

Pakistan Digital Skills Report 2026

By BvLogic Academy. Published 21 Oct 2026. Printed 21 October 2026 from <https://bvlogic.academy/research/pakistan-digital-skills-report-2026>. Free to quote with a link (CC BY 4.0).

BvLogic Academy's research on digital work in Pakistan in one place: the workforce, the skills in demand, pay by role and level, freelancing, the skills employers name, and the pathways from a skill to a job. It creates no new dataset. Every statistic is read from one of the academy's published reports or salary pages and links to it and to its original source, with the date it was read.

Findings

The report combines the academy's four research reports and eleven salary pages; each chapter below prints its statistics with a link to the BvLogic page that holds them and to the original source.

Evidence: Stated by the academy. Statistics are read from the salary pages and the research reports when the page renders; nothing is retyped.

Where a monthly count could not be completed, the report says so and presents no ranking for that month rather than estimating one.

Evidence: From the academy's own records, counted when this page was opened. The Demand Index month status, read from the academy's records when the page renders.

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Chapter 1. Pakistan's technology workforce

The scale of the sector the skills below feed into: exports, freelance earnings, registered companies and the graduates entering each year.

- IT export receipts reached a record \$4.6 billion in fiscal year 2025 to 2026, up 20% or \$786 million on the year before (State Bank of Pakistan data), about \$400 million short of the government's \$5 billion target.

ProPakistani, read 21 Oct 2026 . [Original source](#) · [IT job market in Pakistan](#)

- IT exports were \$435 million in September 2026, up 19% on a year earlier, and about \$1.25 billion in July to September 2026; over the 12 months to September they reached \$4.8 billion. ProPakistani, read 21 Oct 2026 . [Original source](#) · [IT job market in Pakistan](#)
- Freelancers earned a record \$1.76 billion in fiscal year 2025 to 2026, of which IT freelancers more than \$1.16 billion (State Bank of Pakistan data). ProPakistani, read 21 Oct 2026 . [Original source](#) · [IT job market in Pakistan](#)
- The Higher Education Commission describes the IT industry as serving more than 75,000 IT graduates a year; it is a description on a news page, not a published statistic. HEC, read 21 Oct 2026 . [Original source](#) · [IT job market in Pakistan](#)
- A report attributed to P@SHA says entry-level hiring at major technology companies has fallen by about 25%; the report itself, its method and its period are not published, so treat it as an indication. ProPakistani, read 21 Oct 2026 . [Original source](#) · [IT job market in Pakistan](#)
- 34,420 IT and IT enabled services companies were registered with the SECP by March 2026. Pakistan Economic Survey 2025 to 26, chapter 15, read 17 Oct 2026 . [Original source](#) · [Pakistan AI Jobs Report 2026](#)
- The Higher Education Commission said in 2022 that Pakistani institutions produce about 50,000 IT graduates a year. Higher Education Commission news page, read 18 Oct 2026 . [Original source](#) · [Pakistan AI Jobs Report 2026](#)
- The chairman of the software industry body P@SHA has said the local market needs about 15,000 fresh IT graduates a year. ProPakistani, read 18 Oct 2026 . [Original source](#) · [Pakistan AI Jobs Report 2026](#)

Chapter 2. The most demanded skills

Open postings by skill, as one job board stated them on the day they were read, and the status of the academy's own monthly count. Postings are not hires, and one board is not the market.

- Python: More than 1,000 results (the site shows no higher number) LinkedIn Jobs, Pakistan, read 21 Oct 2026 . [Original source](#) · [IT job market in Pakistan](#)
- Data analyst: 850 results LinkedIn Jobs, Pakistan, read 21 Oct 2026 . [Original source](#) · [IT job market in Pakistan](#)
- Software engineer: 788 results LinkedIn Jobs, Pakistan, read 21 Oct 2026 . [Original source](#) · [IT job market in Pakistan](#)
- Digital marketing: 625 results LinkedIn Jobs, Pakistan, read 21 Oct 2026 . [Original source](#) · [IT job market in Pakistan](#)
- DevOps: 610 results LinkedIn Jobs, Pakistan, read 21 Oct 2026 . [Original source](#) · [IT job market in Pakistan](#)
- Cyber security: 314 results LinkedIn Jobs, Pakistan, read 21 Oct 2026 . [Original source](#) · [IT job market in Pakistan](#)

The October 2026 automated demand count was unavailable for 18 of the 32 tracked queries, so no ranking is presented for that month.

BvLogic Academy monthly count on Rozee. [Pakistan Digital Skills Demand Index](#)

Chapter 3. AI jobs

What AI work pays at each level, and what the public AI postings ask for. Much of the public demand is senior, which matters for anyone starting out.

- AI engineer, Entry (0 to 2 years): Rs 50,000 to Rs 100,000 a month Rozee advert, junior AI automation engineer, Lahore, read 30 Sep 2026 . [Original source](#) · [AI engineer salary in Pakistan](#)
- AI engineer, Mid (2 to 5 years): Rs 100,000 to Rs 210,000 a month Glassdoor, AI engineer, Lahore (about 50 salaries), read 17 Oct 2026 (about 50 salaries). [Original source](#) · [AI engineer salary in Pakistan](#)
- AI engineer, Senior (5+ years): Rs 200,000 to Rs 400,000 a month SalaryPayslip guide, AI engineer, Pakistan, read 17 Oct 2026 . [Original source](#) · [AI engineer salary in Pakistan](#)
- Much of what is public is senior: several large employers' postings ask for four or more years, so an entry level learner should read the junior counts, not the headline. Public source. Known limits recorded in the employer research: Careem, foodpanda and Royal Cyber postings required four or more years on the day they were read. Read 20 Aug 2026., read 20 Aug 2026 . [Original source](#) · [Pakistan AI Jobs Report 2026](#)

Chapter 4. Programming and software jobs

Pay for software roles by title. Adverts using the general title 'web developer' pay well below the specific titles, so read the title as well as the figure.

- Python developer, Entry (0 to 2 years): Rs 50,000 to Rs 80,000 a month beBee Python salary guide, Pakistan, read 17 Oct 2026 . [Original source](#) · [Python developer salary in Pakistan](#)
- Python developer, Mid (3 to 5 years): Rs 120,000 to Rs 200,000 a month Indeed Pakistan, Python developer (269 salaries), read 17 Oct 2026 (269 salaries). [Original source](#) · [Python developer salary in Pakistan](#)
- Python developer, Senior (5+ years, or ML and data specialists): Rs 250,000 to Rs 500,000 a month beBee Python salary guide, Pakistan, read 17 Oct 2026 . [Original source](#) · [Python developer salary in Pakistan](#)
- Full Stack Developer: Average Rs 111,650 a month Indeed Pakistan, read 21 Oct 2026 (1,200 salaries). [Original source](#) · [Web developer salary in Pakistan](#)
- Backend Developer: Average Rs 90,192 a month Indeed Pakistan, read 21 Oct 2026 (376 salaries). [Original source](#) · [Web developer salary in Pakistan](#)
- Frontend Developer: Average Rs 72,948 a month Indeed Pakistan, read 21 Oct 2026 (397 salaries). [Original source](#) · [Web developer salary in Pakistan](#)
- PHP Developer: Average Rs 66,497 a month Indeed Pakistan, read 21 Oct 2026 (555 salaries). [Original source](#) · [Web developer salary in Pakistan](#)
- WordPress Developer: Average Rs 49,069 a month Indeed Pakistan, read 21 Oct 2026 (998 salaries). [Original source](#) · [Web developer salary in Pakistan](#)

- Python Developer: Average Rs 117,363 a month (all Python roles, not only web) Indeed Pakistan, read 21 Oct 2026 (188 salaries). [Original source](#) · [Web developer salary in Pakistan](#)
- JavaScript Developer: Average Rs 102,425 a month, from a small sample Indeed Pakistan, read 21 Oct 2026 (17 salaries). [Original source](#) · [Web developer salary in Pakistan](#)
- Web Developer (the general title): Average Rs 44,816 a month; adverts using this title pay well below the specific titles above Indeed Pakistan, read 21 Oct 2026 (545 salaries). [Original source](#) · [Web developer salary in Pakistan](#)

Chapter 5. Cybersecurity

Security pay by role. The usual first job is defensive, and published data on senior pay is too thin to quote.

- SOC Analyst: Rs 44,000 to Rs 171,000 a month (median about Rs 76,000), total pay Glassdoor, read 21 Oct 2026 (27 salaries). [Original source](#) · [Cybersecurity salary in Pakistan](#)
- Cybersecurity Analyst: Rs 46,000 to Rs 356,000 a month (median about Rs 168,000), total pay; base pay is Rs 38,000 to Rs 81,000 Glassdoor, read 21 Oct 2026 (22 salaries). [Original source](#) · [Cybersecurity salary in Pakistan](#)
- Information Security Analyst: Rs 47,000 to Rs 411,000 a month (median about Rs 83,000), total pay Glassdoor, read 21 Oct 2026 (24 salaries). [Original source](#) · [Cybersecurity salary in Pakistan](#)
- Security Engineer: Rs 60,000 to Rs 146,000 a month (median about Rs 90,000), total pay Glassdoor, read 21 Oct 2026 (21 salaries). [Original source](#) · [Cybersecurity salary in Pakistan](#)
- Security Engineer: Rs 37,475 to Rs 71,807 a month, average Rs 51,875, from job postings Indeed Pakistan, read 21 Oct 2026 (7 salaries). [Original source](#) · [Cybersecurity salary in Pakistan](#)
- Network Security Engineer: Rs 40,000 to Rs 298,000 a month (median about Rs 90,000), total pay Glassdoor, read 21 Oct 2026 (11 salaries). [Original source](#) · [Cybersecurity salary in Pakistan](#)

Chapter 6. Data

Data work starts with analyst roles; data scientist roles usually follow experience.

- Data scientist, Entry (data analyst, 0 to 2 years): Rs 60,000 to Rs 100,000 a month Indeed Pakistan, junior data analyst (12 salaries), read 3 Aug 2026 (12 salaries). [Original source](#) · [Data scientist salary in Pakistan](#)
- Data scientist, Mid (2 to 5 years): Rs 145,000 to Rs 250,000 a month Glassdoor, data scientist, Lahore, read 17 Oct 2026 . [Original source](#) · [Data scientist salary in Pakistan](#)
- Data scientist, Senior (5+ years): Rs 300,000 to Rs 600,000 a month Get Info PKs guide, data scientist salary, read 17 Oct 2026 . [Original source](#) · [Data scientist salary in Pakistan](#)
- Data analyst, Karachi: average Rs 68,246 a month (low Rs 27,196, high Rs 171,258) Indeed Pakistan salary page, updated 25 September 2026, read 18 Oct 2026 (39 salaries). [Original source](#) · [Pakistan Digital Skills Salary Report 2026](#)

Chapter 7. Cloud

Cloud and DevOps pay comes from small samples and from sources that lean towards large employers; the limits are printed beside each figure.

- Cloud Engineer: Average Rs 124,772 a month, from job postings Indeed Pakistan, read 21 Oct 2026 (11 salaries). [Original source](#) · [Cloud and DevOps salary in Pakistan](#)
- Cloud Engineer: Rs 56,203 to Rs 259,036 a month gross (middle 80%) Paylab Pakistan, read 21 Oct 2026 (fewer than 20 respondents). [Original source](#) · [Cloud and DevOps salary in Pakistan](#)
- DevOps Engineer: Rs 63,389 to Rs 236,404 a month gross (middle 80%) Paylab Pakistan, read 21 Oct 2026 (fewer than 20 respondents). [Original source](#) · [Cloud and DevOps salary in Pakistan](#)
- DevOps Engineer: Median about Rs 391,000 a month total pay (Rs 300,000 to Rs 551,000, 25th to 75th percentile), converted from a yearly figure; this sample leans towards large and foreign-owned employers Levels.fyi, read 21 Oct 2026 (14 salaries). [Original source](#) · [Cloud and DevOps salary in Pakistan](#)
- Cloud Architect: Average about Rs 292,000 a month, converted from Rs 3,507,535 a year, from job postings in Lahore Indeed Pakistan, read 21 Oct 2026 (5 salaries). [Original source](#) · [Cloud and DevOps salary in Pakistan](#)

Chapter 8. Digital marketing

Marketing pay from fresh graduate to manager, and the separate SEO specialist bands.

- Digital marketer, Fresh graduate (0 to 1 year): Rs 20,000 to Rs 50,000 a month Rozee advert, content creators, Faisalabad, read 30 Sep 2026 . [Original source](#) · [Digital marketer salary in Pakistan](#)
- Digital marketer, Specialist (2 to 4 years): Rs 70,000 to Rs 120,000 a month Glassdoor, digital marketing specialist, Lahore, read 17 Oct 2026 . [Original source](#) · [Digital marketer salary in Pakistan](#)
- Digital marketer, Senior and manager (5+ years): Rs 150,000 to Rs 260,000 a month WorldSalaries, digital marketing manager, Pakistan (modelled), read 17 Oct 2026 . [Original source](#) · [Digital marketer salary in Pakistan](#)
- SEO specialist, Entry (0 to 2 years): Rs 40,000 to Rs 70,000 a month EverestX, SEO specialist salary in Pakistan, read 17 Oct 2026 . [Original source](#) · [SEO specialist salary in Pakistan](#)
- SEO specialist, Mid (3 to 5 years): Rs 80,000 to Rs 150,000 a month Glassdoor, SEO specialist, Karachi (56 salaries), read 17 Oct 2026 (56 salaries). [Original source](#) · [SEO specialist salary in Pakistan](#)
- SEO specialist, Senior and lead (5+ years): Rs 170,000 to Rs 300,000 a month EverestX, SEO specialist salary in Pakistan, read 17 Oct 2026 . [Original source](#) · [SEO specialist salary in Pakistan](#)

Chapter 9. Design

Graphic design pay by level, and two neighbouring creative roles from salary pages with stated samples.

- Graphic designer, Entry (0 to 2 years): Rs 25,000 to Rs 40,000 a month Indeed, graphic designer, Faisalabad, read 3 Sep 2026 . [Original source](#) · [Graphic designer salary in Pakistan](#)
- Graphic designer, Mid (2 to 5 years): Rs 50,000 to Rs 100,000 a month salarypakistan.online, graphic designer, Karachi, read 17 Oct 2026 . [Original source](#) · [Graphic designer salary in Pakistan](#)

- Graphic designer, Senior and UI/UX (5+ years): Rs 100,000 to Rs 250,000 a month KCA guide, graphic designer salary in Pakistan, read 17 Oct 2026 . [Original source](#) · [Graphic designer salary in Pakistan](#)
- Video editor, Lahore: average Rs 56,187 a month (low Rs 29,287, high Rs 107,795) Indeed Pakistan salary page, updated 10 October 2026, read 18 Oct 2026 (669 salaries). [Original source](#) · [Pakistan Digital Skills Salary Report 2026](#)
- User experience designer, Karachi: average Rs 71,151 a month (low Rs 46,938, high Rs 107,855) Indeed Pakistan salary page, updated 9 December 2025; only two salaries, so read it as an indication, not a figure, read 18 Oct 2026 (2 salaries). [Original source](#) · [Pakistan Digital Skills Salary Report 2026](#)

Chapter 10. Freelancing

The national total of freelance earnings is large and growing; it is not a typical freelancer's income, which no published source measures.

- Pakistani freelancers earned a record \$1.76 billion in foreign exchange in fiscal year 2025 to 2026, up 78% from \$984 million the year before (State Bank of Pakistan data). ProPakistani, read 21 Oct 2026 . [Original source](#) · [Freelancing rates in Pakistan](#)
- Of that, IT freelancers contributed more than \$1.16 billion and non-IT freelancers \$592 million in the same year. Dawn, read 21 Oct 2026 . [Original source](#) · [Freelancing rates in Pakistan](#)
- The total has grown from \$396 million in fiscal year 2020 to 2021. Profit (Pakistan Today), read 21 Oct 2026 . [Original source](#) · [Freelancing rates in Pakistan](#)
- Estimates put the number of freelancers at 2.5 to 3 million, including part-timers; the method behind the estimate is not published. Arab News Pakistan, read 21 Oct 2026 . [Original source](#) · [Freelancing rates in Pakistan](#)
- Digital marketing: Typical \$15 to \$30 an hour in Pakistan, as Upwork states it (no sample size given) Upwork, digital marketers in Pakistan, read 21 Oct 2026 . [Original source](#) · [Freelancing rates in Pakistan](#)
- Digital marketing: \$10 to \$25 an hour across the four profiles Upwork features (hand-picked top profiles, not a sample) Upwork, digital marketers in Pakistan, read 21 Oct 2026 (4 featured profiles). [Original source](#) · [Freelancing rates in Pakistan](#)
- SEO: \$9 to \$40 an hour across the four profiles Upwork features (not a sample) Upwork, SEO experts in Pakistan, read 21 Oct 2026 (4 featured profiles). [Original source](#) · [Freelancing rates in Pakistan](#)
- Graphic design: Typical \$10 to \$20 an hour in Pakistan, as Upwork states it (no sample size given) Upwork, graphic designers in Pakistan, read 21 Oct 2026 . [Original source](#) · [Freelancing rates in Pakistan](#)

Chapter 11. Salary bands

Every role with a published range, entry to senior, in one table. A level we could not source is marked, not filled.

Role	Pay by level, PKR a month	Sources
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AI engineer	Entry (0 to 2 years): Rs 50,000 to Rs 100,000 a month Mid (2 to 5 years): Rs 100,000 to Rs 210,000 a month Senior (5+ years): Rs 200,000 to Rs 400,000 a month	Salary page read 17 Oct 2026
Python developer	Entry (0 to 2 years): Rs 50,000 to Rs 80,000 a month Mid (3 to 5 years): Rs 120,000 to Rs 200,000 a month Senior (5+ years, or ML and data specialists): Rs 250,000 to Rs 500,000 a month	Salary page read 17 Oct 2026
Data scientist	Entry (data analyst, 0 to 2 years): Rs 60,000 to Rs 100,000 a month Mid (2 to 5 years): Rs 145,000 to Rs 250,000 a month Senior (5+ years): Rs 300,000 to Rs 600,000 a month	Salary page read 17 Oct 2026
Digital marketer	Fresh graduate (0 to 1 year): Rs 20,000 to Rs 50,000 a month Specialist (2 to 4 years): Rs 70,000 to Rs 120,000 a month Senior and manager (5+ years): Rs 150,000 to Rs 260,000 a month	Salary page read 17 Oct 2026
SEO specialist	Entry (0 to 2 years): Rs 40,000 to Rs 70,000 a month Mid (3 to 5 years): Rs 80,000 to Rs 150,000 a month Senior and lead (5+ years): Rs 170,000 to Rs 300,000 a month	Salary page read 17 Oct 2026
Graphic designer	Entry (0 to 2 years): Rs 25,000 to Rs 40,000 a month Mid (2 to 5 years): Rs 50,000 to Rs 100,000 a month Senior and UI/UX (5+ years): Rs 100,000 to Rs 250,000 a month	Salary page read 17 Oct 2026
Cybersecurity	Entry (0 to 2 years): Rs 44,000 to Rs 171,000 a month Mid (2 to 5 years): Rs 60,000 to Rs 146,000 a month Senior (5+ years): not enough published data	Salary page read 21 Oct 2026
Cloud and DevOps	Entry (0 to 2 years): not enough published data All experience levels: Rs 56,203 to Rs 259,036 a month Around 5 years: Rs 183,612 to Rs 206,423 a month	Salary page read 21 Oct 2026
Web developer	Junior (job title): average Rs 51,464 a month Mid (2 to 5 years): not enough published data Senior (job title): average Rs 150,229 a month	Salary page read 21 Oct 2026

Chapter 12. Skills-to-career pathways

For each skill area, the route from the skills to a job, its pay, the course and the free starting point.

Area	Skills	Career	Pay	Course and free start
<u>Artificial Intelligence</u>	Prompting and AI tools at work, Python, Machine learning basics	<u>AI careers in Pakistan</u>	<u>Rs 50,000 to Rs 100,000 a month</u> Entry (0 to 2 years)	<u>AI courses</u> free: <u>AI Fundamentals</u>
<u>Data Science and Analytics</u>	Excel, SQL, Power BI or a dashboard tool	<u>Data science careers in Pakistan</u>	<u>Rs 60,000 to Rs 100,000 a month</u> Entry (data analyst, 0 to 2 years)	<u>Data Science courses</u> free: <u>Data Analytics Fundamentals</u>
<u>Programming and Software Development</u>	Python or JavaScript, Object oriented programming, Data structures and algorithms	<u>Python careers in Pakistan</u>	<u>Rs 50,000 to Rs 80,000 a month</u> Entry (0 to 2 years)	<u>Programming courses</u> free: <u>Python for Beginners</u>
<u>Cybersecurity</u>	Networking, Linux, Security fundamentals	<u>Cybersecurity careers in Pakistan</u>	<u>Rs 44,000 to Rs 171,000 a month</u> Entry (0 to 2 years)	<u>Cyber Security courses</u> free: <u>Cybersecurity Fundamentals</u>
<u>Cloud and DevOps</u>	Linux, A cloud platform (AWS, Azure or Google Cloud), Docker	<u>Cloud and DevOps in the IT career guide</u>	<u>Rs 56,203 to Rs 259,036 a month</u> All experience levels	<u>Cloud Computing courses</u> free: <u>Cloud Fundamentals</u>
<u>Web Development</u>	HTML and CSS, JavaScript, A framework such as React or Laravel	<u>Web development in the IT career guide</u>	<u>average Rs 51,464 a month</u> Junior (job title)	<u>Web Development courses</u> free: <u>Web Development Basics</u>

Area	Skills	Career	Pay	Course and free start
Digital Marketing	SEO, Social media marketing, Google and Meta ads	Digital marketing careers in Pakistan	Rs 20,000 to Rs 50,000 a month Fresh graduate (0 to 1 year)	Digital Marketing courses free: Digital Marketing Fundamentals
Graphic Design	Design principles, Adobe Photoshop and Illustrator, or Canva, Social media design	Design in the IT career guide	Rs 25,000 to Rs 40,000 a month Entry (0 to 2 years)	Graphic Design courses free: Graphic Design Fundamentals
Freelancing	One sellable skill, Profiles and proposals, Client communication	Freelancing in the IT career guide	Freelancing rates in Pakistan	Freelancing courses free: Freelancing Fundamentals
Office and Data Skills	Excel, Word and Google Docs, PowerPoint and presenting	Data roles in the IT career guide	Data analyst: average Rs 68,246 a month	Office Skills courses free: Excel for Work

Chapter 13. What employers actually ask for

The skills named in the postings of the employers the academy could read, for entry roles. Communication and data basics come before model training.

Skill named in entry postings	Employers naming it
Business communication	22
Customer service	21
Sql	8
Microsoft excel	8
Microsoft word	8
Networking fundamentals	8
Spoken english	7

Skill named in entry postings	Employers naming it
Listening reading skills	7
Python	6
Object oriented programming	5
Rest apis	5
Network security	4

43 employers read from their own careers pages and public job boards between 20 Aug 2026 and 20 Aug 2026. [Pakistan AI Jobs Report 2026](#)

- Of the employers whose postings the academy could read, the skills most often named for entry roles are not AI skills at all but communication, customer service, SQL, Excel and networking; Python and object oriented programming lead the technical list. Public source. Forty three employers read from their own careers pages and public job boards between August and October 2026; the method and each employer's sources are in the academy's employer research. Read 18 Oct 2026., read 18 Oct 2026 . [Original source](#) · [Pakistan AI Jobs Report 2026](#)

Chapter 14. Recommendations for students

What the evidence in this report suggests for someone choosing a skill. Each recommendation names the chapter it rests on.

1. Start with the skills employers name first for entry roles, communication, Excel, SQL and one programming language, before specialist tools. Evidence: [chapter 13, What employers actually ask for](#).
2. Aim at the entry role that exists, such as SOC analyst, data analyst or junior developer, not the headline title: much of the public AI and security demand asks for years of experience. Evidence: [chapter 3, AI jobs](#).
3. Read pay as a range with its sample and its date. The spread inside one role is wider than the gap between roles, and a figure from ten salaries is an indication, not a fact. Evidence: [chapter 11, Salary bands](#).
4. Build work you can show. Supply of graduates outruns junior openings, and a portfolio is how an applicant stands out from a degree that thousands share. Evidence: [chapter 1, Pakistan's technology workforce](#).
5. Treat freelancing as a way to sell a skill, not as a skill. The national earnings total says nothing about what one freelancer earns. Evidence: [chapter 10, Freelancing](#).

Chapter 15. Recommendations for training institutes and employers

What the same evidence suggests for those who train and hire.

1. Teach towards the entry roles that are advertised, and say plainly which roles need experience first. Evidence: [chapter 13, What employers actually ask for](#).
2. State salaries in job adverts. Advert bands in this report count only adverts that printed a salary, so every advert without one leaves learners guessing. Evidence: [chapter 11, Salary bands](#).

3. Publish entry-level postings with realistic experience requirements; a posting that asks a junior for four years removes the first rung. Evidence: [chapter 3, AI jobs](#).
4. Publish outcomes with the method behind them, including what was not measured, so students and parents can compare institutes fairly. Evidence: [chapter 12, Skills-to-career pathways](#).
5. Reuse and extend open data. The datasets behind this report are free under CC BY 4.0, and a second source measuring the same thing makes both more credible. Evidence: [chapter 2, The most demanded skills](#).

Method

This report creates no new dataset. Every statistic is read, when the page renders, from one of BvLogic Academy's published research reports or salary pages, and each links to that page and to its original source with the date it was read.

Salary figures come from public salary pages (Glassdoor, Indeed, Paylab, Levels.fyi), job adverts that state a salary, and published guides, with the sample size where the source gives one. A level with too little published data is marked rather than estimated.

Demand figures come from open postings on job boards on a stated day. The academy's own monthly count on Rozee is presented as a ranking only for a month whose count completed.

The academy's own records (career test choices, free course enrolments) are printed as what the academy sees, never as the Pakistani market.

Limits

- Self-reported salary sites skew towards people who chose to report, and several samples here are small; the sample is printed beside each figure.
- Job board counts are open postings on one day, not hires, and one board is not the whole market.
- Remote and freelance figures come from platforms' own statements and are not surveys of typical earnings.

Public figures

- Pakistan's IT exports reached a record US\$4.6 billion in the financial year 2025 to 2026, up about 21 percent on the year. State Bank of Pakistan figures reported by Business Recorder, read 17 Oct 2026: <https://www.brecorder.com/news/40430824/p-at-sha-hails-record-usd46bn-it-exports>
- Freelancers in Pakistan earned a record US\$1.76 billion in export receipts in the financial year 2026, up 78 percent on the year. Finance Ministry data reported by The Nation, read 17 Oct 2026: <https://www.nation.com.pk/20-Jul-2026/pakistan-s-freelancers-achieved-record-dollar-1-76b-export-earnings-fy2026>
- 34,420 IT and IT enabled services companies were registered with the SECP by March 2026. Pakistan Economic Survey 2025 to 26, chapter 15, read 17 Oct 2026: https://www.finance.gov.pk/survey/chapter_26/15_Information_Technology.pdf
- About 75,000 IT graduates leave HEC accredited institutes each year, and a Ministry of IT document put the share employable by export firms below ten percent. The Friday Times, citing a Ministry of IT and Telecommunication document, read 18 Oct 2026: <https://thefridaytimes.com/13-Mar-2025/75-000-it-graduates-annually-but-only-10-percent-secure-jobs>
- The Higher Education Commission said in 2022 that Pakistani institutions produce about 50,000 IT graduates a year. Higher Education Commission news page, read 18 Oct 2026: <https://www.hec.gov.pk/english/news/news/Pages/HEC-Mo-PD.aspx>
- The chairman of the software industry body P@SHA has said the local market needs about 15,000 fresh IT graduates a year. ProPakistani, read 18 Oct 2026: <https://propakistani.pk/?p=20710>

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