

Salary Benchmarks in APAC

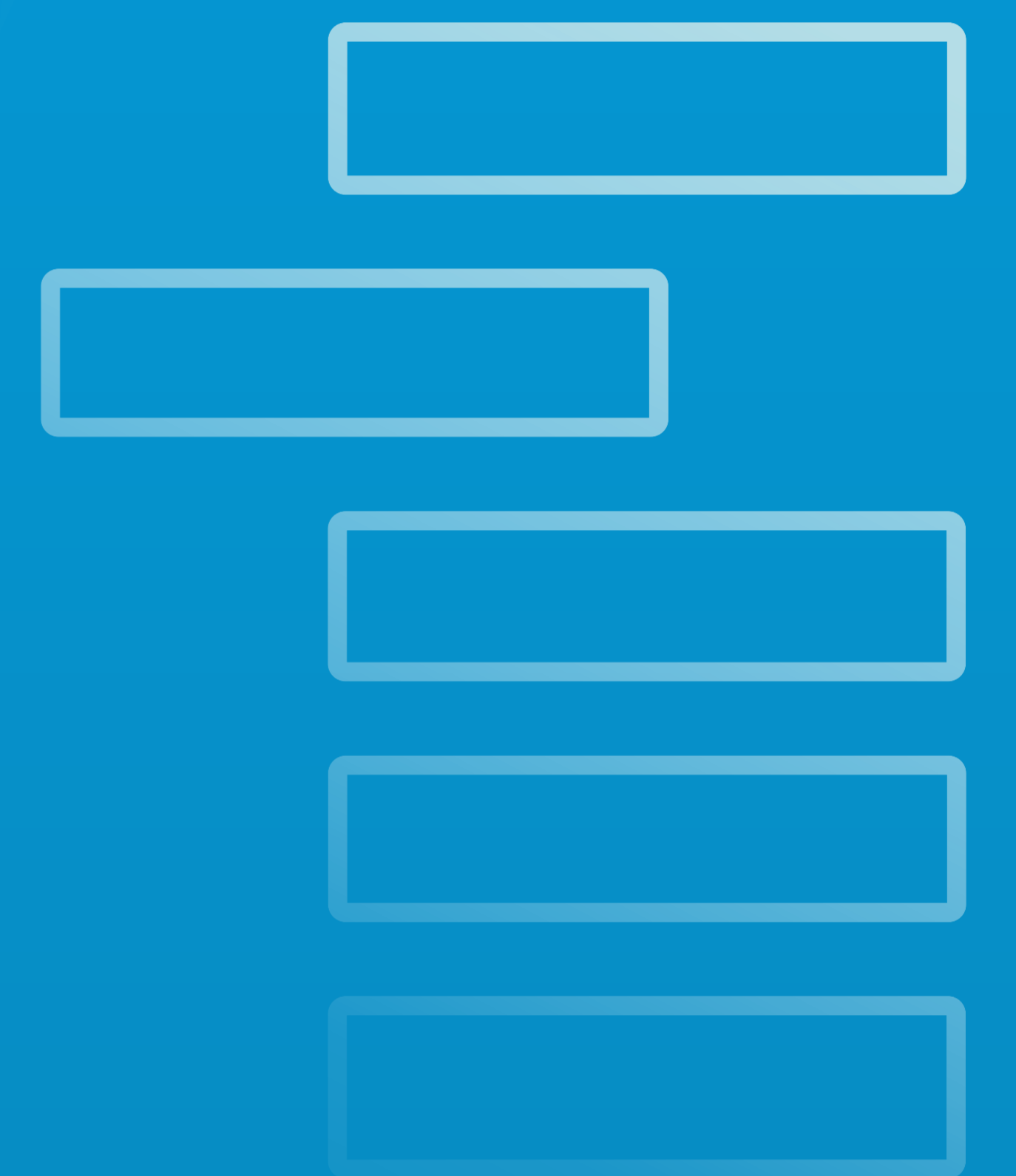
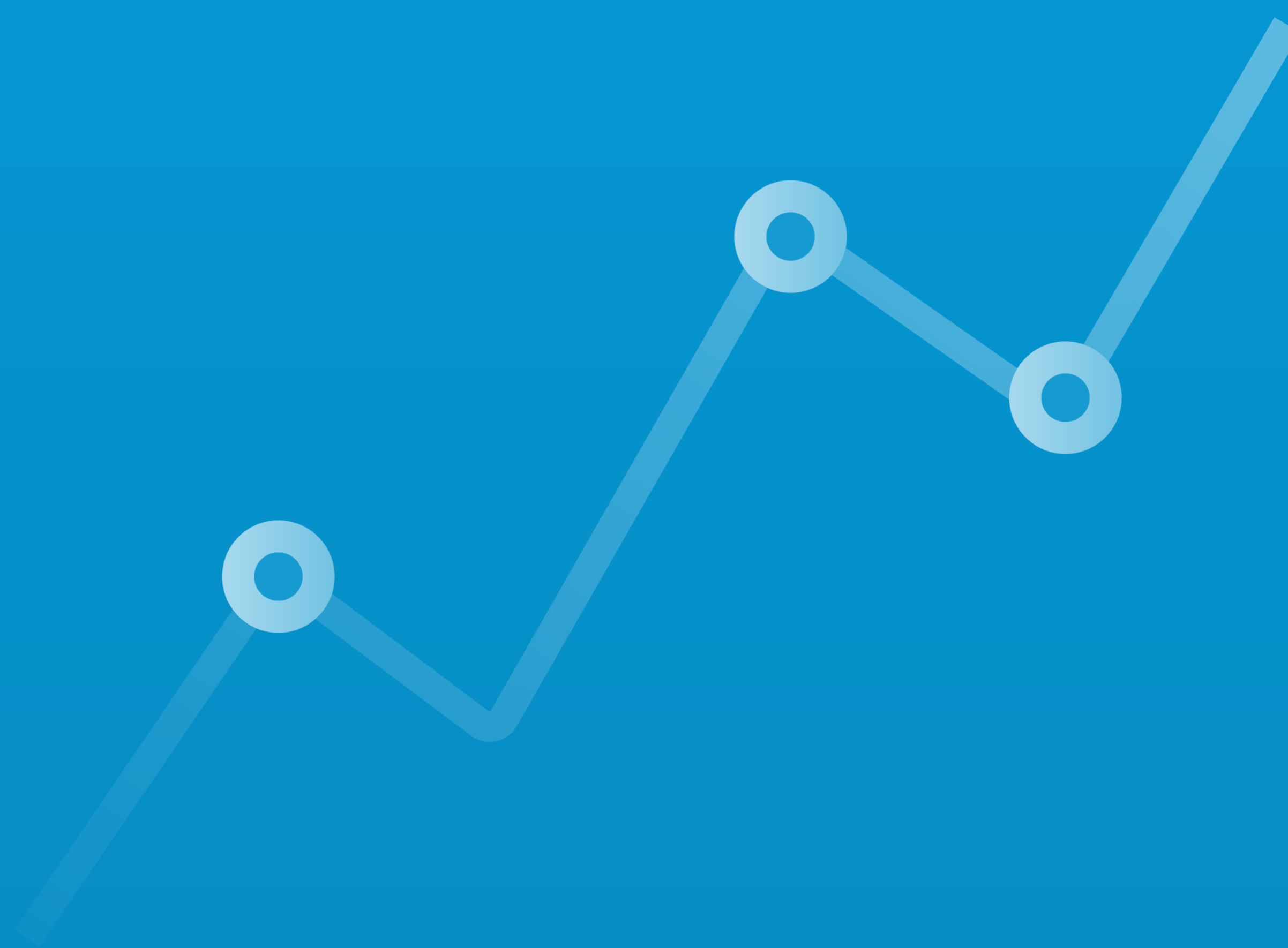


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Founder's Message

A heartfelt thanks to you

For daring to imagine a world where a person's location doesn't dictate their opportunities. For dreaming of bringing together diverse talent to seamlessly collaborate between globally distributed teams. And for actively participating in democratizing talent and opportunities globally. Thank you.

We know the challenges you face. International borders are practical boundaries that **prevent you from giving the top talent the very best opportunities in which they can grow and prosper.** Compliance concerns can cripple your efforts in building globally diverse and distributed teams.

Limited in-house resources force you to moderate your ambitious goals for growth. But what if you don't need to navigate complex legal hurdles every time you find the best person for the role in a different country?



Sundeep Sahi

CEO, Skuad



What if you truly could offer better opportunities for deserving talent, even if they're thousands of miles away behind a maze of bureaucratic process?

This is what we strive for:

A world where great companies open up better opportunities for the best talent, regardless of borders. We look forward to a future where culturally diverse workplaces elevate ideation and energize collaboration, even (and especially) as remote team members work from the comfort of their own homes. In fact, we actively work towards that future with you.

This is why we want to equip you with the right insights to shape tomorrow's global workforces. We are pleased to present this comprehensive [guide on the Salary Benchmarks in the Asia Pacific Region \(APAC\)](#). This is your reference, your roadmap, and your cheat sheet to understanding salary benchmarks in APAC, how countries within the region fare with one another,

and how they compare with those in the United States.



Skudad's solution lets you access the world's top talent without getting bogged down by compliance issues, tax concerns, or legal speed bumps. You find the talent you want, and we do the heavy lifting.

Imagine simply deciding to hire the best talent across APAC and starting sourcing on the same day. Now, with Skudad, you don't need to imagine. It's time to bring the best talent around the world together, without boundaries.

We aim to create

1
million

Opportunities globally
by 2027

At Skudad, our mission is to create one million opportunities globally by 2027. We have always espoused our principal mission of elevating lives by globally democratizing talent and opportunities. We advocate the same through this handbook. We share our mission with you, the leaders and decision-makers who will make our vision a reality.



Emerging Tech Roles in the Asia Pacific Region

The booming — and ongoing — demand for tech roles is far from isolated in just the Asia Pacific region (APAC). It's a global phenomenon keeping abreast with modern times. **Computer- and IT-related jobs all over the world are projected to grow an impressive 13% from 2020 to 2030** — faster on average than any other job category. What makes APAC unique is how it's situated in relation to a convergence of modern trends: the aforementioned explosion of demand for tech roles, outsourcing as a competitive business strategy, and emerging digital economies. Countries in APAC have long been players in the global outsourcing scene.

Just India and the Philippines, for example, are already juggernauts in their own right when it comes to Business Process Outsourcing (BPO). Global pandemic lockdowns have only served to reiterate the viability and competitiveness of outsourcing as a business strategy when office-based employees the world over were forced to work from home with no drastic detrimental impact on their performance. Couple that with the complex emerging digital economies within APAC and you can see a perfectly timed meeting between increasing outsourcing demands and growing capabilities to supply.

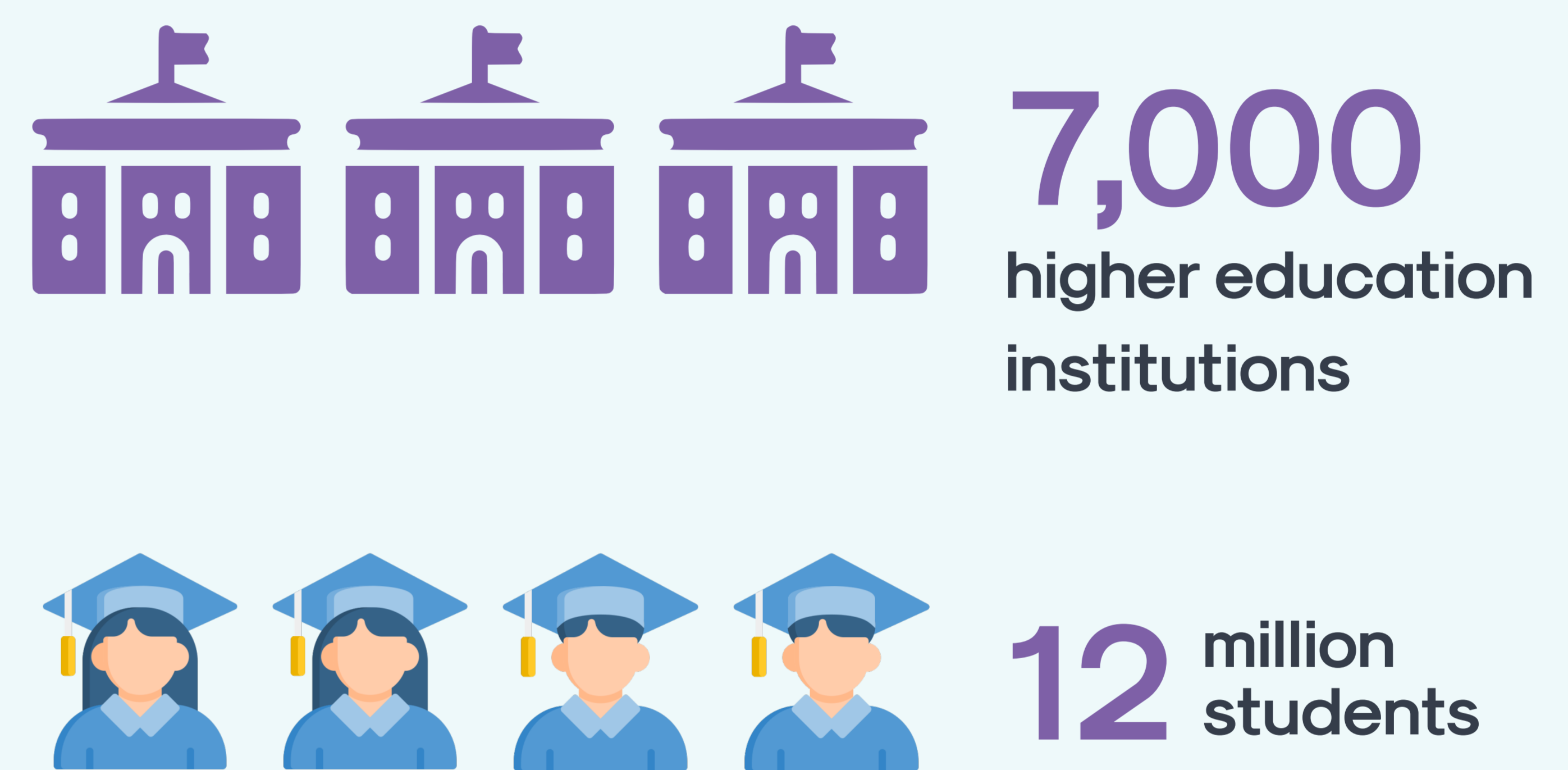
Healthier Markets, More Qualified Tech Workers

According to the United Nations Educational, Scientific and Cultural Organization (UNESCO), APAC's economies have seen steady growth in the past couple of decades, with the trend likely to continue with healthier labor markets and increasing integration. International Labor Organization (ILO) notes rapid shifts in the region's labor market: historically predominant agriculture is giving way to industry and service sectors.

Speaking of the workers themselves, APAC countries have previously geared educational priorities towards developing knowledge-based economies in the past. According to UNESCO, tertiary education in Asia quintupled from 1970 to 2007.

However, according to insights from Asia Development Bank (ADB), Labor participation in globalization, expansion of education access, and the advancement of economic and industrial transformation as well as technology have had a profound impact on APAC's approach to deploying skilled workers.

In Southeast Asia alone, **there are over 7,000 higher education institutions with 12 million students.**



The impact of the trends mentioned above to these millions upon millions of students is a marked increase in the availability of technical and vocational training. **These programs are designed to improve employability in professional and services sectors** that demand more than a diploma and acceptable passing grade. Furthermore, there have also been increased government-led and government-supported efforts to attract outsourcing and offshoring investment as a means to bolster local economies.



Top 20 Tech Roles in APAC

In light of these favorable conditions for the growth of demand in tech jobs in APAC, it's key for businesses to understand the cost advantages of outsourcing to the region. The following tech roles are some of the most popular and still-emerging jobs in APAC, arranged alphabetically:

Engineering

- Back End Developer
 - Blockchain Developers / Architects
 - Python Developer
 - Database Administrator
 - Front-End Developer
 - Full Stack Engineer
 - Mobile App Developer
 - Site Reliability Engineering (SRE) Experts
 - Software Engineer / Developer
-

Sales/Marketing

- Tech Sales Engineer
-

Software Testing

- Quality Assurance / Test Automation Engineer

Networking and Cloud Computing

- Cloud Architect / Engineer
 - Computer Systems Analyst
 - Cybersecurity / Information Security Analyst
 - DevOps Specialists / Engineer
 - Network and Computer Systems Administrator
 - Network Architect
-

Data and Analytics

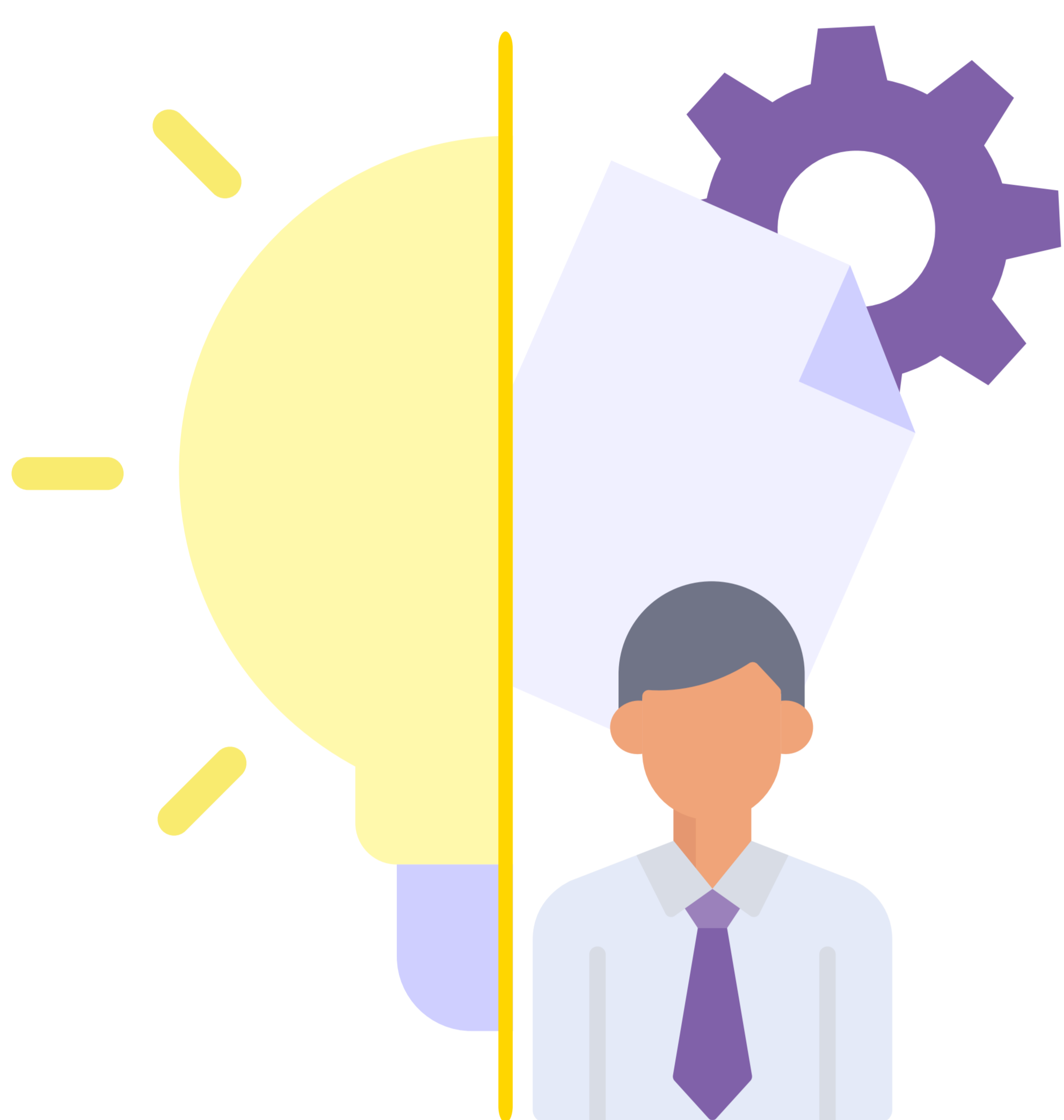
- Data Scientist / Engineer
 - Machine Learning Engineer / AI Specialists
-

Management

- Product Manager

Staple Tech Roles

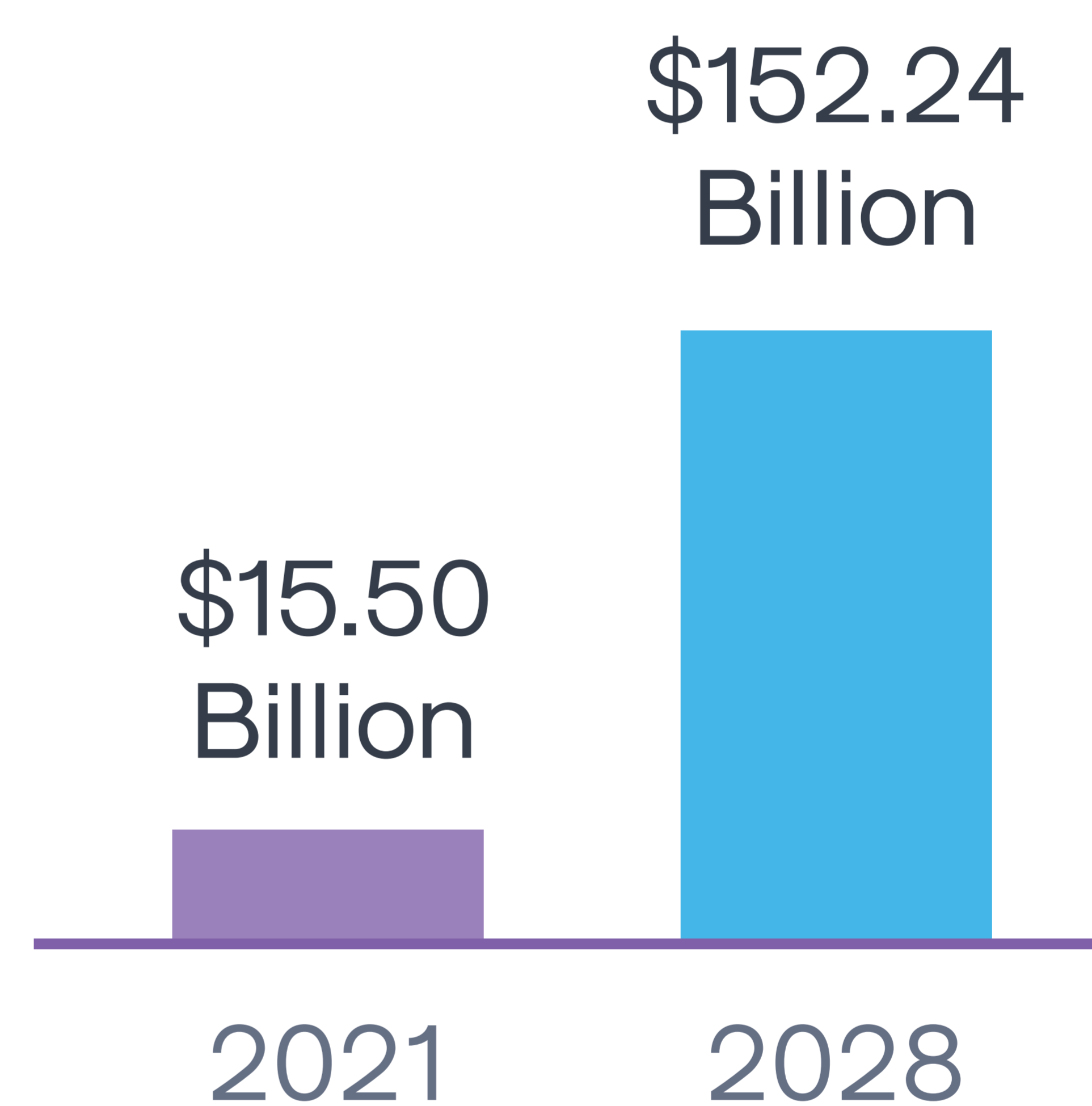
Veterans of the technology sector will notice some staple job roles among the 20 positions included in this report. Back end and front end developers, full stack engineers and DevOps specialists, SRE experts and database administrators — these key positions have been around for many years.



Their inclusion in this guidebook highlights their staying power as tech roles that constantly need to be filled. At the same time, being in the list reflects how companies can strategically outsource such staple roles if they find the right talent. These roles are not likely to fade into obscurity even as the technology sector bustles with activity revolving around emerging technologies and the new job economies they create.

Emerging Technologies

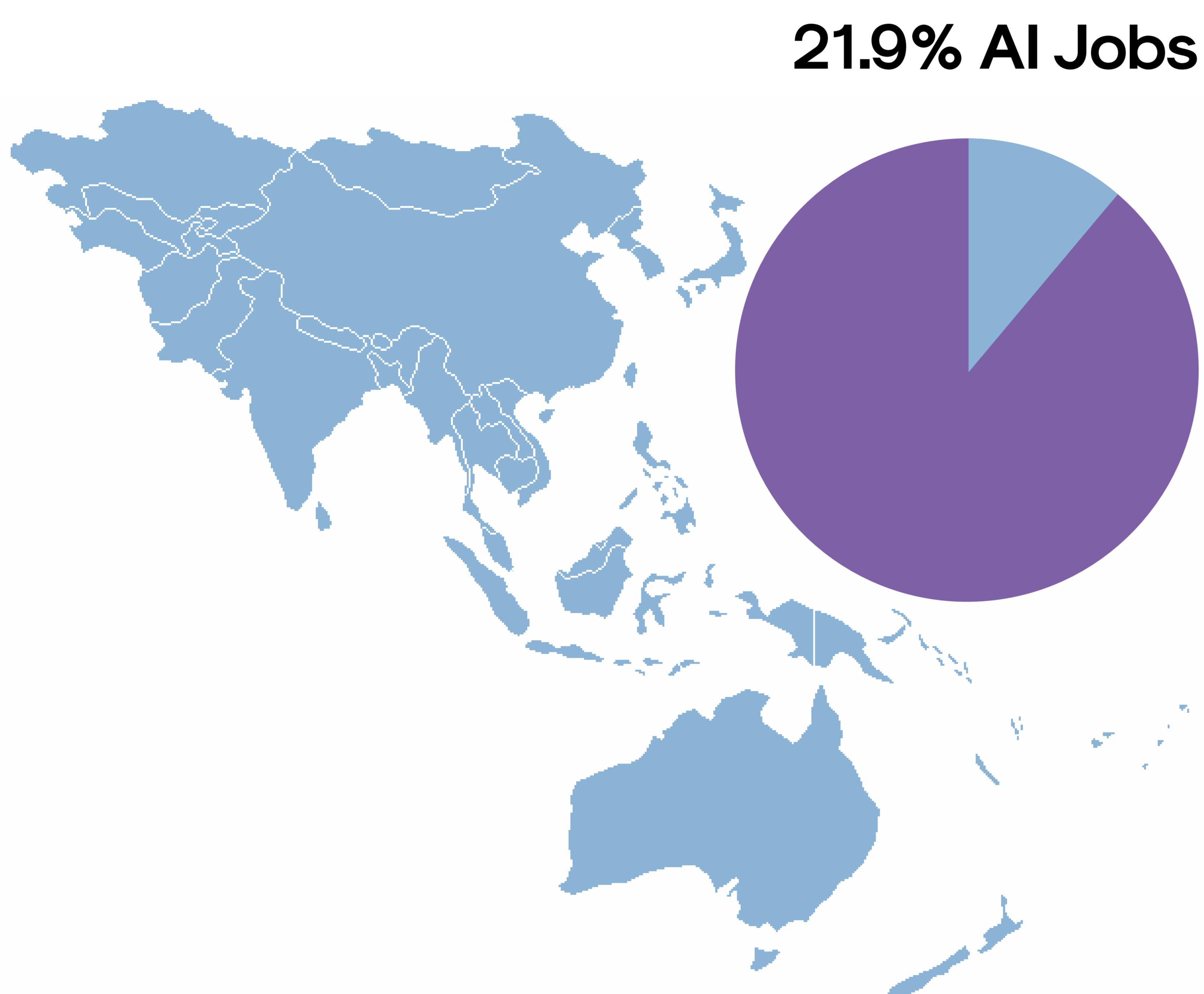
Speaking of emerging technologies, roles related to data science, machine learning and AI, and blockchain are currently highly sought after, but not all the new buzzwords are equal. Data science and machine learning, for instance, are poised to stay as new staples of technology. In fact, machine learning is seeing aggressive growth in APAC. **Forecasts project an impressive 38.6% CAGR for machine learning in APAC from 2021 to 2028, ballooning from a 15.50 billion market to a \$152.24 billion one.**



The explosion of demand in machine learning job functions are apparent in many industries, for example:

- Machine learning roles in APAC made up 13.2% of all available jobs in the global pharmaceutical industry in the third quarter of 2021, growing from 7.1% for the same period a year prior.

- Machine learning roles in APAC comprised 37.5% of all available jobs in the global offshore oil and gas sector in that same period, up from 30.3% a year before.
- Machine learning roles in APAC made up 21.9% of all global jobs in the power industry in the fourth quarter of 2021, increasing from 15.6% for the same period the previous year.



Across these reports, machine learning-related job growth in APAC outstripped regions like Europe and North America, where job outlook for the same roles usually declined. Meanwhile, blockchain's breakout subcategory — cryptocurrency — remains firmly in the feasible, but debatable, tier.

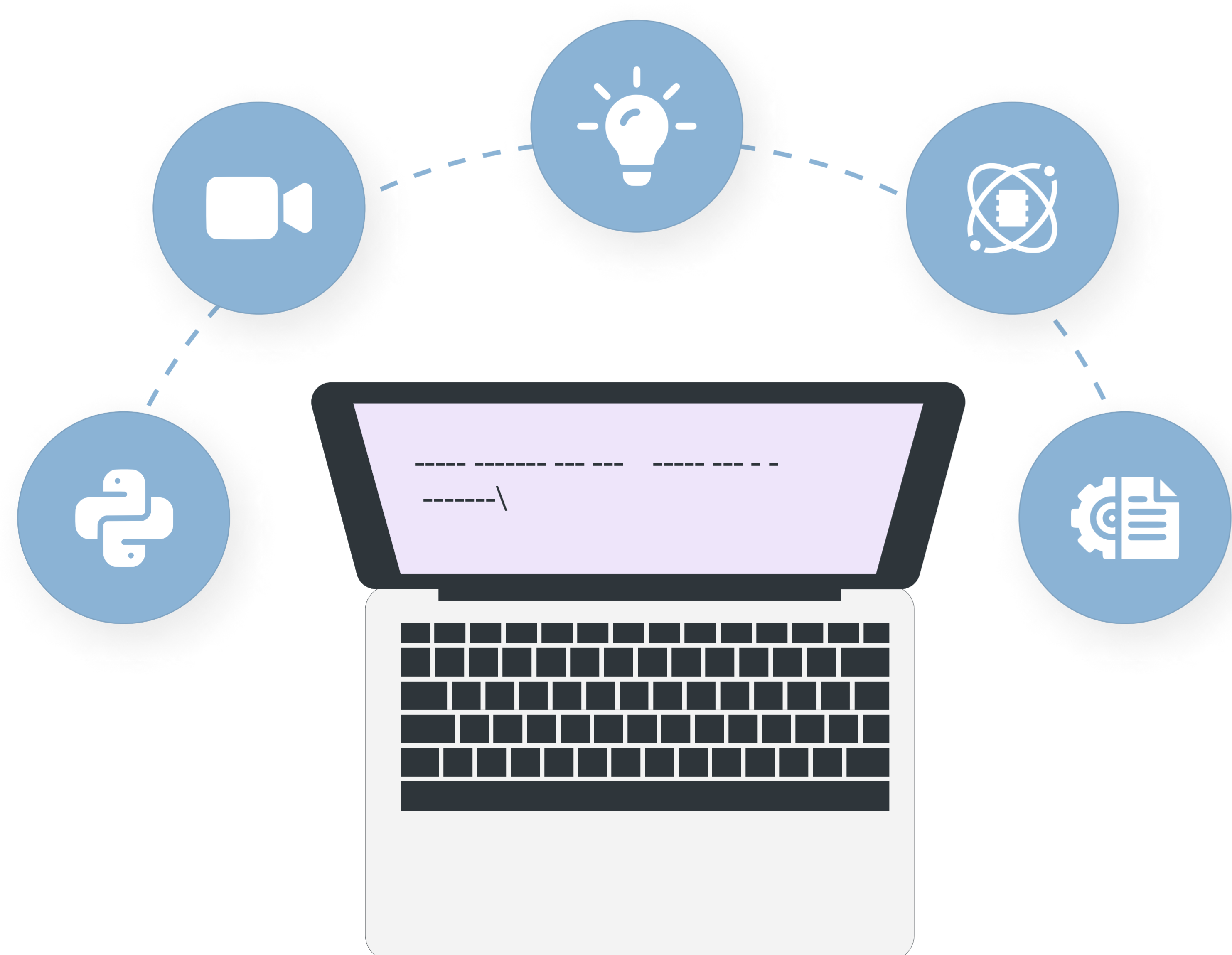
Additionally, this list of job roles would have included an "AI specialist" entry that was separate from "machine learning engineer," and a "cryptocurrency developer" role distinct from blockchain developer, but research into the matter indicated that for majority of job openings, these roles are so highly interchangeable that gathering separate data sets for them would be nearly impossible and almost surely impractical for the purposes of this report. As such, "AI specialist" has been folded into "machine learning engineer" and "cryptocurrency developer" has been dropped entirely.

How these new technologies develop in the near future will dictate how much demand will change for related job functions.

Technology roles haven't been this volatile since the rise of FinTech and its disruption of incumbent traditional financial institutions, and even then, it was more a paradigm shift as opposed to an open question of whether these technologies will stay (i.e., how long will cryptocurrency and other offshoots of blockchain, such as non-fungible tokens, last?).

Miscellaneous Roles

It is important to note that some roles included in the list are only peripherally related to technology or will have significant overlap with other job functions included. Technical sales engineers and product managers, for example, may not strictly fall under the category of technology jobs unless specifically dealing with processes or responsibilities in the sector. For example, a product manager for software will be a "tech role." Meanwhile, "Python developers" is not strictly a job role as much as it defines a skill. In fact, for many job openings and descriptions that turned up when querying for this role in search engines and job platforms, the specific titles used variations similar to "software developer with Python skills."



Still, as companies are diversifying job titles and descriptions to be more search friendly, it was included due to the sheer popularity, ubiquity, and wide scale use of Python as a programming language.

This guidebook will take a look at the salary benchmarks for these tech roles in terms of entry, middle, and senior level wages across ten of the most attractive outsourcing destinations in APAC. In addition, these benchmarks will be compared to US benchmarks for the same roles and levels of experience or tenure.

For the purposes of comparing salary benchmarks to roles in the US, the following table represents annual wages for the lower end, median, and higher end salaries of specific positions as found in either Salary.com or Talent.com. For the sake of simplicity, these three values are aligned to annual salary expectations for "entry level," "middle level," and "senior level" appointments for the job roles.

Job Roles in the United States	Entry Level	Mid-Level	Senior Level
Engineering			
Back End Developer	\$94,909	\$117,000	\$155,000
Blockchain Developers / Architects	\$121,875	\$146,250	\$180,350
Python Developer	\$79,874	\$95,983	\$112,623
Database Administrator	\$76,783	\$97,500	\$131,400
Front-End Developer	\$95,722	\$119,224	\$139,970
Full Stack Engineer	\$92,629	\$110,138	\$145,000
Mobile App Developer	\$69,839	\$98,838	\$124,154
Site Reliability Engineering (SRE) Experts	\$77,056	\$88,901	\$103,802
Software Engineer / Developer	\$57,315	\$72,790	\$87,118
Sales/Marketing			
Tech Sales Engineer	\$70,000	\$90,000	\$137,500
Software Testing			
Quality Assurance / Test Automation Engineer	\$90,000	\$106,398	\$137,856
Networking and Cloud Computing			
Cloud Architect / Engineer	\$127,564	\$150,000	\$185,250
Computer Systems Analyst	\$41,273	\$59,738	\$101,992
DevOps Specialists / Engineer	\$51,197	\$71,770	\$92,424
Cybersecurity / Information Security Analyst	\$60,162	\$72,410	\$85,690
Network and Computer Systems Administrator	\$96,594	\$117,800	\$140,916
Network Architect	\$115,144	\$135,185	\$175,000
Data and Analytics			
Data Scientist / Engineer	\$59,513	\$73,222	\$84,523
Machine Learning Engineer / AI Specialists	\$100,813	\$123,134	\$148,999
Management			
Product Manager	\$56,990	\$72,466	\$81,522

Research performed for the salary benchmarks of the countries included in this report revolved around a few select sites to maintain consistency as much as possible

Miscellaneous Roles

- Talent.com
- SalaryExplorer
- SalaryExpert
- Glassdoor
- Payscale
- The Economic Research Institute (ERI)

It is notable that some sources estimated salary averages a degree higher than others, especially if the primary data source are self-reported wages. Most of the averages used as salary benchmarks for the 10 countries included in this guidebook were sourced from SalaryExplorer, which provided more conservative estimates compared to other sources. In some rare occurrences, an exact match to the job title variants was not readily available for a country due to lack of data. In these cases, salary benchmarks were extrapolated from a job role whose functions, responsibilities, and requirements were comparable.

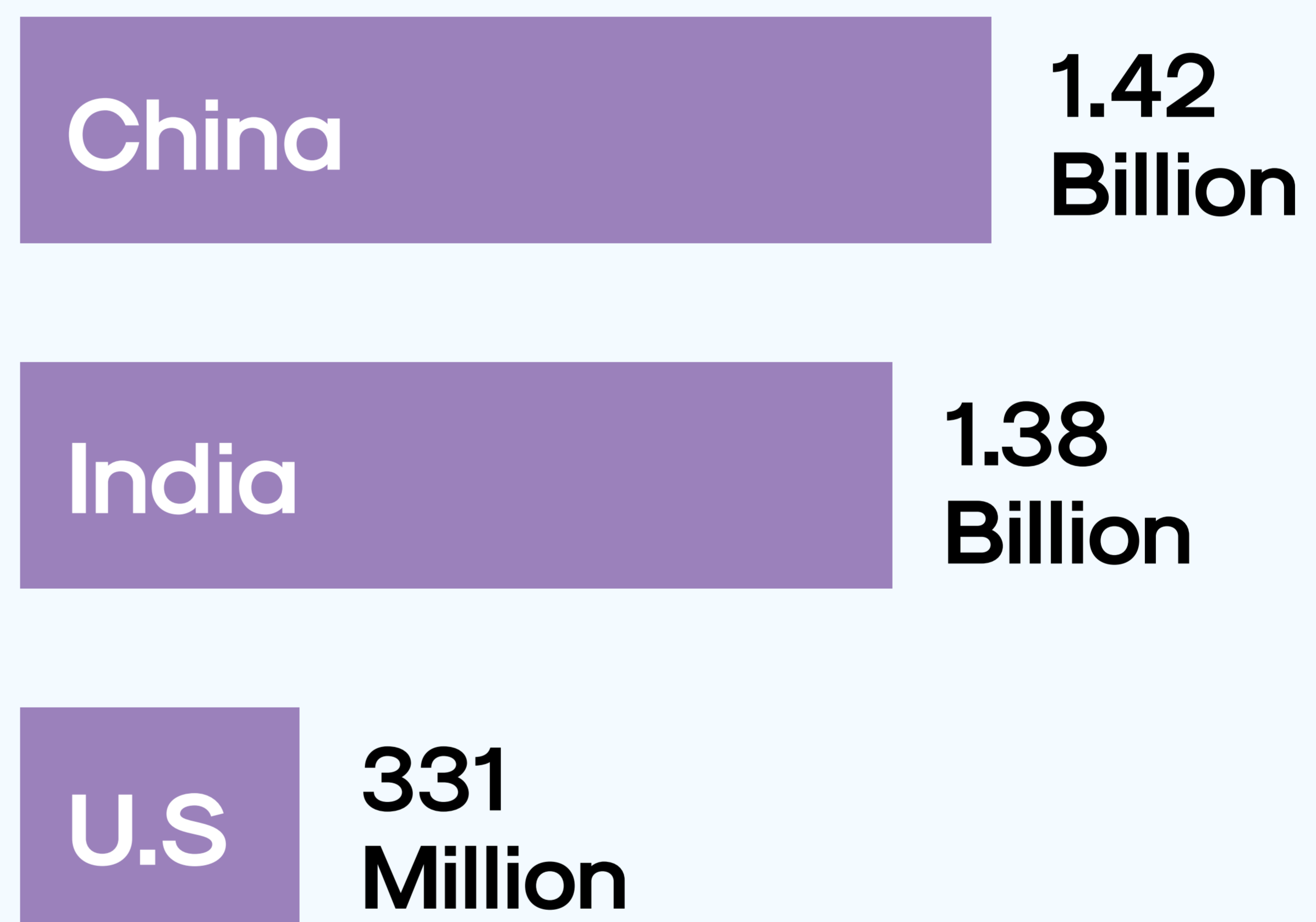




India

Did you know?

- Cows are considered sacred in India due to Hinduism being the majority religion — they are even protected in the country's Constitution.
- India was the first country in recorded history to mine diamonds and was the world's only source of diamonds for a millennium since the 4th century BC
- There are 22 recognized languages in India, including English, and the country is home to the second largest English-speaking population in the world.








India has the second largest population in the world with 1.38 billion people, only trailing China.

- Around 15% to 30% of India's population are strictly vegetarian due to religious and cultural traditions.

This guidebook would be remiss if it doesn't include the Republic of India, which is arguably the top outsourcing destination in the world, especially for customer service and tech jobs.

Thanks to its massive population and its English-speaking, technically skilled workforce, India remains an attractive market for companies looking to build remote tech teams.

Tholons' Top Digital Nations		Rank
	United States	1
	India	2
	Canada	3
	Germany	4
	Singapore	5

In Tholons' Top 50 Digital Nations list for 2021, India was ranked second following the US, actually beating the likes of Canada and Germany. India's cities also ranked highly in the report's top 100 super cities. 14 cities in India made the list, the highest of which was Bangalore, ranked third overall following Toronto and Singapore. With the local government fully in support of further developing the country's IT industry, India is sure to remain a powerhouse for building remote tech teams in the near future.

Employment Contracts in India

While not legally mandated (save for some states within the country), it is usual practice to have contracts in India in writing, detailing all terms and conditions, and signed by both parties. Contract types are broadly categorized into open-ended and fixed-term, with the latter typically being used for short-term relationships.



Employee probationary periods last three to six months. Employers must give employees a month's notice for termination for employees who have rendered at least one year of continuous work, or an equivalent amount in wages in lieu of the required time frame.

Working Hours in India

In India, employees cannot work for more than 48 hours a week, nine hours a day. A typical nine-hour shift includes one hour for breaks.



48hrs

Week



9hrs

Day



1hr

Break

Paid Time Off in India

Employees in India earn one day of paid time off for every 20 work days rendered, up to a maximum of 12 days for 240 work days in service.

Employees are paid their full base rate during these leaves, and are paid in advance if they take four or more days off. Up to 30 days of paid time off can be carried over to the following year.

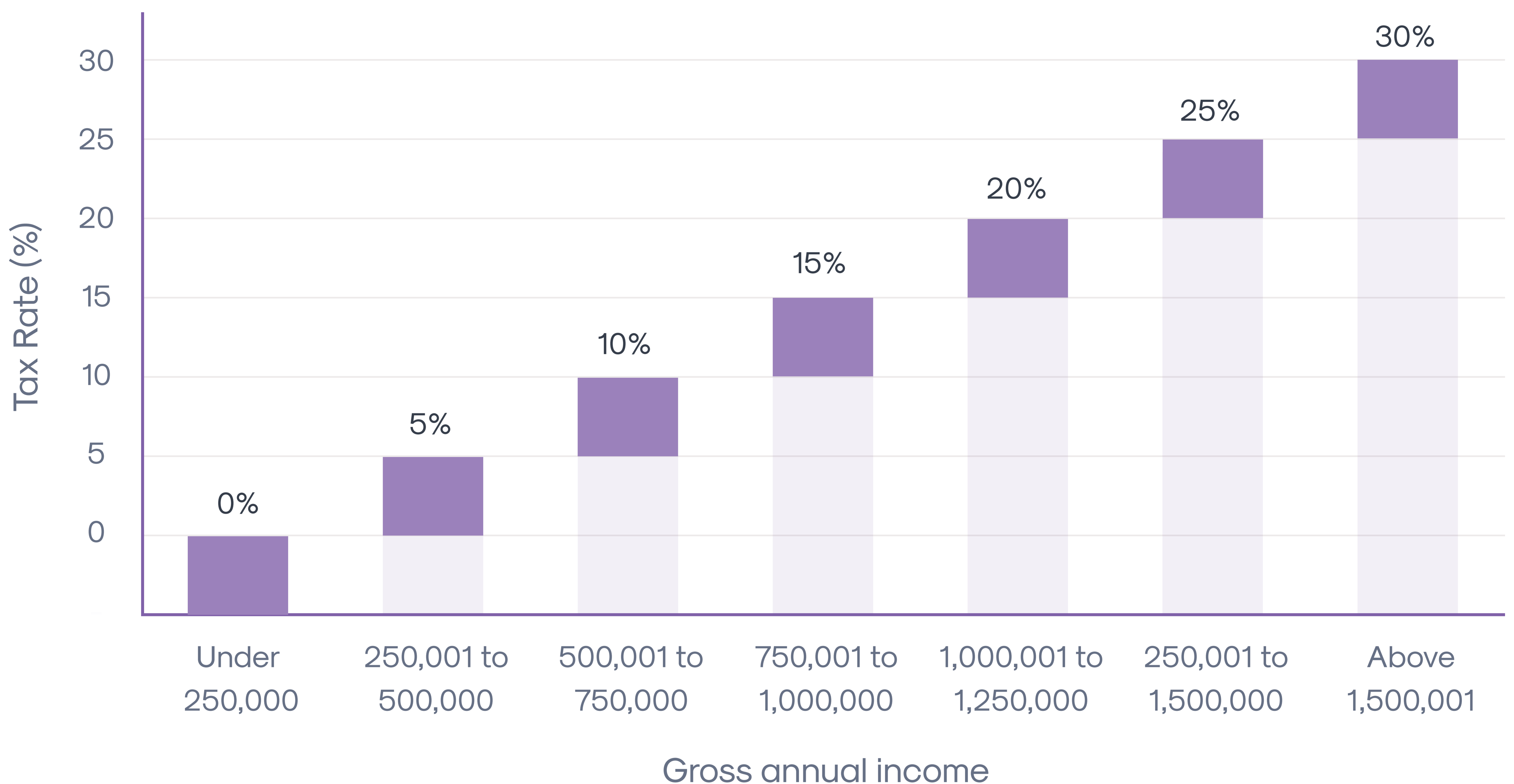
Social security covers sick leave payments of up to 70% of an employee's base rate.

Taxes in India

Personal income in India is taxed in slab rates with the following structure:

Gross annual income	Tax rate (%)
0 to 250,000	0%
250,001 to 500,000	5%
500,001 to 750,000	10%
750,001 to 1,000,000	15%
1,000,001 to 1,250,000	20%
1,250,001 to 1,500,001	25%
Above 1,500,000	30%

Additionally, an alternate personal tax regime was implemented on April 1, 2020, that introduced lower tax rates with no deductions and exemptions following the structure below:



How Skuad can Help You Build Tech Teams in India

Skuad's global HR and payroll processing solutions can assist in the recruitment, management, and payment of remote teams in India. The biggest hurdle preventing you from seamlessly hiring, managing, and paying remote workers in India is compliance. The country's local labor laws comprehensively cover every aspect of employment practice, and running afoul of legislation opens you up to costly penalties and legal fees. Skuad's in-country expertise guarantees compliance while providing you with the platform to build international teams so you can focus on scaling your company.

Skuad is an Employer of Record (EOR) in India. Book a demo with Skuad today to see for yourself how your business can effortlessly build a tech team in India.

Salary Benchmarks in India for Tech Jobs	Entry Level	US  Entry Level	Mid Level	US  Mid Level	Senior Level	US  Senior Level
Engineering						
Back End Developer	\$9,029	\$94,909	\$14,189	\$117,000	\$29,129	\$155,000
Blockchain Developers / Architects	\$9,352	\$121,875	\$10,642	\$146,250	\$64,825	\$180,350
Python Developer	\$7,739	\$121,875	\$12,899	\$95,983	\$26,181	\$112,623
Database Administrator	\$6,784	\$76,783	\$11,609	\$97,500	\$20,638	\$131,400
Front-End Developer	\$7,492	\$95,722	\$12,658	\$119,224	\$25,328	\$139,970
Full Stack Engineer	\$8,424	\$69,839	\$12,897	\$110,138	\$25,795	\$145,000
Mobile App Developer	\$5,639	\$69,839	\$9,029	\$98,838	\$19,348	\$124,154
Site Reliability Engineering (SRE) Experts	\$16,126	\$77,056	\$21,286	\$88,901	\$38,701	\$103,802
Software Engineer / Developer	\$5,804	\$57,315	\$9,584	\$72,790	\$23,218	\$87,118
Networking and Cloud Computing						
Cloud Architect / Engineer	\$9,675	\$127,564	\$16,770	\$150,000	\$29,025	\$185,250
Computer Systems Analyst	\$5,804	\$41,273	\$12,899	\$59,738	\$24,507	\$101,992
DevOps Specialists / Engineer	\$10,214	\$51,197	\$16,770	\$71,770	\$32,250	\$92,424
Cybersecurity / Information Security Analyst	\$7,739	\$60,162	\$14,511	\$72,410	\$20,638	\$85,690
Network and Computer Systems Administrator	\$6,578	\$96,594	\$9,158	\$117,800	\$15,865	\$140,916
Network Architect	\$17,416	\$115,144	\$25,801	\$135,185	\$38,701	\$175,000
Data and Analytics						
Data Scientist / Engineer	\$12,253	\$59,513	\$19,694	\$73,222	\$35,468	\$84,523
Machine Learning Engineer / AI Specialists	\$11,610	\$100,813	\$16,125	\$123,134	\$35,797	\$148,999
Sales/Marketing						
Tech Sales Engineer	\$3,386	\$70,000	\$4,837	\$90,000	\$15,530	\$137,500
Management						
Product Manager	\$10,319	\$56,990	\$17,413	\$72,466	\$37,352	\$81,522
Software Testing						
Quality Assurance / Test Automation Engineer	\$6,396	\$90,000	\$10,233	\$106,398	\$22,385	\$137,856

* Salary benchmark extrapolated from a comparable job role.

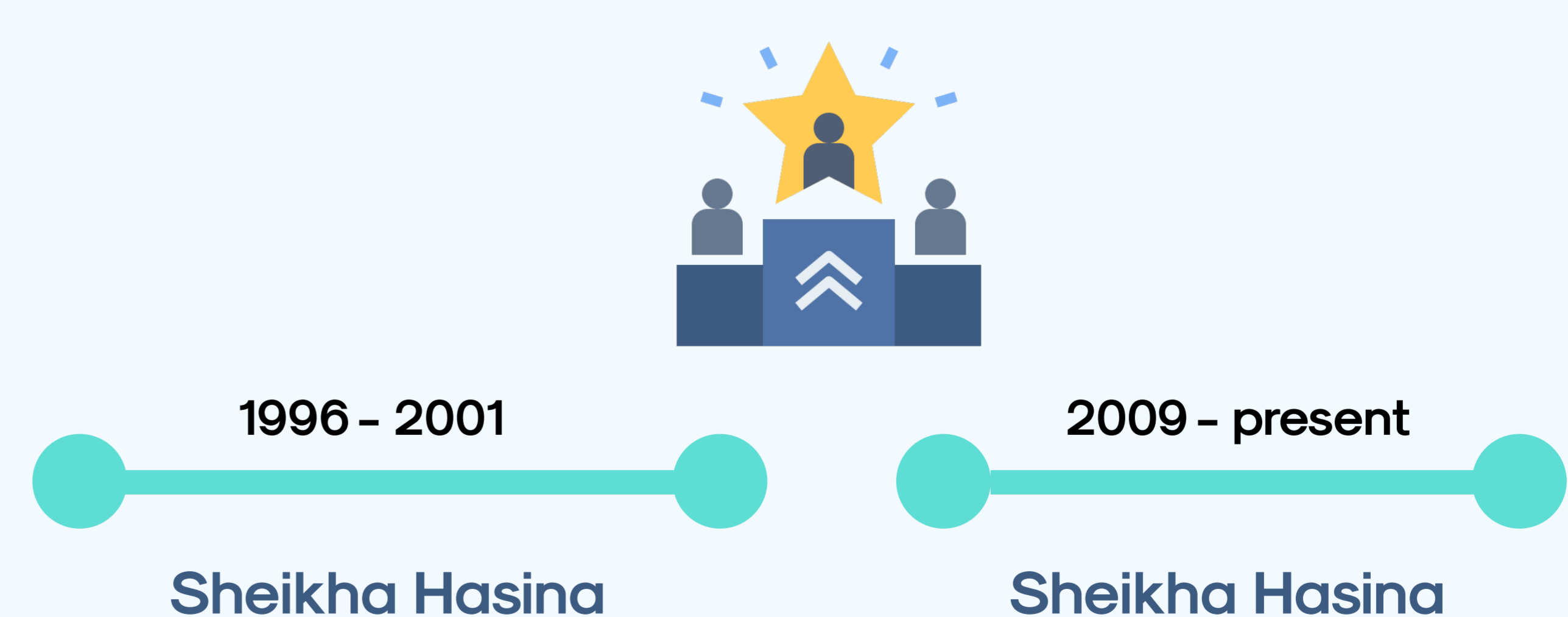


Bangladesh

Did you know?

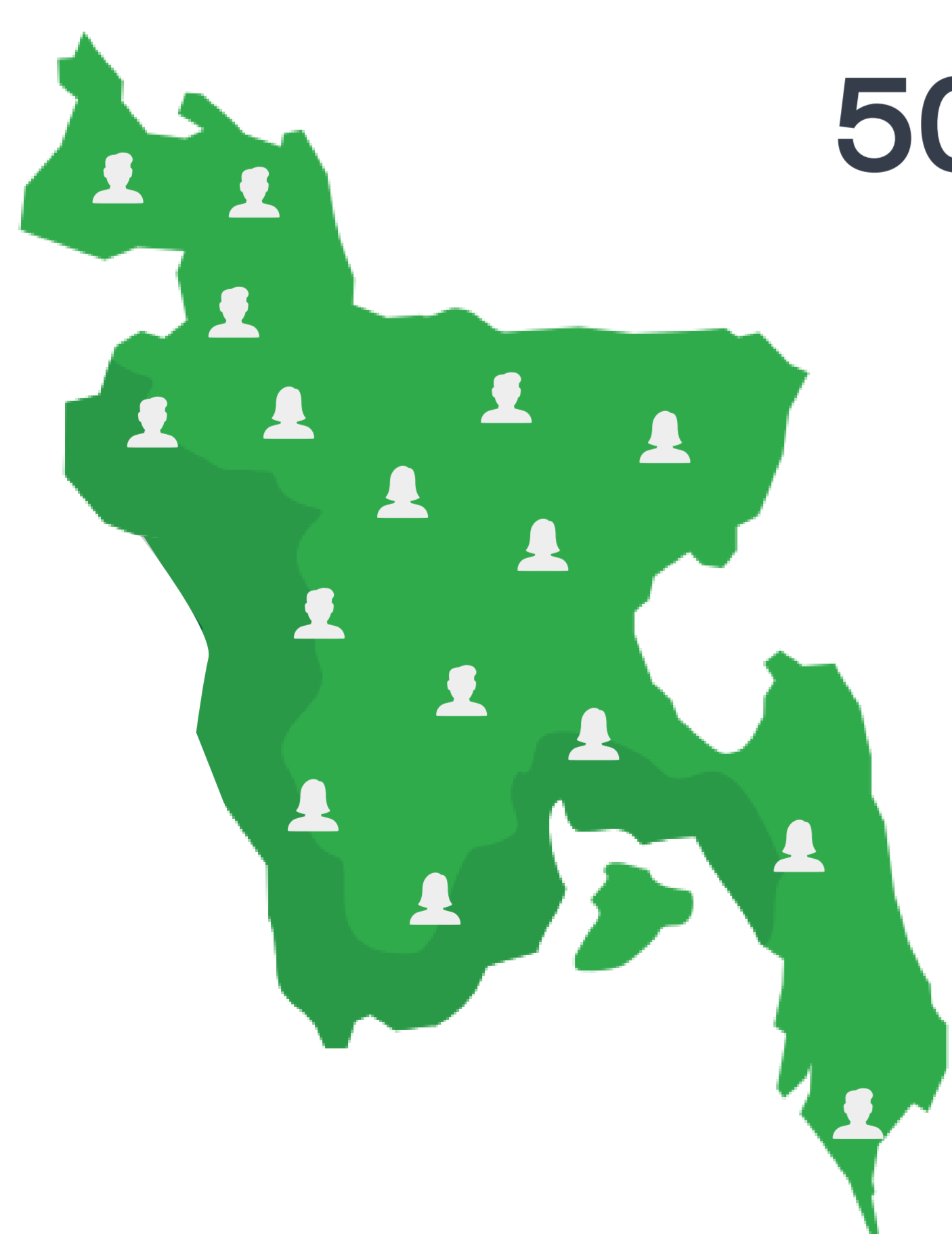
- There are six distinct seasons in Bangladesh, each with unique crops, lifestyles, and festivals: Summer, the Monsoon, the Autumn, the Late Autumn, the Winter, and the Spring. This has earned Bangladesh the moniker “the playground of seasons.”
- Grameen Bank in Bangladesh was the first institution in the world to offer microcredit in the form of its founder starting a “village bank” for rural women in the 1970s, which eventually evolved into a fully fledged bank and mobile operator. Founder Mohammed Yunus earned a Nobel Peace Prize in 2006 for his work.
- Globally, Bangladesh is the second-largest exporter of textiles to Western countries. The nation’s textile sector exports to Europe and the USA in a 60/40 split.

Bangladesh has had female leaders for about half of its independence, starting in 1971. Notable among them is one of the longest serving female leaders in service, **Sheikha Hasina, who served as prime minister from 1996 to 2001 and again from 2009 onward.**



The country sports the longest beach in Asia, Cox's Bazar in the Bay of Bengal, but due to the conservative nature of the country's citizens, tourists do not don swimwear when visiting.

Bangladesh in South Asia has a thriving outsourcing sector that continues to grow and outpace development of many other industries in the country. The local government is supporting the offshoring of IT roles by subsidizing resources and tax holidays, and smoothing inroads to doing business in the country. Notably, Bangladesh's BPO companies boast low attrition rates that are under 10%, which is a common problem in customer service sectors. Indeed, Bangladesh supplies 16% of the world's online workforce, making it the second largest supplier of online labor. Over half a million freelancers are generating in excess of \$100 million in Bangladesh — making it the eighth largest pool of freelance talent in the world.



**500k Freelancers
Generating**

\$100
million

Employment Contracts in Bangladesh

In Bangladesh, employers must provide a written contract in the local language that details the terms of the employee's compensation, benefits, and requirements for termination. The job offer and contracts should always indicate the compensation an employee receives in local currency.



Clerical work in Bangladesh entitles employees to six months of probation, whereas for other workers it can be up to three months. Notice of termination is 120 days for monthly employees and 60 days for others.

Working Hours in Bangladesh

A typical work week in Bangladesh typically spans 48 hours spread over eight-hour work days. In some cases, adult employees may render overtime and work for a total of 60 hours per week. They are paid double their usual rate for overtime.



48hrs
Week



8hrs
Day



60hrs
Week

Paid double their usual rate for overtime

Paid Time Off in Bangladesh

Employees in Bangladesh earn paid leave credits after a set amount of days worked, and this varies by industry:

- Commercial establishment, shop, factory, or transport employees: 1 leave credit earned after 18 days of work
- Newspaper employee: 1 leave credit earned after 11 days of work
- Tea plantation employee: 1 leave credit earned after 22 days of work

These leave credits may be carried over to the following year. A total of 60 unused leave credits can be carried over, but factory workers can only carry over 40 leave credits.

Taxes in Bangladesh

Personal income in Bangladesh is taxed in progressive rates separated by income brackets with the following structure:

Gross annual income	Tax rate (%)
BDT 0 to 300,000	0%
BDT 300,001 to 400,000	5%
BDT 400,001 to 700,000	10%
BDT 700,001 to 1,100,000	15%
BDT 1,100,001 to 1,600,000	20%
Above BDT 1,600,000	25%

How Skuad can Help You Build Tech Teams in Bangladesh

Make the recruitment, management, and payroll processing of remote teams in Bangladesh easy and hassle-free through Skuad's global HR and payroll services. Skuad is an EOR in the country, and can help you with the one significant hurdle you need to overcome to successfully engage with remote employees in Bangladesh: compliance to local employment legislation. Bangladesh's local labor laws govern every part of local employment practice, and noncompliance to mandatory guidelines can open you up to hefty legal fines and fees. This is where Skuad's in-country expertise and experience can help. Skuad does the heavy lifting in terms of compliance so you can focus 100% on your business goals.

Book a demo with Skuad now to witness for yourself how you can readily build a tech team in Bangladesh.

Salary Benchmarks in India for Tech Jobs	Entry Level	US  Entry Level	Mid Level	US  Mid Level	Senior Level	US  Senior Level
Engineering						
Back End Developer	\$1,422	\$94,909	\$3,082	\$117,000	\$4,902	\$155,000
Blockchain Developers / Architects	\$1,660	\$121,875	\$3,605	\$146,250	\$5,732	\$180,350
Python Developer	\$2,149	\$79,874	\$6,747	\$95,983	\$12,169	\$112,623
Database Administrator	\$1,854	\$76,783	\$3,332	\$97,500	\$4,492	\$131,400
Front-End Developer	\$1,269	\$95,722	\$2,753	\$119,224	\$4,377	\$139,970
Full Stack Engineer	\$2,638	\$92,629	\$3,764	\$110,138	\$4,492	\$145,000
Mobile App Developer	\$1,535	\$69,839	\$3,332	\$98,838	\$5,288	\$124,154
Site Reliability Engineering (SRE) Experts	\$5,486	\$77,056	\$10,918	\$88,901	\$20,471	\$103,802
Software Engineer / Developer	\$1,604	\$57,315	\$3,491	\$72,790	\$5,561	\$87,118
Networking and Cloud Computing						
Cloud Architect / Engineer	\$1,558	\$127,564	\$3,389	\$150,000	\$5,391	\$185,250
Computer Systems Analyst	\$1,592	\$41,273	\$3,469	\$59,738	\$5,516	\$101,992
DevOps Specialists / Engineer	\$6,141	\$51,197	\$9,553	\$71,770	\$13,647	\$92,424
Cybersecurity / Information Security Analyst	\$3,378	\$60,162	\$4,276	\$72,410	\$5,015	\$85,690
Network and Computer Systems Administrator	\$1,456	\$96,594	\$3,173	\$117,800	\$5,038	\$140,916
Network Architect	\$2,638	\$115,144	\$3,537	\$135,185	\$4,231	\$175,000
Data and Analytics						
Data Scientist / Engineer	\$2,650	\$59,513	\$5,755	\$73,222	\$9,155	\$84,523
Machine Learning Engineer / AI Specialists	\$3,412	\$100,813	\$6,483	\$123,134	\$11,941	\$148,999
Sales/Marketing						
Tech Sales Engineer	\$1,524	\$70,000	\$3,321	\$90,000	\$5,277	\$137,500
Management						
Product Manager	\$2,491	\$56,990	\$5,425	\$72,466	\$8,621	\$81,522
Software Testing						
Quality Assurance / Test Automation Engineer	\$1,333	\$70,000	\$3,321	\$90,000	\$5,277	\$137,500

* Salary benchmark extrapolated from a comparable job role.



China

Did you know?

- China has the largest population in the world. Projected to breach 1.4 billion by the end of 2022, China is home to 56 officially-recognized ethnic groups, of which the Han make up the majority.
- As an economic powerhouse, China has 18 cities with a population north of ten million people. Shanghai, its most populous, houses an astounding 24 million people.
- Industrialization in China continues unabated to this day, so much so that the country is estimated to build five skyscrapers every five days. Come 2030,





China expects to have built 1,500 buildings over 150 meters tall in addition to all its already existing skyscrapers.

China is the origin of toilet paper, invented some time around the sixth century AD. Before being used for personal hygiene, this material had been used as wrapping and padding in ancient China since the 2nd century BC.

- Despite the association, fortune cookies did not originate from China. As far as it is known, fortune cookies were the invention of a Japanese entrepreneur who immigrated to San Francisco, California.

The economic and socio-political giant that is the People's Republic of China is also active in the outsourcing scene. In 2021, Chinese firms reportedly closed outsourcing deals to the tune of \$150.47 billion for the first half of the year, indicating a year-on-year increase of 27.8% from the same period in 2020.

Even during the formative years of the Chinese outsourcing industry in the early to late 2000s, China had already been drawing in billions of dollars. In 2007, for instance, work offshored to China brought revenues totaling \$2.3 billion. **Despite the authoritarian regime and the Great Firewall, China ranks number 31 out of 190 countries in the Ease of Doing Business index.**

Ease of Doing Business index	Rank
 Spain	30
 China	31
 France	32
 Turkey	33

Couple that with high global competitiveness and an increasing rate of digital transformation branching out from key cities, and China continues to be an appealing prospect for outsourcing tech jobs.

Employment Contracts in China

Unless an employee is part-time (working 24 hours or less every week), they need to be provided a written contract for employment in China. In fact, employers must furnish a properly written contract within one month of employing a worker lest they owe the employee double the wages for every month without an official document. Contracts in China are typically fixed-term, open-ended, or essentially project-based.

Probation periods depend on the length of the contract:

- Contracts lasting fewer than three months require no probation period
- Contracts lasting more than three months up to a maximum of one year require a one-month probation period
- Contracts of more than one year but fewer than three years require a two-month probation period
- Contracts of more than three years and open-ended contracts require a six-month probation period

Employees must be given 30 days' notice for termination, or three days' notice if under probation.

Working Hours in China

China implements three systems of working hours: a standard system, a comprehensive system, and a flexible system. In both the standard and comprehensive system, employees typically work eight hours per work day to a maximum of 44 hours per week.


The key difference is that in the comprehensive system, work hours are calculated based on a specific period (e.g., week, month, or quarter). The flexible system has no set hours and is usually reserved for senior management.

Paid Time Off in China

At a minimum, employees in China are entitled to the following paid time off:

 **5 days**

One to ten years in aggregation

 **10 days**

Ten to 20 years in aggregation

 **15 days**

Over 20 years in aggregation

While there are no local labor laws pertaining to sick leaves, employers typically implement individual agreements with employees in addition to paid vacation as detailed above.

Taxes in China




Personal income in China is taxed in progressive rates dictated by income brackets with the following structure:

Gross annual income	Tax rate (%)
CNY 0 to CNY 36,000	3%
CNY 36,000 to CNY 144,000	10%
CNY 144,000 to CNY 300,000	20%
CNY 300,000 to CNY 420,000	25%
CNY 420,000 to CNY 660,000	30%
CNY 660,000 to CNY 960,000	35%
Above CNY 960,000	45%

How Skuad can Help You Build Tech Teams in China

Hiring, managing, and paying remote teams in China requires an understanding of the local labor laws that govern every aspect of employment practice in the country. The leading global HR and payroll processing solutions offered by Skuad as an EOR makes it easy for you to build your remote tech teams while staying compliant with local employment legislation.

Schedule a demo with Skuad and see how you can leverage China's booming outsourcing industry for your business growth.

Salary Benchmarks in China for Tech Jobs	Entry Level	US  Entry Level	Mid Level	US  Mid Level	Senior Level	US  Senior Level
Engineering						
Back End Developer	\$12,977	\$94,909	\$36,628	\$117,000	\$72,581	\$155,000
Blockchain Developers / Architects	\$23,896	\$121,875	\$47,942	\$146,250	\$5,732	\$74,228
Python Developer	\$41,940	\$79,874	\$59,368	\$95,983	\$74,539	\$112,623
Database Administrator	\$27,331	\$76,783	\$49,286	\$97,500	\$66,462	\$131,400
Front-End Developer	\$21,762	\$95,722	\$43,524	\$119,224	\$67,522	\$139,970
Full Stack Engineer	\$37,224	\$92,629	\$52,693	\$110,138	\$66,157	\$145,000
Mobile App Developer	\$34,472	\$69,839	\$47,891	\$98,838	\$59,883	\$124,154
Site Reliability Engineering (SRE) Experts	\$46,676	\$77,056	\$54,916	\$88,901	\$63,156	\$103,802
Software Engineer / Developer	\$28,227	\$57,315	\$52,124	\$72,790	\$78,708	\$87,118
Networking and Cloud Computing						
Cloud Architect / Engineer	\$36,940	\$127,564	\$52,368	\$150,000	\$65,803	\$185,250
Computer Systems Analyst	\$22,104	\$41,273	\$48,091	\$59,738	\$76,319	\$101,992
DevOps Specialists / Engineer	\$33,957	\$51,197	\$47,929	\$71,770	\$60,176	\$92,424
Cybersecurity / Information Security Analyst	\$41,679	\$60,162	\$58,574	\$72,410	\$73,421	\$85,690
Network and Computer Systems Administrator	\$25,772	\$96,594	\$36,010	\$117,800	\$45,101	\$140,916
Network Architect	\$47,500	\$115,144	\$66,947	\$135,185	\$83,985	\$175,000
Data and Analytics						
Data Scientist / Engineer	\$44,507	\$59,513	\$87,221	\$73,222	\$134,417	\$84,523
Machine Learning Engineer / AI Specialists	\$33,833	\$100,813	\$47,753	\$123,134	\$59,956	\$148,999
Sales/Marketing						
Tech Sales Engineer	\$23,538	\$70,000	\$41,847	\$90,000	\$53,961	\$137,500
Management						
Product Manager	\$16,485	\$56,990	\$36,972	\$72,466	\$64,360	\$81,522
Software Testing						
Quality Assurance / Test Automation Engineer	\$22,507	\$70,000	\$42,481	\$90,000	\$64,541	\$137,500



Philippines

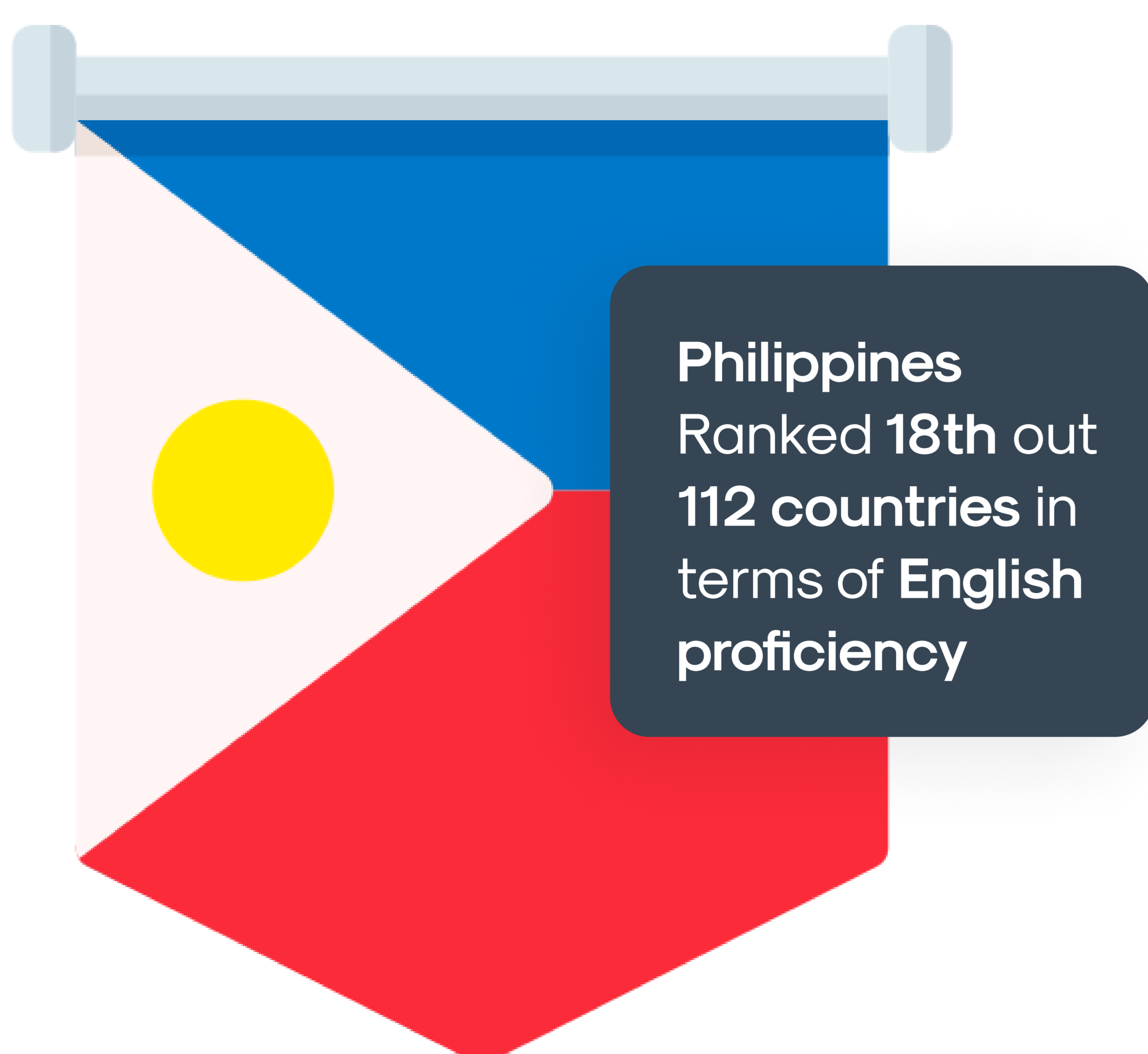
Did you know?

- The Philippines boasts three of the world's largest shopping malls: SM Megamall, SM North Edsa, and SM Mall of Asia. A testament to the leisure-seeking nature of Filipinos, the largest one, SM North Edsa, spans 498,000 square meters — making it larger than Vatican City.
- The Philippines is the “social media capital of the world,” owing to its citizens' penchant for using social media platforms and services. Prior, the country was also dubbed “text capital of the world.”
- Christmas comes early in the Philippines, as Filipinos are known to start dusting off Christmas designs and paraphernalia as early as September. Songs from local singer Jose Mari Chan and international superstar Mariah Carey have become memes online regarding how their Christmas songs take over the country as soon as August ends.

Filipinos have long been fans of basketball, so much so that the Philippines is home to Asia's first basketball league. It's also the second oldest league in the world, directly following the United States' NBA.

- The world's longest navigable underground river, the Puerto Princesa Subterranean River National Park, is a popular tourist destination in the archipelago. It stretches 14.9 miles under mountains.

The Philippines is one of the most mature outsourcing markets not just in APAC, but in the world, accounting for 10% to 15% of the global BPO market. The country actually beats India in being the top destination for BPO contact centers. A major contributing factor to this phenomenon is the country's proficiency in the English language — the Philippines' national languages are Tagalog and English, and two-thirds of the population is conversational to fluent. In fact, the Philippines is ranked 18th out of 112 countries in terms of English proficiency, and second in Asia.



Outsourcing is a living movement in the Philippines, with an estimated 1.3 million workers employed in over a thousand BPO companies in 2019 alone. Sources estimate they generate \$30 billion for the country's economy annually, and is set to only increase, given that the outsourcing market in the Philippines is growing by 8% to 10% annually. The Pearl of the Orient is also home to a growing freelancing industry separate from and overlapping with the BPO scene, thriving on a platform and agency-driven economy driven by companies from the likes of the US, Australia, and many parts of Europe.

Employment Contracts in Philippines

In the Philippines, contracts are generally categorized into regular employment of indefinite term and project-based employment that may either be fixed period, term-based, or seasonal. Probationary periods are considered a type of employment contract; altogether, the country uses five types of contracts.

Probationary periods in the Philippines cannot exceed six months; however, apprenticeship contracts may go for longer. Notice of termination is 30 days for regularly-employed personnel.

Working Hours in Philippines

Working hours in the Philippines are capped at 48 hours per week, typically spread over eight-hour work days. Employees are entitled to an hour of unpaid meal break, or 20 minutes of paid break. Common practice is to provide a scheduled and unpaid one hour lunch break and one or two paid 15-minute breaks during other stretches of work.



48hrs
Week



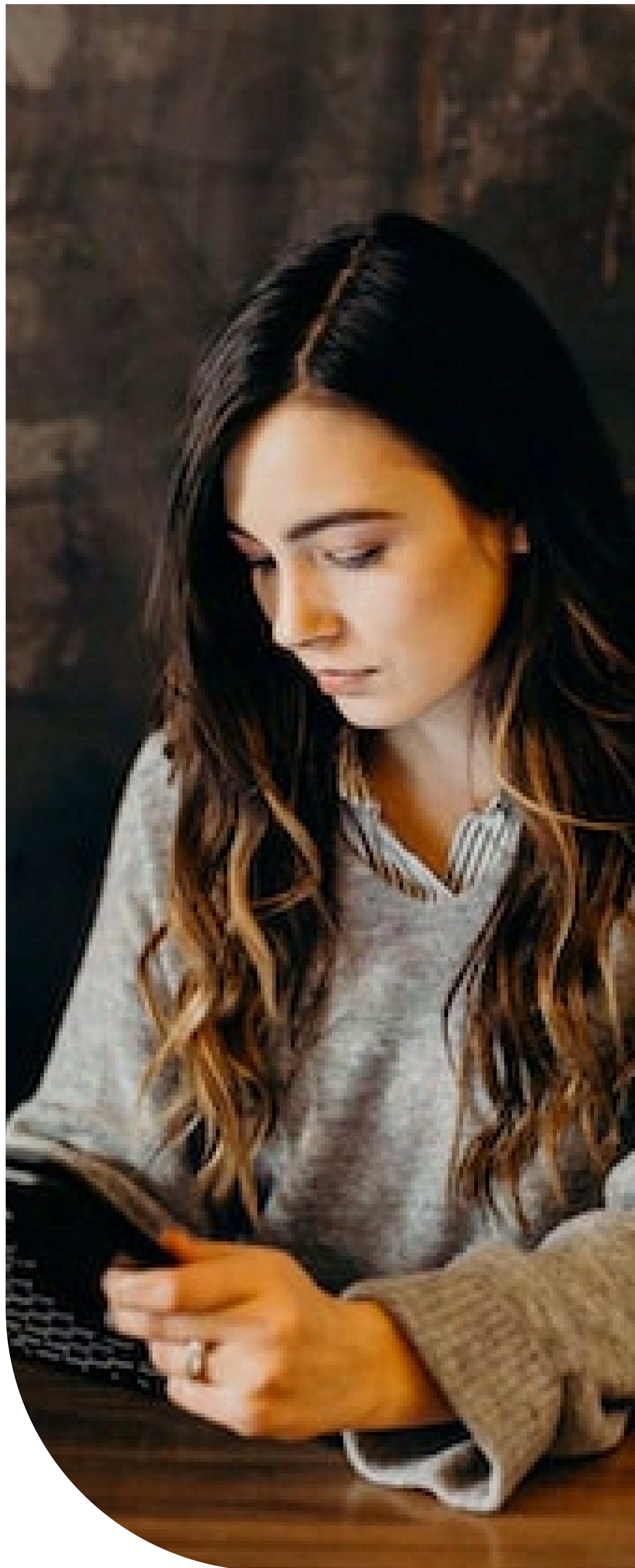
1hr
Break



20min
Paid break

Paid Time Off in Philippines

Employees in the Philippines are entitled to at least 12 days of paid leave annually. There are no statutory guidelines for sick leave; however, employers and/or bargaining agreements typically grant a set amount of paid sick leave.



Taxes in Philippines




Come 2023, personal income in the Philippines will be taxed in slab rates alongside tax on excess dictated by income brackets with the following structure:

Gross annual income	Tax rate (%)
PHP 0 to PHP 250,000	0%
PHP 250,000 to PHP 400,000	15%
PHP 400,000 to PHP 800,000	20%
PHP 800,000 to PHP 2,000,000	25%
PHP 2,000,000 to PHP 8,000,000	30%
Above PHP 8,000,000	35%

How Skuad can Help You Build Tech Teams in Philippines

The biggest challenge you face when building remote teams in the Philippines is compliance concerns. Despite the local government making its workforce and infrastructure attractive and conducive to outsourcing and offshoring, there are still a lot of mandatory requirements you need to navigate to recruit, manage, and pay remote tech workers in the Philippines. Skuad's global HR platform and payroll processing platform lets you seamlessly and compliantly build and pay remote teams in the Philippines.

Book a demo with Skuad today and you can see for yourself how to compliantly and quickly build a tech team in the Philippines.

Salary Benchmarks in Philippines for Tech Jobs	Entry Level	US  Entry Level	Mid Level	US  Mid Level	Senior Level	US  Senior Level
Engineering						
Back End Developer	\$8,019	\$94,909	\$10,310	\$117,000	\$13,173	\$155,000
Blockchain Developers / Architects	\$4,238	\$121,875	\$9,202	\$146,250	\$14,643	\$74,228
Python Developer	\$4,811	\$79,874	\$10,462	\$95,983	\$16,629	\$112,623
Database Administrator	\$4,391	\$76,783	\$9,546	\$97,500	\$15,159	\$131,400
Front-End Developer	\$7,639	\$95,722	\$9,620	\$119,224	\$14,712	\$139,970
Full Stack Engineer	\$9,164	\$92,629	\$10,882	\$110,138	\$16,037	\$145,000
Mobile App Developer	\$8,019	\$69,839	\$12,600	\$98,838	\$14,892	\$124,154
Site Reliability Engineering (SRE) Experts	\$8,112	\$77,056	\$11,391	\$88,901	\$14,236	\$103,802
Software Engineer / Developer	\$7,732	\$57,315	\$10,023	\$72,790	\$14,892	\$87,118
Networking and Cloud Computing						
Cloud Architect / Engineer	\$13,659	\$127,564	\$18,723	\$150,000	\$23,227	\$185,250
Computer Systems Analyst	\$7,115	\$41,273	\$8,019	\$59,738	\$13,632	\$101,992
DevOps Specialists / Engineer	\$8,051	\$51,197	\$11,387	\$71,770	\$14,267	\$92,424
Cybersecurity / Information Security Analyst	\$6,873	\$60,162	\$11,455	\$72,410	\$17,337	\$85,690
Network and Computer Systems Administrator	\$9,352	\$96,594	\$13,095	\$117,800	\$16,365	\$140,916
Network Architect	\$11,524	\$115,140	\$16,278	\$135,185	\$20,377	\$175,000
Data and Analytics						
Data Scientist / Engineer	\$7,274	\$59,513	\$15,808	\$73,222	\$25,201	\$84,523
Machine Learning Engineer / AI Specialists	\$5,537	\$100,813	\$12,047	\$123,134	\$19,092	\$148,999
Sales/Marketing						
Tech Sales Engineer	\$4,238	\$70,000	\$9,221	\$90,000	\$14,663	\$137,500
Management						
Product Manager	\$8,591	\$56,990	\$12,601	\$72,466	\$16,037	\$81,522
Software Testing						
Quality Assurance / Test Automation Engineer	\$8,346	\$70,000	\$10,186	\$90,000	\$13,581	\$137,500



Singapore

Did you know?

- Singapore locals speak what they call Singlish, a combination of English and Singaporean in every sense: from multicultural influences to micro-expressions like “lah” interjected into English conversation.
- Singapore is not a single island, but a collection of 64 islands. Most of these are uninhabited, but there are a few notable exceptions, such as the resort island of Sentosa.
- The world’s first night zoo debuted in Singapore. Called the Night Safari, Singapore’s night zoo opened in 1994 to welcome tourists to a 35-hectare park with over a thousand animals from over 100 species.
- Only three city-states remain in the world: Vatican City, Monaco, and Singapore. True to form, all three are miniscule in land area; Singapore is only 682.7 square kilometers and is one of the 20 smallest countries in the world.

Skyscrapers in Singapore cannot exceed a height of 280 meters. To date, only three buildings in the country max out at that limit: OUB Center, UOB Plaza, and Republic Plaza.

The sovereign islands that make up the Republic of Singapore have been active in outsourcing since the early 2000s. In 2003, DBM bank outsourced functions to Singapore-based IBM, including infrastructure management and data centers, among others.

Since then, Singapore has been an attractive destination for outsourcing, especially for data centers, business continuity, disaster recovery, and other value-added IT services. Of course, it doesn't hurt that the country consistently ranks highly in indices such as the Ease of Doing Business, and also remains a highly developed and competitive economy.

BPO services in Singapore were projected to breach \$2.1 billion in revenues in 2020, growing at a sustained pace of 1.9% CAGR through five years from 2016 to 2020. One of the most advanced and competitive economies included in this list, many companies building remote tech teams in Singapore can expect a level of technological acuity, business sense, and overall international work culture that is similar to their own, which makes it an even more promising outsourcing destination.

Employment Contracts in Singapore

In Singapore, a contract is any oral or written agreement between employer and employee, which means any agreement documentation that details terms of employment can be seen as a contract, including appointment letters or offer letters. So long as any terms within these contracts are not expressly illegal as deemed by Singaporean law and they follow the guidelines of the country's Employment Act, both parties can negotiate the addition of any specifics.

The most common agreements in Singapore are permanent and part-time contracts, fixed-term and agency or leased contracts, and interns, apprentices, or trainees.

While Singapore's Employment Act does not contain mandatory guidelines for probationary periods, it is customary for employees to undergo a period of three to six months of probation. In the same vein, while there are no statutory requirements regarding notice of termination, it is common practice to give employees two weeks' notice.

Working Hours in Singapore

Employees in Singapore are entitled to work no more than eight hours a day for a total of 44 hours a week. They are also entitled to take a break after six continuous work hours. Employees can add four hours of overtime per day, where necessary and agreed upon by employers. Customarily, employees in Singapore either work from 9 a.m. to 6 p.m or 7 p.m. Monday to Friday, or generally nine to ten hours on weekdays and then a half-day on Saturdays.



44hrs
Week



1hr
Break



9-10hrs
Day

An additional day is earned for every year of employment thereafter. Accrued leaves must be used within 12 months of every continuous year of employment or they are forfeited.

Furthermore, paid sick leave is implemented following the below scheme:

- Workers employed for at least three months: 5 days of sick leave with 15 days of hospitalization leave
- Workers employed for at least four months: 8 days of sick leave with 30 days of hospitalization leave
- Workers employed for at least five months: 11 days of sick leave with 45 days of hospitalization leave
- Workers employed for at least six months: 14 days of sick leave with 60 days of hospitalization leave

Paid Time Off in Singapore

Employees in Singapore that have worked for at least three months are entitled to paid time off depending on contractual agreement, but generally amounting to a minimum of seven days during the first year of employment.

Taxes in Singapore

Personal income in Singapore is taxed in progressive rates dictated by income brackets with the following structure, including changes for the highest income brackets effective 2024:




Gross annual income	Tax rate (%)
SGD 0 to SGD 20,000	0%
SGD 20,000 to SGD 30,000	2%
SGD 30,000 to SGD 40,000	3.5%
SGD 40,000 to SGD 80,000	7%
SGD 120,000 to SGD 160,000	11.5%
SGD 160,000 to SGD 200,000	15%
SGD 200,000 to SGD 240,000	18%
SGD 240,000 to SGD 280,000	19%
SGD 280,000 to SGD 320,000	19.5%
SGD 280,000 to SGD 320,000	20%
SGD 320,000 to SGD 500,000	22%
SGD 500,000 to SGD 1,000,000	23%
Above SGD 1,000,000	24%

How Skuad can Help You Build Tech Teams in Singapore

Navigating Singapore's Employment Act as well as common practices can hamper your business growth. Understanding the ins and outs of local labor laws requires significant in-house resource focus, and it's typically better offloaded to trusted EOR partners like Skuad. Skuad can help you set up remote teams in Singapore easily and compliantly,

so you can focus on what you do best: running your business.

Schedule a demo with Skuad now to plan your remote tech team in Singapore.

Salary Benchmarks in Singapore for Tech Jobs	Entry Level	US  Entry Level	Mid Level	US  Mid Level	Senior Level	US  Senior Level
Engineering						
Back End Developer	\$34,859	\$94,909	\$52,288	\$117,000	\$69,717	\$155,000
Blockchain Developers / Architects	\$32,462	\$121,875	\$60,131	\$146,250	\$90,777	\$74,228
Python Developer	\$31,373	\$79,874	\$68,265	\$95,983	\$108,207	\$112,623
Database Administrator	\$35,803	\$76,783	\$68,846	\$97,500	\$105,302	\$131,400
Front-End Developer	\$30,549	\$95,722	\$56,559	\$119,224	\$85,739	\$139,970
Full Stack Engineer	\$54,122	\$92,629	\$77,143	\$110,138	\$96,191	\$145,000
Mobile App Developer	\$35,367	\$69,839	\$65,505	\$98,838	\$98,766	\$124,154
Site Reliability Engineering (SRE) Experts	\$39,912	\$77,056	\$76,863	\$88,901	\$108,497	\$103,802
Software Engineer / Developer	\$37,037	\$57,315	\$47,930	\$72,790	\$69,717	\$87,118
Networking and Cloud Computing						
Cloud Architect / Engineer	\$63,973	\$127,564	\$88,108	\$150,000	\$108,782	\$185,250
Computer Systems Analyst	\$30,138	\$41,273	\$65,578	\$59,738	\$104,576	\$101,992
DevOps Specialists / Engineer	\$50,598	\$51,197	\$71,911	\$71,770	\$89,666	\$92,424
Cybersecurity / Information Security Analyst	\$57,514	\$60,162	\$81,387	\$72,410	\$101,316	\$85,690
Network and Computer Systems Administrator	\$43,798	\$96,594	\$61,621	\$117,800	\$76,647	\$140,916
Network Architect	\$65,526	\$115,14	\$92,992	\$135,185	\$115,858	\$175,000
Data and Analytics						
Data Scientist / Engineer	\$45,752	\$59,513	\$59,843	\$73,222	\$74,667	\$84,523
Machine Learning Engineer / AI Specialists	\$59,270	\$100,813	\$84,358	\$123,134	\$105,187	\$148,999
Sales/Marketing						
Tech Sales Engineer	\$34,132	\$70,000	\$63,181	\$90,000	\$95,135	\$137,500
Management						
Product Manager	\$43,573	\$56,990	\$54,466	\$72,466	\$69,717	\$81,522
Software Testing						
Quality Assurance / Test Automation Engineer	\$30,477	\$70,000	\$59,729	\$90,000	\$92,223	\$137,500



Vietnam

Did you know?

- Vietnam is home to one of the largest cave systems discovered to date: Son Doong in Phong Nha-Ke Bang National Park. **Son Doong is a cave system of 150 caves spanning 5.5 miles, at times 650 ft. wide and 500 ft. tall, featuring giant stalagmites and prehistoric algae.**
- There is no legal age limit for drinking alcohol in Vietnam. Perhaps not so coincidentally, **it is the third-largest beer-consuming country in Asia — and one of the top-five happiest countries in the world!**
- Vegetarianism is commonplace among Vietnam's Buddhist citizens,

many of whom habitually switch to vegetarian diets to support earnest prayers and wishes. The actual monks are full-time vegetarians, though.

The body of the first president of Vietnam, Ho Chi Minh, is embalmed and on display for the public to visit in a mausoleum in the capital of Hanoi. The mausoleum is usually a destination of religious pilgrimage.

- Vietnam is officially a communist regime, making it one of the **five last communist countries in the world, along with China, Cuba, Laos, and hermit kingdom North Korea.**

The Socialist Republic of Vietnam is an IT outsourcing hotspot with a still-growing ICT sector that makes it even more attractive to interested parties. In 2010, Vietnam made Gartner's list of the top 30 IT offshoring destinations. In 2015 and in the same list, Vietnam rose up to the top five. **The country's ICT sector ballooned in the next five years, recording a 26% growth rate in the last half-decade by 2019 with revenues of around \$110 billion — a nearly 10% year-on-year growth from 2018.** While considered as an emerging outsourcing hub compared to the likes of India and its neighbor, the Philippines, research firms like PwC have observed since 2017 that the country's BPO industry was a magnet pulling in foreign investments. Vietnam owes its BPO edge to a generally favorable business environment as well as its workforce's language and technical skills. **The country annually churns out 400,000 IT engineering grads from 153 IT institutions.** With most economic indicators in Asia pointing to sustained growth in the region after the pandemic, you can expect Vietnam's already appealing figures to become even more attractive for foreign investment in the near future.

Employment Contracts in Vietnam

Unless an agreement between employer and employee will only last for three months or less, contracts need to be in writing in both English and Vietnamese. Contracts in Vietnam may either be indefinite or definite term, where the difference is the latter requires the termination of the agreement within 36 months of starting.

Probationary periods are not mandatory but customary in Vietnam. Normally, they are 30 days, but in the case of highly skilled or technical labor, the periods are extended to 60 days. In Vietnam, definite term contracts require 30 days' notice of termination, while indefinite term contracts require 45 days' notice.

Working Hours in Vietnam

Vietnam employees typically work eight hours a day for a maximum of 48 hours per week. Local labor law protects employees by mandating 24 hours of continuous rest per week.

Paid Time Off in Vietnam

Employees working contracts longer than three months are typically entitled to 12 days of paid leave per year, excluding public holidays. Sick leave is meted out following the below scheme:

- 30 days of paid sick leave if employees have paid social insurance premiums for less than 15 years
- 40 days of paid sick leave if employees have paid social insurance premiums for over 15 years but below 30 years
- 60 days of paid sick leave if employees have paid social insurance premiums for over 30 years

Vietnam's social insurance fund pays 75% of the employee's base salary during sick leave. Diseases that require long hospital stays have further guidelines when it comes to sick leave



Taxes in Vietnam




Personal income in Vietnam is taxed in progressive rates dictated by income brackets either annually or monthly, with the following structure:

Gross annual income	Tax rate (%)
VND 0 to VND 60,000,000	5%
VND 60,000,000 to VND 120,000,000	10%
VND 120,000,000 to VND 216,000,000	15%
VND 216,000,000 to VND 384,000,000	20%
VND 384,000,000 to VND 624,000,000	25%
VND 624,000,000 to VND 960,000,000	30%
Above VND 960,000,000	35%

How Skuad can Help You Build Tech Teams in Vietnam

One of the most significant hurdles to outsourcing tech jobs in Vietnam is compliance to local labor laws. Employment legislation covers every aspect of Vietnamese labor, and noncompliance not only strains your relationship with your employees, but also opens you up to the risk of penalties and legal fees. Skuad can help you hire, manage, and pay remote teams in Vietnam through a centralized platform that guarantees compliance to local labor laws.

Schedule a demo with Skuad today to plan out how to build your own remote tech teams in Vietnam.

Salary Benchmarks in Vietnam for Tech Jobs	Entry Level	US  Entry Level	Mid Level	US  Mid Level	Senior Level	US  Senior Level
Engineering						
Back End Developer	\$7,087	\$94,909	\$14,226	\$117,000	\$25,865	\$155,000
Blockchain Developers / Architects	\$3,625	\$121,875	\$7,716	\$146,250	\$12,200	\$74,228
Python Developer	\$4,113	\$79,874	\$8,923	\$95,983	\$14,226	\$112,623
Database Administrator	\$4,656	\$76,783	\$8,363	\$97,500	\$11,251	\$131,400
Front-End Developer	\$3,442	\$95,722	\$7,333	\$119,224	\$11,561	\$139,970
Full Stack Engineer	\$4,828	\$92,629	\$9,225	\$110,138	\$14,139	\$145,000
Mobile App Developer	\$4,281	\$69,839	\$9,096	\$98,838	\$14,398	\$124,154
Site Reliability Engineering (SRE) Experts	\$14,592	\$77,056	\$20,366	\$88,901	\$25,610	\$103,802
Software Engineer / Developer	\$4,311	\$57,315	\$9,010	\$72,790	\$14,183	\$87,118
Networking and Cloud Computing						
Cloud Architect / Engineer	\$20,339	\$127,564	\$27,708	\$150,000	\$34,584	\$185,250
Computer Systems Analyst	\$3,794	\$41,273	\$8,234	\$59,738	\$13,105	\$101,992
DevOps Specialists / Engineer	\$15,715	\$51,197	\$22,092	\$71,770	\$27,848	\$92,424
Cybersecurity / Information Security Analyst	\$5,518	\$60,162	\$10,432	\$72,410	15,821	\$85,690
Network and Computer Systems Administrator	\$4,031	\$96,594	\$7,587	\$117,800	\$11,553	\$140,916
Network Architect	\$4,656	\$115,14	\$5,173	\$135,185	\$5,690	\$175,000
Data and Analytics						
Data Scientist / Engineer	\$7,932	\$59,513	\$14,700	\$73,222	\$22,201	\$84,523
Machine Learning Engineer / AI Specialists	\$5,776	\$100,813	\$10,906	\$123,134	\$16,597	\$148,999
Sales/Marketing						
Tech Sales Engineer	\$3,893	\$70,000	\$8,277	\$90,000	\$13,105	\$137,500
Management						
Product Manager	\$7,199	\$56,990	\$13,320	\$72,466	\$20,088	\$81,522
Software Testing						
Quality Assurance / Test Automation Engineer	\$4,115	\$70,000	\$7,894	\$90,000	\$12,121	\$137,500



Thailand

Did you know?

- Thailand is partial to long official names. In fact, Bangkok's official, full name is Krung Thep Mahanakhon Amon Rattanakosin Mahinthara Ayuthaya Mahadilok Phop Noppharat Ratchathani Burirom.
- Thailand is home to the largest golden Buddha statue in the world: Phra Phuttha Maha Suwana Patimakon. It remains a popular destination not only for tourists but also the country's majority Buddhist population.
- The Thai alphabet has 76 letters: 44 consonants and 32 vowels. The Thai language uses five different and nuanced tones that Western speakers usually only pick up with great difficulty.
- Gangs of monkeys are commonplace in some Thai cities. In fact, the old town neighborhood of the city of Lopburi is practically overrun with macaque monkeys. In November, the city celebrates the annual Monkey Banquet Festival.
- Unlike the rest of its neighbors in Southeast Asia, Thailand was never colonized by European or Western imperialist powers. In fact, Thailand's government leveraged the country's distinct culinary culture by heavily

exporting it to neighboring countries to prevent neo-colonization factors from influencing its geopolitical relationships.

The Kingdom of Thailand is an emerging outsourcing destination in its own right, with a couple of key sectors that are ripe for continued outsourcing patronage from interested foreign companies. The contact center applications market is one such industry. Forecasted to grow at a 4.7% CAGR up to 2024, this sector has historically brought in millions of dollars in annual revenue for Thailand over the past few years. One more notable sector is facilities management, the outsourced arm of which brought in \$1.84 billion in 2017. Aside from strong foundations in a few sectors, Thailand is also relatively easy to engage with for foreign companies, ranking 21 out of 190 countries in the 2019 Ease of Doing Business index. Thai workers are also highly skilled and literate. UNESCO indicated in 2018 that Thailand had a literacy rating of 93.8% for Thais aged 15 and older. Rapid development of ICT and digitization all with the express support of local government are also additional beneficial factors contributing to Thailand being an appealing outsourcing destination in APAC.

Employment Contracts in Thailand

Employment contracts in Thailand can be written or verbal. The employer and the employee can fully negotiate the terms as long as nothing expressly illegal is included and all of Thailand's statutory labor guidelines are satisfied. Contracts can be for a fixed time or an indefinite period. Because of how much leeway there is between employer and employee in terms of negotiating contract terms, it is crucial for companies looking to build remote teams in Thailand to carefully account for workplace culture norms and expectations to attract top talent.

While there are no mandatory rules to follow regarding probationary periods, it is customary for employers to set a probation duration of 119 days or less. In terms of contract termination, 30 days' notice is the norm or equivalent payment in lieu thereof.

Working Hours in Thailand

Employees in Thailand typically work eight hours a day, 48 hours per week. The employer and the employee may agree to a unique set of working

hours as long as it does not exceed the 48 hour cap per week. For scheduling purposes, note that employees are guaranteed a period of one hour of rest after five consecutive hours of working

Paid Time Off in Thailand

Not including public holidays, employees in Thailand are entitled to six days of paid leave annually after being employed for a year. To more flexibly accommodate employees, employers may enact a prorated basis of granting leave credits for those that have yet to complete a year's worth of tenure. Individual agreements between employer and employees can dictate the postponement or advancement of unused leave credits for the next calendar year. Employees are also entitled to 30 days of annual paid sick leave.

Taxes in Thailand

Personal income in Thailand is taxed in progressive rates dictated by income brackets with the following structure:




Gross annual income	Tax rate (%)
THB 0 to THB 150,000	0%
THB 150,001 to THB 300,000	10%
THB 300,001 to THB 500,000	15%
THB 500,001 to THB 750,000	20%
THB 750,001 to THB 1,000,000	25%
THB 1,000,001 to THB 2,000,000	30%
THB 2,000,001 to THB 5,000,000	35%
Over THB 5,000,000	20%

How Skuad can Help You Build Tech Teams in Thailand

Skuad's global HR and payroll processing EOR services help you overcome a critical speed bump that's keeping you from successfully hiring, managing, and paying remote teams in Thailand: compliance. Expanding into overseas markets means complying with various local labor laws that govern employment practice. Thai labor law is an amalgamation of stipulations from several of the country's Acts and Laws. Navigating these mandatory regulations requires in-country expertise that only a trusted partner like Skuad can provide.

Schedule a demo with Skuad now to find out how easily you can build your own remote tech teams in Thailand in full compliance with local labor laws.



Salary Benchmarks in Thailand for Tech Jobs	Entry Level	US  Entry Level	Mid Level	US  Mid Level	Senior Level	US  Senior Level
Engineering						
Back End Developer	\$13,264	\$94,909	\$28,861	\$117,000	\$45,769	\$155,000
Blockchain Developers / Architects	\$15,859	\$121,875	\$31,776	\$146,250	\$49,268	\$74,228
Python Developer	\$17,083	\$79,874	\$37,024	\$95,983	\$59,179	\$112,623
Database Administrator	\$17,608	\$76,783	\$35,857	\$97,500	\$55,973	\$131,400
Front-End Developer	\$14,202	\$95,722	\$28,404	\$119,224	\$44,076	\$139,970
Full Stack Engineer	\$18,166	\$92,629	\$25,810	\$110,138	\$32,286	\$145,000
Mobile App Developer	\$16,180	\$69,839	\$32,359	\$98,838	\$50,142	\$124,154
Site Reliability Engineering (SRE) Experts	\$17,929	\$77,056	\$33,234	\$88,901	\$50,142	\$103,802
Software Engineer / Developer	\$17,929	\$57,315	\$33,234	\$72,790	\$50,142	\$87,118
Networking and Cloud Computing						
Cloud Architect / Engineer	\$18,872	\$127,564	\$26,852	\$150,000	\$33,617	\$185,250
Computer Systems Analyst	\$15,101	\$41,273	\$32,942	\$59,738	\$52,183	\$101,992
DevOps Specialists / Engineer	\$16,983	\$51,197	\$24,060	\$71,770	\$30,096	\$92,424
Cybersecurity / Information Security Analyst	\$17,221	\$60,162	\$24,290	\$72,410	\$30,335	\$85,690
Network and Computer Systems Administrator	\$15,771	\$96,594	\$30,318	\$117,800	\$46,352	\$140,916
Network Architect	\$21,855	\$115,14	\$30,917	\$135,185	\$38,643	\$175,000
Data and Analytics						
Data Scientist / Engineer	\$27,957	\$59,513	\$54,807	\$73,222	\$84,542	\$84,523
Machine Learning Engineer / AI Specialists	\$19,270	\$100,813	\$41,105	\$123,134	\$64,718	\$148,999
Sales/Marketing						
Tech Sales Engineer	\$16,384	\$70,000	\$32,651	\$90,000	\$50,725	\$137,500
Management						
Product Manager	\$26,091	\$56,990	\$51,017	\$72,466	\$78,711	\$81,522
Software Testing						
Quality Assurance / Test Automation Engineer	\$15,671	\$70,000	\$29,672	\$90,000	\$44,940	\$137,500

Malaysia

Did you know?

- Malaysia implements a unique rotating monarchy system where nine Malay ethnic rulers take turns leading the country as king for five years.
- The South China Sea separates the two landmasses of Malaysia: Peninsular Malaysia and Malaysian Borneo. Borneo itself, the third largest island in the world, is shared between Malaysia, Indonesia, and Brunei.
- Malaysian law still uses caning as a punishment, with a maximum of 24 strokes permitted.
- In a curious twist to a widespread wedding tradition, wedding rings worn by Malaysian brides are placed there not by their grooms, but by one of his senior female relatives.
- The sunken Portuguese ship *Flora de la Mar* rests somewhere in Malaysia's Strait of Malacca, and contains arguably the world's largest unclaimed treasure trove.



The federal constitutional monarchy of Malaysia has once been characterized as “late, but catching up” to the rest of APAC’s players and leaders in IT outsourcing. Boasting a skilled and highly English literate workforce that ranks third in Asia behind only Singapore and the Philippines, Malaysia’s business-friendly policies and evolving digital infrastructure is making it increasingly attractive as an outsourcing underdog. Established sectors in the country include bustling business process (BPO), information technology (ITO), and knowledge process outsourcing (KPO) arms. And according to the International Data Corporation (IDC), **just the BPO sector alone brought in \$1.4 billion in revenues in 2021**. Ideal Closing in on its more established outsourcing destination neighbors in the APAC region, Malaysia grants comparable competitive advantages alongside a lot of leeway for growth. Its established outsourcing sectors certainly deserve to be shortlisted alongside the top destinations in this list.

Employment Contracts in Malaysia

Any employment agreement that lasts more than one month must be put in writing in Malaysia. Contracts can be fixed term or indefinite, with the latter being split into full-time and part-time agreements. It might be worth noting that all employees in Malaysia cannot be restricted from joining trade unions.

There are no laws governing probationary periods in Malaysia, and it is agreed between employer and employee if customary probation of three to twelve months will be implemented. Employees who have worked for less than two years are entitled to four weeks’ notice in case of termination. Those employed for over two years but less than five are entitled to six weeks’ notice, while those employed for over five years are entitled to eight weeks’ notice.

Working Hours in Malaysia

Employees in Malaysia typically work eight hours a day and no more than 48 hours a week. They are guaranteed 30 minutes of break after five consecutive hours of work,

so take this into account for scheduling. It is not uncommon for employers and employees to agree to adjust a six eight-hour work week to a five-day nine-hour work week with the remaining three hours forfeited or worked during Saturdays.

Paid Time Off in Malaysia

Paid time off in Malaysia follows the below scheme:

- Employees who have worked one to two years are entitled to eight days of paid annual leave
- Employees who have worked two to five years are entitled to 12 days of paid annual leave
- Employees who have worked for longer than five years are entitled to 16 days of paid annual leave

Paid sick leave follows a similar scheme based on tenure:

- Employees who have worked one to two years are entitled to 14 days of paid sick leave
- Employees who have worked two to five years are entitled to 18 days of paid sick leave
- Employees who have worked for over five years are entitled to 22 days of paid sick leave



Taxes in Thailand




Personal income in Malaysia is taxed in progressive rates dictated by income brackets with the following structure:

Gross annual income	Tax rate (%)
MYR 0 to MYR 20,000	0%
MYR 5,001 to MYR 20,000	1%
MYR 20,001 to MYR 35,000	5%
MYR 35,001 to MYR 50,000	10%
MYR 50,001 to MYR 70,000	16%
MYR 70,001 to MYR 100,000	21%
MYR 100,001 to MYR 250,000	24%
MYR 250,001 to MYR 400,000	24.5%
MYR 400,001 to MYR 600,000	25%
MYR 600,001 to MYR 1,000,000	26%
Above MYR 1,000,000	28%

How Skuad can Help You Build Tech Teams in Thailand

Building globally distributed teams in APAC is hampered by a critically important issue: compliance to local employment legislation. The country's local labor laws govern nearly every facet of employment practice, and influence from factors such as bargaining agreements and workplace cultural norms will likely complicate your efforts to establish remote teams in Malaysia.

Schedule a demo with Skuad and build a competitive remote tech team in Malaysia now, easily and fully in compliance with local labor laws.

Salary Benchmarks in Malaysia for Tech Jobs	Entry Level	US  Entry Level	Mid Level	US  Mid Level	Senior Level	US  Senior Level
Engineering						
Back End Developer	\$8,352	\$94,909	\$13,101	\$117,000	\$22,927	\$155,000
Blockchain Developers / Architects	\$7,756	\$121,875	\$16,149	\$146,250	\$25,247	\$74,228
Python Developer	\$8,871	\$79,874	\$19,311	\$95,983	\$30,706	\$112,623
Database Administrator	\$9,712	\$76,783	\$18,697	\$97,500	\$28,659	\$131,400
Front-End Developer	\$6,838	\$95,722	\$14,244	\$119,224	\$22,353	\$139,970
Full Stack Engineer	\$8,916	\$92,629	\$18,196	\$110,138	\$28,432	\$145,000
Mobile App Developer	\$8,325	\$69,839	\$17,332	\$98,838	\$27,294	\$124,154
Site Reliability Engineering (SRE) Experts	\$8,188	\$77,056	\$15,694	\$88,901	\$27,076	\$103,802
Software Engineer / Developer	\$9,030	\$57,315	\$18,037	\$72,790	\$27,977	\$87,118
Networking and Cloud Computing						
Cloud Architect / Engineer	\$26,520	\$127,564	\$36,422	\$150,000	\$45,095	\$185,250
Computer Systems Analyst	\$7,529	\$41,273	\$16,377	\$59,738	\$25,930	\$101,992
DevOps Specialists / Engineer	\$20,815	\$51,197	\$29,501	\$71,770	\$36,888	\$92,424
Cybersecurity / Information Security Analyst	\$11,077	\$60,162	\$21,722	\$72,410	\$33,436	\$85,690
Network and Computer Systems Administrator	\$8,211	\$96,594	\$16,081	\$117,800	\$24,792	\$140,916
Network Architect	\$25,910	\$115,14	\$36,668	\$135,185	\$45,812	\$175,000
Data and Analytics						
Data Scientist / Engineer	\$15,626	\$59,513	\$29,569	\$73,222	\$44,808	\$84,523
Machine Learning Engineer / AI Specialists	\$10,417	\$100,813	\$20,448	\$123,134	\$31,389	\$148,999
Sales/Marketing						
Tech Sales Engineer	\$8,575	\$70,000	\$17,878	\$90,000	\$27,977	\$137,500
Management						
Product Manager	\$13,875	\$56,990	\$26,157	\$72,466	\$39,804	\$81,522
Software Testing						
Quality Assurance / Test Automation Engineer	\$7,085	\$70,000	\$11,449	\$90,000	\$14,993	\$137,500



Pakistan

Did you know?

- Pakistan's Malala Yousufzai is the youngest recipient of the Nobel Prize for championing universal access to education even after being shot by the Taliban for her efforts when she was 15 years old.
- The Edhi Foundation in Pakistan has been running the largest volunteer ambulance service in the world since 1997.
- The city of Sialkot in Punjab, Pakistan, manufactures over half of all the world's soccer balls, an industry rooted in the colonial British testing out locally repairing punctured soccer balls instead of waiting for new shipments from home. They were subsequently pleased with the results.
- Pakistan is the first Islamic nation that attained nuclear power. Around 8% of the country's energy comes from five nuclear reactors.
- The only fertile desert in the world can be found in Pakistan. Called the Tharparkar desert, it is spread over 20,000 square kilometers in Pakistan's southern Sindh province.

Known officially as the Islamic Republic of Pakistan, the world's fifth-most populous country is also an outsourcing dark horse of sorts. Pakistan actually outstrips Asian outsourcing leaders like India, China, and the Philippines in terms of financial viability in a 2019 report on Keaney's Global Services Location Index. Furthermore,



Top that off with the world's third-largest English speaking population and relatively high scores in terms of ease of doing business, and Pakistan is an outsourcing destination bet that is poised to pay dividends. While Pakistan might not be the first country in the APAC region businesses would think of when deciding upon an outsourcing destination, there is certainly much promise in both its established and emerging sectors—a potential competitive edge for those shrewd enough to take advantage.

Employment Contracts in Pakistan

From a legal standpoint, employment agreements in Pakistan may be written or verbal, but it is customary for employers to provide a written contract or appointment letter detailing the particulars of the arrangement with an employee. Generally, contracts are separated between fixed term and indefinite, though technically Pakistan's labor laws provide guidelines for five types of contracts, including a classification for probation contracts.

Speaking of probation, the typical duration of a probationary period is three months. Permanent employees must be given one month's notice in the case of termination.

Working Hours in Pakistan

Employees in Pakistan typically work nine hours a day for six days, to a maximum of 48 hours per week. Employees are entitled to take an hour-long break each work day, and should not work more than six hours continuously without taking a break.

Paid Time Off in Pakistan

Employees in Pakistan are entitled to 14 consecutive days of paid annual leave, which may be carried over to the next year if not used. A maximum of 14 paid leaves can be carried over. Employers are mandated to provide half of the owed paid time off before an employee goes on leave.

If contributions to social insurance on behalf of an employee are up-to-date for the six months immediately preceding illness, they are entitled to 90 days of sick leave per year.

Taxes in Pakistan

In Pakistan individual income from salary exceeding 75% of taxable income follows the below taxation scheme:

Gross annual income	Tax rate (%)
PKR 0 to PKR 600,000	0%
PKR 600,000 to PKR 1,200,000	5%
PKR 1,200,000 to PKR 1,800,000	10%
PKR 1,800,000 to PKR 2,500,000	15%
PKR 2,500,000 to PKR 3,500,000	17.5%
PKR 3,500,000 to PKR 5,000,000	20%
PKR 5,000,000 to PKR 8,000,000	22.5%
PKR 8,000,000 to PKR 12,000,000	25%
PKR 12,000,000 to PKR 30,000,000	27.5%
PKR 30,000,000 to PKR 50,000,000	30%
PKR 50,000,000 to PKR 75,000,000	32.5%
Above PKR 75,000,000	35%




How Skuad can Help You Build Tech Teams in Pakistan

Building remote teams in Pakistan requires careful consideration of the country's employment legislation. Noncompliance to local labor laws causes troubles on two fronts: penalties and legal fines on one hand, and strained relationships with remote employees on the other. It's often recommended for businesses of any size to forego the need to build in-house compliance teams in favor of outsourcing to trusted partners like Skuad.

Skuad's global HR platform and payroll processing solutions let you easily and compliantly recruit, manage, and pay remote workers not just in Pakistan, but virtually anywhere in the world.

Schedule a demo with Skuad and let's talk about building your own remote tech teams in Pakistan seamlessly and in complete compliance with local labor laws.



Salary Benchmarks in Pakistan for Tech Jobs	Entry Level	US  Entry Level	Mid Level	US  Mid Level	Senior Level	US  Senior Level
Engineering						
Back End Developer	\$1,875	\$94,909	\$4,068	\$117,000	\$6,481	\$155,000
Blockchain Developers / Architects	\$2,054	\$121,875	\$4,377	\$146,250	\$6,930	\$74,228
Python Developer	\$2,293	\$79,874	\$4,986	\$95,983	\$7,927	\$112,623
Database Administrator	\$2,273	\$76,783	\$4,642	\$97,500	\$7,229	\$131,400
Front-End Developer	\$1,861	\$95,722	\$3,960	\$119,224	\$6,238	\$139,970
Full Stack Engineer	\$2,358	\$92,629	\$4,537	\$110,138	\$6,930	\$145,000
Mobile App Developer	\$2,209	\$69,839	\$4,696	\$98,838	\$7,429	\$124,154
Site Reliability Engineering (SRE) Experts	\$7,612	\$77,056	\$10,609	\$88,901	\$13,359	\$103,802
Software Engineer / Developer	\$2,991	\$57,315	\$5,145	\$72,790	\$10,141	\$87,118
Networking and Cloud Computing						
Cloud Architect / Engineer	\$9,221	\$127,564	\$12,544	\$150,000	\$15,680	\$185,250
Computer Systems Analyst	\$2,099	\$41,273	\$4,567	\$59,738	\$7,279	\$101,992
DevOps Specialists / Engineer	\$9,519	\$51,197	\$13,363	\$71,770	\$16,870	\$92,424
Cybersecurity / Information Security Analyst	\$2,986	\$60,162	\$5,634	\$72,410	\$8,575	\$85,690
Network and Computer Systems Administrator	\$2,159	\$96,594	\$4,078	\$117,800	\$6,182	\$140,916
Network Architect	\$9,464	\$115,14	\$13,266	\$135,185	\$16,733	\$175,000
Data and Analytics						
Data Scientist / Engineer	\$4,058	\$59,513	\$7,528	\$73,222	\$11,367	\$84,523
Machine Learning Engineer / AI Specialists	\$2,842	\$100,813	\$5,385	\$123,134	\$8,176	\$148,999
Sales/Marketing						
Tech Sales Engineer	\$2,174	\$70,000	\$4,622	\$90,000	\$7,279	\$137,500
Management						
Product Manager	\$3,530	\$56,990	\$6,531	\$72,466	\$9,872	\$81,522
Software Testing						
Quality Assurance / Test Automation Engineer	\$2,312	\$70,000	\$4,277	\$90,000	\$6,485	\$137,500

Indonesia

Did you know?

- Indonesia is home to the curiosity that is “the Corpse Lily,” the world’s largest flower that is notorious for its foul smell when in bloom.
- There are 700 different languages and dialects spoken in all of Indonesia, with one province alone being home to over 270 dialects.
- Among the country’s unique indigenous fauna — including around 100 endangered species — are two animals not observed in the wild anywhere else in the world: the orangutan and the famed Komodo dragon
- Despite the majority of its population being Muslim, Indonesia actually hosts the largest Buddhist temple in the world: the Borobudur Temple, built during the 9th century.
- Indonesia and Monaco have identical flag designs, with the former being slightly wider.



**Indonesia
Flag**



**Monaco
Flag**

The Republic of Indonesia isn't often spoken about in the same breath as the other APAC markets in this guidebook, but its potential as a key outsourcing destination for remote tech jobs should not be underestimated. Indonesia's business culture, affordable costs, and availability of workforce complements its growing IT industry and talent pool.

Furthermore, even before the pandemic, the country has been called "the new tiger of Southeast Asia," with one of the largest economies in the region and the only one among its SEA neighbors with membership in the G20. Indeed, in 2020, Indonesia's BPO services market was estimated to reach \$1.8 billion, with a 1% CAGR in the previous five years.

Indonesia is expected to at least match the rest of its APAC neighbors in terms of the growth of its outsourcing sectors, and is an appealing emerging destination for remote tech teams in a region where overall growth is expected to continue across all dimensions in the next few years.

Employment Contracts in Indonesia

Generally, employment contracts in Indonesia are either indefinite or fixed term. The latter type of contract is subject to stricter requirements. For example, fixed term contracts need to be in writing and in the Indonesian language or in bilingual format, and cannot include a probationary period. Fixed term contracts last up to two years, may be extended for a year, and then renewed for another two years.

Indefinite term contracts, on the other hand, are characterized by the allowance of probation for up to three months, and the absence of the requirement of a written contract. Employers still need to provide a letter of appointment to make the relationship official.



In case an employer needs to terminate an employee in Indonesia, they need to issue a 30-day notice.

Working Hours in Indonesia

In Indonesia, the work week typically consists of 40 hours spread over no more than seven hours a day for six days. Alternatively, five working days of eight hours a day may also be used. As a minimum standard, employees are entitled to 30 minutes of break after four hours of continuous work. In addition, employers must allow their workers a reasonable amount of time to attend to religious observances, such as Muslim prayers that are performed five times a day.



40hrs
Week



7hr
Day



30min
break

Paid Time Off in Indonesia

Employees in Indonesia who have worked for 12 months earn one day of paid time off for every 23 work days rendered, for a minimum of 12 days per year. Employees are paid their full base rate during these leaves, but they forfeit these leave credits if they are not used within six months of being earned.

Employees on sick leave are paid their full salary for the first four months, 75% of their salary for the second four months, 50% for the third four months, and 25% of their salary until such time as the employer terminates the contract.

Taxes in Indonesia

Personal income in Indonesia is taxed in progressive rates separated by income brackets with the following structure:

Gross annual income	Tax rate (%)
Upto IDR 60 million	5%
IDR 60 million to IDR 250 million	15%
IDR 250 million to IDR 500 million	25%
IDR 500 million to IDR 5 billion	30%
Excess of IDR 5 billion	35%


Additionally, severance payments are taxed separately with the following rates:

Gross annual income	Tax rate (%)
Up to IDR 50 million	0%
IDR 50 million to IDR 100 million	5%
IDR 100 million to IDR 500 million	15%
Exceeding IDR 500 million	25%

How Skuad can Help You Build Tech Teams in Pakistan

Recruiting, managing, and paying remote teams in Indonesia is easy and hassle free with the global HR and payroll platform of an EOR like Skuad. Compliance concerns are the most complicated and work intensive challenge you need to surmount if you want to outsource tech jobs to Indonesia. The local labor laws of the country span every facet of employment practice. Noncompliance runs the risk of costly legal fees and fines, not to mention potentially losing top talent. Skuad's local legal expertise ensures you stay compliant to local labor laws so you can use its platform to focus on growing your business.

Book a demo with Skuad now to see for yourself how your company can easily build a tech team in Indonesia.

Salary Benchmarks in Indonesia for Tech Jobs	Entry Level	US  Entry Level	Mid Level	US  Mid Level	Senior Level	US  Senior Level
Engineering						
Back End Developer	\$4,227	\$94,909	\$9,166	\$117,000	\$14,570	\$155,000
Blockchain Developers / Architects	\$4,316	\$121,875	\$9,166	\$146,250	\$14,501	\$74,228
Python Developer	\$4,993	\$79,874	\$10,876	\$95,983	\$17,237	\$112,623
Database Administrator	\$4,843	\$76,783	\$9,918	\$97,500	\$15,390	\$131,400
Front-End Developer	\$4,194	\$95,722	\$8,895	\$119,224	\$14,095	\$139,970
Full Stack Engineer	\$5,472	\$92,629	\$10,534	\$110,138	\$16,074	\$145,000
Mobile App Developer	\$4,631	\$69,839	\$9,850	\$98,838	\$15,596	\$124,154
Site Reliability Engineering (SRE) Experts	\$17,564	\$77,056	\$24,563	\$88,901	\$30,825	\$103,802
Software Engineer / Developer	\$4,733	\$57,315	\$9,850	\$72,790	\$15,459	\$87,118
Networking and Cloud Computing						
Cloud Architect / Engineer	\$8,330	\$127,564	\$18,133	\$150,000	\$34,006	\$185,250
Computer Systems Analyst	\$4,426	\$41,273	\$9,645	\$59,738	\$15,322	\$101,992
DevOps Specialists / Engineer	\$9,519	\$51,197	\$13,363	\$71,770	\$16,870	\$92,424
Cybersecurity / Information Security Analyst	\$6,313	\$60,162	\$11,902	\$72,410	\$18,126	\$85,690
Network and Computer Systems Administrator	\$4,884	\$96,594	\$9,234	\$117,800	\$14,022	\$140,916
Network Architect	\$4,590	\$115,14	\$9,371	\$135,185	\$14,638	\$175,000
Data and Analytics						
Data Scientist / Engineer	\$8,550	\$59,513	\$15,869	\$73,222	\$24,009	\$84,523
Machine Learning Engineer / AI Specialists	\$6,751	\$100,813	\$12,723	\$123,134	\$19,358	\$148,999
Sales/Marketing						
Tech Sales Engineer	\$4,494	\$70,000	\$9,576	\$90,000	\$15,117	\$137,500
Management						
Product Manager	\$9,166	\$56,990	\$16,964	\$72,466	\$25,65	\$81,522
Software Testing						
Quality Assurance / Test Automation Engineer	\$4,160	\$70,000	\$8,348	\$90,000	\$12,864	\$137,500

Insights and Takeaways from Salary Benchmarks in APAC

There is undeniable concrete value in building remote tech teams in APAC.

Outsourcing an entry level DevOps specialist position to India nets you \$112,522.64 in annual savings for a single employee. Outsourcing database administrators to Singapore, a key hub for offshore data centers and a developed economy with an exchange rate competitive with the US dollar (i.e., USD 1 = SGD 1.37), still lets you cut \$40,980 in wages again for every single employee.

The average difference between wages for tech jobs in the Philippines versus the US

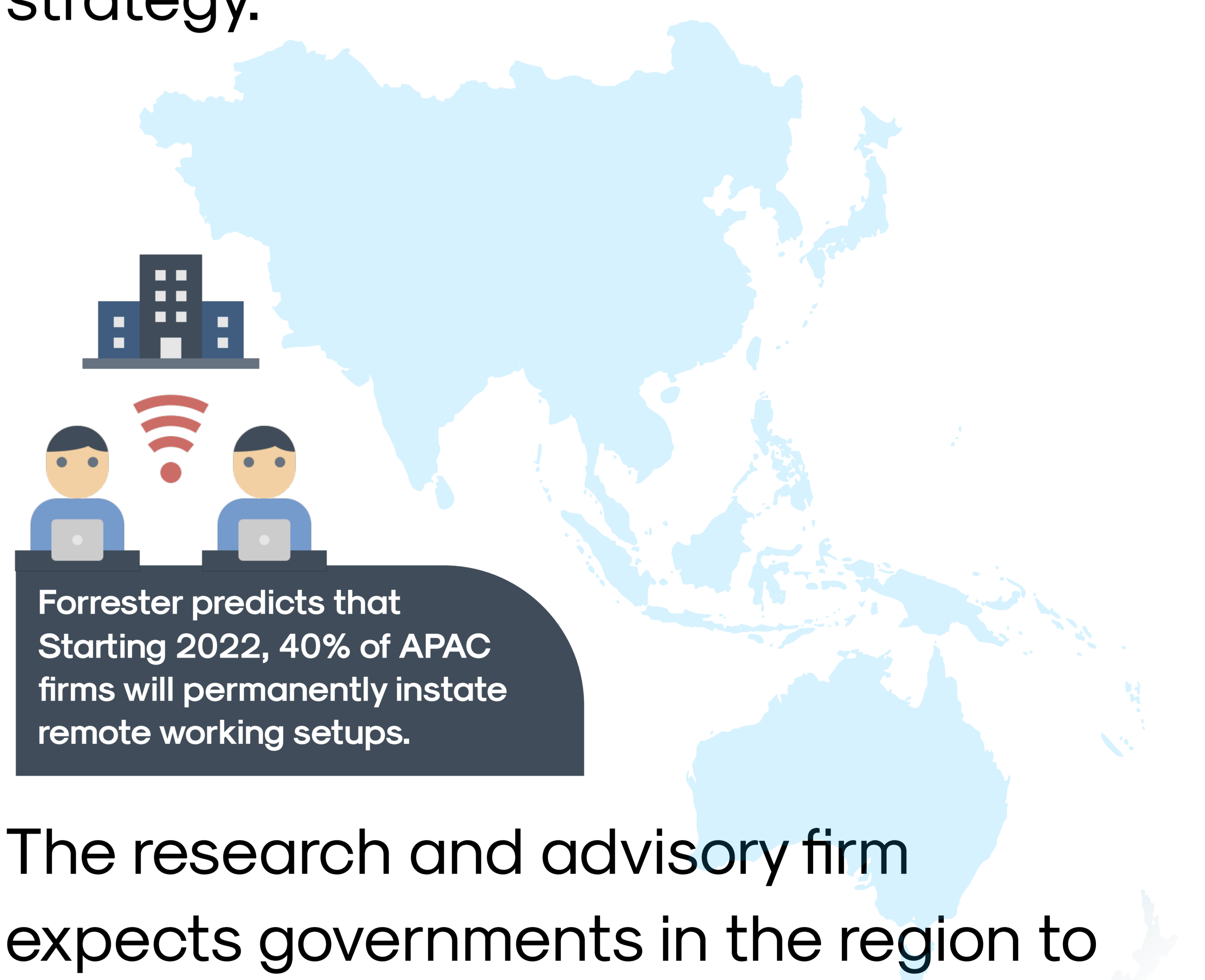
Entry level	\$72,457
Mid-level	\$87,270
Senior level	\$108,116

Beyond just improved affordability, the APAC region's markets have proven resilient in the face of a global pandemic that's dropped global GDP from +2.5% in 2019 to -5.5% in 2020.

A report from Fujitsu noted that China and Taiwan, in fact, maintained positive GDP growth

expectations during the same period. From a broader perspective, markets like software and ICT actually grew even during the height of lockdowns and quarantines prompted by COVID-19.

These are tangible competitive advantages you can leverage right now. In the future, too, building remote tech teams in the APAC region will become even more attractive as a business growth strategy.



The research and advisory firm expects governments in the region to further develop digital versions of IDs, currency, and interoperability, which it calls the pillars of digital society. Market research firm Technavio sees accelerated growth as APAC markets recover from pandemic shortfalls.



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Skudad is a fast growing global employment and payroll platform. It enables companies to employ and pay exceptional talent anywhere in the world, compliantly.

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