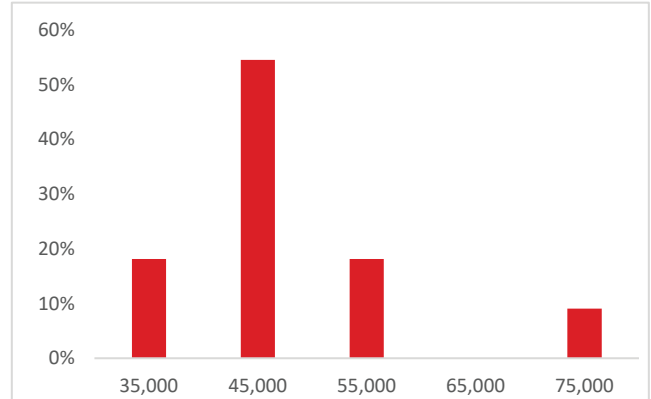


PKR 43,182
National Average

Most Common Salary
PKR 40,000

Highest Salary (Max)
PKR 70,000 ▲

Entry Level Salary Histogram - Social Media Marketing/SEO and SEM

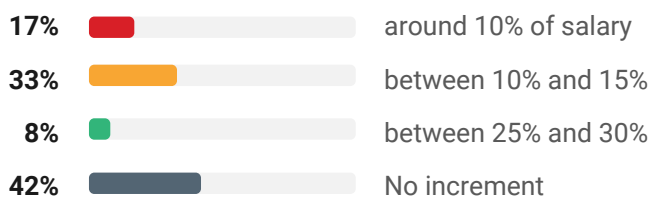


■ Average Nationwide Salaries (PKR)

<p>43,182</p> <p>National Average</p>	<p>44,167</p> <p>Islamabad</p>	<p>33,333</p> <p>Karachi</p>	<p>54,167</p> <p>Lahore</p>	<p>40,000</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>50,833</p> <p>Corporate 300+ employees</p>	<p>40,000</p> <p>Big 100 - 300 employees</p>	<p>43,125</p> <p>Medium 25 - 100 employees</p>	<p>35,000</p> <p>Small < 25 employees</p>	<p>45,833</p> <p>Local</p>	<p>40,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>40,417</p> <p>Both Products & Services</p>	<p>46,500</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>45,000</p> <p>Both Domestic & Exports</p>	<p>40,000</p> <p>Exports (Outsourcing)</p>	<p>40,000</p> <p>Domestic</p>

■ Average Last Increment

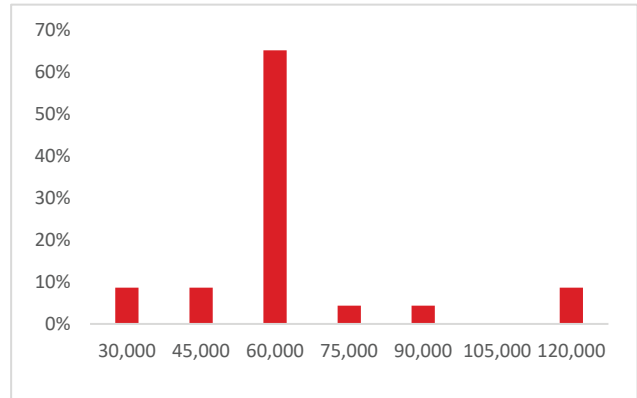


PKR 57,065
National Average

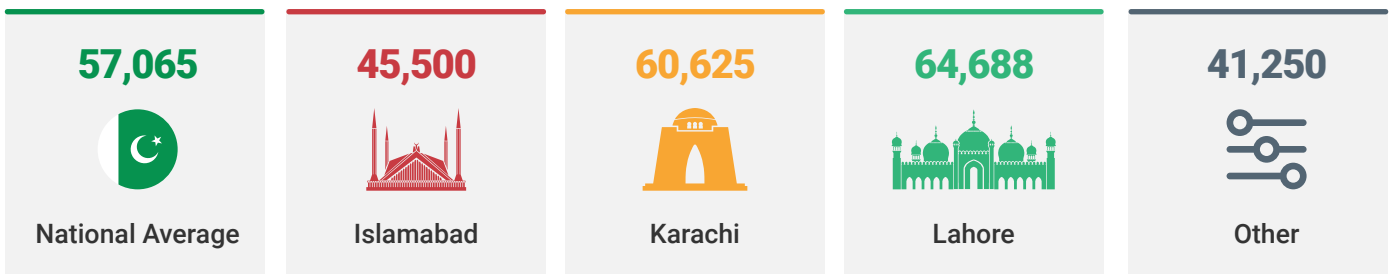
Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 112,500 ▲

Junior Level Salary Histogram - Social Media Marketing/SEO and SEM

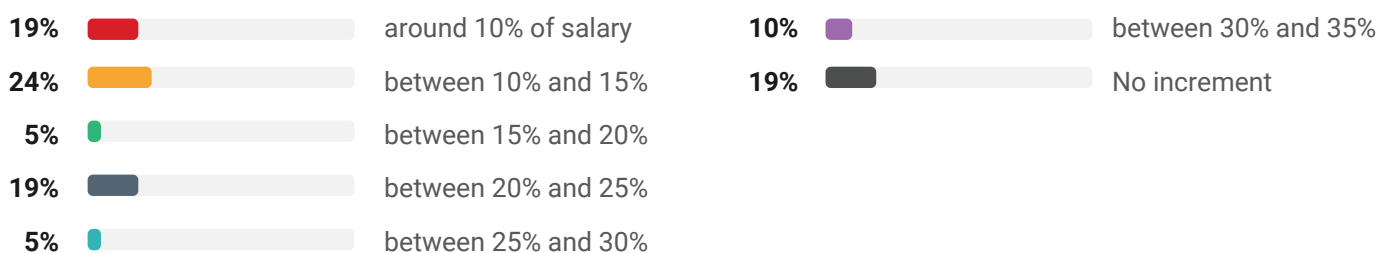


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>71,875</p> <p>Corporate 300+ employees</p>	<p>58,750</p> <p>Big 100 - 300 employees</p>	<p>50,938</p> <p>Medium 25 - 100 employees</p>	<p>30,000</p> <p>Small < 25 employees</p>	<p>54,615</p> <p>Local</p>	<p>60,250</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>51,333</p> <p>Both Products & Services</p>	<p>60,000</p> <p>Services</p>	<p>80,833</p> <p>Products</p>	<p>59,545</p> <p>Both Domestic & Exports</p>	<p>56,500</p> <p>Exports (Outsourcing)</p>	<p>46,250</p> <p>Domestic</p>

■ Average Last Increment

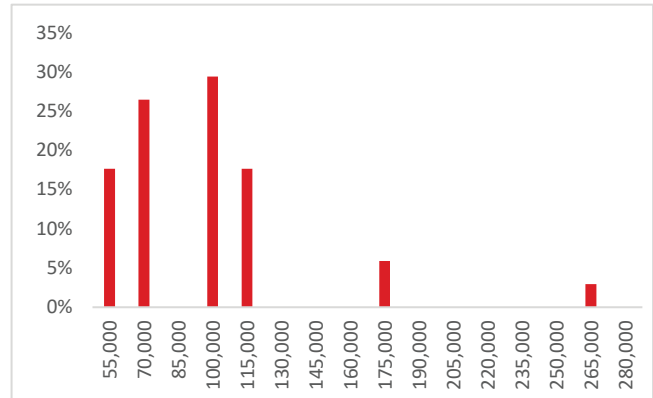


PKR 91,397
National Average

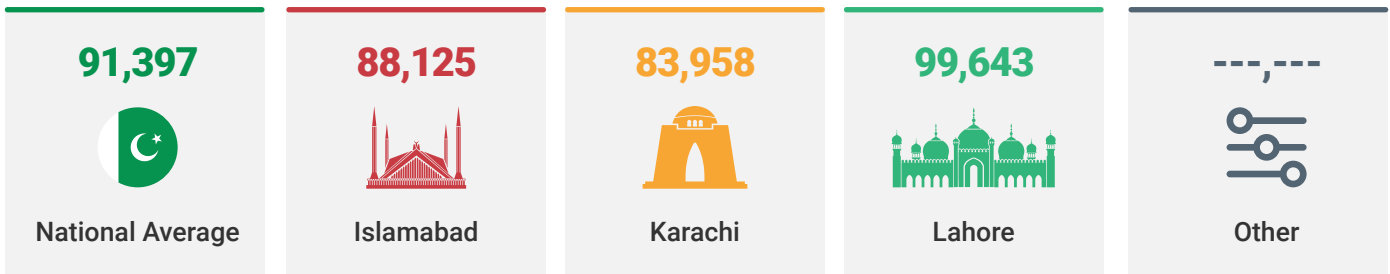
Most Common Salary
PKR 90,000

Highest Salary (Max)
PKR 262,500 ▲

Middle Level Salary Histogram - Social Media Marketing/SEO and SEM

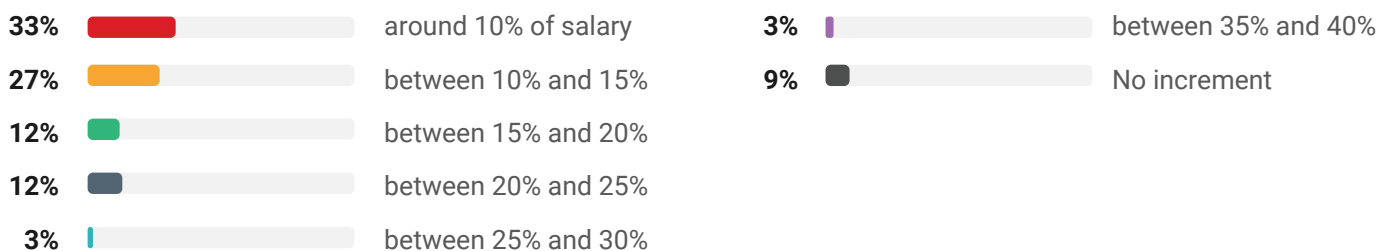


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>113,611</p> <p>Corporate 300+ employees</p>	<p>82,222</p> <p>Big 100 - 300 employees</p>	<p>84,643</p> <p>Medium 25 - 100 employees</p>	<p>80,000</p> <p>Small < 25 employees</p>	<p>92,619</p> <p>Local</p>	<p>89,423</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>90,250</p> <p>Both Products & Services</p>	<p>94,000</p> <p>Services</p>	<p>90,625</p> <p>Products</p>	<p>99,500</p> <p>Both Domestic & Exports</p>	<p>81,324</p> <p>Exports (Outsourcing)</p>	<p>116,250</p> <p>Domestic</p>

■ Average Last Increment

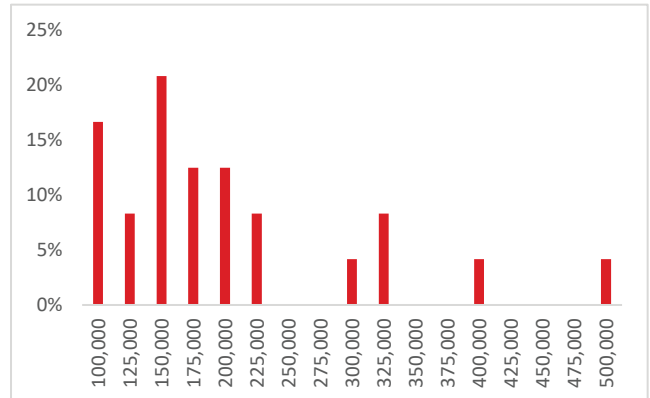


PKR 188,958
National Average

Most Common Salary
PKR 137,500

Highest Salary (Max)
PKR 487,500 ▲

Senior Level Salary Histogram - Social Media Marketing/SEO and SEM

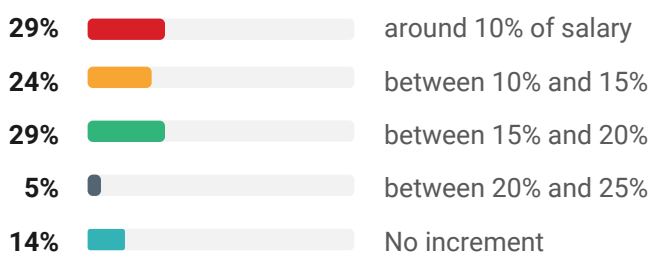


■ Average Nationwide Salaries (PKR)



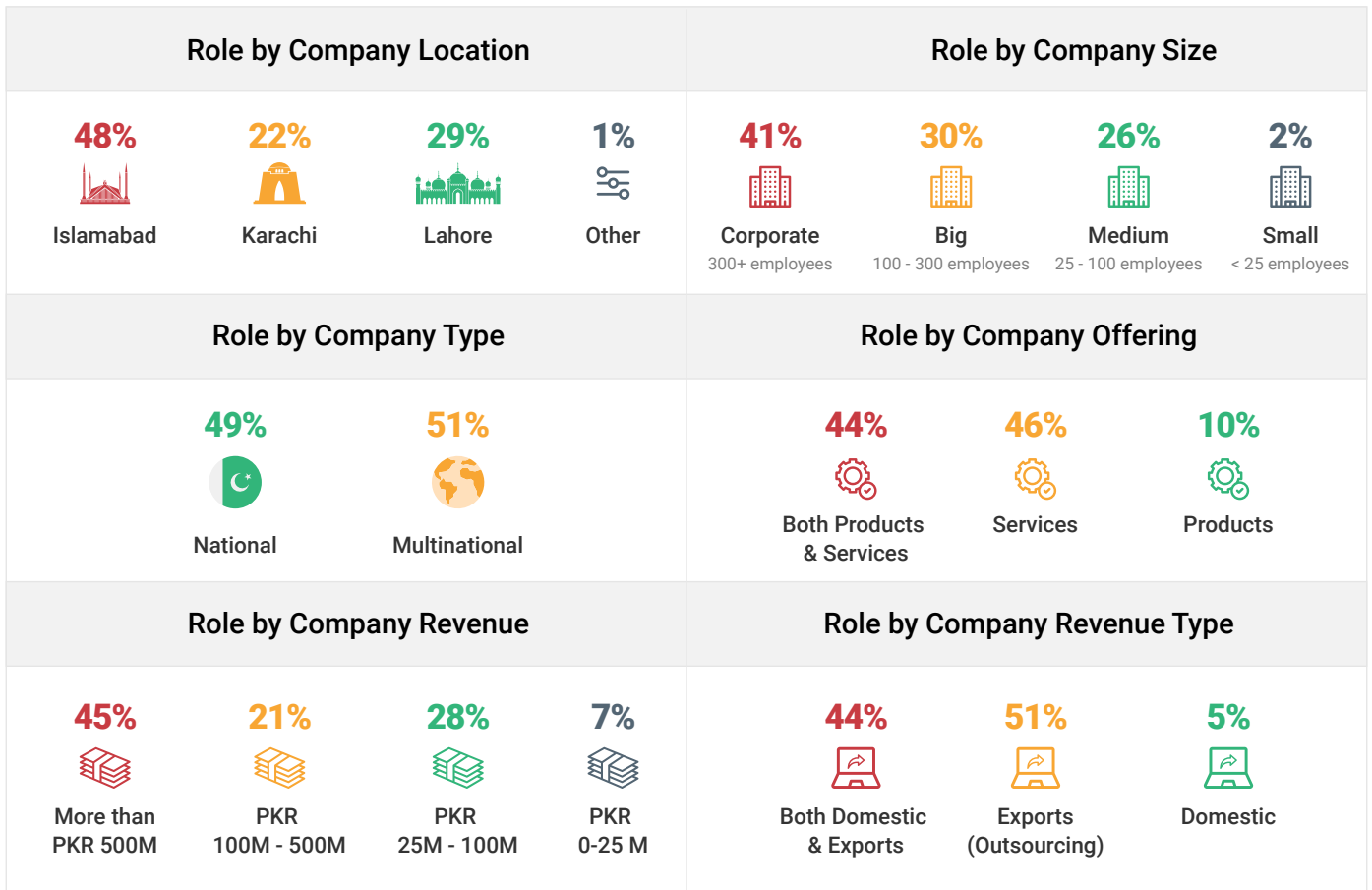
Salaries by Company Size				Salaries by Company Type	
<p>216,667</p> <p>Corporate 300+ employees</p>	<p>212,813</p> <p>Big 100 - 300 employees</p>	<p>163,214</p> <p>Medium 25 - 100 employees</p>	<p>130,000</p> <p>Small < 25 employees</p>	<p>198,382</p> <p>Local</p>	<p>166,071</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>173,235</p> <p>Both Products & Services</p>	<p>217,083</p> <p>Services</p>	<p>287,500</p> <p>Products</p>	<p>190,000</p> <p>Both Domestic & Exports</p>	<p>187,917</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

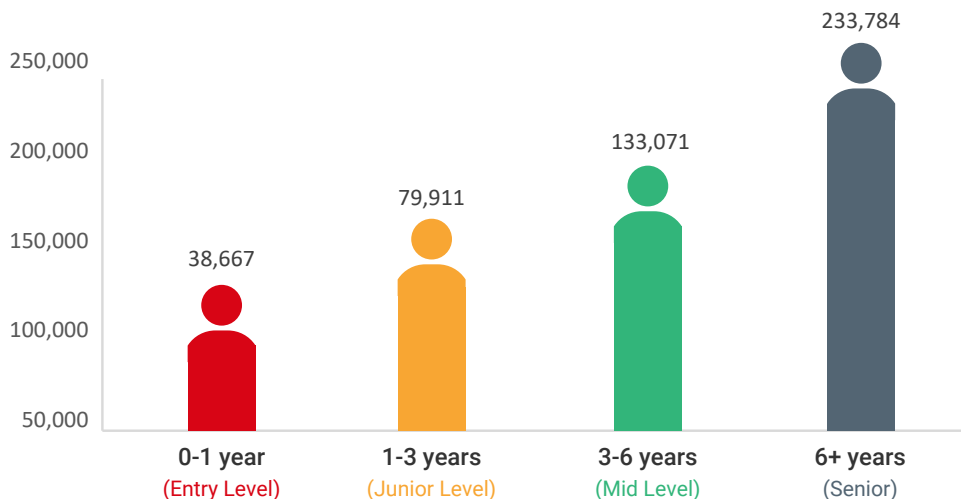


Business Development/B2B Sales

372 Business Development/B2B Sales by Experience Level



Average Nationwide Salaries (PKR)

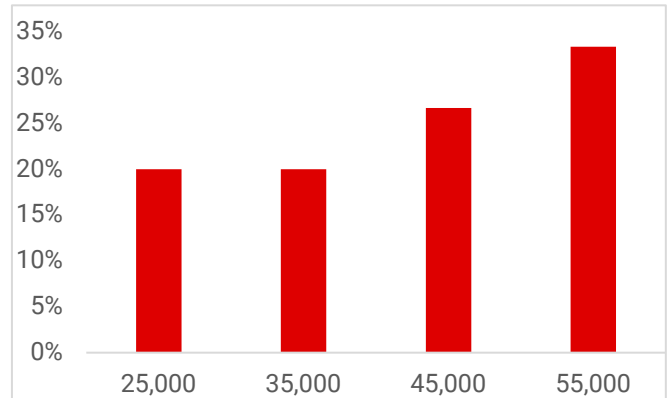


PKR 38,667
National Average

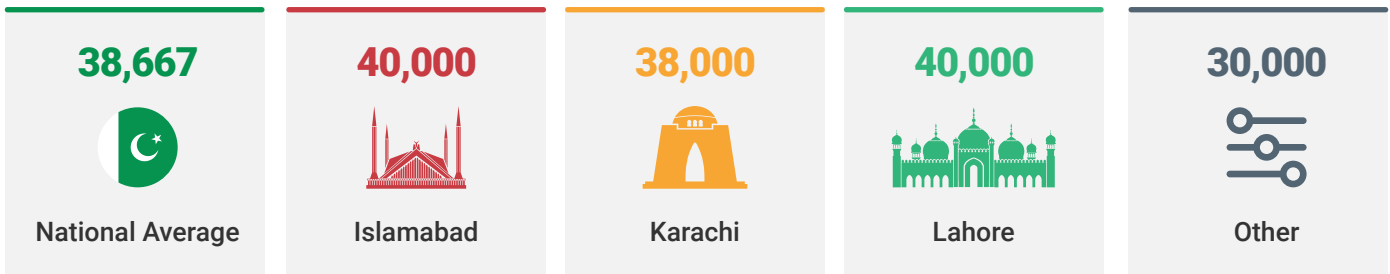
Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 52,500 ▲

Entry Level Salary Histogram - Business Development/B2B Sales

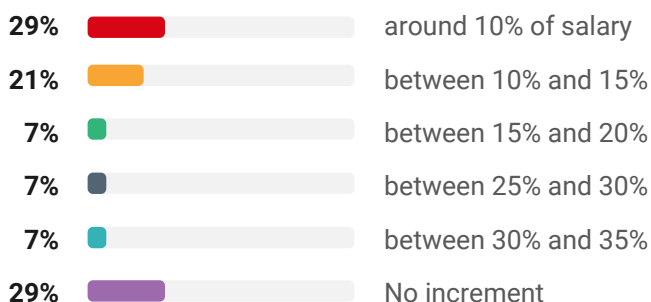


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>52,500</p> <p>Corporate 300+ employees</p>	<p>33,500</p> <p>Big 100 - 300 employees</p>	<p>37,500</p> <p>Medium 25 - 100 employees</p>	<p>30,000</p> <p>Small < 25 employees</p>	<p>40,000</p> <p>Local</p>	<p>36,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>36,818</p> <p>Both Products & Services</p>	<p>43,750</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>45,000</p> <p>Both Domestic & Exports</p>	<p>36,944</p> <p>Exports (Outsourcing)</p>	<p>22,500</p> <p>Domestic</p>

■ Average Last Increment

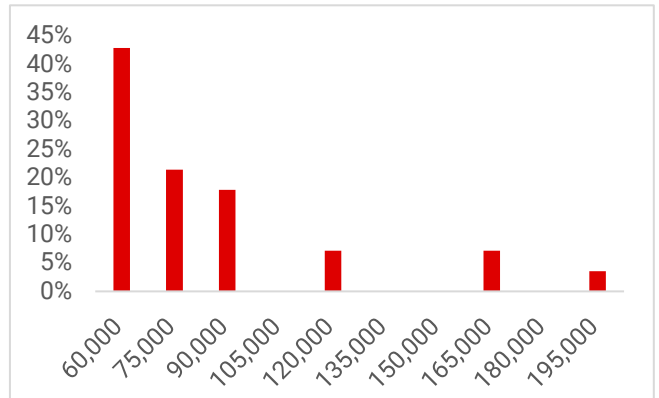


PKR 79,911
National Average

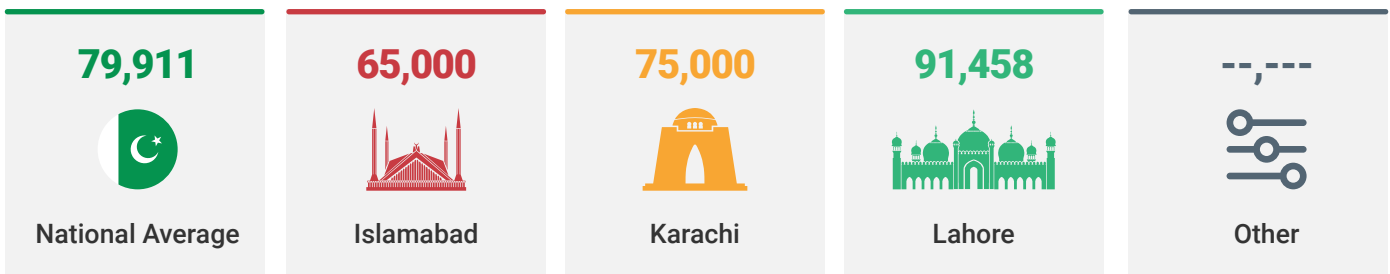
Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 187,500 ▲

Junior Level Salary Histogram - Business Development/B2B Sales

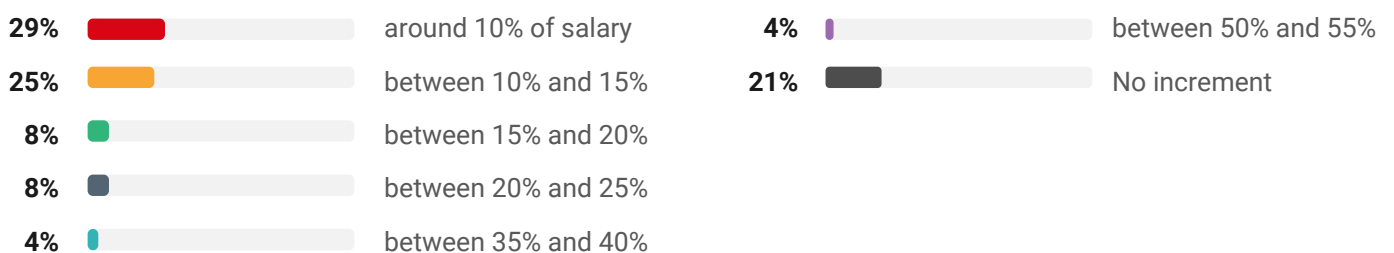


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>85,500</p> <p>Corporate 300+ employees</p>	<p>82,273</p> <p>Big 100 - 300 employees</p>	<p>77,500</p> <p>Medium 25 - 100 employees</p>	<p>52,500</p> <p>Small < 25 employees</p>	<p>79,079</p> <p>Local</p>	<p>81,667</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>77,000</p> <p>Both Products & Services</p>	<p>80,938</p> <p>Services</p>	<p>87,000</p> <p>Products</p>	<p>75,833</p> <p>Both Domestic & Exports</p>	<p>95,000</p> <p>Exports (Outsourcing)</p>	<p>81,500</p> <p>Domestic</p>

■ Average Last Increment

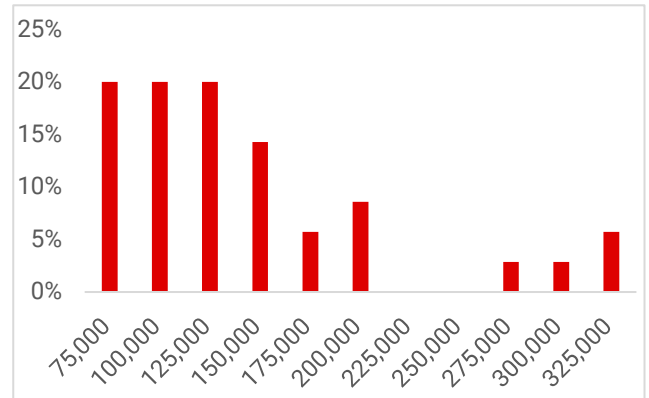


PKR 133,071
National Average

Most Common Salary
PKR 112,500

Highest Salary (Max)
PKR 312,500 ▲

Middle Level Salary Histogram - Business Development/B2B Sales



■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>145,357</p> <p>Corporate 300+ employees</p>	<p>148,036</p> <p>Big 100 - 300 employees</p>	<p>111,667</p> <p>Medium 25 - 100 employees</p>	<p>113,750</p> <p>Small < 25 employees</p>	<p>135,400</p> <p>Local</p>	<p>127,250</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>138,750</p> <p>Both Products & Services</p>	<p>115,000</p> <p>Services</p>	<p>133,333</p> <p>Products</p>	<p>132,500</p> <p>Both Domestic & Exports</p>	<p>115,000</p> <p>Exports (Outsourcing)</p>	<p>176,875</p> <p>Domestic</p>

■ Average Last Increment

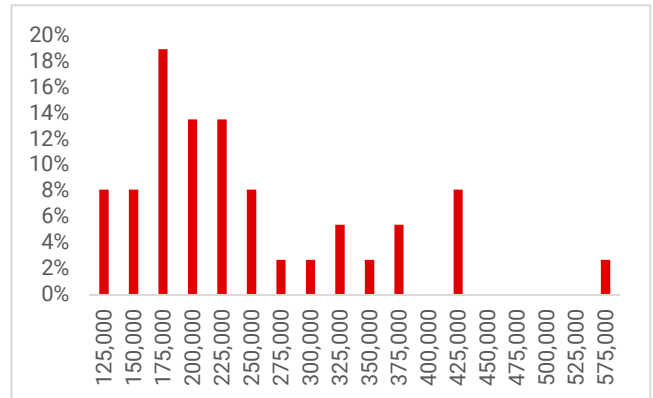


PKR 233,784
National Average

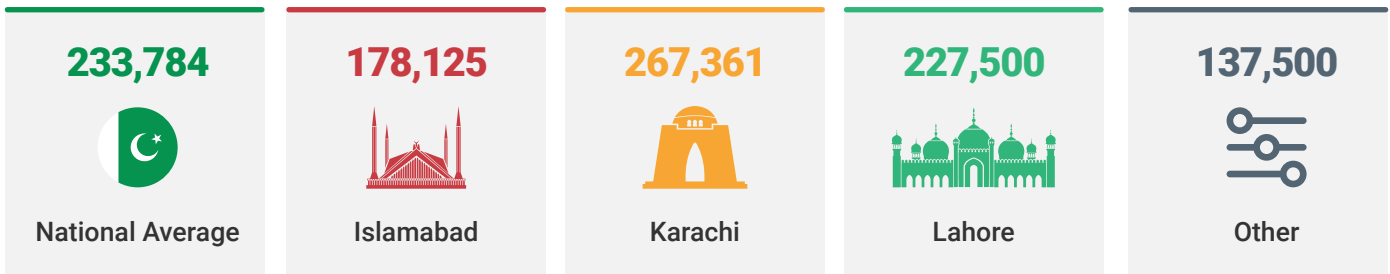
Most Common Salary
PKR 162,500

Highest Salary (Max)
PKR 575,000 ▲

Senior Level Salary Histogram - Business Development/B2B Sales

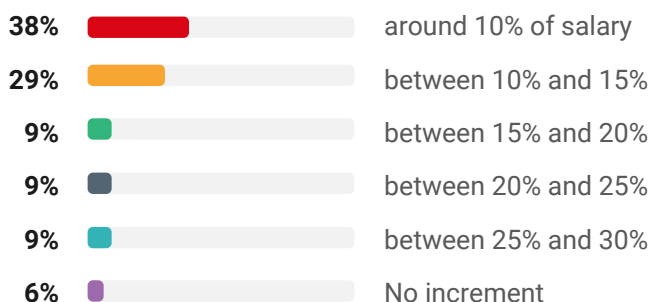


■ Average Nationwide Salaries (PKR)



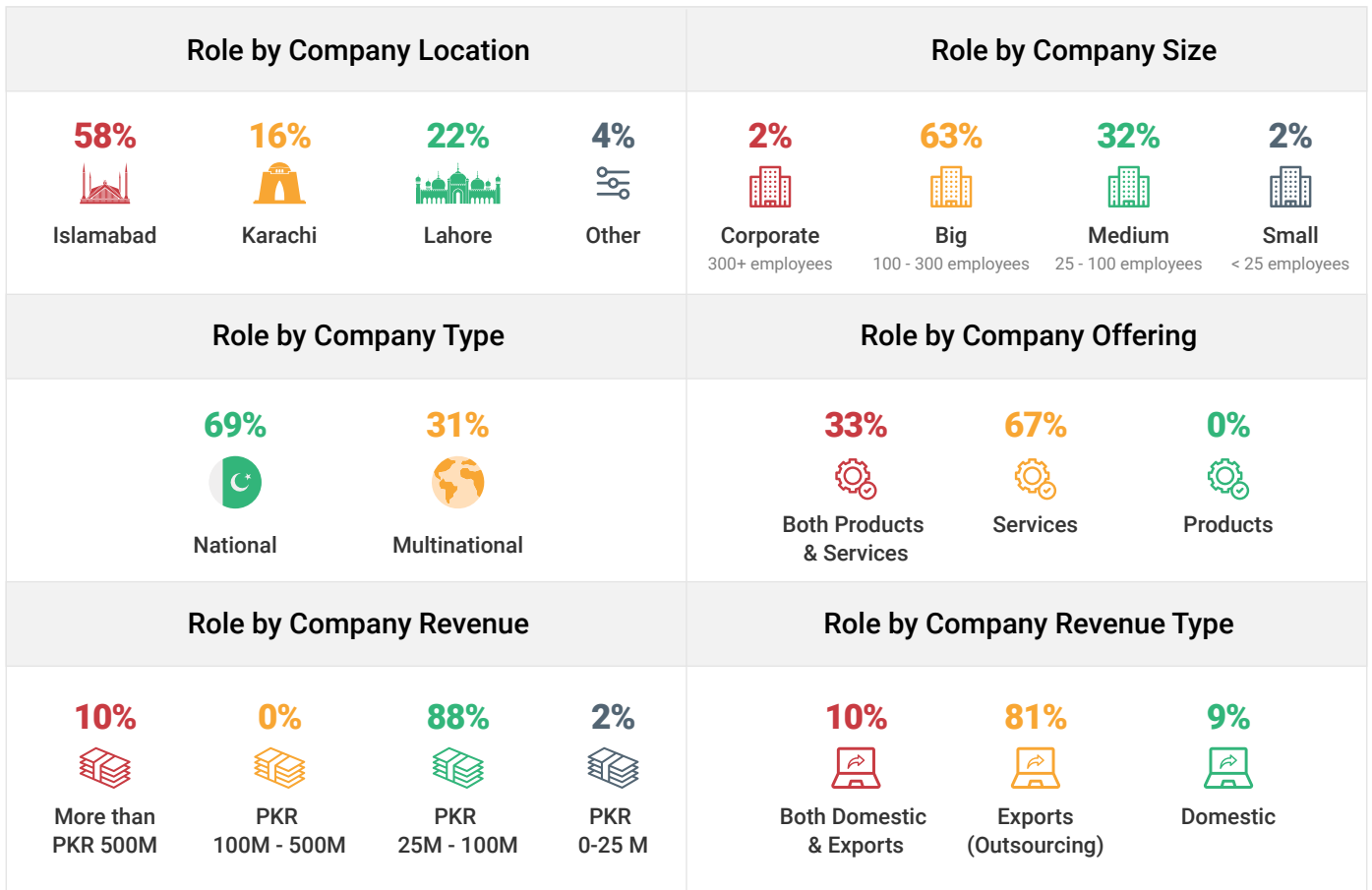
Salaries by Company Size				Salaries by Company Type	
<p>262,500</p> <p>Corporate 300+ employees</p>	<p>229,808</p> <p>Big 100 - 300 employees</p>	<p>225,000</p> <p>Medium 25 - 100 employees</p>	<p>225,000</p> <p>Small < 25 employees</p>	<p>241,346</p> <p>Local</p>	<p>215,909</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>250,568</p> <p>Both Products & Services</p>	<p>195,833</p> <p>Services</p>	<p>218,056</p> <p>Products</p>	<p>235,000</p> <p>Both Domestic & Exports</p>	<p>218,056</p> <p>Exports (Outsourcing)</p>	<p>248,438</p> <p>Domestic</p>

■ Average Last Increment

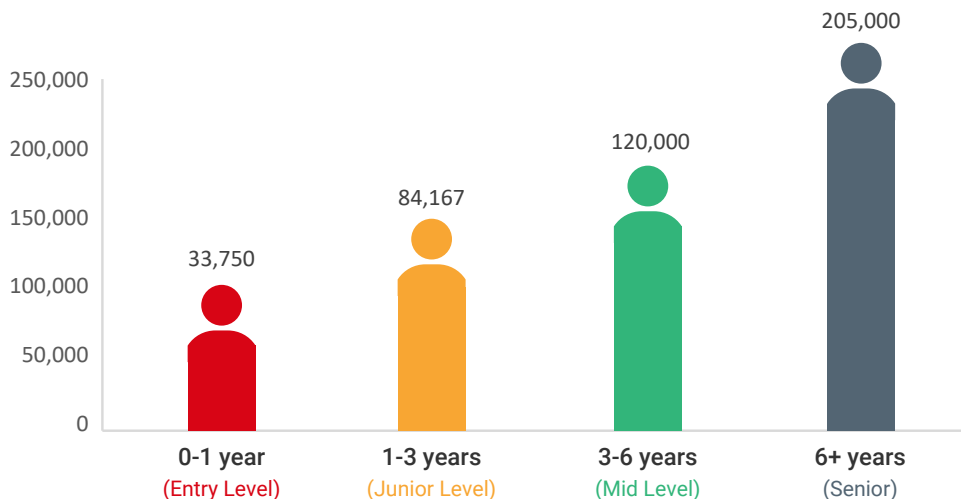


Research & Development

81 Research & Development by Experience Level



Average Nationwide Salaries (PKR)

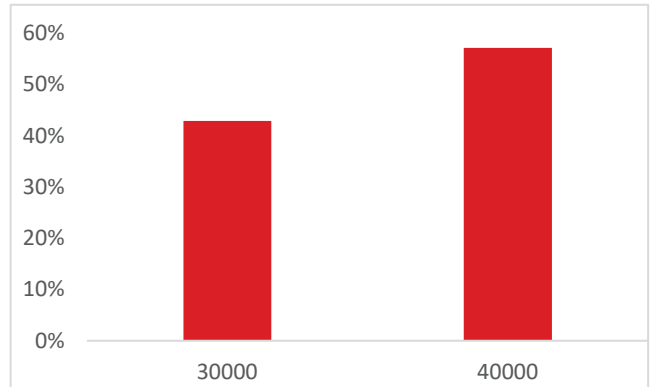


PKR 33,750
National Average

Most Common Salary
PKR 40,000

Highest Salary (Max)
PKR 40,000 ▲

Entry Level Salary Histogram - Research & Development

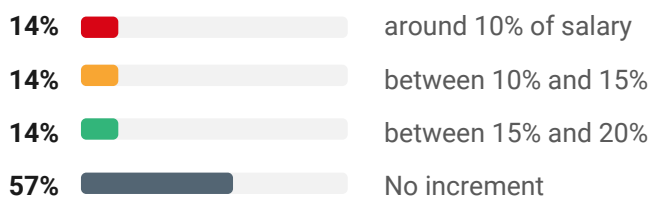


■ Average Nationwide Salaries (PKR)

<p>33,750</p> <p>National Average</p>	<p>40,000</p> <p>Islamabad</p>	<p>40,000</p> <p>Karachi</p>	<p>35,000</p> <p>Lahore</p>	<p>26,250</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>---,---</p> <p>Corporate 300+ employees</p>	<p>35,000</p> <p>Big 100 - 300 employees</p>	<p>36,667</p> <p>Medium 25 - 100 employees</p>	<p>22,500</p> <p>Small < 25 employees</p>	<p>31,250</p> <p>Local</p>	<p>35,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>35,000</p> <p>Both Products & Services</p>	<p>33,125</p> <p>Services</p>	<p>---,---</p> <p>Products</p>	<p>31,250</p> <p>Both Domestic & Exports</p>	<p>36,667</p> <p>Exports (Outsourcing)</p>	<p>30,000</p> <p>Domestic</p>

■ Average Last Increment

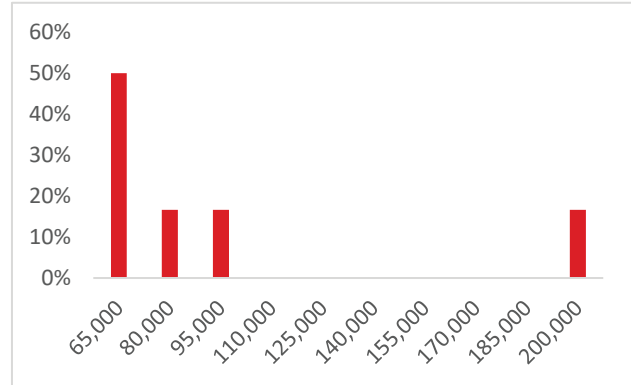


PKR 84,167
National Average

Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 187,500 ▲

Junior Level Salary Histogram - Research & Development

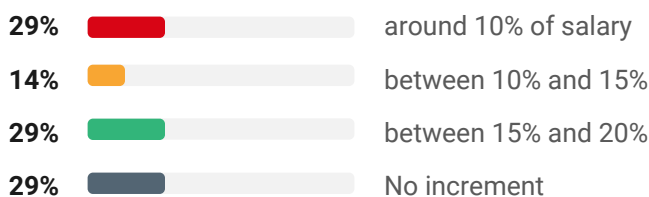


■ Average Nationwide Salaries (PKR)

<p>84,167</p> <p>National Average</p>	<p>70,833</p> <p>Islamabad</p>	<p>120,000</p> <p>Karachi</p>	<p>52,500</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>---</p> <p>Corporate 300+ employees</p>	<p>66,250</p> <p>Big 100 - 300 employees</p>	<p>120,000</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>97,500</p> <p>Local</p>	<p>70,833</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>100,000</p> <p>Both Products & Services</p>	<p>52,500</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>90,000</p> <p>Both Domestic & Exports</p>	<p>83,000</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

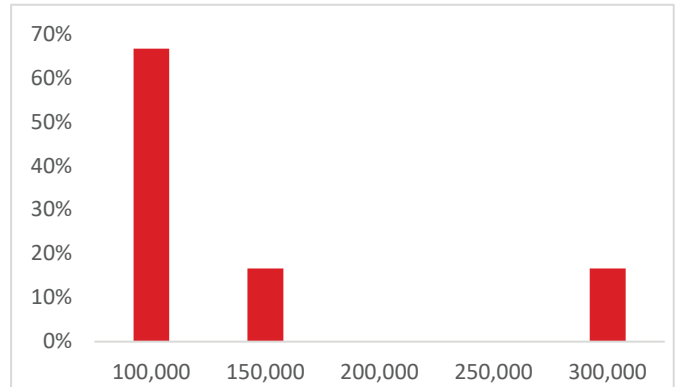


PKR 120,000
National Average

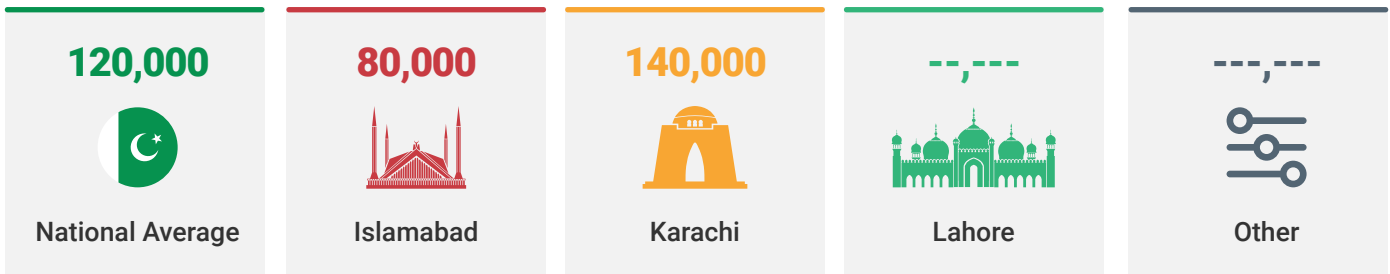
Most Common Salary
PKR 70,000

Highest Salary (Max)
PKR 287,500 ▲

Middle Level Salary Histogram - Research & Development



■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>---</p> <p>Corporate 300+ employees</p>	<p>83,333</p> <p>Big 100 - 300 employees</p>	<p>200,000</p> <p>Medium 25 - 100 employees</p>	<p>70,000</p> <p>Small < 25 employees</p>	<p>129,375</p> <p>Local</p>	<p>101,250</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>130,000</p> <p>Both Products & Services</p>	<p>70,000</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>91,250</p> <p>Both Domestic & Exports</p>	<p>134,375</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment

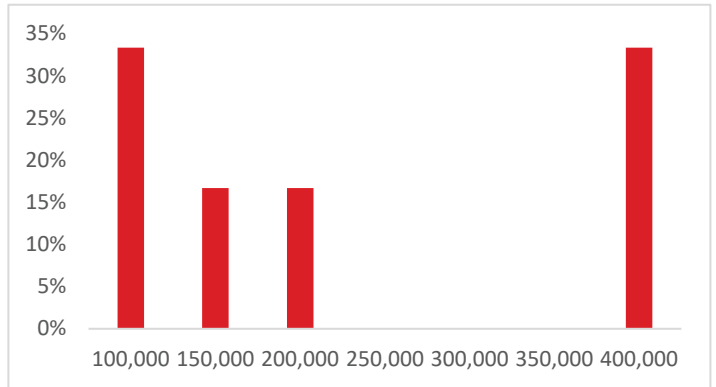


PKR 205,000
National Average

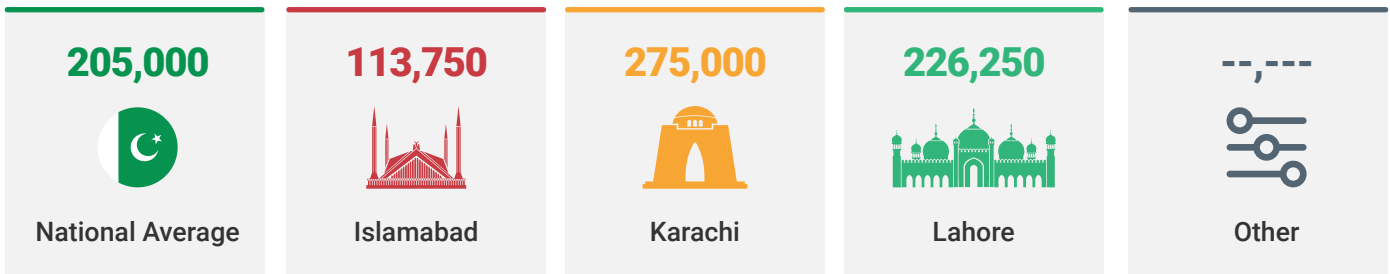
Most Common Salary
PKR 90,000

Highest Salary (Max)
PKR 387,500 ▲

Senior Level Salary Histogram - Research & Development

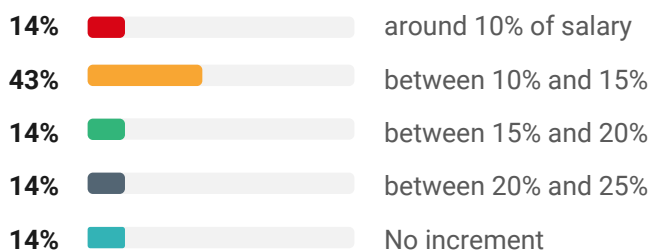


■ Average Nationwide Salaries (PKR)



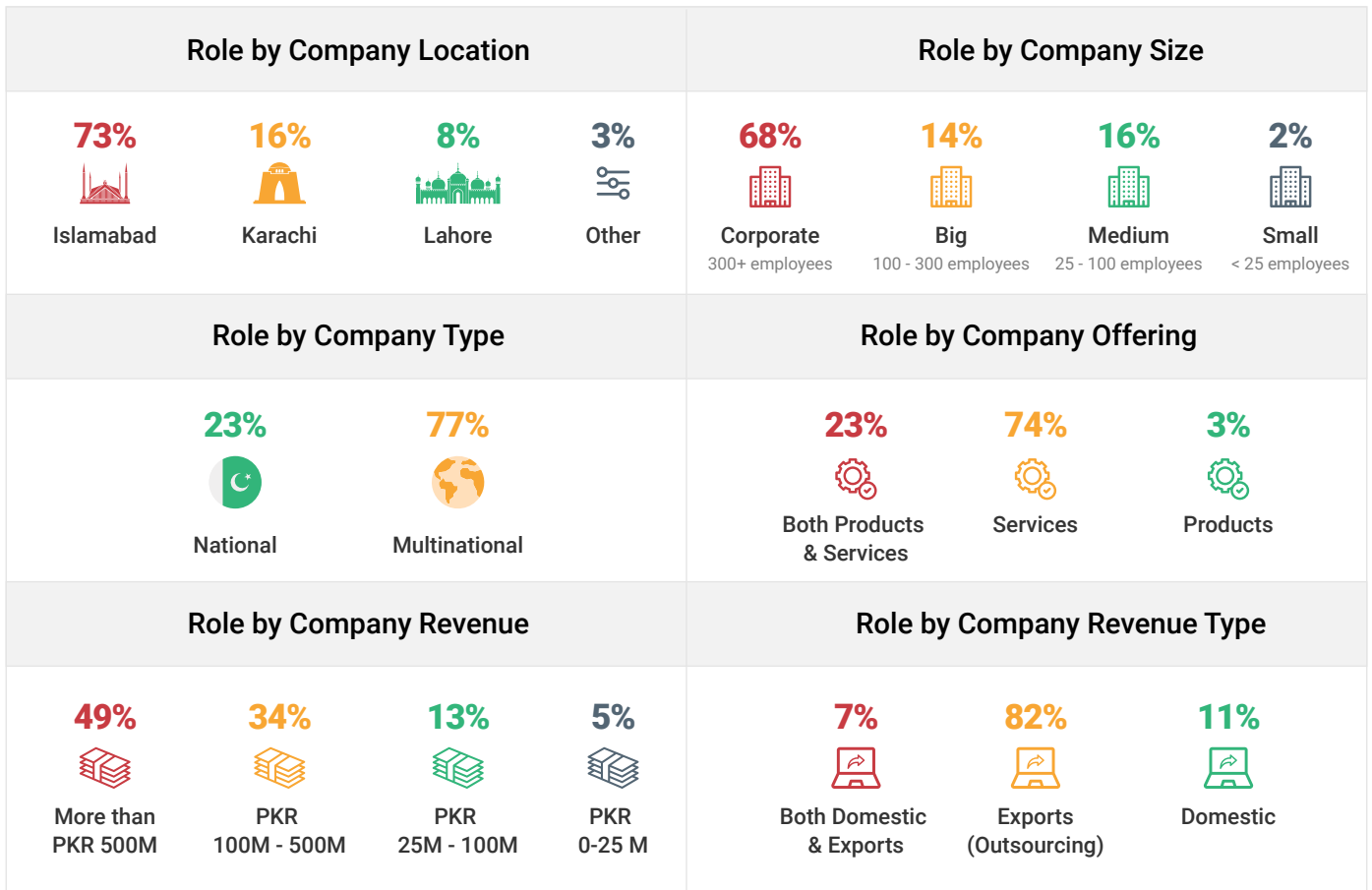
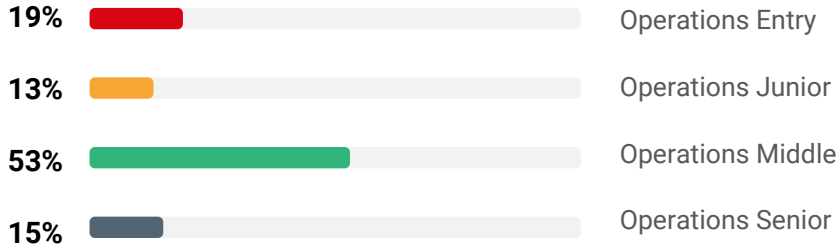
Salaries by Company Size				Salaries by Company Type	
<p>362,500</p> <p>Corporate 300+ employees</p>	<p>130,000</p> <p>Big 100 - 300 employees</p>	<p>238,750</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>228,000</p> <p>Local</p>	<p>90,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>262,500</p> <p>Both Products & Services</p>	<p>90,000</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>---</p> <p>Both Domestic & Exports</p>	<p>182,500</p> <p>Exports (Outsourcing)</p>	<p>250,000</p> <p>Domestic</p>

■ Average Last Increment

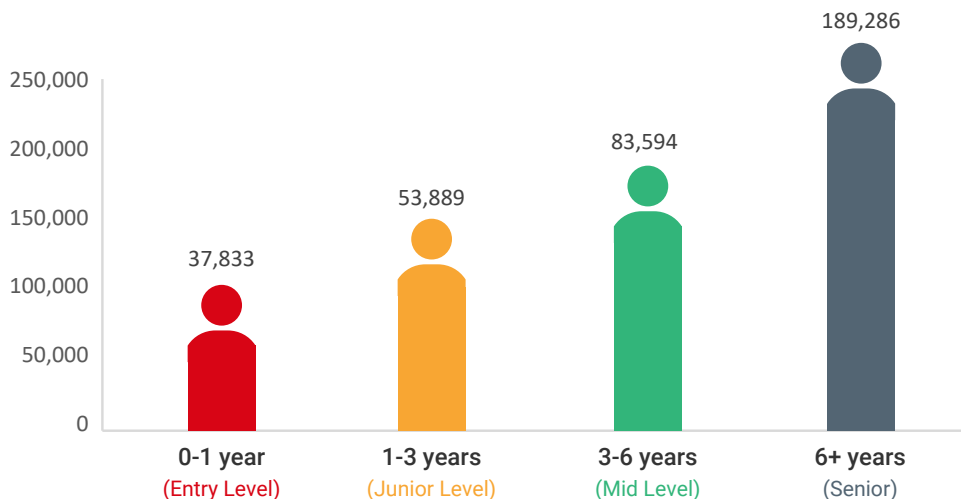


Operations Professionals

279 Operation Employees by Experience Level



Average Nationwide Salaries (PKR)

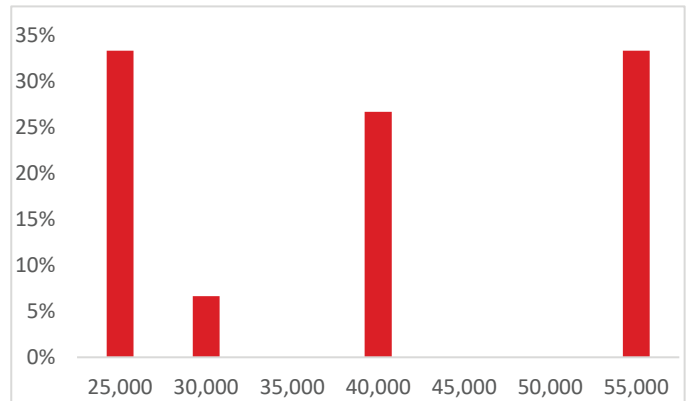


PKR 37,833
National Average

Most Common Salary
PKR 25,000

Highest Salary (Max)
PKR 52,500 ▲

Entry Level Salary Histogram - Operations

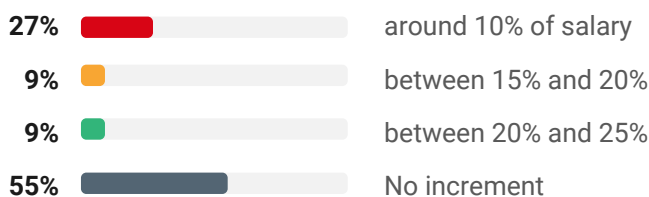


■ Average Nationwide Salaries (PKR)

<p>37,833</p> <p>National Average</p>	<p>46,875</p> <p>Islamabad</p>	<p>33,333</p> <p>Karachi</p>	<p>38,750</p> <p>Lahore</p>	<p>25,000</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>46,250</p> <p>Corporate 300+ employees</p>	<p>45,000</p> <p>Big 100 - 300 employees</p>	<p>33,750</p> <p>Medium 25 - 100 employees</p>	<p>30,833</p> <p>Small < 25 employees</p>	<p>36,136</p> <p>Local</p>	<p>42,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>33,750</p> <p>Both Products & Services</p>	<p>42,000</p> <p>Services</p>	<p>38,750</p> <p>Products</p>	<p>28,333</p> <p>Both Domestic & Exports</p>	<p>43,438</p> <p>Exports (Outsourcing)</p>	<p>33,750</p> <p>Domestic</p>

■ Average Last Increment

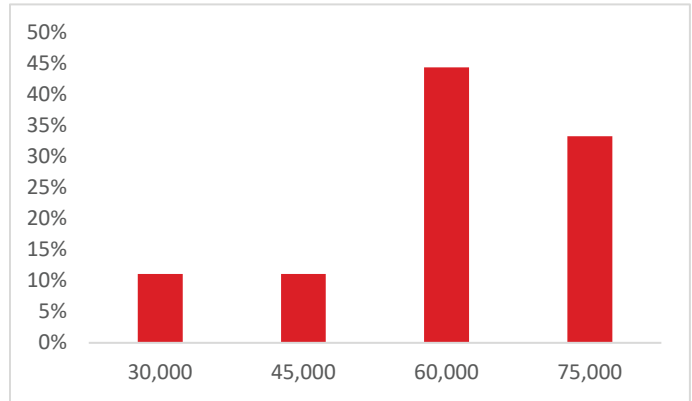


PKR 53,889
National Average

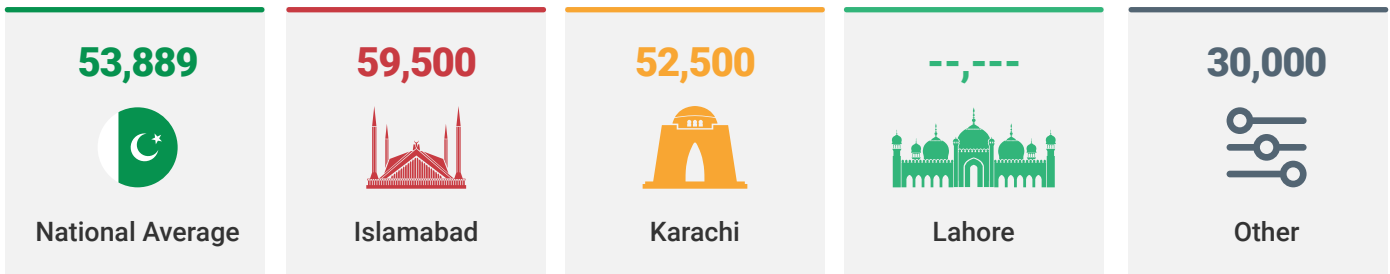
Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 70,000 ▲

Junior Level Salary Histogram - Operations

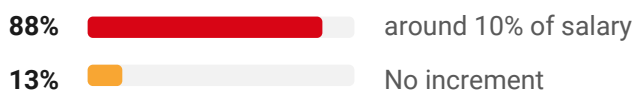


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>70,000</p> <p>Corporate 300+ employees</p>	<p>58,333</p> <p>Big 100 - 300 employees</p>	<p>51,250</p> <p>Medium 25 - 100 employees</p>	<p>35,000</p> <p>Small < 25 employees</p>	<p>52,500</p> <p>Local</p>	<p>55,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>51,500</p> <p>Both Products & Services</p>	<p>56,875</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>---</p> <p>Both Domestic & Exports</p>	<p>61,250</p> <p>Exports (Outsourcing)</p>	<p>39,167</p> <p>Domestic</p>

■ Average Last Increment

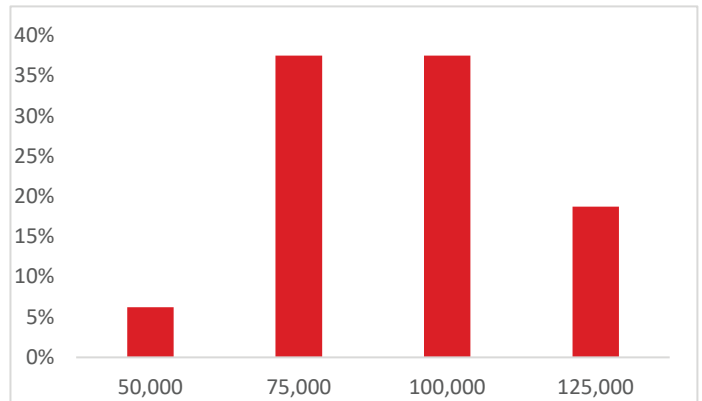


PKR 83,594
National Average

Most Common Salary
PKR 70,000

Highest Salary (Max)
PKR 112,500 ▲

Middle Level Salary Histogram - Operations

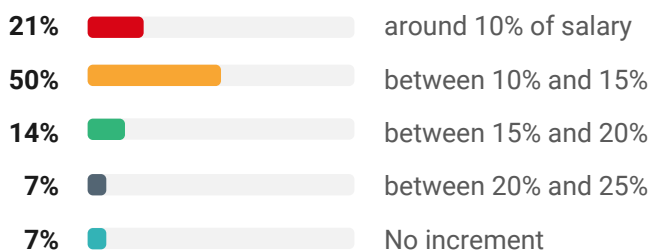


■ Average Nationwide Salaries (PKR)

<p>83,594</p> <p>National Average</p>	<p>87,083</p> <p>Islamabad</p>	<p>86,500</p> <p>Karachi</p>	<p>85,625</p> <p>Lahore</p>	<p>40,000</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>90,625</p> <p>Corporate 300+ employees</p>	<p>87,500</p> <p>Big 100 - 300 employees</p>	<p>72,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>88,125</p> <p>Local</p>	<p>79,063</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>75,833</p> <p>Both Products & Services</p>	<p>86,000</p> <p>Services</p>	<p>112,500</p> <p>Products</p>	<p>90,833</p> <p>Both Domestic & Exports</p>	<p>86,818</p> <p>Exports (Outsourcing)</p>	<p>55,000</p> <p>Domestic</p>

■ Average Last Increment

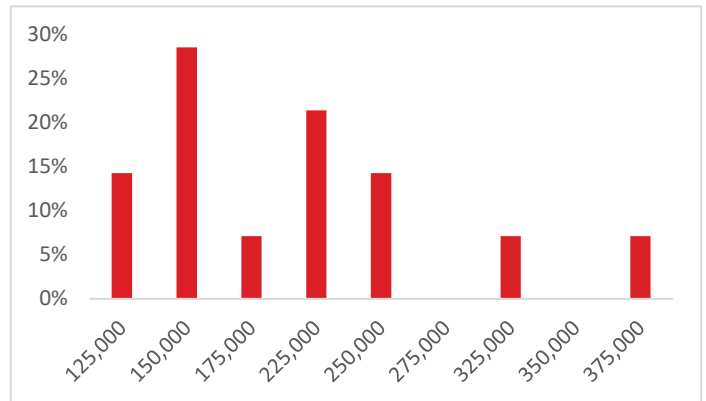


PKR 189,286
National Average

Most Common Salary
PKR 137,500

Highest Salary (Max)
PKR 362,500 ▲

Senior Level Salary Histogram - Operations

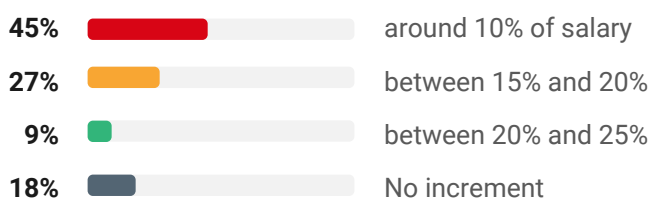


■ Average Nationwide Salaries (PKR)



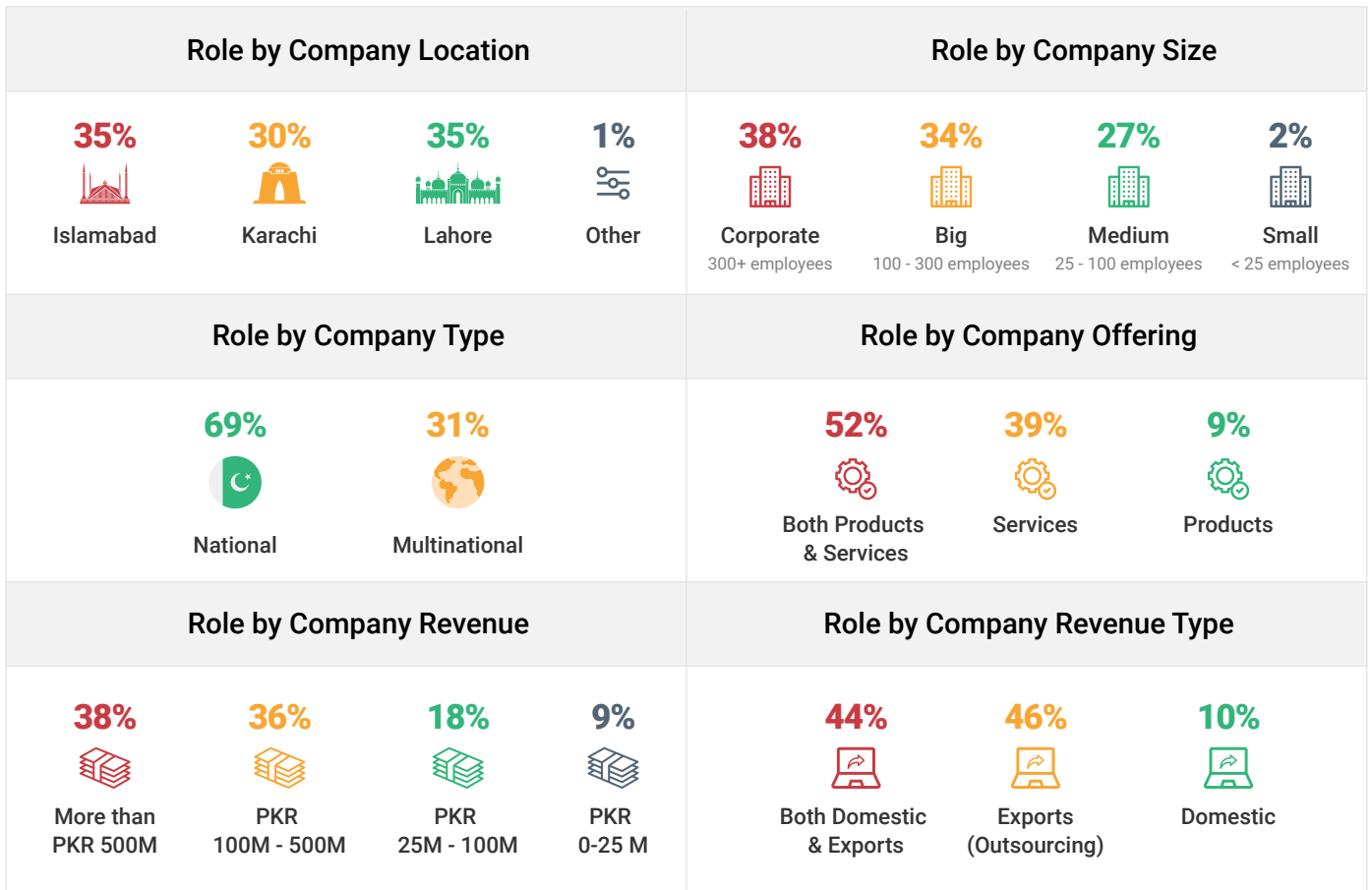
Salaries by Company Size				Salaries by Company Type	
<p>192,500</p> <p>Corporate 300+ employees</p>	<p>181,250</p> <p>Big 100 - 300 employees</p>	<p>206,250</p> <p>Medium 25 - 100 employees</p>	<p>137,500</p> <p>Small < 25 employees</p>	<p>187,500</p> <p>Local</p>	<p>191,667</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>194,643</p> <p>Both Products & Services</p>	<p>177,500</p> <p>Services</p>	<p>200,000</p> <p>Products</p>	<p>212,500</p> <p>Both Domestic & Exports</p>	<p>190,625</p> <p>Exports (Outsourcing)</p>	<p>162,500</p> <p>Domestic</p>

■ Average Last Increment

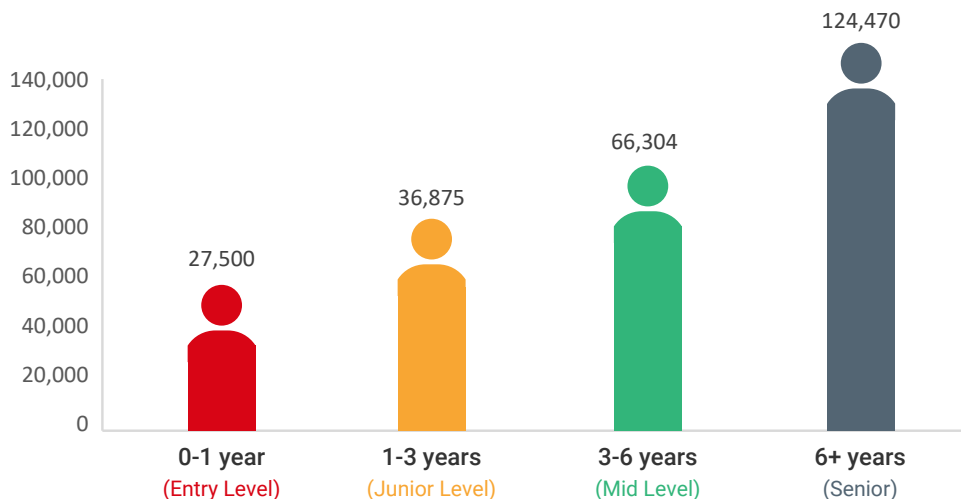


Admin Professionals

298 Admin Professionals by Experience Level



Average Nationwide Salaries (PKR)

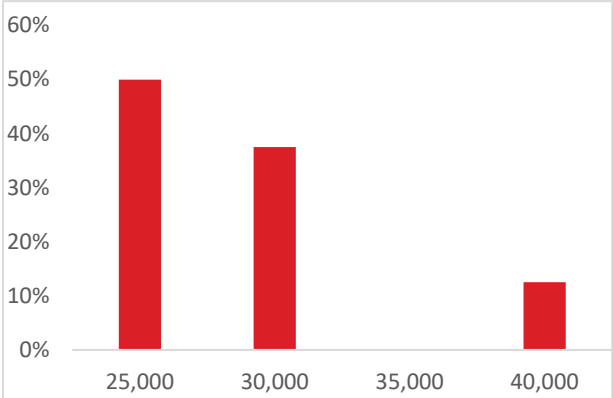


PKR 27,500
National Average

Most Common Salary
PKR 22,500

Highest Salary (Max)
PKR 40,000 ▲

Entry Level Salary Histogram - Admin Professionals

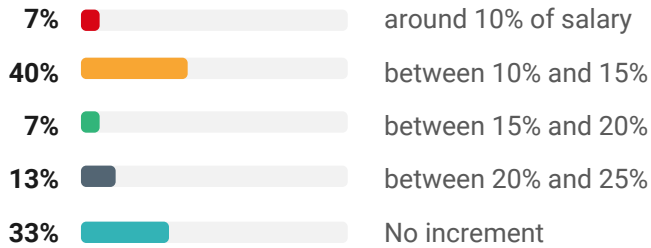


■ Average Nationwide Salaries (PKR)

<p>27,500</p> <p>National Average</p>	<p>26,250</p> <p>Islamabad</p>	<p>31,250</p> <p>Karachi</p>	<p>26,786</p> <p>Lahore</p>	<p>22,500</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>26,250</p> <p>Corporate 300+ employees</p>	<p>30,500</p> <p>Big 100 - 300 employees</p>	<p>24,643</p> <p>Medium 25 - 100 employees</p>	<p>31,250</p> <p>Small < 25 employees</p>	<p>29,722</p> <p>Local</p>	<p>24,643</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>29,000</p> <p>Both Products & Services</p>	<p>25,000</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>26,667</p> <p>Both Domestic & Exports</p>	<p>28,438</p> <p>Exports (Outsourcing)</p>	<p>26,250</p> <p>Domestic</p>

■ Average Last Increment

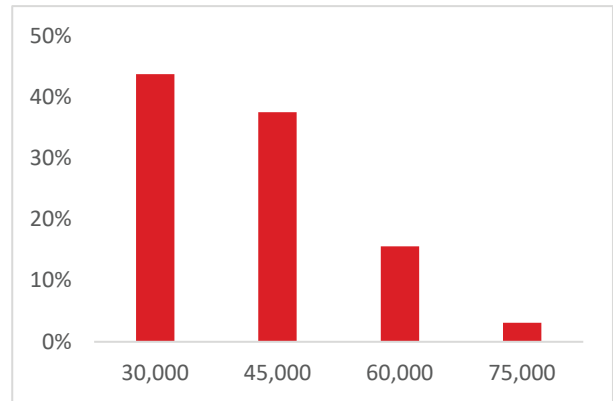


PKR 36,875
National Average

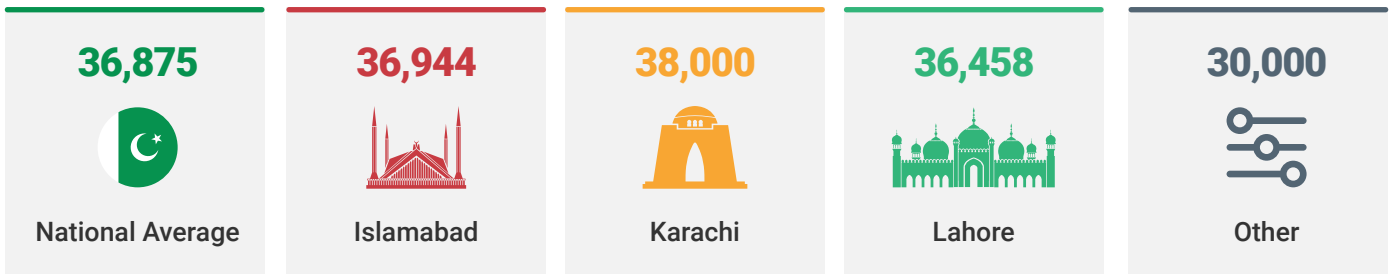
Most Common Salary
PKR 40,000

Highest Salary (Max)
PKR 70,000 ▲

Junior Level Salary Histogram - Admin Professionals

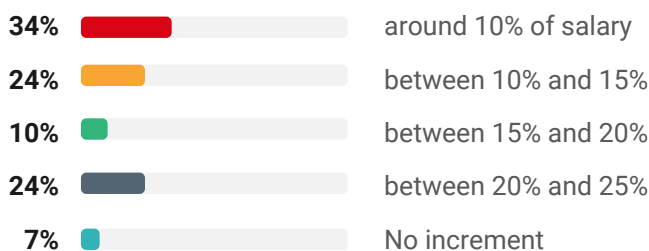


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>35,313</p> <p>Corporate 300+ employees</p>	<p>37,692</p> <p>Big 100 - 300 employees</p>	<p>37,045</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>38,125</p> <p>Local</p>	<p>33,125</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>37,059</p> <p>Both Products & Services</p>	<p>36,667</p> <p>Services</p>	<p>36,667</p> <p>Products</p>	<p>39,000</p> <p>Both Domestic & Exports</p>	<p>35,577</p> <p>Exports (Outsourcing)</p>	<p>33,125</p> <p>Domestic</p>

■ Average Last Increment

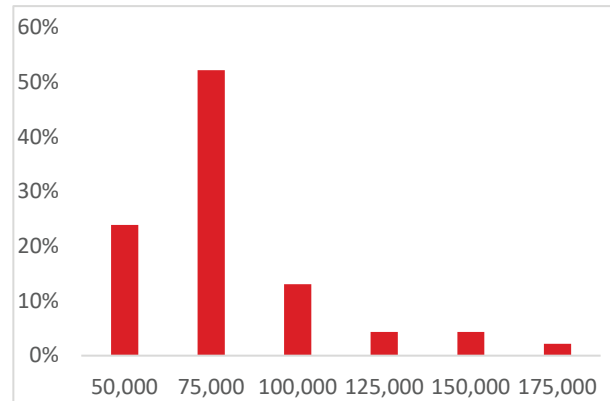


PKR 66,304
National Average

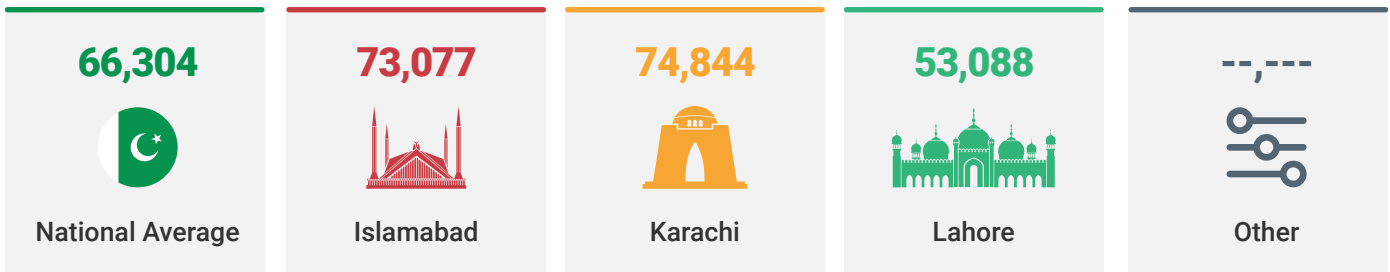
Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 162,500 ▲

Middle Level Salary Histogram - Admin Professionals

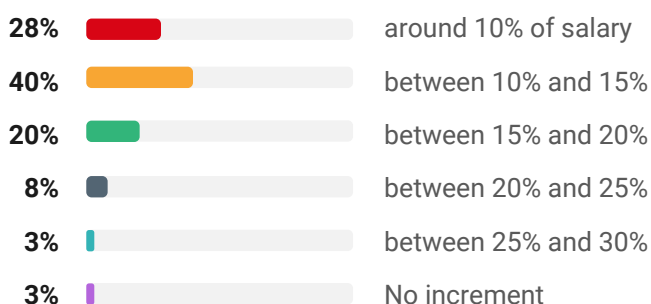


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>70,500</p> <p>Corporate 300+ employees</p>	<p>70,147</p> <p>Big 100 - 300 employees</p>	<p>58,382</p> <p>Medium 25 - 100 employees</p>	<p>80,000</p> <p>Small < 25 employees</p>	<p>66,484</p> <p>Local</p>	<p>65,893</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>68,393</p> <p>Both Products & Services</p>	<p>68,333</p> <p>Services</p>	<p>52,500</p> <p>Products</p>	<p>63,929</p> <p>Both Domestic & Exports</p>	<p>66,125</p> <p>Exports (Outsourcing)</p>	<p>77,000</p> <p>Domestic</p>

■ Average Last Increment

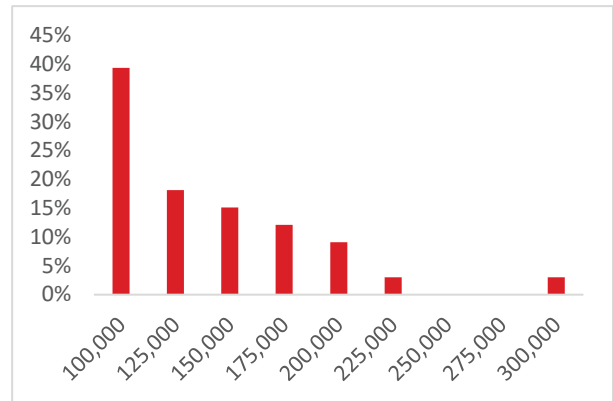


PKR 124,470
National Average

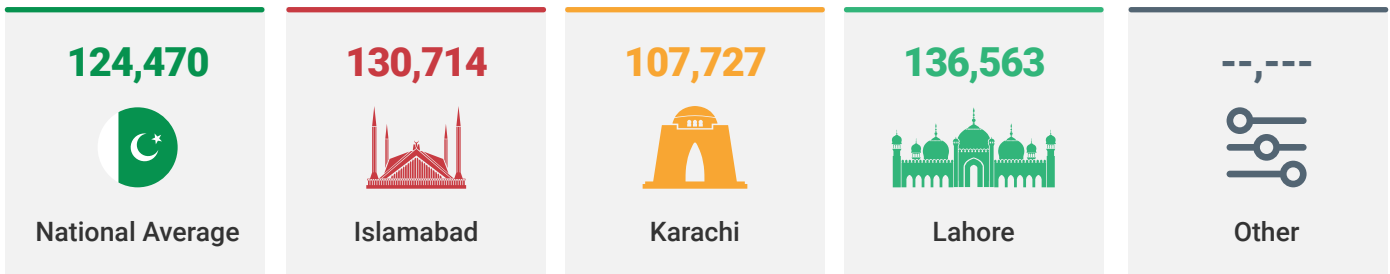
Most Common Salary
PKR 90,000

Highest Salary (Max)
PKR 287,500 ▲

Senior Level Salary Histogram - Admin Professionals

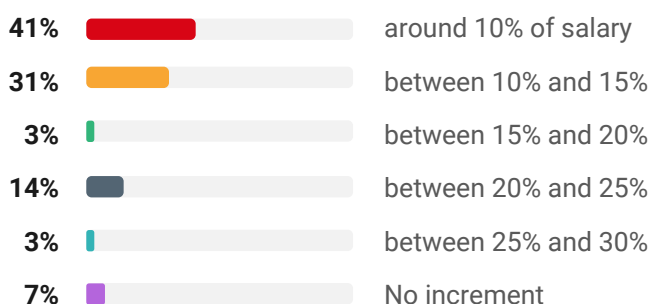


■ Average Nationwide Salaries (PKR)



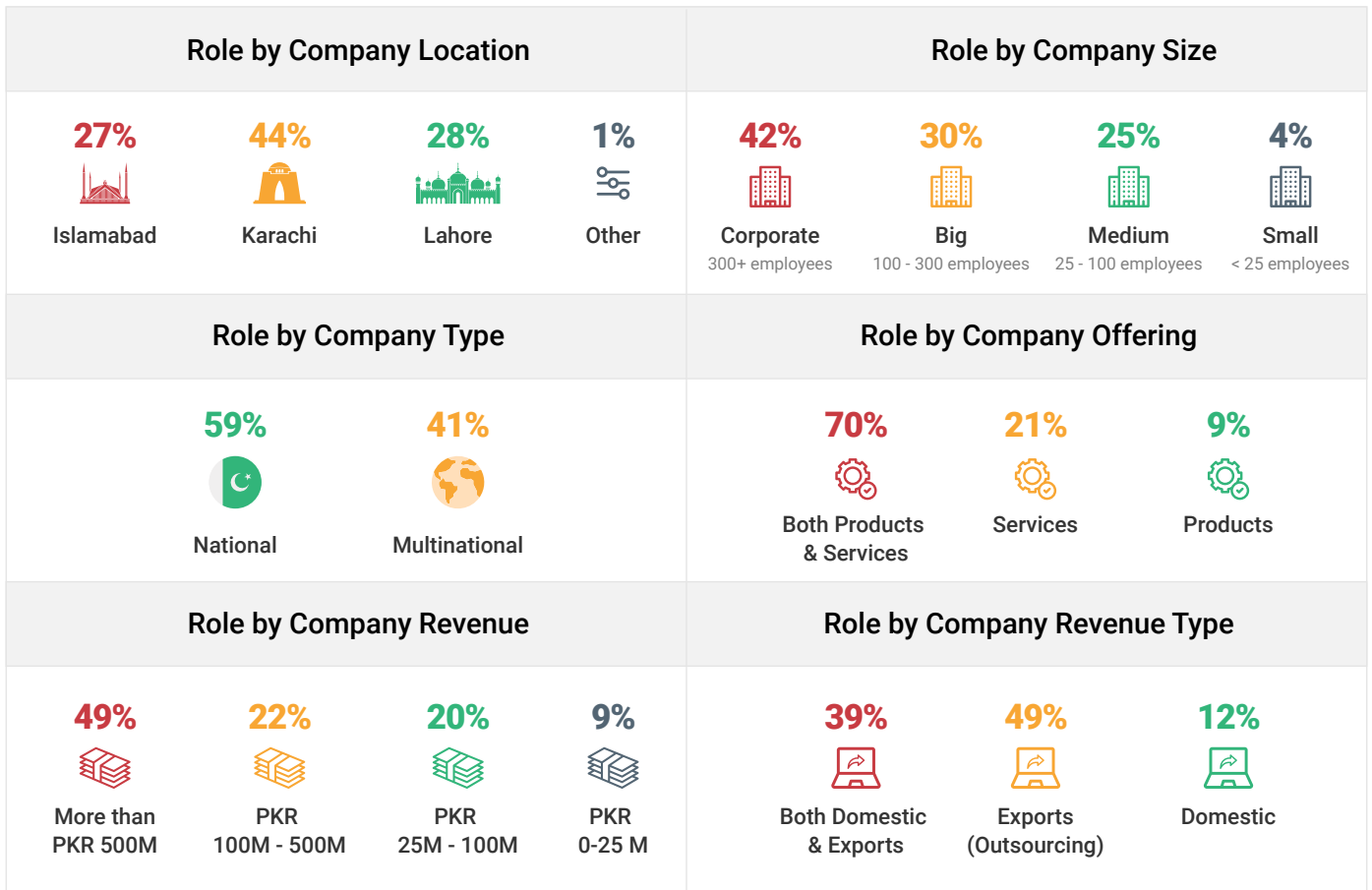
Salaries by Company Size				Salaries by Company Type	
<p>127,778</p> <p>Corporate 300+ employees</p>	<p>122,647</p> <p>Big 100 - 300 employees</p>	<p>124,643</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>115,104</p> <p>Local</p>	<p>149,444</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>130,441</p> <p>Both Products & Services</p>	<p>118,929</p> <p>Services</p>	<p>112,500</p> <p>Products</p>	<p>141,786</p> <p>Both Domestic & Exports</p>	<p>115,441</p> <p>Exports (Outsourcing)</p>	<p>80,000</p> <p>Domestic</p>

■ Average Last Increment

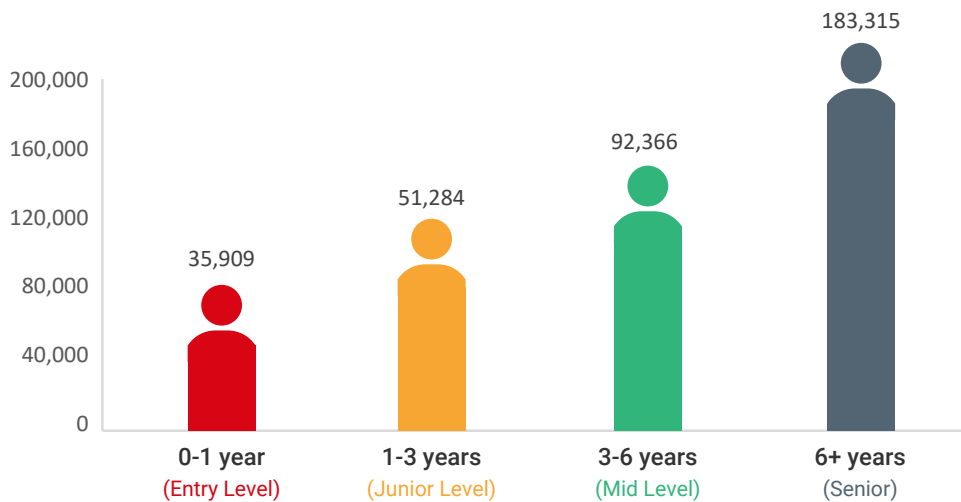


Finance Professionals

346 Finance Professionals by Experience Level



Average Nationwide Salaries (PKR)

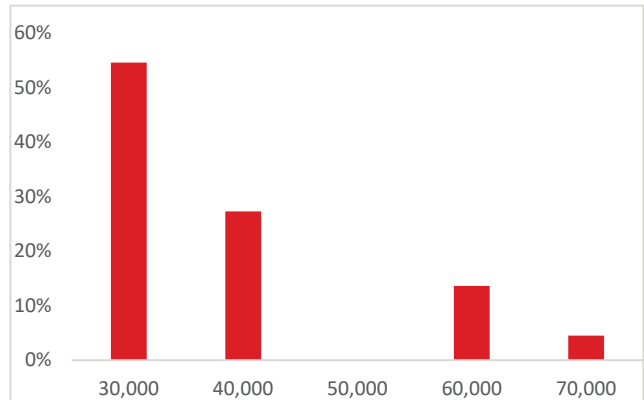


PKR 35,909
National Average

Most Common Salary
PKR 30,000

Highest Salary (Max)
PKR 70,000 ▲

Entry Level Salary Histogram - Finance Professionals

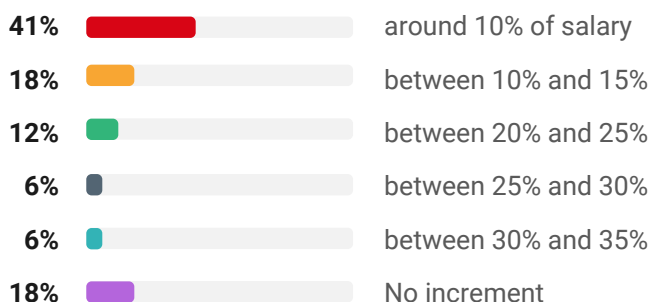


■ Average Nationwide Salaries (PKR)

<p>35,909</p> <p>National Average</p>	<p>32,500</p> <p>Islamabad</p>	<p>36,071</p> <p>Karachi</p>	<p>39,167</p> <p>Lahore</p>	<p>22,501</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>44,583</p> <p>Corporate 300+ employees</p>	<p>33,438</p> <p>Big 100 - 300 employees</p>	<p>35,000</p> <p>Medium 25 - 100 employees</p>	<p>28,750</p> <p>Small < 25 employees</p>	<p>36,406</p> <p>Local</p>	<p>34,583</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>35,357</p> <p>Both Products & Services</p>	<p>34,643</p> <p>Services</p>	<p>52,500</p> <p>Products</p>	<p>35,000</p> <p>Both Domestic & Exports</p>	<p>34,722</p> <p>Exports (Outsourcing)</p>	<p>46,250</p> <p>Domestic</p>

■ Average Last Increment

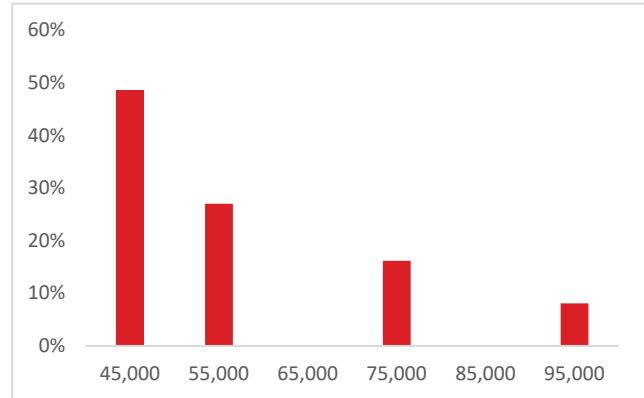


PKR 51,284
National Average

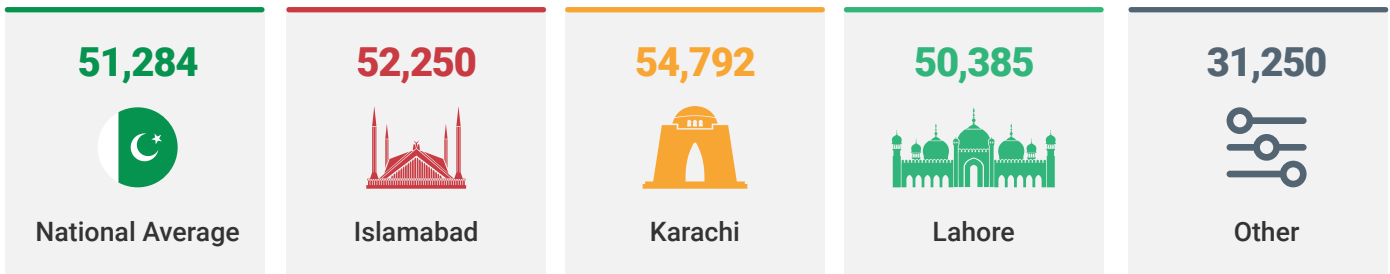
Most Common Salary
PKR 40,000

Highest Salary (Max)
PKR 90,000 ▲

Junior Level Salary Histogram - Finance Professionals

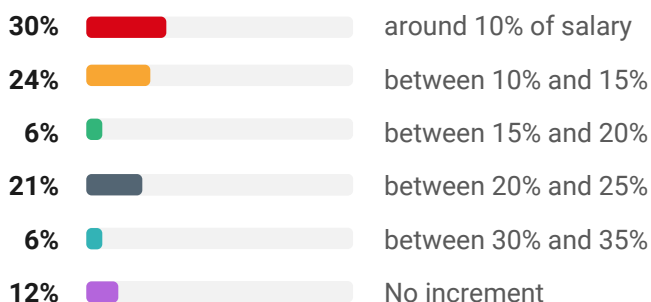


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>54,063</p> <p>Corporate 300+ employees</p>	<p>52,857</p> <p>Big 100 - 300 employees</p>	<p>47,917</p> <p>Medium 25 - 100 employees</p>	<p>50,000</p> <p>Small < 25 employees</p>	<p>52,222</p> <p>Local</p>	<p>48,750</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>49,674</p> <p>Both Products & Services</p>	<p>54,063</p> <p>Services</p>	<p>53,750</p> <p>Products</p>	<p>48,000</p> <p>Both Domestic & Exports</p>	<p>54,265</p> <p>Exports (Outsourcing)</p>	<p>51,000</p> <p>Domestic</p>

■ Average Last Increment

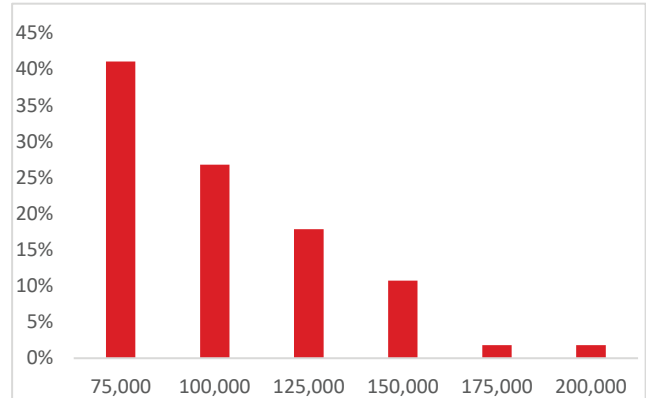


PKR 92,366
National Average

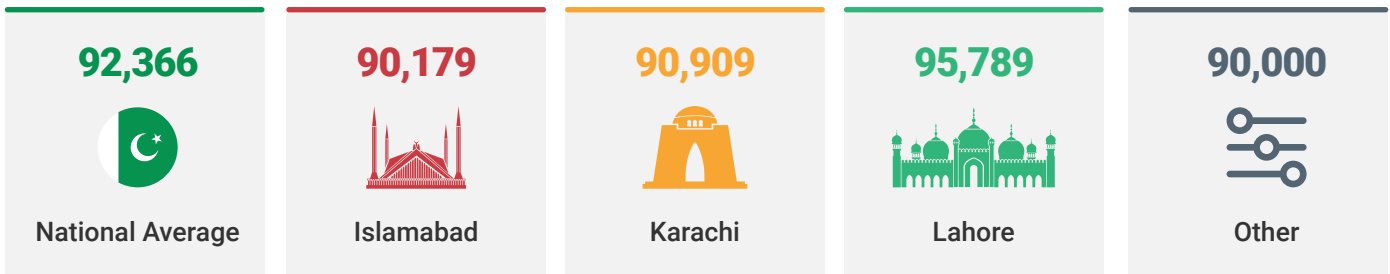
Most Common Salary
PKR 70,000

Highest Salary (Max)
PKR 187,500 ▲

Middle Level Salary Histogram - Finance Professionals

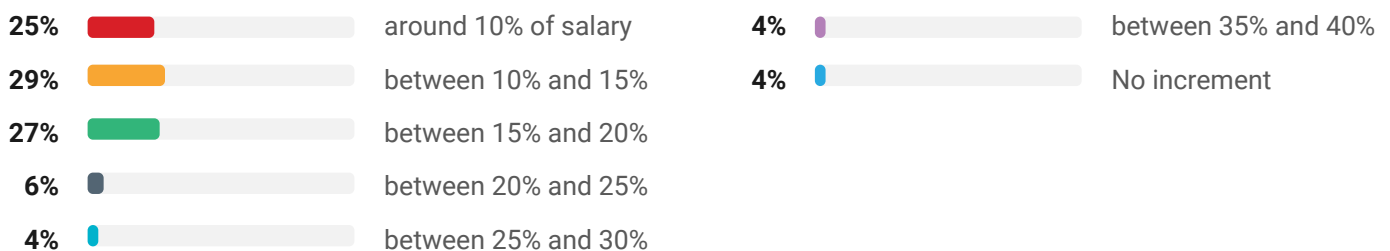


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>93,846</p> <p>Corporate 300+ employees</p>	<p>91,786</p> <p>Big 100 - 300 employees</p>	<p>93,250</p> <p>Medium 25 - 100 employees</p>	<p>80,000</p> <p>Small < 25 employees</p>	<p>91,316</p> <p>Local</p>	<p>94,583</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>91,288</p> <p>Both Products & Services</p>	<p>82,500</p> <p>Services</p>	<p>81,167</p> <p>Products</p>	<p>88,654</p> <p>Both Domestic & Exports</p>	<p>98,333</p> <p>Exports (Outsourcing)</p>	<p>89,167</p> <p>Domestic</p>

■ Average Last Increment

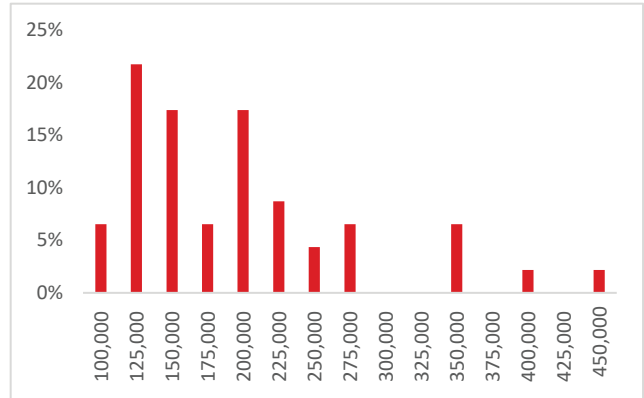


PKR 183,315
National Average

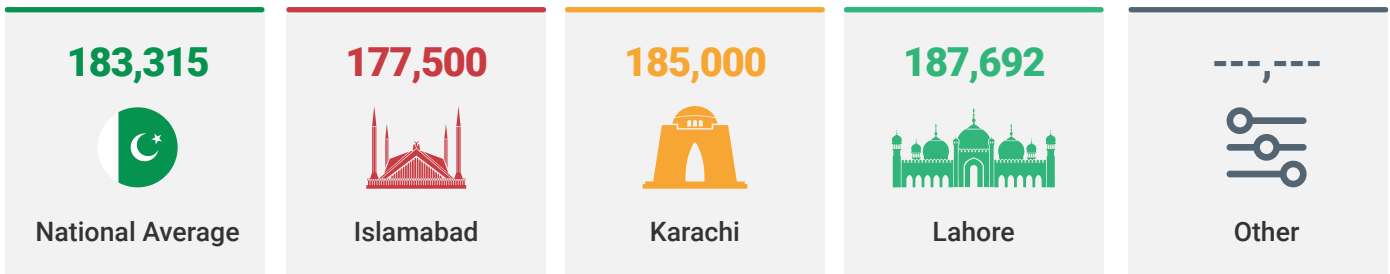
Most Common Salary
PKR 112,500

Highest Salary (Max)
PKR 437,500 ▲

Senior Level Salary Histogram - Finance Professionals

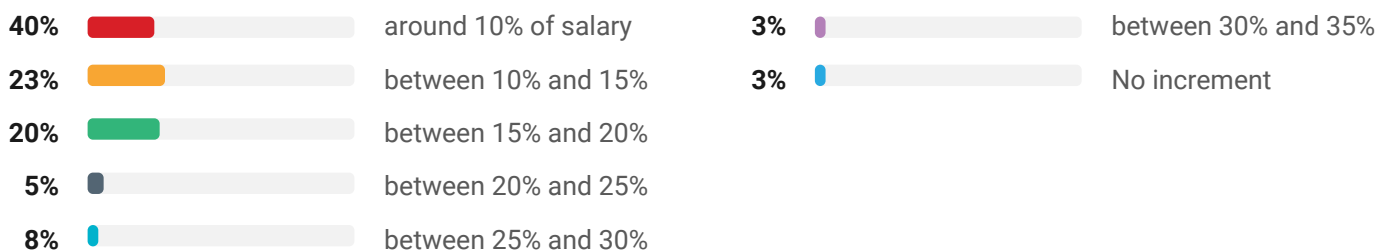


■ Average Nationwide Salaries (PKR)



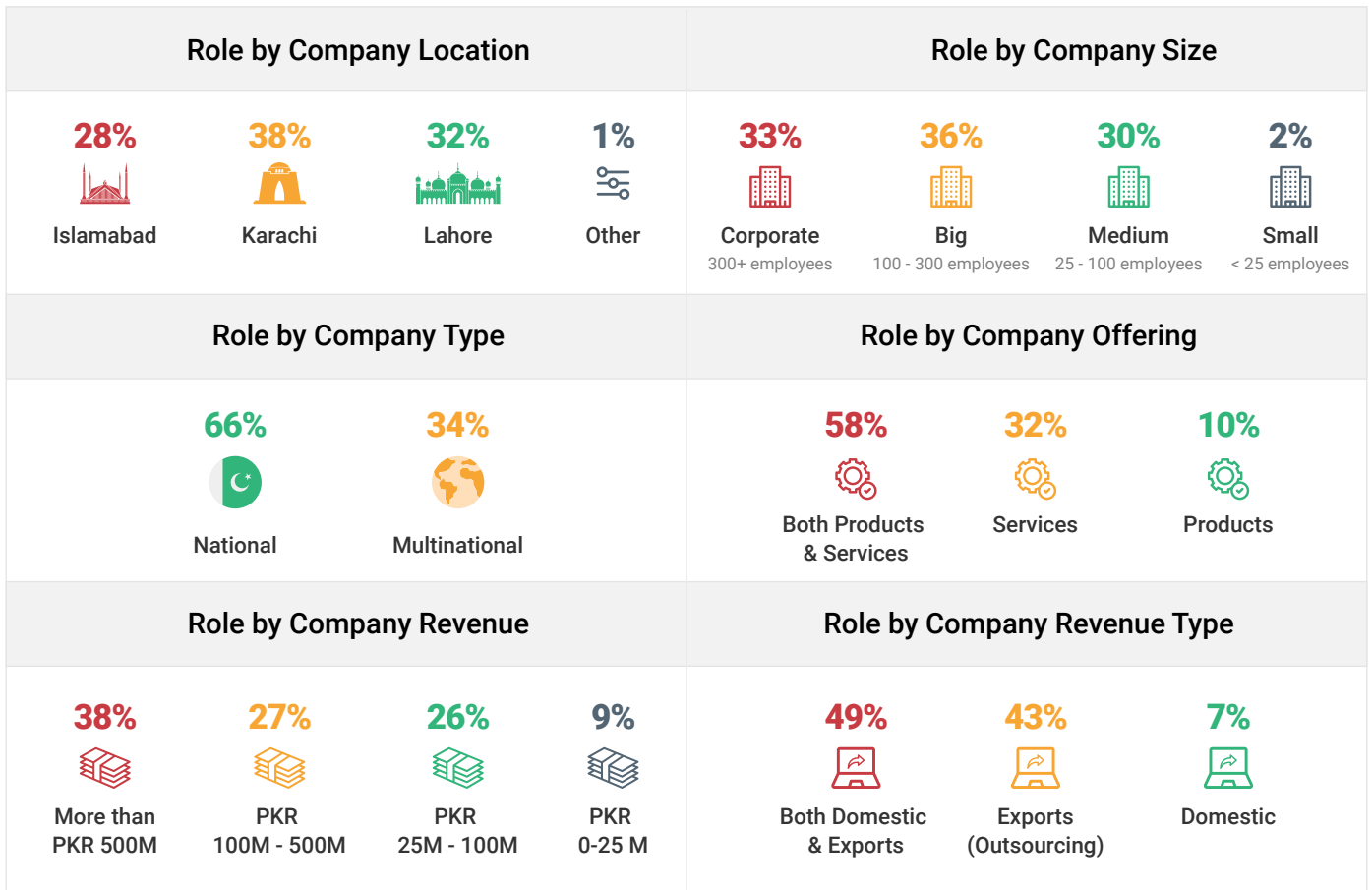
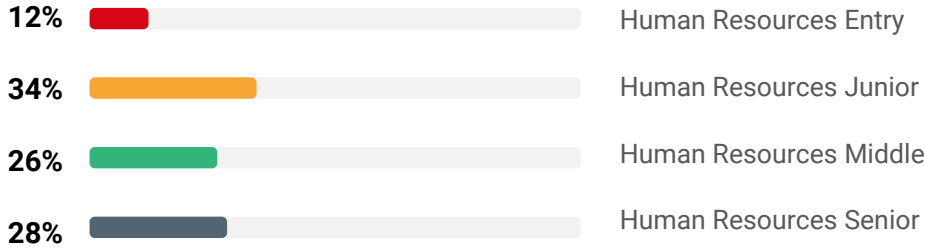
Salaries by Company Size				Salaries by Company Type	
<p>204,808</p> <p>Corporate 300+ employees</p>	<p>173,611</p> <p>Big 100 - 300 employees</p>	<p>182,500</p> <p>Medium 25 - 100 employees</p>	<p>90,000</p> <p>Small < 25 employees</p>	<p>182,188</p> <p>Local</p>	<p>185,893</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>178,519</p> <p>Both Products & Services</p>	<p>189,286</p> <p>Services</p>	<p>192,500</p> <p>Products</p>	<p>176,364</p> <p>Both Domestic & Exports</p>	<p>185,000</p> <p>Exports (Outsourcing)</p>	<p>207,500</p> <p>Domestic</p>

■ Average Last Increment

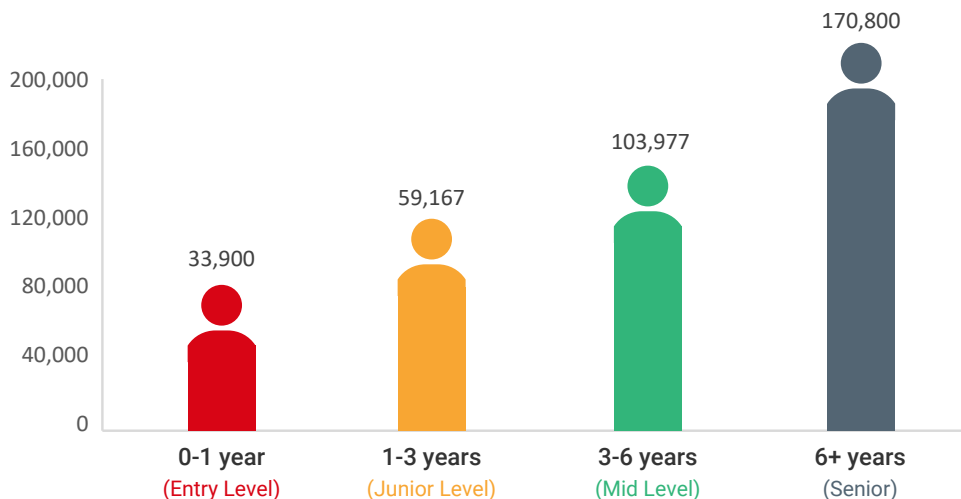


Human Resource Professionals

281 Human Resource Employee by Experience Level



Average Nationwide Salaries (PKR)

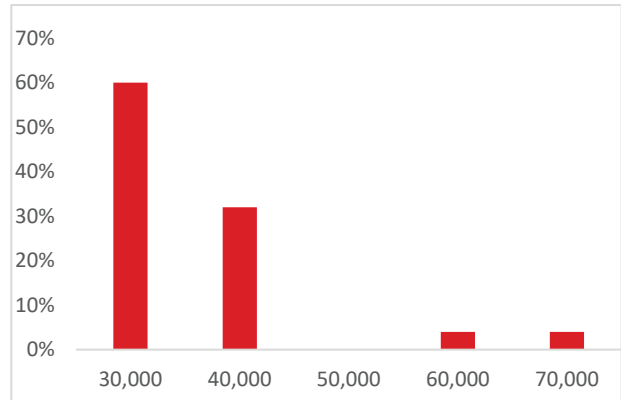


PKR 33,900
National Average

Most Common Salary
PKR 30,000

Highest Salary (Max)
PKR 70,000 ▲

Entry Level Salary Histogram - Human Resource

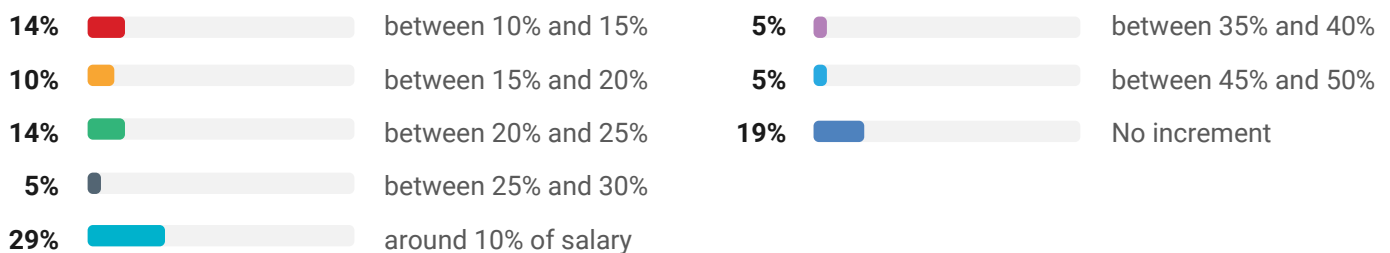


■ Average Nationwide Salaries (PKR)

<p>33,900</p> <p>National Average</p>	<p>35,000</p> <p>Islamabad</p>	<p>35,192</p> <p>Karachi</p>	<p>32,083</p> <p>Lahore</p>	<p>22,501</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>36,429</p> <p>Corporate 300+ employees</p>	<p>33,846</p> <p>Big 100 - 300 employees</p>	<p>32,500</p> <p>Medium 25 - 100 employees</p>	<p>22,501</p> <p>Small < 25 employees</p>	<p>32,875</p> <p>Local</p>	<p>38,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>32,813</p> <p>Both Products & Services</p>	<p>35,313</p> <p>Services</p>	<p>40,000</p> <p>Products</p>	<p>35,000</p> <p>Both Domestic & Exports</p>	<p>32,046</p> <p>Exports (Outsourcing)</p>	<p>40,000</p> <p>Domestic</p>

■ Average Last Increment

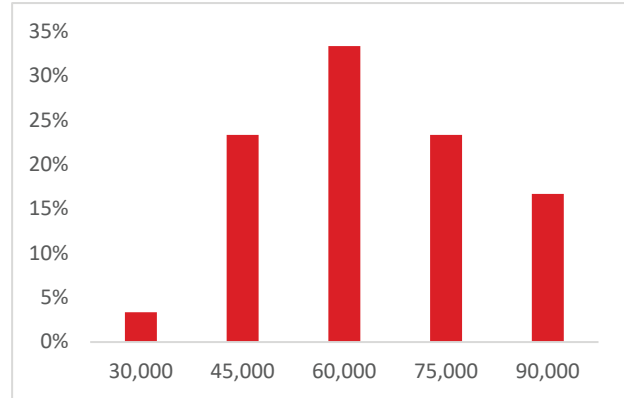


PKR 59,167
National Average

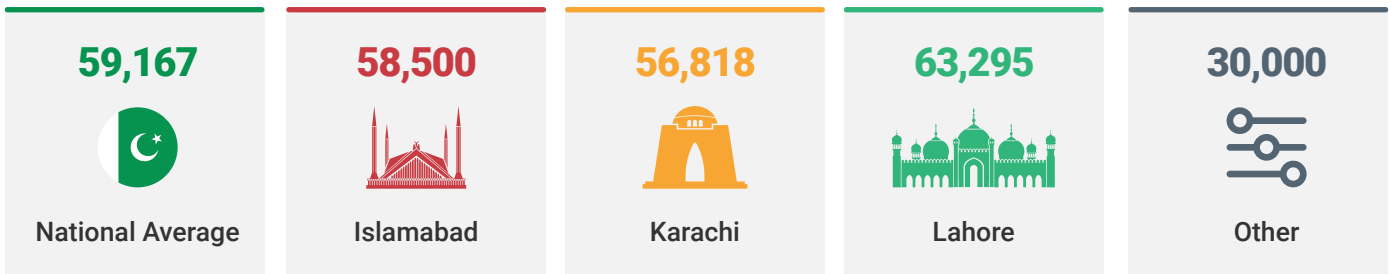
Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 90,000 ▲

Junior Level Salary Histogram - Human Resource

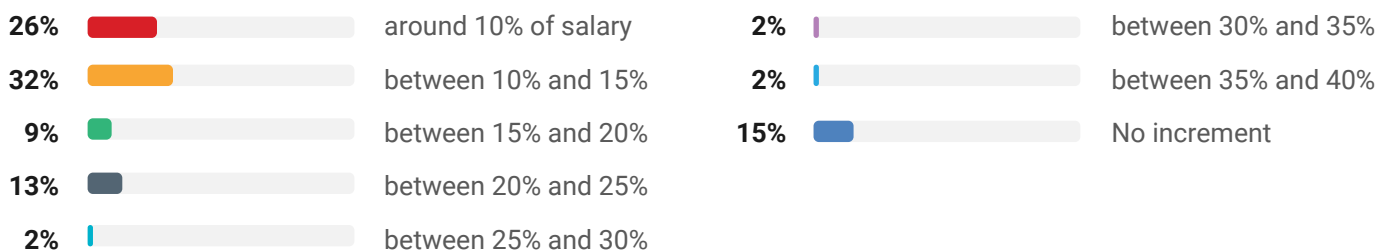


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>72,955</p> <p>Corporate 300+ employees</p>	<p>55,263</p> <p>Big 100 - 300 employees</p>	<p>57,500</p> <p>Medium 25 - 100 employees</p>	<p>48,333</p> <p>Small < 25 employees</p>	<p>58,563</p> <p>Local</p>	<p>60,375</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>55,743</p> <p>Both Products & Services</p>	<p>63,906</p> <p>Services</p>	<p>66,429</p> <p>Products</p>	<p>59,231</p> <p>Both Domestic & Exports</p>	<p>60,536</p> <p>Exports (Outsourcing)</p>	<p>52,500</p> <p>Domestic</p>

■ Average Last Increment

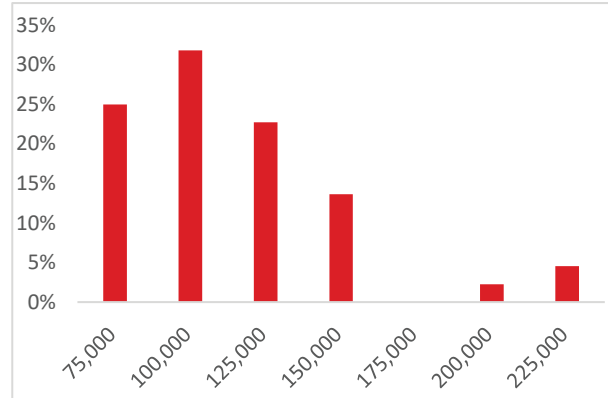


PKR 103,977
National Average

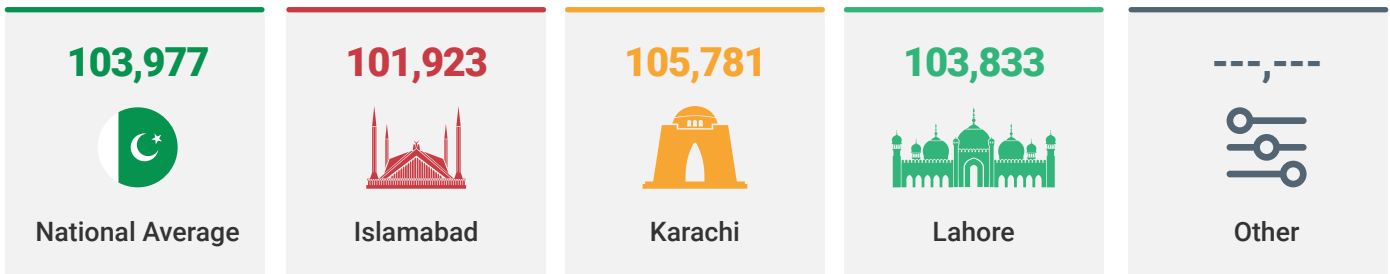
Most Common Salary
PKR 90,000

Highest Salary (Max)
PKR 212,500 ▲

Middle Level Salary Histogram - Human Resource

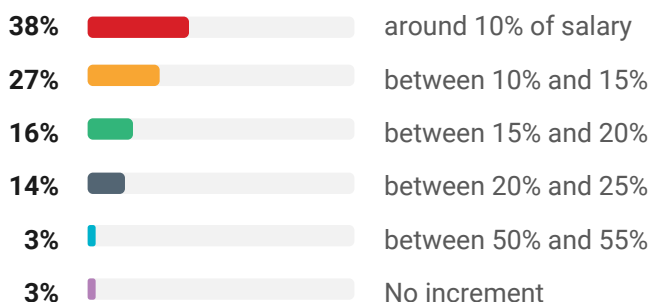


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>106,750</p> <p>Corporate 300+ employees</p>	<p>101,000</p> <p>Big 100 - 300 employees</p>	<p>109,038</p> <p>Medium 25 - 100 employees</p>	<p>70,000</p> <p>Small < 25 employees</p>	<p>98,667</p> <p>Local</p>	<p>115,357</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>97,976</p> <p>Both Products & Services</p>	<p>99,423</p> <p>Services</p>	<p>122,500</p> <p>Products</p>	<p>94,737</p> <p>Both Domestic & Exports</p>	<p>110,375</p> <p>Exports (Outsourcing)</p>	<p>113,500</p> <p>Domestic</p>

■ Average Last Increment

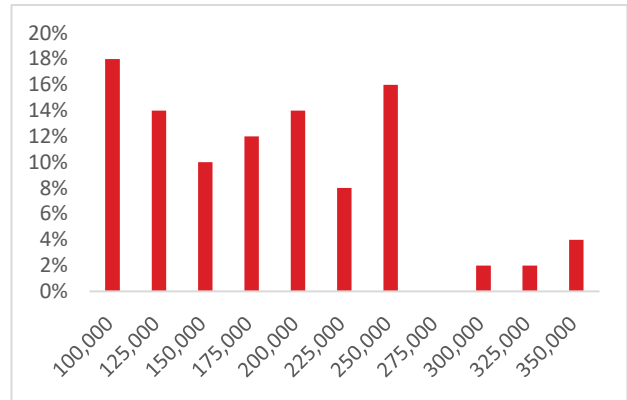


PKR 170,800
National Average

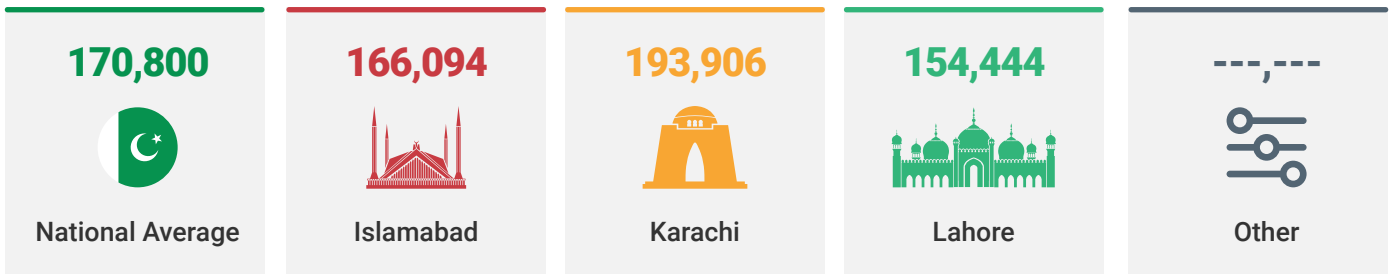
Most Common Salary
PKR 237,500

Highest Salary (Max)
PKR 337,500 ▲

Senior Level Salary Histogram - Human Resource

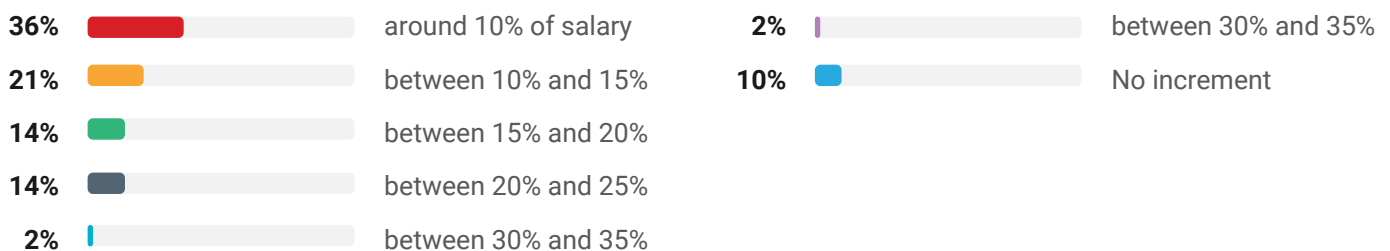


■ Average Nationwide Salaries (PKR)



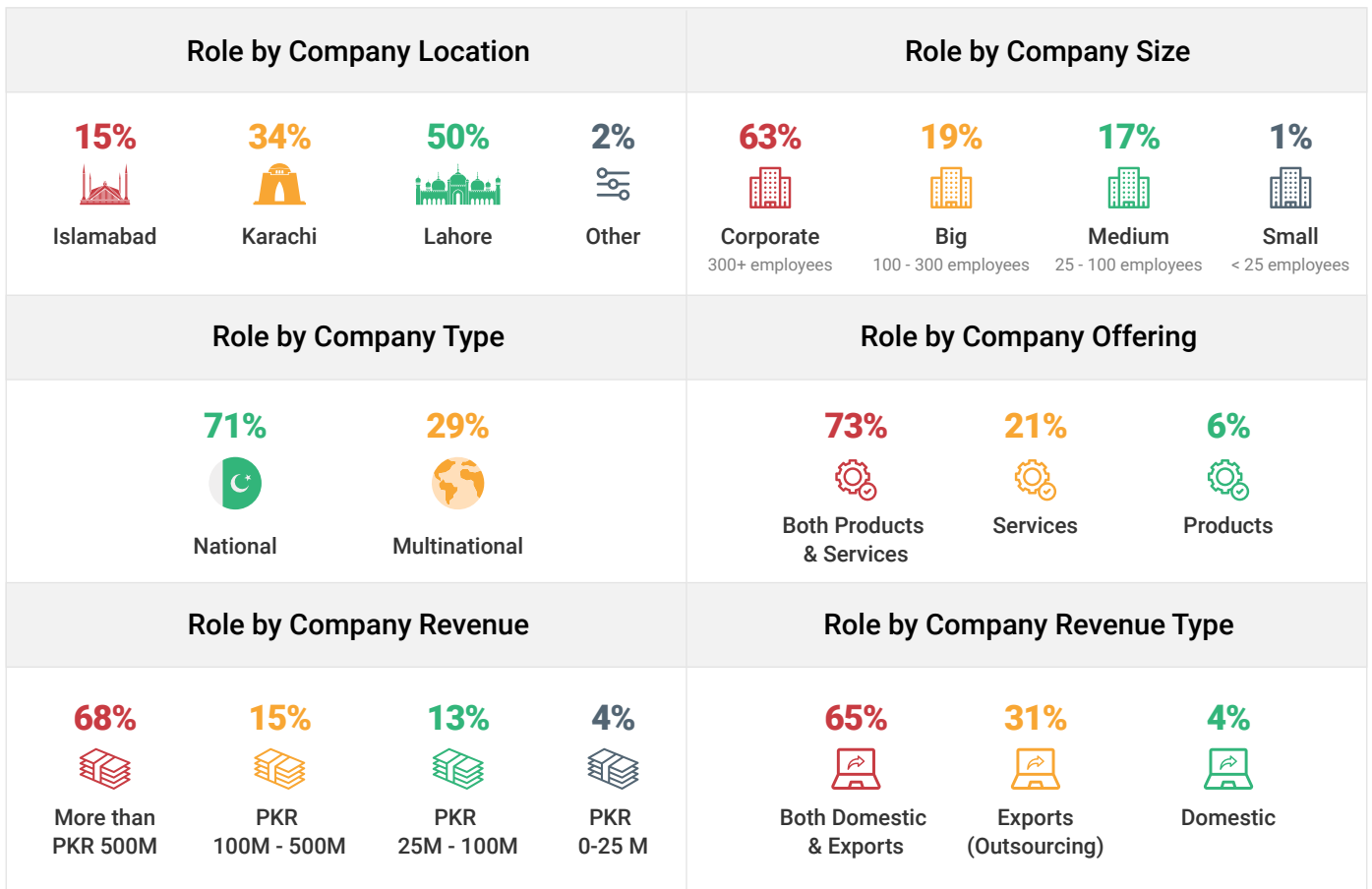
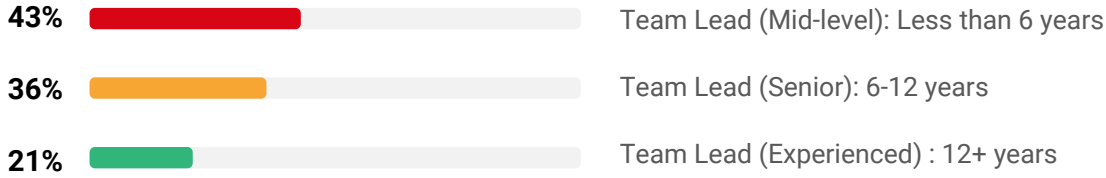
Salaries by Company Size				Salaries by Company Type	
<p>188,462</p> <p>Corporate 300+ employees</p>	<p>187,619</p> <p>Big 100 - 300 employees</p>	<p>134,375</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>182,969</p> <p>Local</p>	<p>149,167</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>176,087</p> <p>Both Products & Services</p>	<p>166,023</p> <p>Services</p>	<p>167,500</p> <p>Products</p>	<p>171,638</p> <p>Both Domestic & Exports</p>	<p>173,000</p> <p>Exports (Outsourcing)</p>	<p>161,250</p> <p>Domestic</p>

■ Average Last Increment

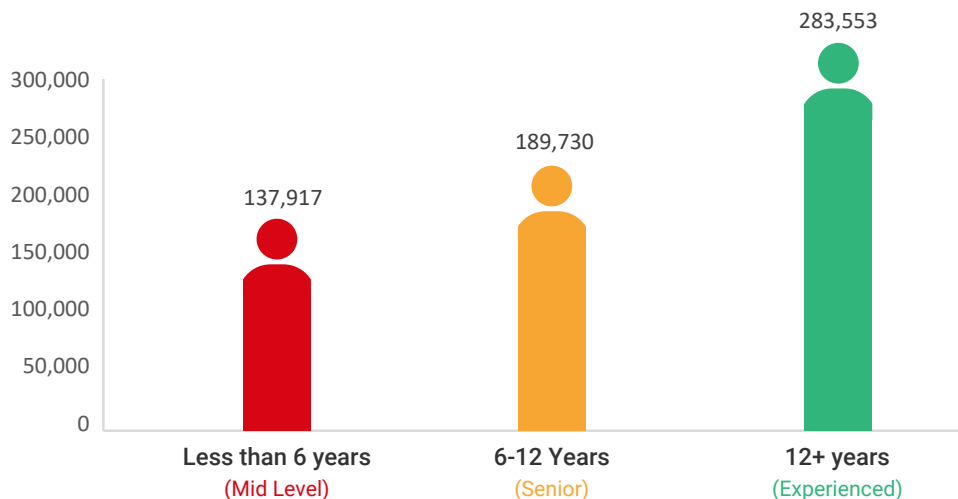


Team Leads

518 Team Leads by Experience Level



Average Nationwide Salaries (PKR)

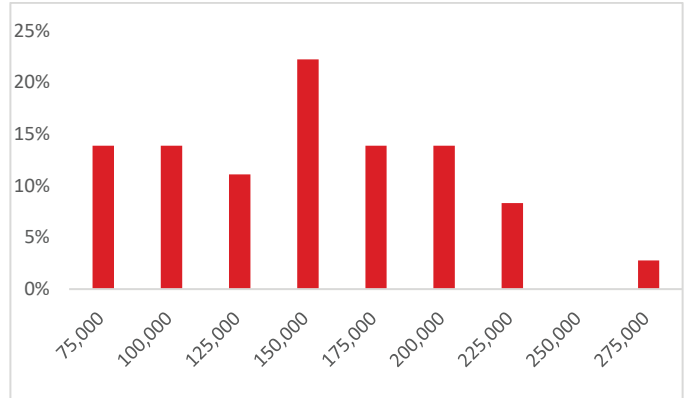


PKR 137,917
National Average

Most Common Salary
PKR 137,500

Highest Salary (Max)
PKR 262,500 ▲

Mid Level Salary Histogram - Team Leads

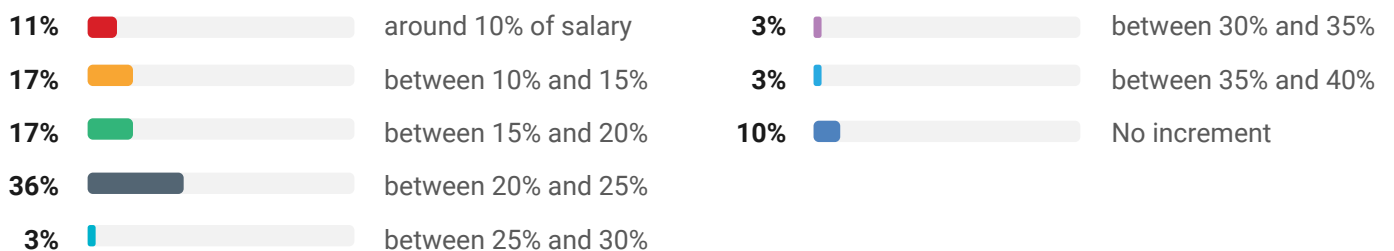


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>125,000</p> <p>Corporate 300+ employees</p>	<p>162,917</p> <p>Big 100 - 300 employees</p>	<p>124,833</p> <p>Medium 25 - 100 employees</p>	<p>137,500</p> <p>Small < 25 employees</p>	<p>135,833</p> <p>Local</p>	<p>142,083</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>132,614</p> <p>Both Products & Services</p>	<p>145,278</p> <p>Services</p>	<p>148,000</p> <p>Products</p>	<p>136,719</p> <p>Both Domestic & Exports</p>	<p>152,500</p> <p>Exports (Outsourcing)</p>	<p>107,083</p> <p>Domestic</p>

■ Average Last Increment

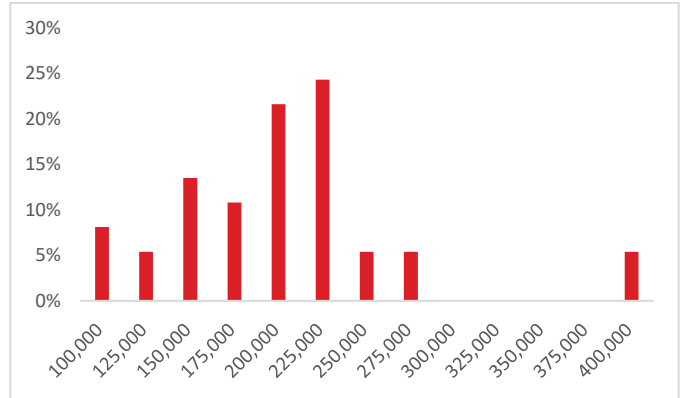


PKR 189,730
National Average

Most Common Salary
PKR 212,500

Highest Salary (Max)
PKR 387,500 ▲

Senior Level Salary Histogram - Team Leads

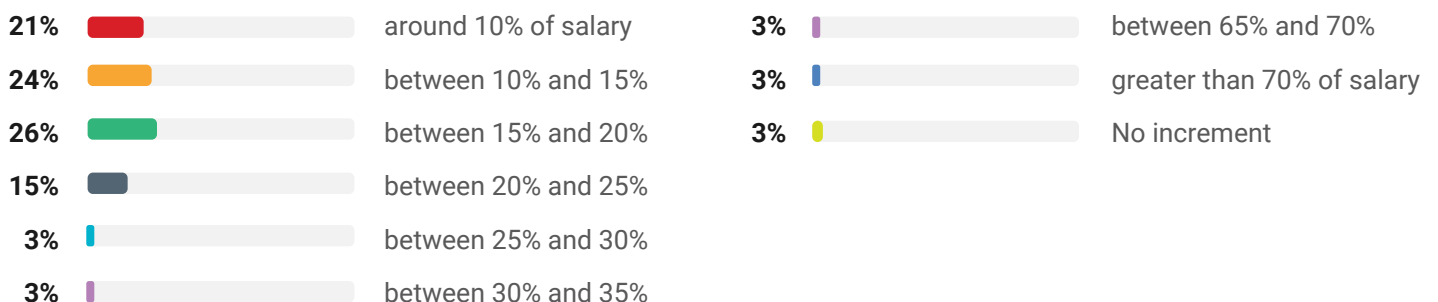


■ Average Nationwide Salaries (PKR)

<p>189,730</p> <p>National Average</p>	<p>187,500</p> <p>Islamabad</p>	<p>187,656</p> <p>Karachi</p>	<p>226,786</p> <p>Lahore</p>	<p>90,000</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>193,750</p> <p>Corporate 300+ employees</p>	<p>222,115</p> <p>Big 100 - 300 employees</p>	<p>167,500</p> <p>Medium 25 - 100 employees</p>	<p>148,000</p> <p>Small < 25 employees</p>	<p>181,923</p> <p>Local</p>	<p>208,182</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>187,639</p> <p>Both Products & Services</p>	<p>201,719</p> <p>Services</p>	<p>138,333</p> <p>Products</p>	<p>186,705</p> <p>Both Domestic & Exports</p>	<p>183,333</p> <p>Exports (Outsourcing)</p>	<p>237,500</p> <p>Domestic</p>

■ Average Last Increment

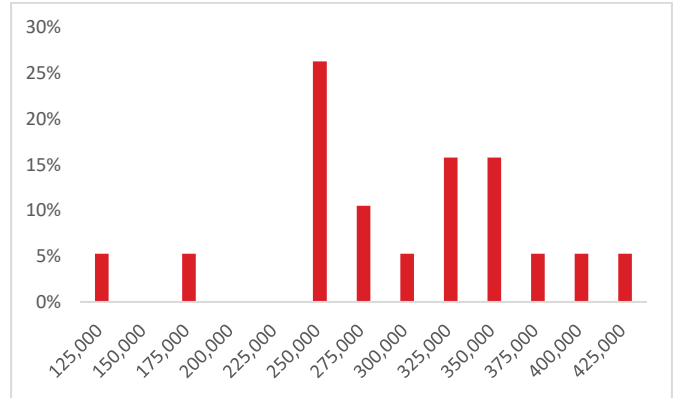


PKR 283,553
National Average

Most Common Salary
PKR 237,500

Highest Salary (Max)
PKR 412,500 ▲

Experienced Level Salary Histogram - Team Leads



■ Average Nationwide Salaries (PKR)

<p>283,553</p> <p>National Average</p>	<p>287,500</p> <p>Islamabad</p>	<p>262,500</p> <p>Karachi</p>	<p>305,357</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
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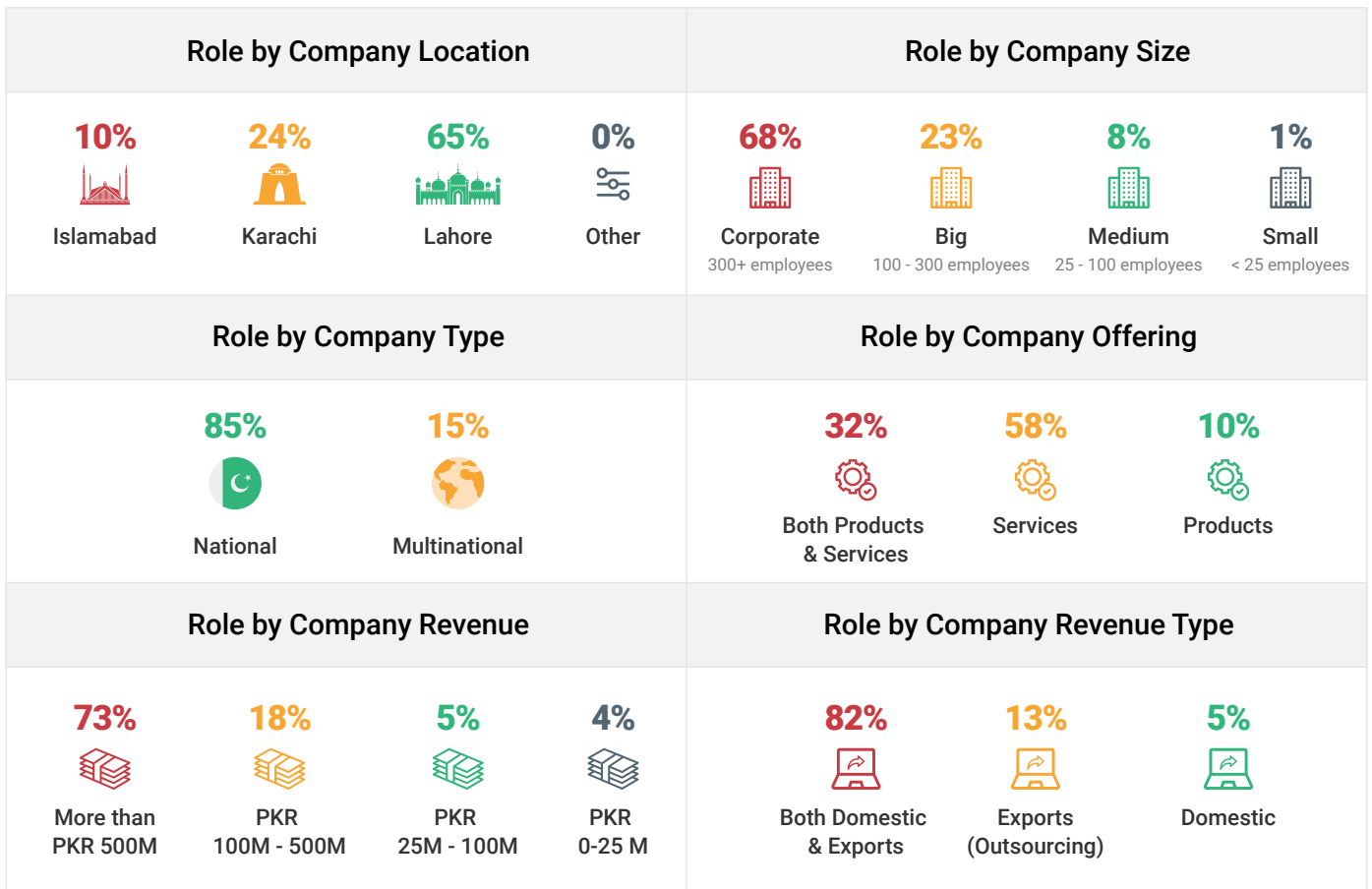
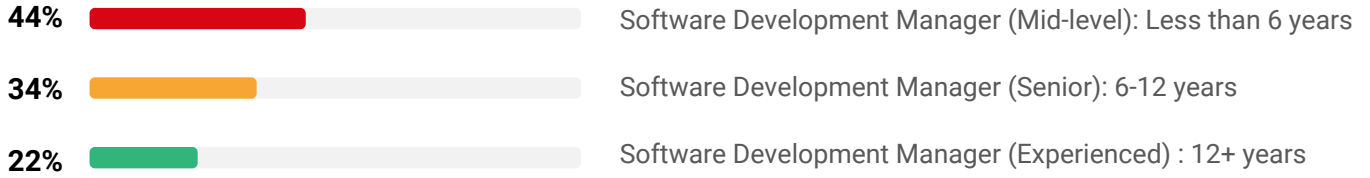
Salaries by Company Size				Salaries by Company Type	
<p>275,000</p> <p>Corporate 300+ employees</p>	<p>254,167</p> <p>Big 100 - 300 employees</p>	<p>312,500</p> <p>Medium 25 - 100 employees</p>	<p>337,500</p> <p>Small < 25 employees</p>	<p>268,750</p> <p>Local</p>	<p>308,929</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>292,857</p> <p>Both Products & Services</p>	<p>270,833</p> <p>Services</p>	<p>237,500</p> <p>Products</p>	<p>256,944</p> <p>Both Domestic & Exports</p>	<p>329,167</p> <p>Exports (Outsourcing)</p>	<p>112,500</p> <p>Domestic</p>

■ Average Last Increment

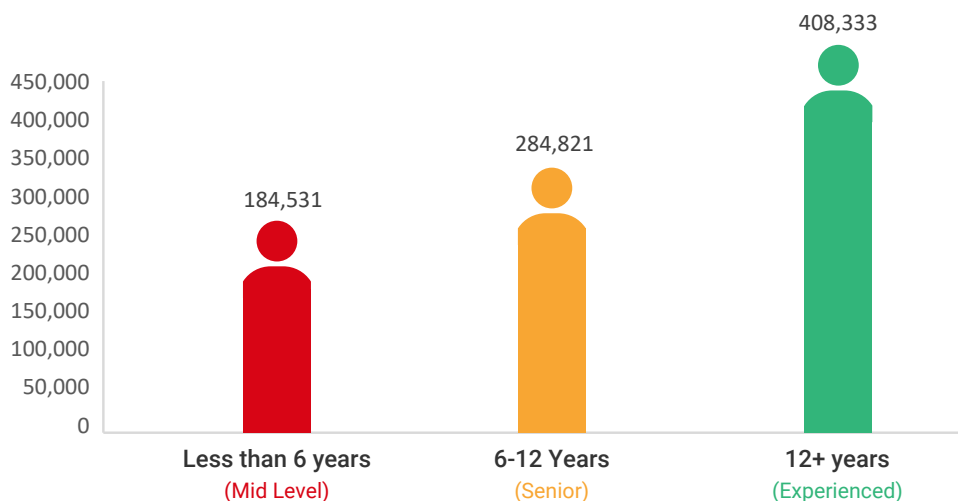


Software Development Managers

346 Software Development Managers by Experience Level



■ Average Nationwide Salaries (PKR)

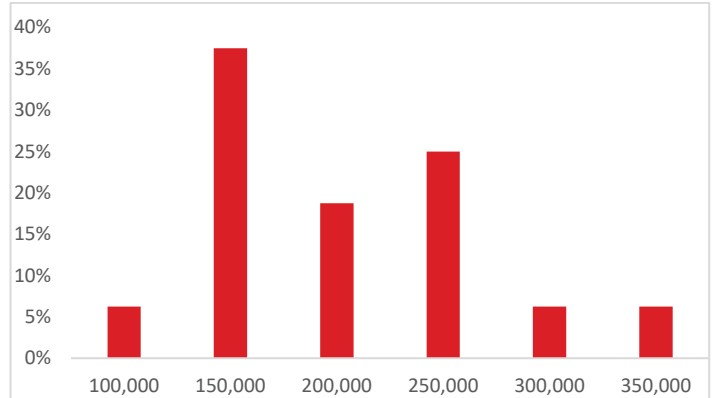


PKR 184,531
National Average

Most Common Salary
PKR 187,500

Highest Salary (Max)
PKR 337,500 ▲

Mid Level Salary Histogram - Software Development Managers



■ Average Nationwide Salaries (PKR)

<p>184,531</p> <p>National Average</p>	<p>168,000</p> <p>Islamabad</p>	<p>220,833</p> <p>Karachi</p>	<p>157,500</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>147,500</p> <p>Corporate 300+ employees</p>	<p>230,357</p> <p>Big 100 - 300 employees</p>	<p>170,833</p> <p>Medium 25 - 100 employees</p>	<p>90,000</p> <p>Small < 25 employees</p>	<p>193,036</p> <p>Local</p>	<p>125,000</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>180,909</p> <p>Both Products & Services</p>	<p>200,000</p> <p>Services</p>	<p>187,500</p> <p>Products</p>	<p>171,818</p> <p>Both Domestic & Exports</p>	<p>337,500</p> <p>Exports (Outsourcing)</p>	<p>181,250</p> <p>Domestic</p>

■ Average Last Increment

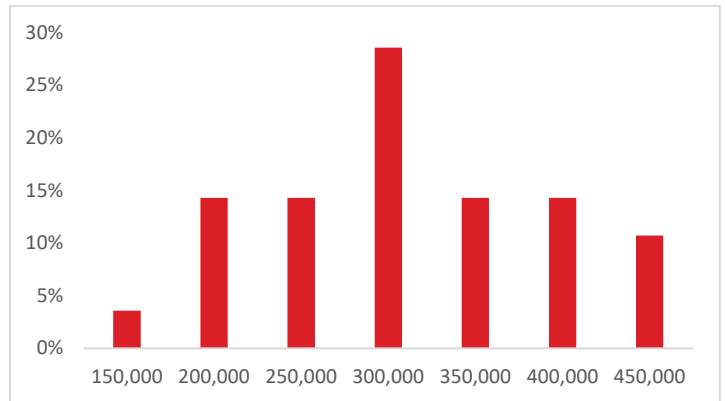
- 22% around 10% of salary
- 22% between 10% and 15%
- 22% between 15% and 20%
- 17% between 20% and 25%
- 6% greater than 70% of salary
- 11% No increment

PKR 284,821
National Average

Most Common Salary
PKR 262,500

Highest Salary (Max)
PKR 437,500 ▲

Senior Level Salary Histogram - Software Development Managers

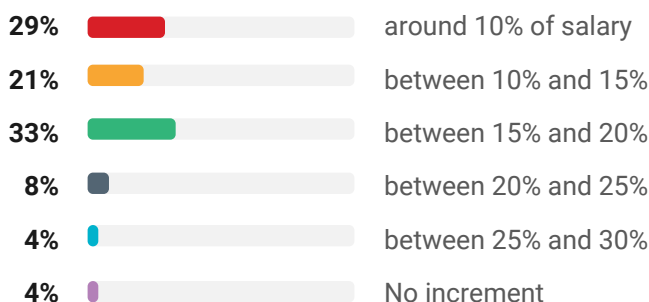


■ Average Nationwide Salaries (PKR)

<p>284,821</p> <p>National Average</p>	<p>233,333</p> <p>Islamabad</p>	<p>307,143</p> <p>Karachi</p>	<p>284,375</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>275,000</p> <p>Corporate 300+ employees</p>	<p>304,167</p> <p>Big 100 - 300 employees</p>	<p>290,000</p> <p>Medium 25 - 100 employees</p>	<p>137,500</p> <p>Small < 25 employees</p>	<p>287,500</p> <p>Local</p>	<p>279,167</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>272,222</p> <p>Both Products & Services</p>	<p>272,500</p> <p>Services</p>	<p>342,500</p> <p>Products</p>	<p>267,500</p> <p>Both Domestic & Exports</p>	<p>326,389</p> <p>Exports (Outsourcing)</p>	<p>256,250</p> <p>Domestic</p>

■ Average Last Increment

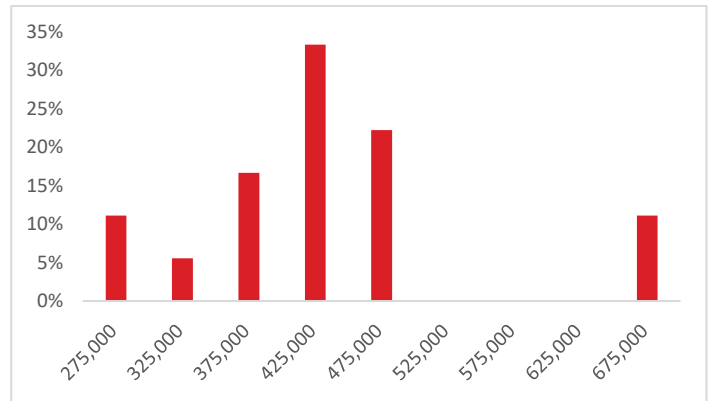


PKR 408,333
National Average

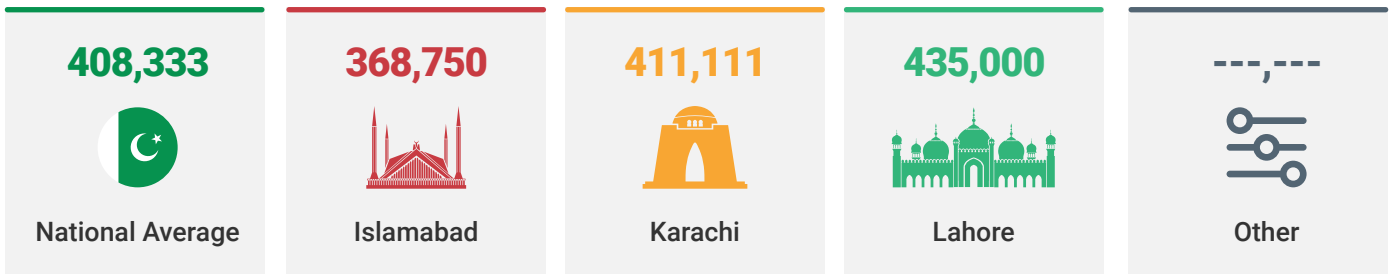
Most Common Salary
PKR 387,500

Highest Salary (Max)
PKR 675,000 ▲

Experienced Level Salary Histogram - Software Development Managers

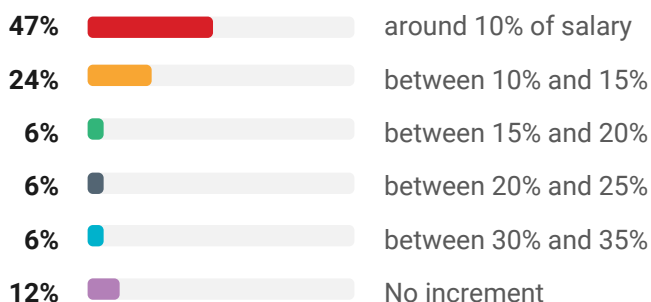


■ Average Nationwide Salaries (PKR)



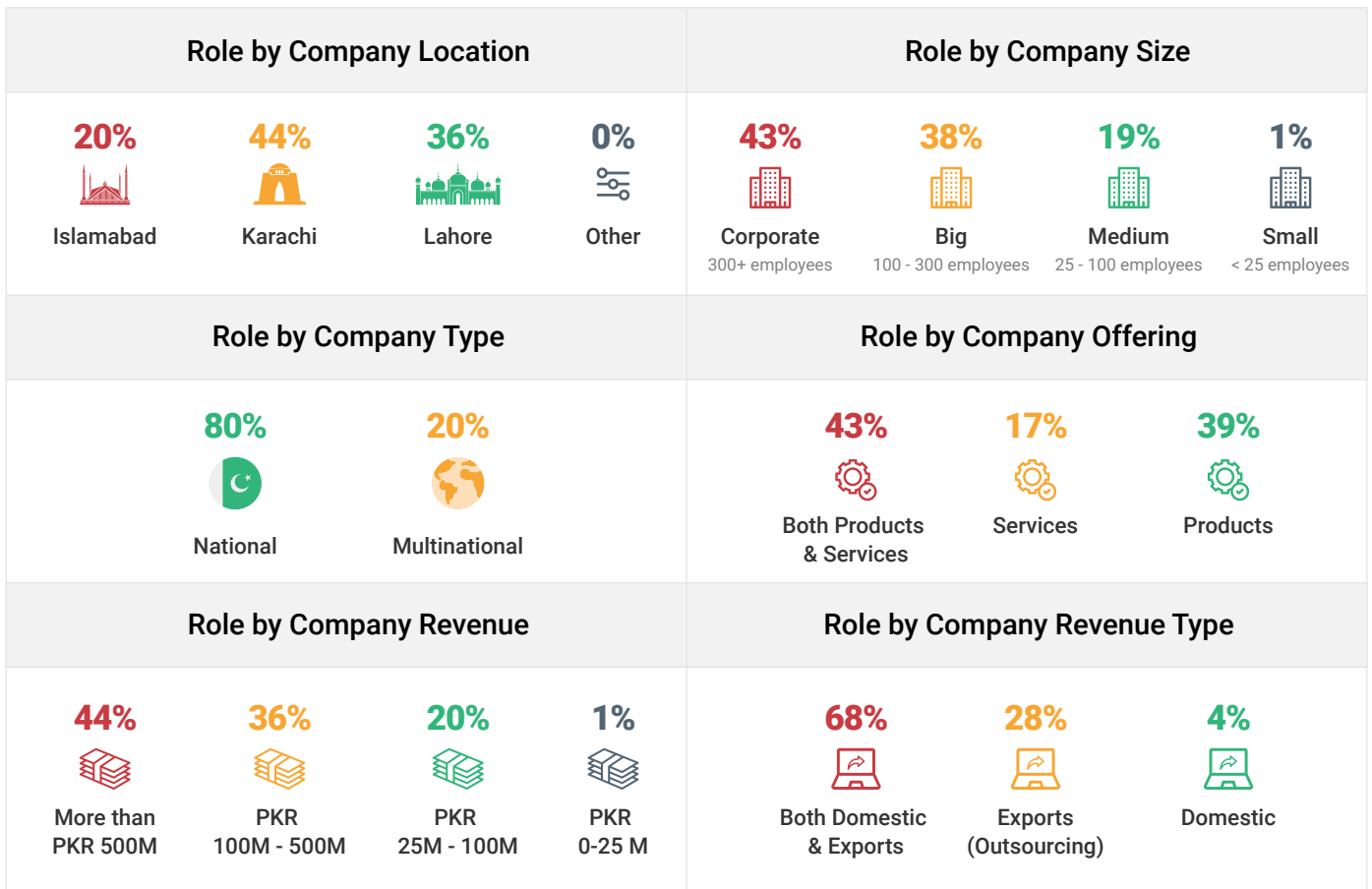
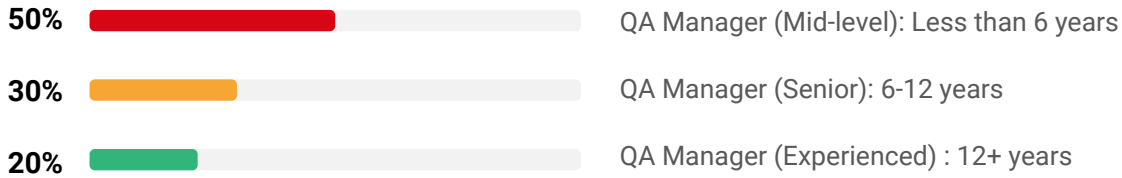
Salaries by Company Size				Salaries by Company Type	
<p>357,500</p> <p>Corporate 300+ employees</p>	<p>437,500</p> <p>Big 100 - 300 employees</p>	<p>312,500</p> <p>Medium 25 - 100 employees</p>	<p>437,500</p> <p>Small < 25 employees</p>	<p>427,885</p> <p>Local</p>	<p>357,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>390,385</p> <p>Both Products & Services</p>	<p>491,667</p> <p>Services</p>	<p>400,000</p> <p>Products</p>	<p>393,182</p> <p>Both Domestic & Exports</p>	<p>425,000</p> <p>Exports (Outsourcing)</p>	<p>450,000</p> <p>Domestic</p>

■ Average Last Increment

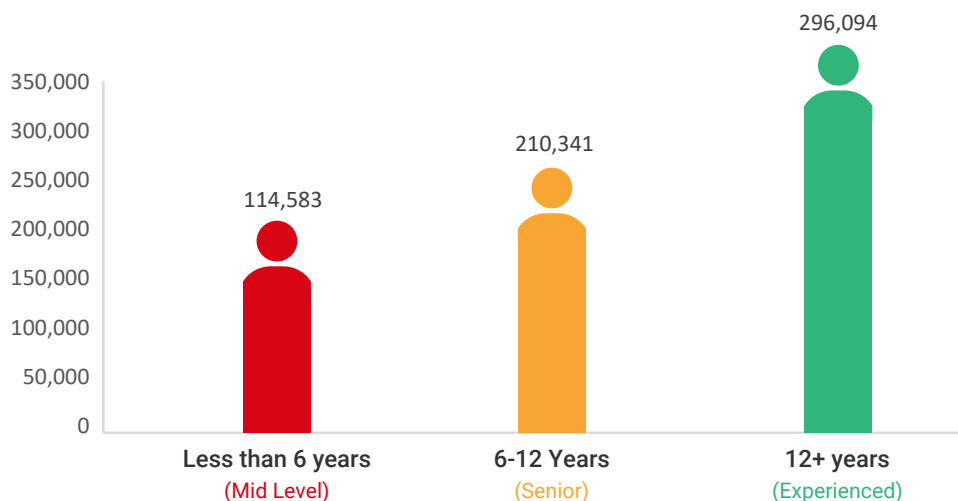


QA Managers

132 QA Managers by Experience Level



Average Nationwide Salaries (PKR)

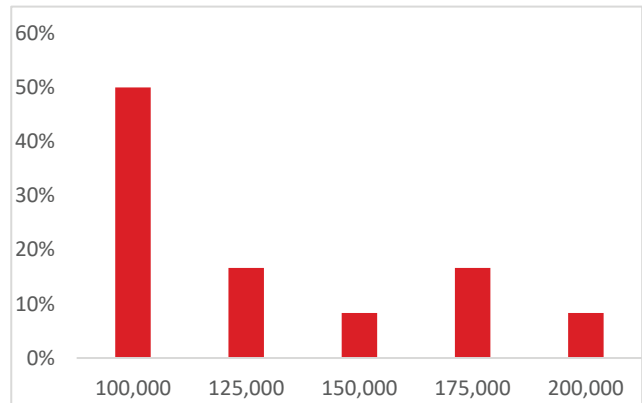


PKR 114,583
National Average

Most Common Salary
PKR 90,000

Highest Salary (Max)
PKR 187,500 ▲

Mid Level Salary Histogram - QA Managers

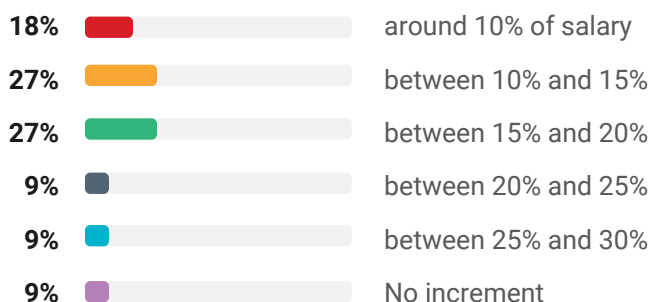


■ Average Nationwide Salaries (PKR)

<p>114,583</p> <p>National Average</p>	<p>137,500</p> <p>Islamabad</p>	<p>110,000</p> <p>Karachi</p>	<p>110,000</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
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Salaries by Company Size				Salaries by Company Type	
<p>110,500</p> <p>Corporate 300+ employees</p>	<p>154,167</p> <p>Big 100 - 300 employees</p>	<p>90,000</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>110,227</p> <p>Local</p>	<p>162,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>114,167</p> <p>Both Products & Services</p>	<p>103,125</p> <p>Services</p>	<p>138,750</p> <p>Products</p>	<p>110,000</p> <p>Both Domestic & Exports</p>	<p>162,500</p> <p>Exports (Outsourcing)</p>	<p>112,500</p> <p>Domestic</p>

■ Average Last Increment

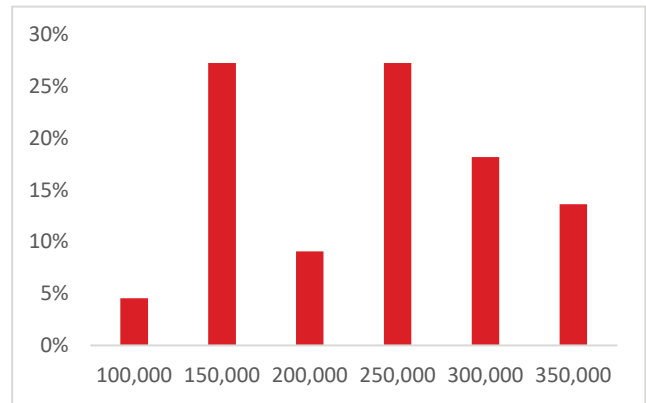


PKR 210,341
National Average

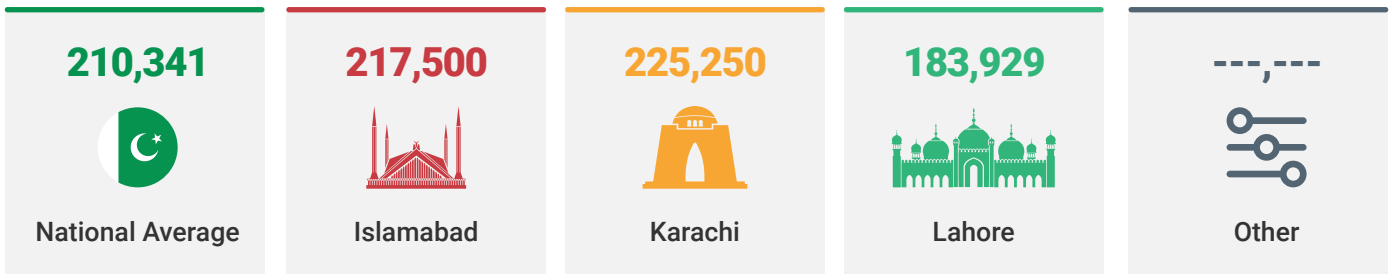
Most Common Salary
PKR 137,500

Highest Salary (Max)
PKR 337,500 ▲

Senior Level Salary Histogram - QA Managers

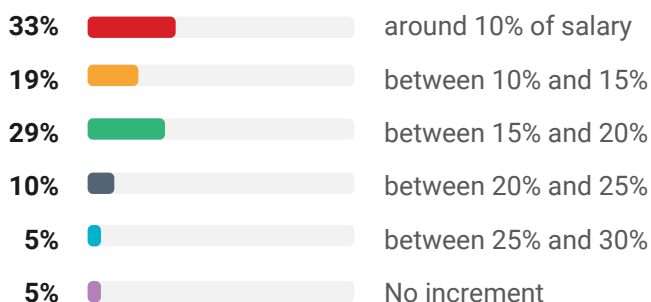


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>202,143</p> <p>Corporate 300+ employees</p>	<p>221,591</p> <p>Big 100 - 300 employees</p>	<p>193,750</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>200,156</p> <p>Local</p>	<p>237,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>206,923</p> <p>Both Products & Services</p>	<p>222,500</p> <p>Services</p>	<p>206,250</p> <p>Products</p>	<p>200,250</p> <p>Both Domestic & Exports</p>	<p>248,611</p> <p>Exports (Outsourcing)</p>	<p>129,167</p> <p>Domestic</p>

■ Average Last Increment

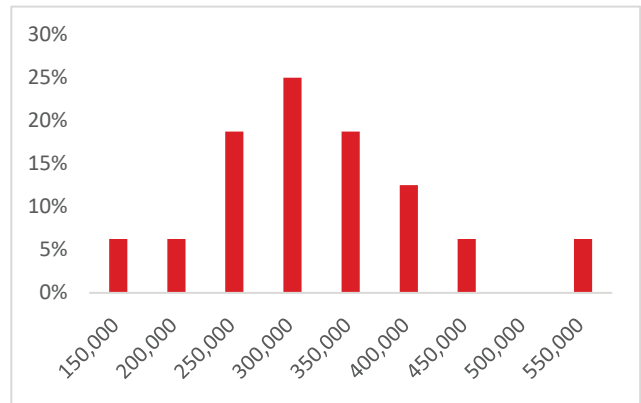


PKR 296,094
National Average

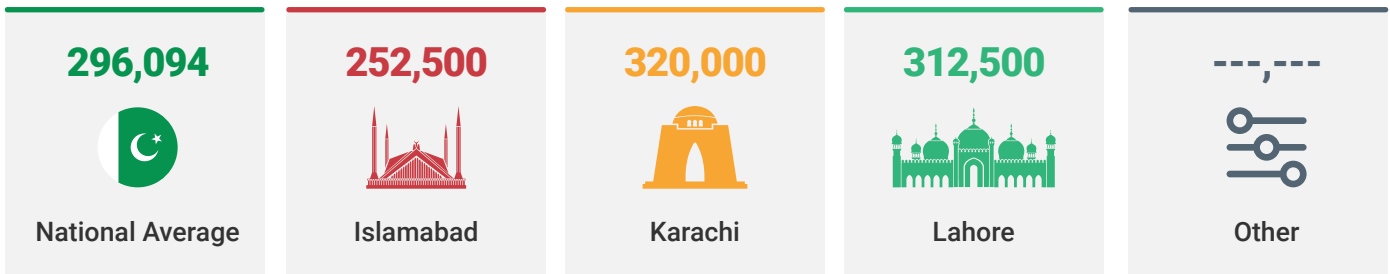
Most Common Salary
PKR 312,500

Highest Salary (Max)
PKR 525,000 ▲

Experienced Level Salary Histogram - QA Managers

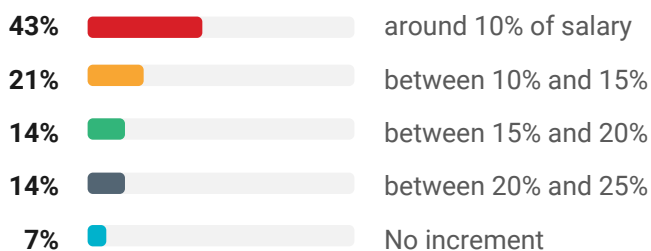


■ Average Nationwide Salaries (PKR)



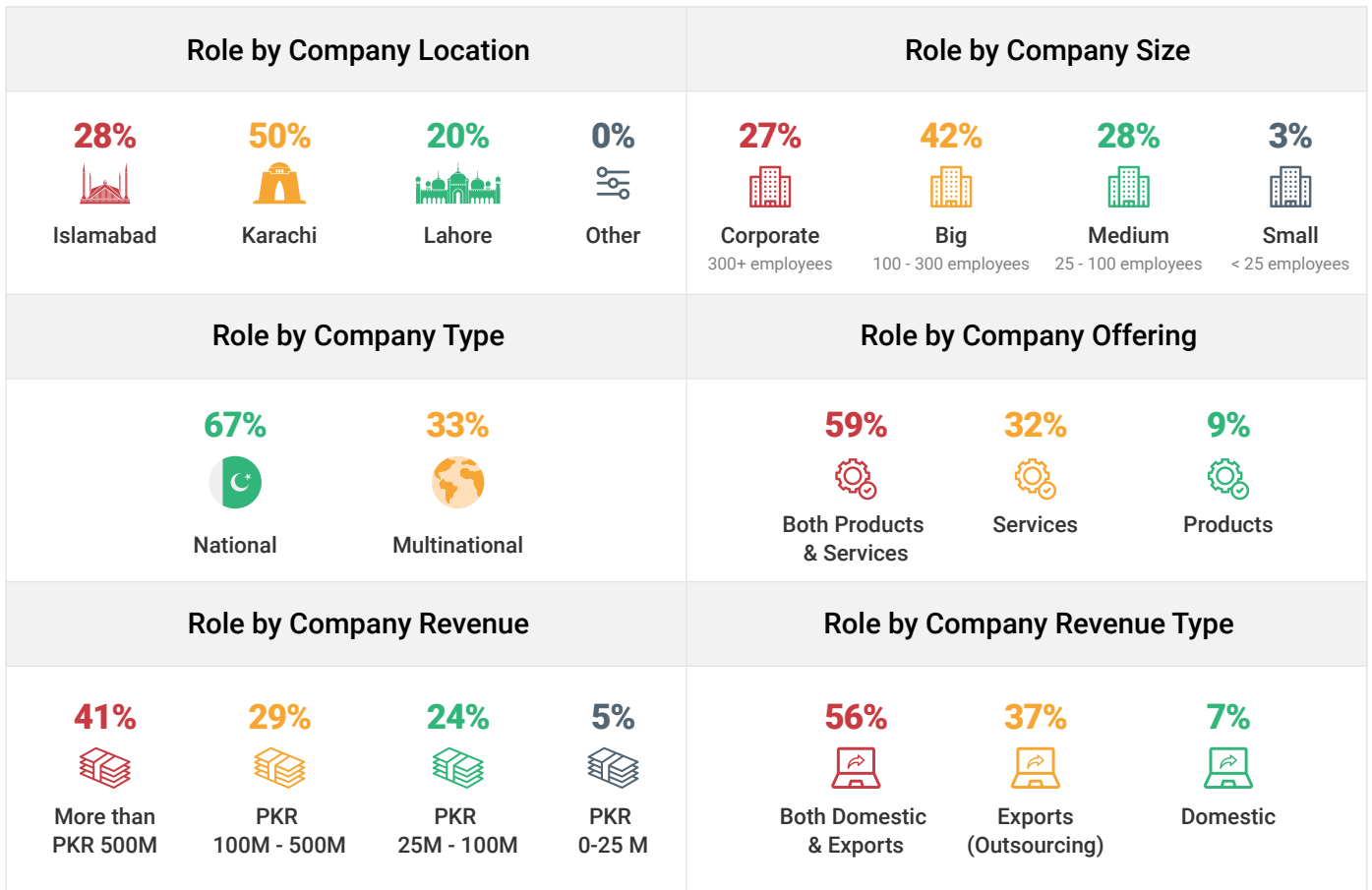
Salaries by Company Size				Salaries by Company Type	
<p>325,000</p> <p>Corporate 300+ employees</p>	<p>291,071</p> <p>Big 100 - 300 employees</p>	<p>268,750</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>297,222</p> <p>Local</p>	<p>294,643</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>298,438</p> <p>Both Products & Services</p>	<p>275,000</p> <p>Services</p>	<p>312,500</p> <p>Products</p>	<p>320,313</p> <p>Both Domestic & Exports</p>	<p>280,357</p> <p>Exports (Outsourcing)</p>	<p>212,500</p> <p>Domestic</p>

■ Average Last Increment

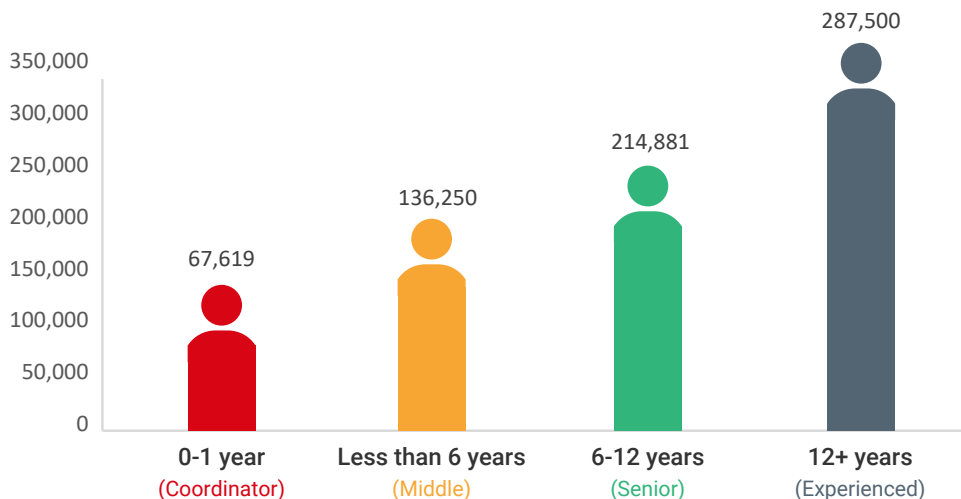


Project Management Professionals

346 Project Management Professionals by Experience Level



Average Nationwide Salaries (PKR)

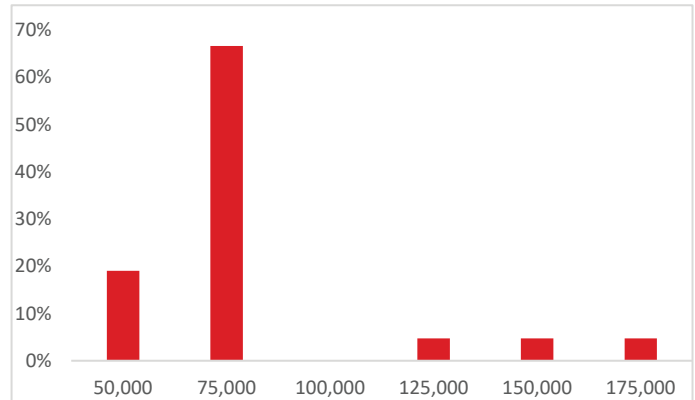


PKR 67,619
National Average

Most Common Salary
PKR 52,500

Highest Salary (Max)
PKR 162,500 ▲

Entry Level Salary Histogram - Project Management Professionals

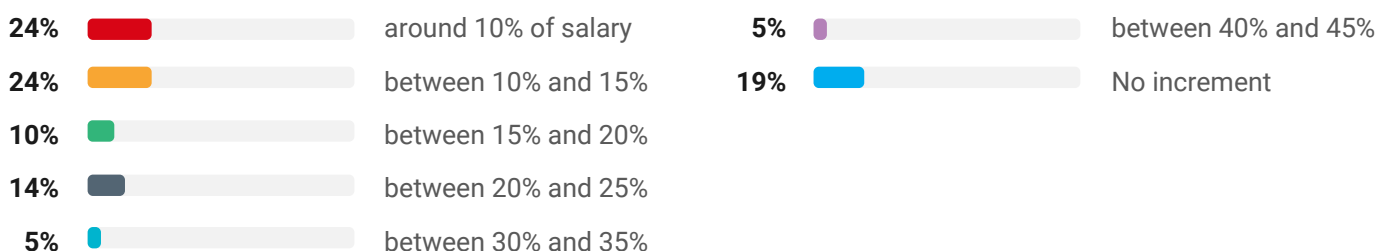


■ Average Nationwide Salaries (PKR)

<p>67,619</p> <p>National Average</p>	<p>53,500</p> <p>Islamabad</p>	<p>80,455</p> <p>Karachi</p>	<p>48,333</p> <p>Lahore</p>	<p>61,250</p> <p>Other</p>
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Company Size				Salaries by Company Type	
<p>76,500</p> <p>Corporate 300+ employees</p>	<p>71,667</p> <p>Big 100 - 300 employees</p>	<p>59,285</p> <p>Medium 25 - 100 employees</p>	<p>64,167</p> <p>Small < 25 employees</p>	<p>64,464</p> <p>Local</p>	<p>73,929</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>70,882</p> <p>Both Products & Services</p>	<p>53,750</p> <p>Services</p>	<p>---</p> <p>Products</p>	<p>68,958</p> <p>Both Domestic & Exports</p>	<p>65,313</p> <p>Exports (Outsourcing)</p>	<p>70,000</p> <p>Domestic</p>

■ Average Last Increment

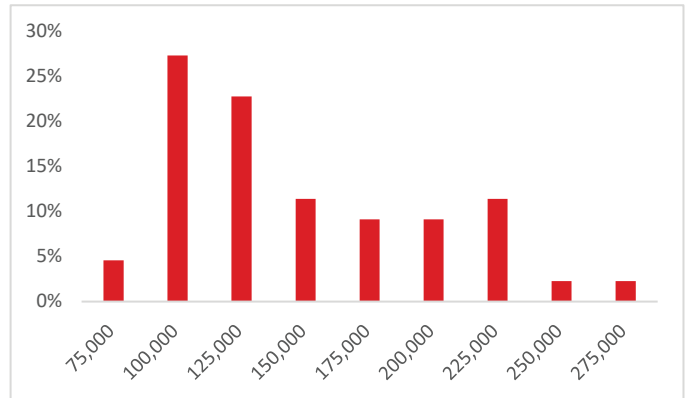


PKR 136,250
National Average

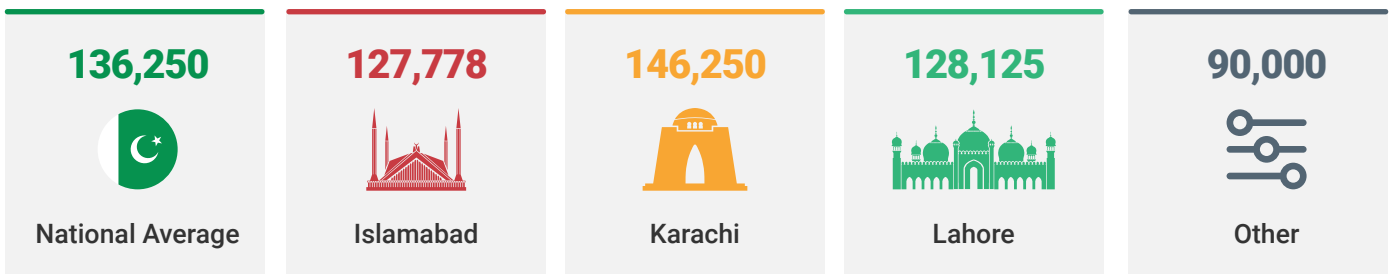
Most Common Salary
PKR 90,000

Highest Salary (Max)
PKR 262,500 ▲

Junior Level Salary Histogram - Project Management Professionals

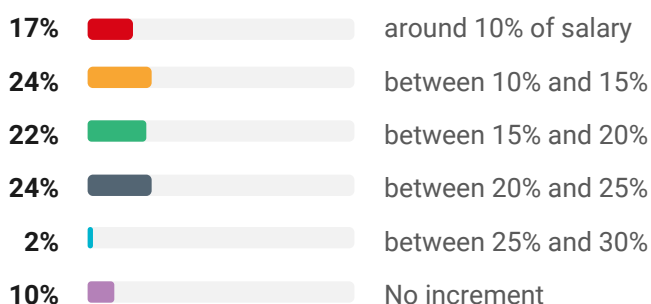


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>137,857</p> <p>Corporate 300+ employees</p>	<p>147,353</p> <p>Big 100 - 300 employees</p>	<p>124,583</p> <p>Medium 25 - 100 employees</p>	<p>141,250</p> <p>Small < 25 employees</p>	<p>136,667</p> <p>Local</p>	<p>135,588</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>132,232</p> <p>Both Products & Services</p>	<p>132,708</p> <p>Services</p>	<p>175,000</p> <p>Products</p>	<p>140,833</p> <p>Both Domestic & Exports</p>	<p>141,250</p> <p>Exports (Outsourcing)</p>	<p>99,000</p> <p>Domestic</p>

■ Average Last Increment

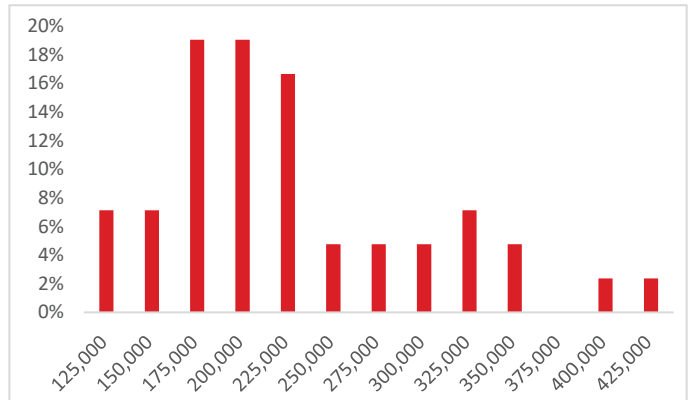


PKR 214,881
National Average

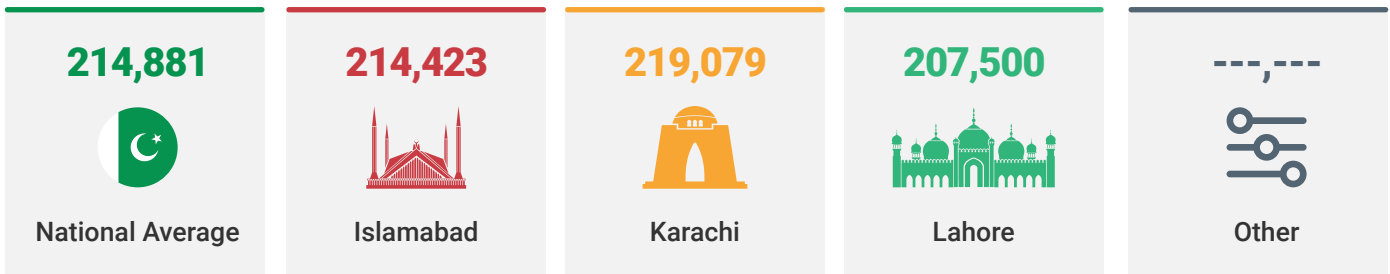
Most Common Salary
PKR 162,500

Highest Salary (Max)
PKR 412,500 ▲

Middle Level Salary Histogram - Project Management Professionals

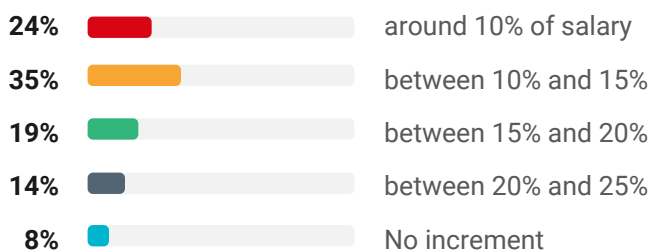


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>231,250</p> <p>Corporate 300+ employees</p>	<p>238,971</p> <p>Big 100 - 300 employees</p>	<p>185,833</p> <p>Medium 25 - 100 employees</p>	<p>162,500</p> <p>Small < 25 employees</p>	<p>215,833</p> <p>Local</p>	<p>212,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>214,500</p> <p>Both Products & Services</p>	<p>181,250</p> <p>Services</p>	<p>225,962</p> <p>Products</p>	<p>207,692</p> <p>Both Domestic & Exports</p>	<p>223,864</p> <p>Exports (Outsourcing)</p>	<p>232,500</p> <p>Domestic</p>

■ Average Last Increment

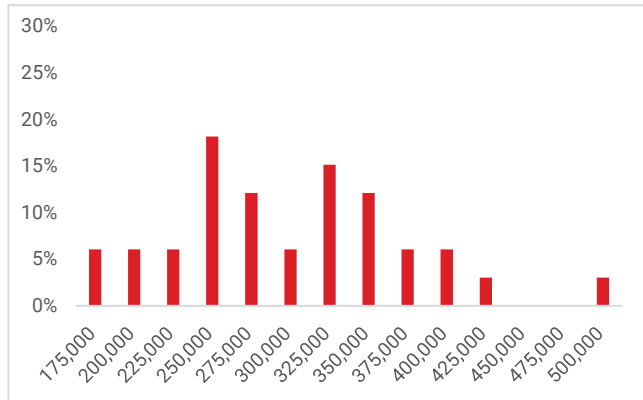


PKR 287,500
National Average

Most Common Salary
PKR 237,500

Highest Salary (Max)
PKR 487,500 ▲

Senior Level Salary Histogram - Project Management Professionals

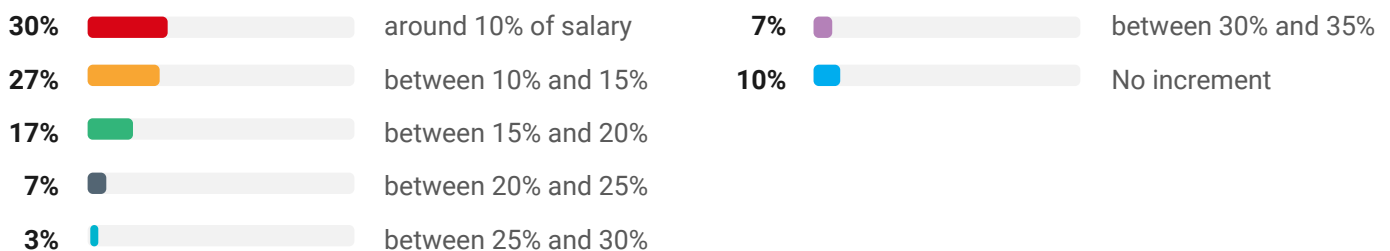


■ Average Nationwide Salaries (PKR)

<p>287,500</p> <p>National Average</p>	<p>271,875</p> <p>Islamabad</p>	<p>296,875</p> <p>Karachi</p>	<p>284,722</p> <p>Lahore</p>	<p>---</p> <p>Other</p>
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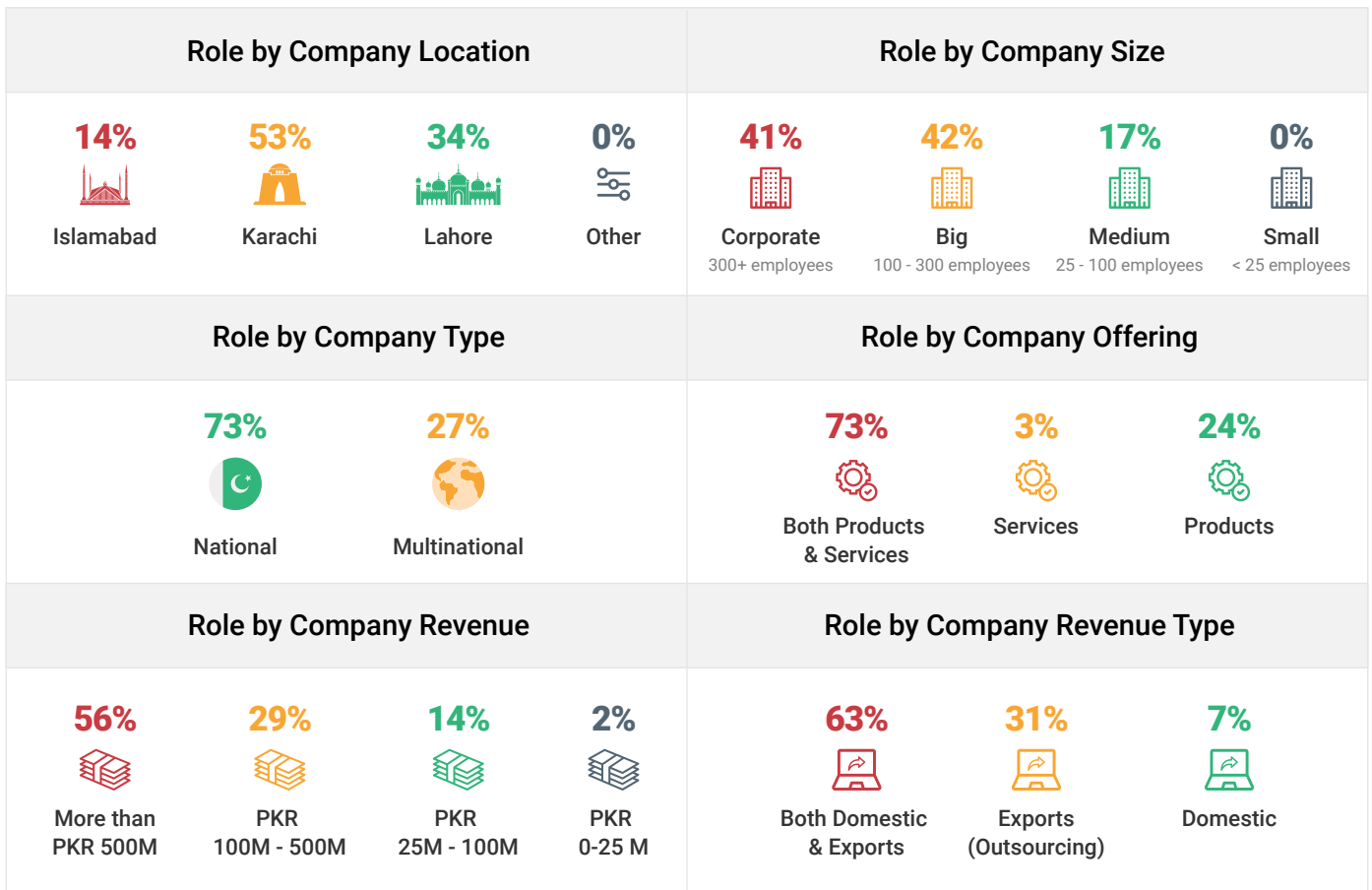
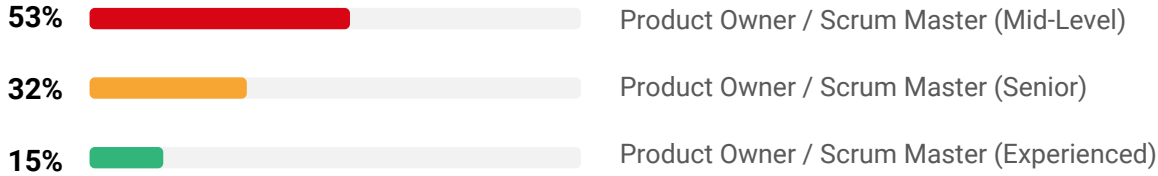
Salaries by Company Size				Salaries by Company Type	
<p>312,500</p> <p>Corporate 300+ employees</p>	<p>295,833</p> <p>Big 100 - 300 employees</p>	<p>267,857</p> <p>Medium 25 - 100 employees</p>	<p>262,500</p> <p>Small < 25 employees</p>	<p>302,778</p> <p>Local</p>	<p>269,167</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>295,000</p> <p>Both Products & Services</p>	<p>276,389</p> <p>Services</p>	<p>275,000</p> <p>Products</p>	<p>280,556</p> <p>Both Domestic & Exports</p>	<p>302,083</p> <p>Exports (Outsourcing)</p>	<p>270,833</p> <p>Domestic</p>

■ Average Last Increment

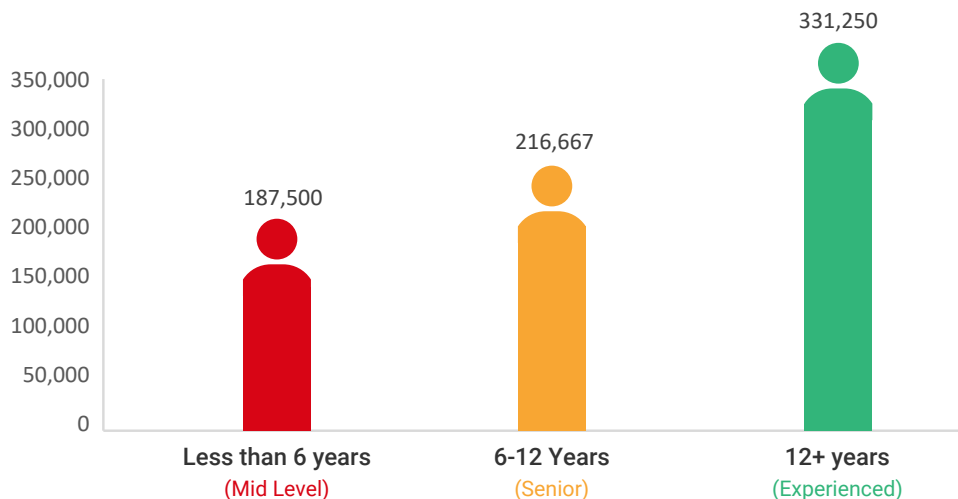


Product Owners/Scrum Masters

59 Product Owners/Scrum Masters by Experience Level



Average Nationwide Salaries (PKR)

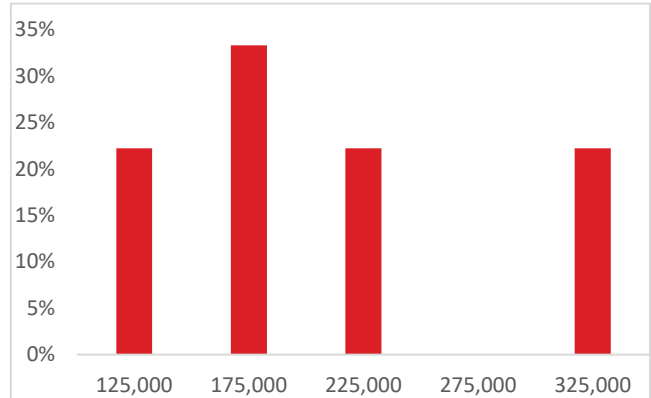


PKR 187,500
National Average

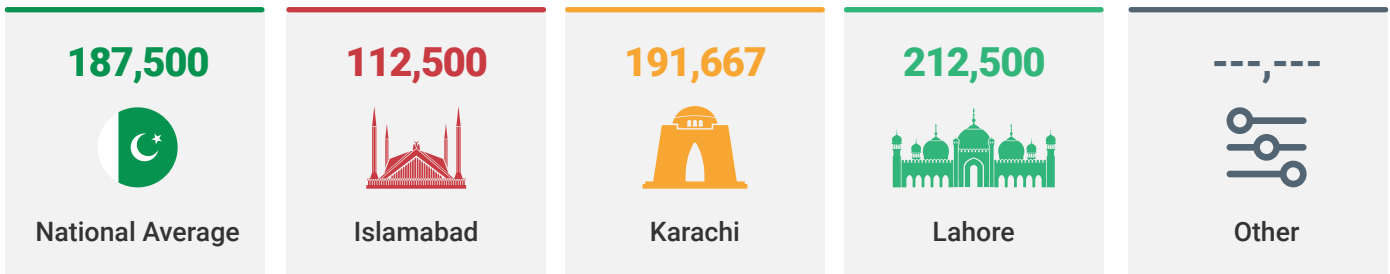
Most Common Salary
PKR 137,500

Highest Salary (Max)
PKR 312,500 ▲

Mid Level Salary Histogram - Product Owners/Scrum Masters

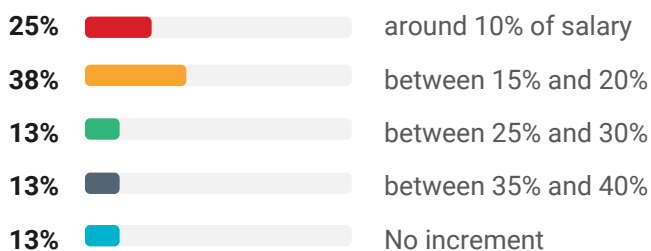


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>187,500</p> <p>Corporate 300+ employees</p>	<p>170,833</p> <p>Big 100 - 300 employees</p>	<p>212,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>187,500</p> <p>Local</p>	<p>187,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>176,786</p> <p>Both Products & Services</p>	<p>---</p> <p>Services</p>	<p>225,000</p> <p>Products</p>	<p>182,500</p> <p>Both Domestic & Exports</p>	<p>154,167</p> <p>Exports (Outsourcing)</p>	<p>312,500</p> <p>Domestic</p>

■ Average Last Increment

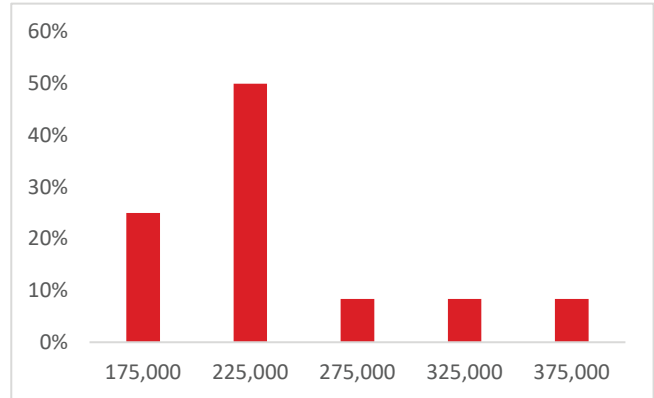


PKR 216,667
National Average

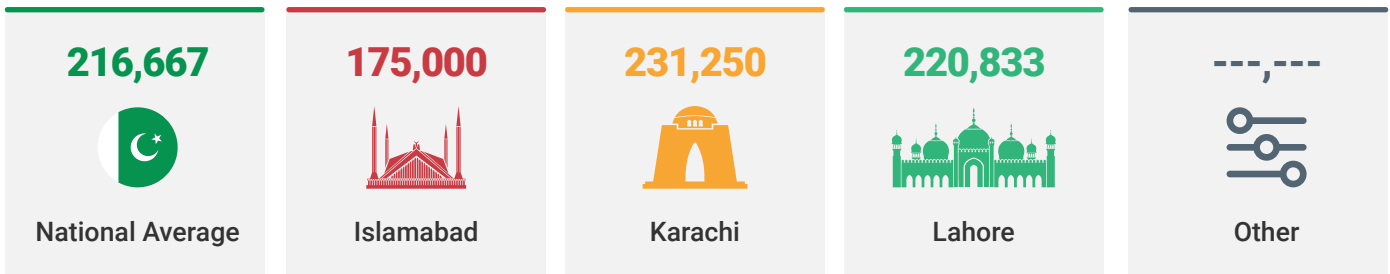
Most Common Salary
PKR 187,500

Highest Salary (Max)
PKR 337,500 ▲

Senior Level Salary Histogram - Product Owners/Scrum Masters

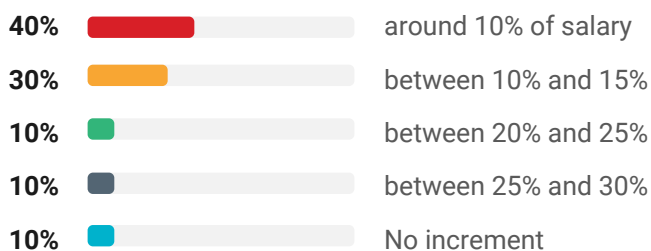


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>237,500</p> <p>Corporate 300+ employees</p>	<p>217,500</p> <p>Big 100 - 300 employees</p>	<p>162,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>207,500</p> <p>Local</p>	<p>262,500</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>222,500</p> <p>Both Products & Services</p>	<p>187,500</p> <p>Services</p>	<p>187,500</p> <p>Products</p>	<p>206,250</p> <p>Both Domestic & Exports</p>	<p>229,167</p> <p>Exports (Outsourcing)</p>	<p>262,500</p> <p>Domestic</p>

■ Average Last Increment

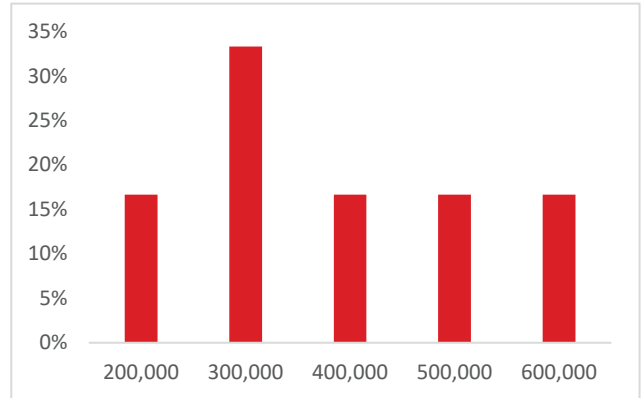


PKR 331,250
National Average

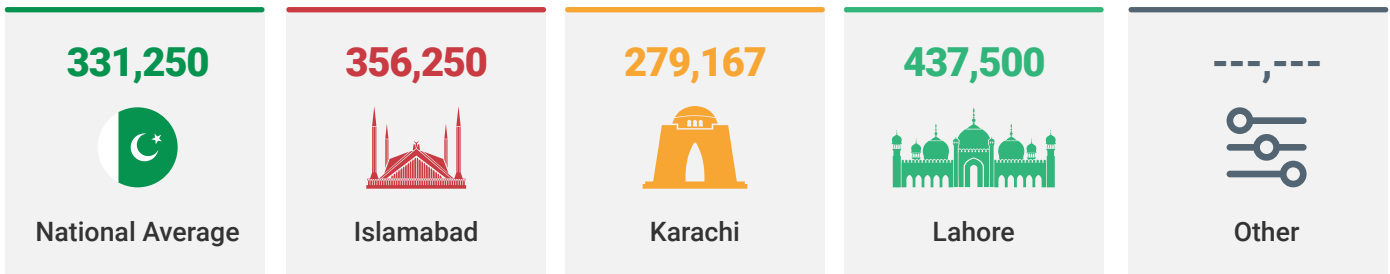
Most Common Salary
PKR 250,000

Highest Salary (Max)
PKR 525,000 ▲

Experienced Level Salary Histogram - Product Owners/Scrum Masters

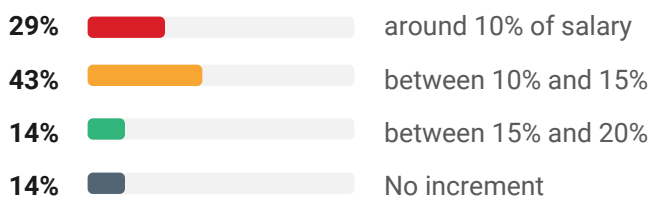


■ Average Nationwide Salaries (PKR)



Salaries by Company Size				Salaries by Company Type	
<p>300,000</p> <p>Corporate 300+ employees</p>	<p>525,000</p> <p>Big 100 - 300 employees</p>	<p>287,500</p> <p>Medium 25 - 100 employees</p>	<p>---</p> <p>Small < 25 employees</p>	<p>354,167</p> <p>Local</p>	<p>308,333</p> <p>Multinational</p>
Salaries by Company Offering			Salaries by Company Revenue Type		
<p>340,625</p> <p>Both Products & Services</p>	<p>187,500</p> <p>Services</p>	<p>437,500</p> <p>Products</p>	<p>340,625</p> <p>Both Domestic & Exports</p>	<p>312,500</p> <p>Exports (Outsourcing)</p>	<p>---</p> <p>Domestic</p>

■ Average Last Increment



PKR 210,000
National Average

Most Common Salary
PKR 267,500

Highest Salary (Max)
PKR 287,500 ▲

Salaries by Experience	Employees	National Average	Highest Salary
0-6 years	40%	143,750	187,500
6-10 years	20%	212,500	212,500
10-15 years	40%	275,000	287,500

Salaries by Company Type	Employees	National Average	Highest Salary
Local	60%	200,000	287,500
Multinational	40%	225,000	262,500

Salaries by Company Size	Employees	National Average	Highest Salary
Corporate (300+ employees)	20%	187,500	187,500
Big (100 - 300 employees)	0%	---	---
Medium (25 - 100 employees)	60%	254,167	287,500
Small (< 25 employees)	20%	100,000	100,000

Salaries by Company Location	Employees	National Average	Highest Salary
Islamabad	20%	212,500	212,500
Karachi	20%	187,500	187,500
Lahore	40%	275,000	287,500
Other	20%	100,000	100,000

Salaries by Company Offering	Employees	National Average	Highest Salary
Both Product and Services	40%	225,000	262,500
Product	20%	212,500	212,500
Services	40%	193,750	287,500

■ Average Last Increment

- 25% around 10% of salary
- 25% between 10% and 15%
- 25% between 20% and 25%
- 25% between 50% and 55%

■ Additional Benefits

- 20% Equity + Car + Mobile + Fuel
- 20% Mobile only
- 60% None

PKR 275,000
National Average

Most Common Salary
PKR 162,500

Highest Salary (Max)
PKR 675,000 ▲

Salaries by Experience	Employees	National Average	Highest Salary
0-6 years	5%	100,000	100,000
6-10 years	23%	207,500	287,500
10-15 years	45%	282,500	412,500
15-20 years	23%	282,500	412,500
20-30 years	5%	675,000	675,000

Salaries by Company Type	Employees	National Average	Highest Salary
Local	59%	200,000	675,000
Multinational	41%	225,000	337,500

Salaries by Company Size	Employees	National Average	Highest Salary
Corporate (300+ employees)	32%	378,571	675,000
Big (100 - 300 employees)	41%	245,833	337,500
Medium (25 - 100 employees)	27%	197,917	312,500

Salaries by Company Location	Employees	National Average	Highest Salary
Islamabad	14%	200,000	337,500
Karachi	32%	255,357	337,500
Lahore	55%	305,208	675,000

Salaries by Company Offering	Employees	National Average	Highest Salary
Both Product and Services	59%	247,115	412,500
Product	9%	237,500	287,500
Services	32%	337,500	675,000

Average Last Increment

- 12% around 10% of salary
- 12% between 10% and 15%
- 12% between 15% and 20%
- 24% between 20% and 25%
- 12% between 25% and 30%
- 6% greater than 70% of salary
- 24% No increment

Additional Benefits

- 15% Car + Mobile + Fuel
- 10% Equity + Car + Mobile + Fuel
- 10% Mobile + Fuel
- 20% Mobile only
- 20% None
- 25% Others

PKR 339,706
National Average

Most Common Salary
PKR 237,500

Highest Salary (Max)
PKR 725,000 ▲

Salaries by Experience	Employees	National Average	Highest Salary
6-10 years	12%	237,500	387,500
10-15 years	35%	237,500	387,500
15-20 years	35%	397,917	725,000
20-30 years	18%	495,833	525,000

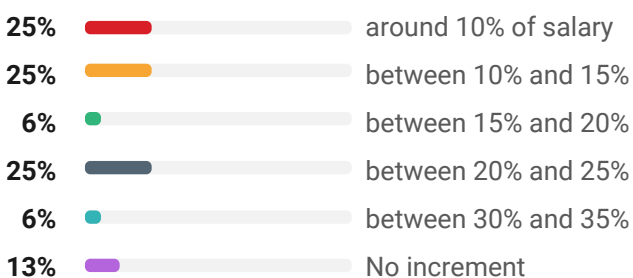
Salaries by Company Type	Employees	National Average	Highest Salary
Local	76%	351,923	725,000
Multinational	24%	300,000	437,500

Salaries by Company Size	Employees	National Average	Highest Salary
Corporate (300+ employees)	18%	562,500	725,000
Big (100 - 300 employees)	59%	316,250	525,000
Medium (25 - 100 employees)	24%	231,250	262,500

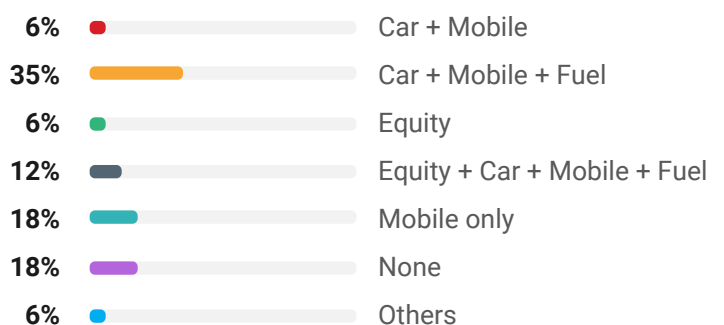
Salaries by Company Location	Employees	National Average	Highest Salary
Islamabad	24%	300,000	437,500
Karachi	35%	279,167	437,500
Lahore	41%	414,286	725,000

Salaries by Company Offering	Employees	National Average	Highest Salary
Both Product and Services	65%	339,773	725,000
Product	18%	312,500	387,500
Services	18%	366,667	525,000

■ Average Last Increment



■ Additional Benefits



PKR 343,750
National Average

Most Common Salary
PKR 287,500

Highest Salary (Max)
PKR 675,000 ▲

Salaries by Experience	Employees	National Average	Highest Salary
0-6 years	17%	187,500	187,500
6-10 years	50%	354,167	487,500
10-15 years	33%	406,250	675,000

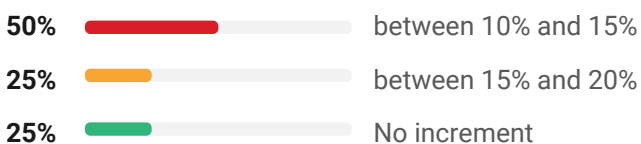
Salaries by Company Type	Employees	National Average	Highest Salary
Local	50%	433,333	675,000
Multinational	50%	254,167	287,500

Salaries by Company Size	Employees	National Average	Highest Salary
Corporate (300+ employees)	0%	---	---
Big (100 - 300 employees)	17%	187,500	187,500
Medium (25 - 100 employees)	67%	434,375	675,000
Small (< 25 employees)	17%	137,500	137,500

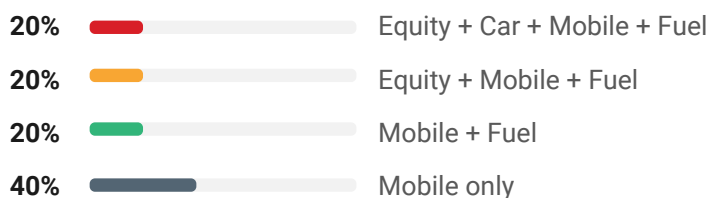
Salaries by Company Location	Employees	National Average	Highest Salary
Islamabad	0%	---	---
Karachi	17%	137,500	137,500
Lahore	83%	385,000	675,000
Other	0%	---	---

Salaries by Company Offering	Employees	National Average	Highest Salary
Both Product and Services	83%	315,000	675,000
Product	17%	487,500	487,500
Services			

■ Average Last Increment



■ Additional Benefits



PKR 456,429
National Average

Most Common Salary
PKR 337,500

Highest Salary (Max)
PKR 1,250,000 ▲

Salaries by Experience	Employees	National Average	Highest Salary
📅 0-6 years	6%	200,000	237,500
📅 6-10 years	9%	212,500	262,500
📅 10-15 years	26%	466,667	1,250,000
📅 15-20 years	40%	473,214	775,000
📅 More than 20 years	20%	574,375	975,000

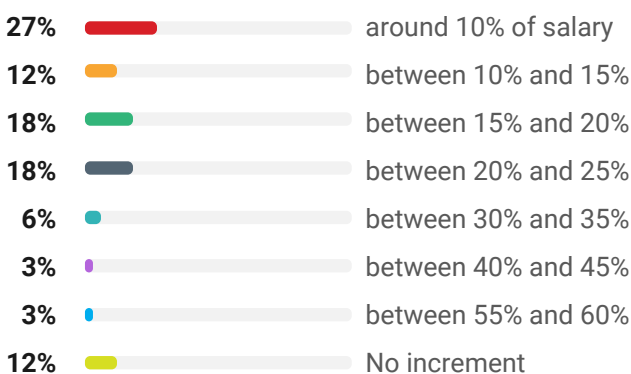
Salaries by Company Type	Employees	National Average	Highest Salary
🇵🇰 Local	71%	538,000	1,500,000
🌐 Multinational	29%	683,750	1,500,000 >

Salaries by Company Size	Employees	National Average	Highest Salary
🏢 Corporate (300+ employees)	14%	482,500	625,000
🏢 Big (100 - 300 employees)	40%	499,107	875,000
🏢 Medium (25 - 100 employees)	40%	425,000	1,250,000
🏢 Small (< 25 employees)	6%	312,500	362,500

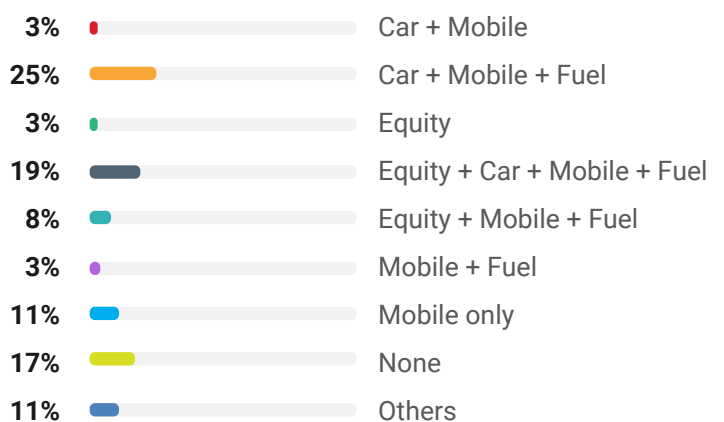
Salaries by Company Location	Employees	National Average	Highest Salary
🕌 Islamabad	20%	469,643	850,000
🕌 Karachi	31%	440,909	1,500,000
🕌 Lahore	46%	481,250	1,000,000
📍 Other	3%	137,500	150,000

Salaries by Company Offering	Employees	National Average	Highest Salary
💻 Both Product and Services	60%	401,786	850,000
💻 Product	23%	609,375	1,250,000
💻 Services	17%	443,750	800,000

■ Average Last Increment



■ Additional Benefits



PKR 426,058
National Average

Most Common Salary
PKR 387,500

Highest Salary (Max)
PKR 1,500,000 ▲

Salaries by Experience	Employees	National Average	Highest Salary
📅 6-10 years	23%	256,250	487,500
📅 10-15 years	19%	273,000	387,500
📅 15-20 years	35%	466,667	775,000
📅 20-30 years	23%	662,500	1,500,000

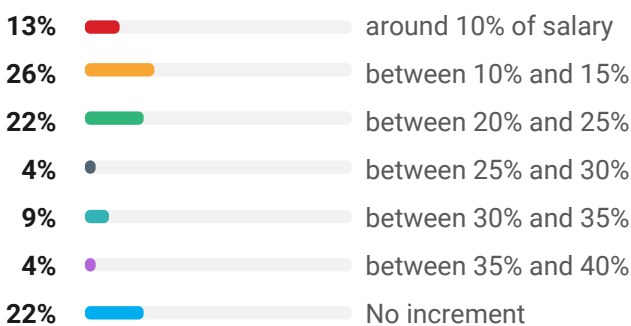
Salaries by Company Type	Employees	National Average	Highest Salary
🇵🇰 Local	77%	432,625	1,500,000
🌐 Multinational	23%	404,167	775,000

Salaries by Company Size	Employees	National Average	Highest Salary
🏢 Corporate (300+ employees)	12%	712,500	1,500,000
🏢 Big (100 - 300 employees)	8%	625,000	775,000
🏢 Medium (25 - 100 employees)	62%	385,938	775,000
🏢 Small (< 25 employees)	15%	222,500	487,500

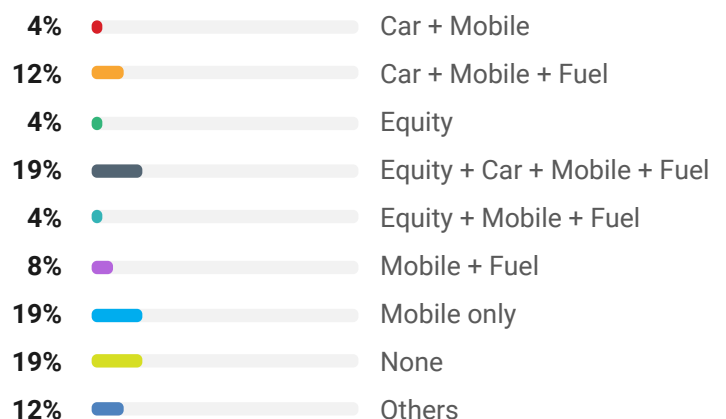
Salaries by Company Location	Employees	National Average	Highest Salary
🕌 Islamabad	27%	348,571	775,000
🕌 Karachi	31%	356,250	725,000
🕌 Lahore	38%	568,750	1,500,000
📍 Other	4%	100,000	100,000

Salaries by Company Offering	Employees	National Average	Highest Salary
💻 Both Product and Services	65%	366,324	775,000
💻 Product	12%	554,167	775,000
💻 Services	23%	531,250	1,500,000

■ Average Last Increment



■ Additional Benefits



PKR 535,000
National Average

Most Common Salary
PKR 525,000

Highest Salary (Max)
PKR 925,000 ▲

Salaries by Experience	Employees	National Average	Highest Salary
6-10 years	20%	137,500	137,500
10-15 years	40%	493,750	725,000
20-30 years	40%	775,000	925,000

Salaries by Company Type	Employees	National Average	Highest Salary
Local	60%	637,500	925,000
Multinational	40%	381,250	625,000

Salaries by Company Size	Employees	National Average	Highest Salary
Corporate (300+ employees)	60%	637,500	925,000
Big (100 - 300 employees)	20%	137,500	137,500
Medium (25 - 100 employees)	20%	625,000	625,000
Small (< 25 employees)	0%	---	---

Salaries by Company Location	Employees	National Average	Highest Salary
Islamabad	20%	262,500	262,500
Karachi	60%	595,833	925,000
Lahore	20%	625,000	625,000

Salaries by Company Offering	Employees	National Average	Highest Salary
Both Product and Services	80%	512,500	925,000
Product	0%	---	---
Services	20%	625,000	625,000

■ Average Last Increment

- 40% between 20% and 25%
- 20% between 25% and 30%
- 20% between 30% and 35%
- 20% No increment

■ Additional Benefits

- 20% Car + Mobile + Fuel
- 20% Equity
- 20% Equity + Car + Mobile + Fuel
- 20% Mobile only
- 20% Others

PKR 576,389
National Average

Most Common Salary
PKR 525,000

Highest Salary (Max)
PKR 1,500,000+

Salaries by Experience	Employees	National Average	Highest Salary
10-15 years	39%	453,571	725,000
15-20 years	28%	492,500	925,000
20-30 years	33%	789,583	1,500,000

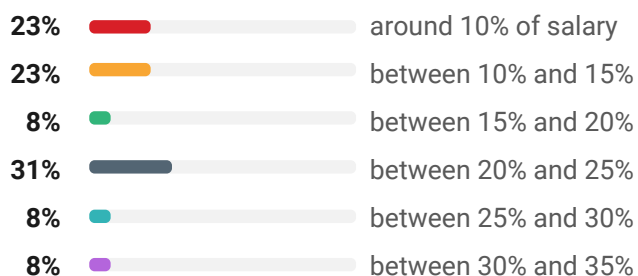
Salaries by Company Type	Employees	National Average	Highest Salary
Local	78%	538,393	1,000,000
Multinational	22%	709,375	1,500,000

Salaries by Company Size	Employees	National Average	Highest Salary
Corporate (300+ employees)	60%	545,000	1,000,000
Big (100 - 300 employees)	20%	741,667	1,500,000
Medium (25 - 100 employees)	20%	457,143	1,000,000

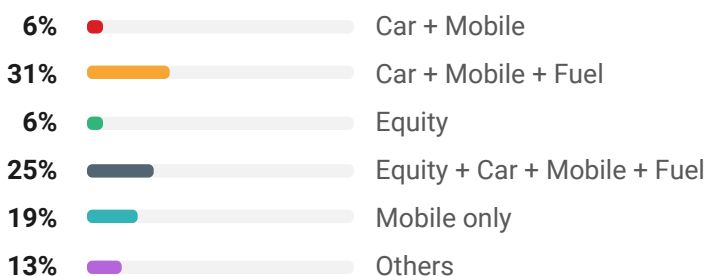
Salaries by Company Location	Employees	National Average	Highest Salary
Islamabad	22%	434,375	625,000
Karachi	56%	643,750	1,500,000
Lahore	22%	550,000	975,000

Salaries by Company Offering	Employees	National Average	Highest Salary
Both Product and Services	83%	595,000	1,500,000
Product	6%	287,500	300,000
Services	11%	581,250	1,000,000

■ Average Last Increment



■ Additional Benefits







PKR 579,643
National Average









Most Common Salary
PKR 625,000







Highest Salary (Max)
PKR 1,500,000+





Salaries by Experience	Employees	National Average	Highest Salary
0-6 years	7%	172,500	325,000
6-10 years	9%	350,000	750,000
10-15 years	20%	484,821	800,000
15-20 years	33%	592,935	1,000,000
20-30 years	21%	668,333	More than 1,500,000
More than 30 years	11%	1,023,214	More than 1,500,000

Experience	Percentage	National Average	Highest Salary
Corporate (300+ employees)	11%	823,438	1,500,000
10-20 years	6%	581,250	850,000
20-30 years	3%	675,000	1,000,000
More than 30 years	3%	1,162,500	More than 1,500,000
Big (100 - 300 employees)	23%	717,188	1,500,000
10-15 years	4%	520,833	750,000
15-20 years	10%	553,571	1,000,000
20-30 years	3%	912,500	1,250,000
More than 30 years	6%	1,053,125	1,500,000
Medium (25 - 100 employees)	50%	533,929	1,500,000
0-6 years	6%	181,250	325,000
6-10 years	6%	232,813	525,000
10-15 years	11%	500,000	800,000
15-20 years	16%	614,773	1,000,000
20-30 years	11%	700,893	1,500,000
Small (< 25 employees)	18%	347,727	800,000
Less than 10 years	5%	309,375	650,000
10-20 years	6%	328,125	750,000
20-30 years	6%	353,125	800,000

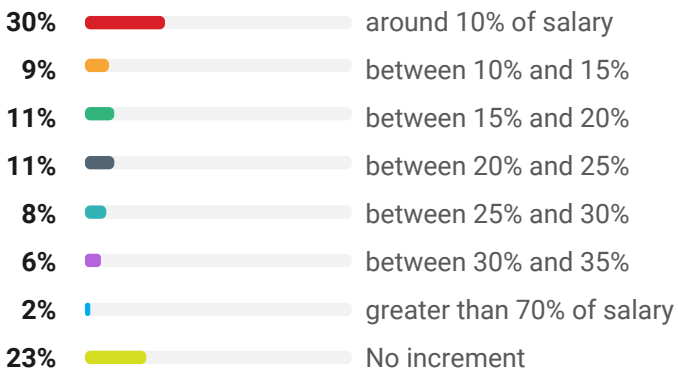
Salaries by Company Type	Employees	National Average	Highest Salary
 Local	 71%	538,000	1,500,000
 Multinational	 29%	683,750	More than 1,500,000

Salaries by Company Location	Employees	National Average	Highest Salary
 Islamabad	 20%	466,071	1,250,000
 Karachi	 40%	676,339	1,500,000
 Lahore	 36%	583,000	1,250,000
 Other	 4%	179,167	237,500

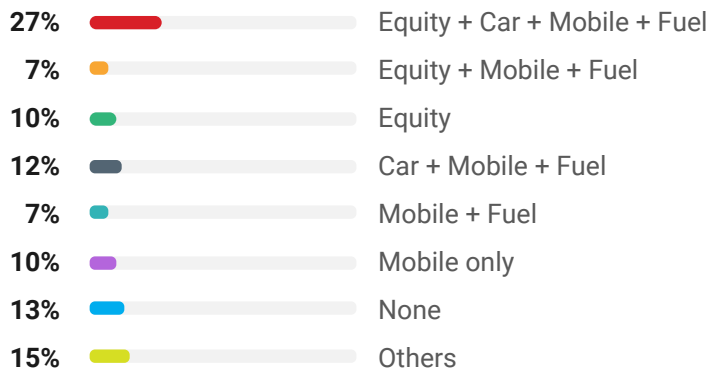
Salaries by Company Offering	Employees	National Average	Highest Salary
 Both Product and Services	 67%	588,298	More than 1,500,000
 Product	 10%	714,286	1,500,000
 Services	 23%	495,313	1,000,000

Salaries by Company-Employee Relationship	Employees	National Average	Highest Salary
Is the sole or majority owner	 76%	483,418	More than 1,500,000
Is a family member of the owner/s	 3%	556,250	650,000
Is an employee promoted to	 16%	873,958	More than 1,500,000
None of the above	 5%	755,357	1,000,000

■ **Average Last Increment**



■ **Additional Benefits**



P@SHA

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Participating Companies



Participating Companies

 Quixel™	 Rank Sol WEAVING A BETTER WEB	 RANSAC LABS	 RAPIDEV	 Retailistan
 riksof	 Sapphire		 Shayan Solutions	 Shopdev
 SIDAT HYDER	 SIPSAP OPTIMIZATION	 SMART IS PAKISTAN	 360 TRAINING™	 SOFTTECH SYSTEMS
 SOFTOO	 SPARTANS GLOBAL	 spursol	 stewart	 SSI STRATEGIC SYSTEMS INTERNATIONAL
 Sybrid	 SYNERGY-IT		 teo	 TEAMO
 TECHNOLOGY JUNCTION	 TECHSURGE Solution. Delivered.	 TEKFOLK		 teradata.
 TERESOL Technological Research Solutions	 THE KNIGHTS Inspire. Define. Advance.	 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 IDN Group Company	 WHIZPOOL	 XAVOR	 XEVEN SOLUTIONS	 XFLOW RESEARCH
 yotascale™	 Zeta Technologies (Pvt.) Ltd.	 ZONES	 ZAMAN TECHNOLOGIES	 Telemarketing
 COMSTAR Fourth-Generation Technology	 <C/> Codility	 MIXIT	 CAS CYBER ADVANCE SOLUTIONS	 ALPHA TECH