

Indian Designers' Salaries

2021

Curated with ❤️ by
a few designers at
Zeta





Introduction

On June 15, 2021, we asked the product designers to share their salaries along with few more details like benefits and ESOPs.

The idea was to build transparency, and to equip designers with the knowledge they need to grow and achieve goals in their careers. We want to prove that no matter who you are or what your background, designers everywhere can understand and ultimately drive their own growth.

We had published a preview of the insights a couple of weeks back and were overwhelmed by the amazing responses from the community. As promised, here's the detailed analysis of the survey deep diving into attributes like experience, location and age.

Key Takeaways



Median salary growth

Median salaries are **7L** for 0-2Y, **10L** for 2-5Y, **20L** for 5-10Y, **30L** for 10-15Y, **53.5L** for 15+Y



Bengaluru: ee sala cup namde

Salaries in Bangalore are roughly **1.5X** more than those in Chennai, Hyderabad and Gurugram



Negligible gender pay gap

There is **no huge disparity** in pay based on gender in 0-10 years experience range



Decreasing gender ratio

Ratio of male to female designers is less and the **gap increases with experience.**



Narrow wealth creation opportunities

Out of 542 companies that participated, 69 companies (**12.7%**) are giving ESOPs to designers.

Methodology

1

Using a Google Form survey, we asked designers about their salary, location, role, experience and company size. We received 650+ complete and relevant responses.

2

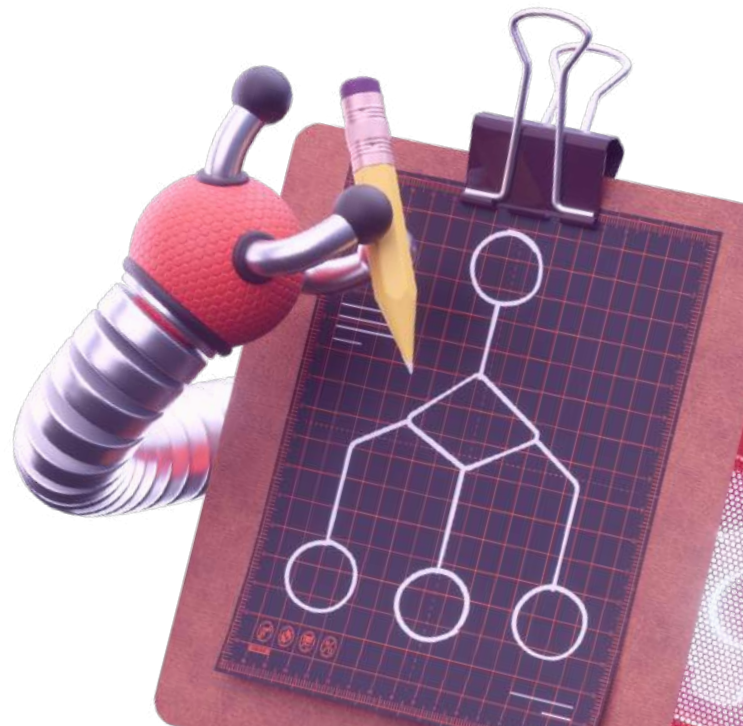
The responses received were then analysed based on multiple attributes including experience, location and age.

3

We filtered some US data out of this report and even added the variable pay onto the base salary for the calculation. Joining bonus amount wasn't added to base salary.

4

The insights obtained from the analysis were then translated into a consumable infographic format (and you're glancing through it right now). In some instances, the data is very less to derive meaningful insights. Especially for 10-15 and 15+.



01

SALARY BY **EXPERIENCE**



SALARY BY EXPERIENCE

Medians

659 responses

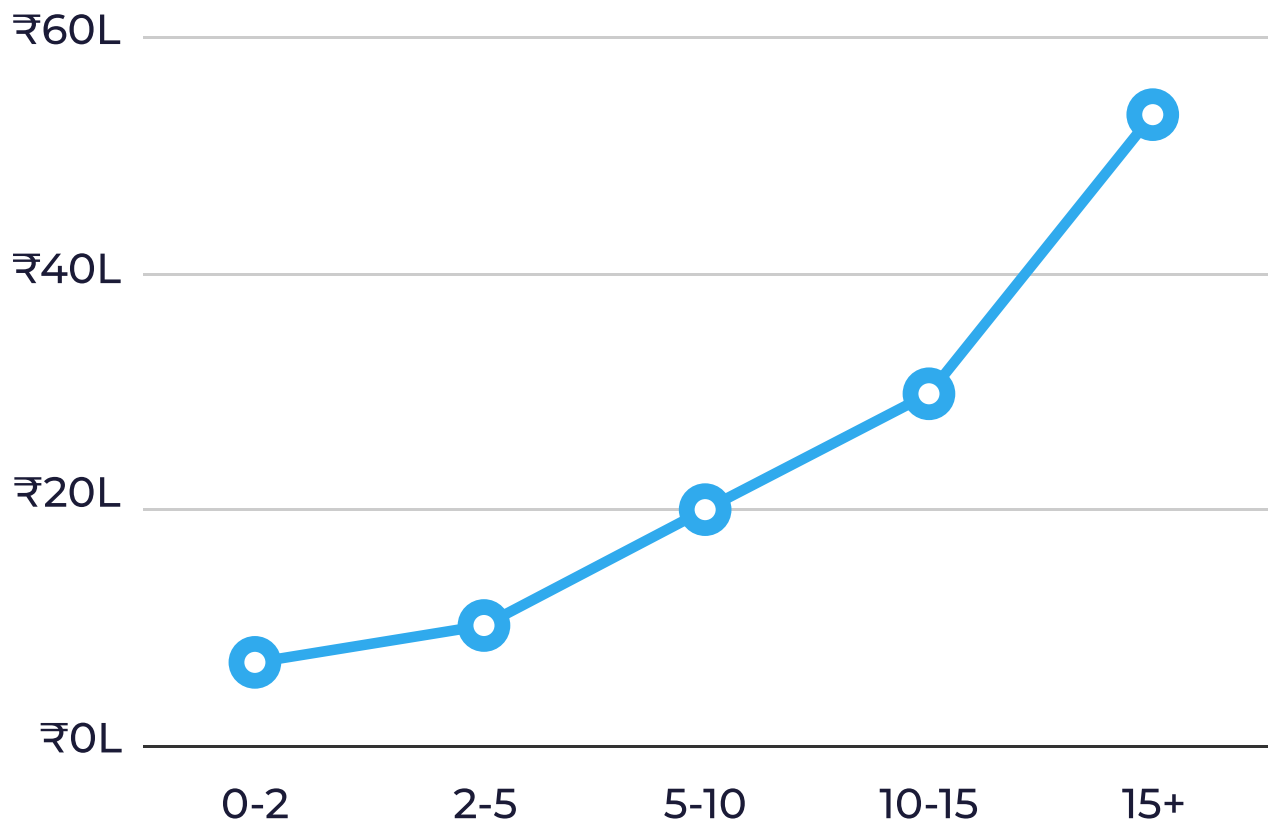
0-2 years
₹7.00L

2-5 years
₹10.02L

5-10 years
₹20.00L

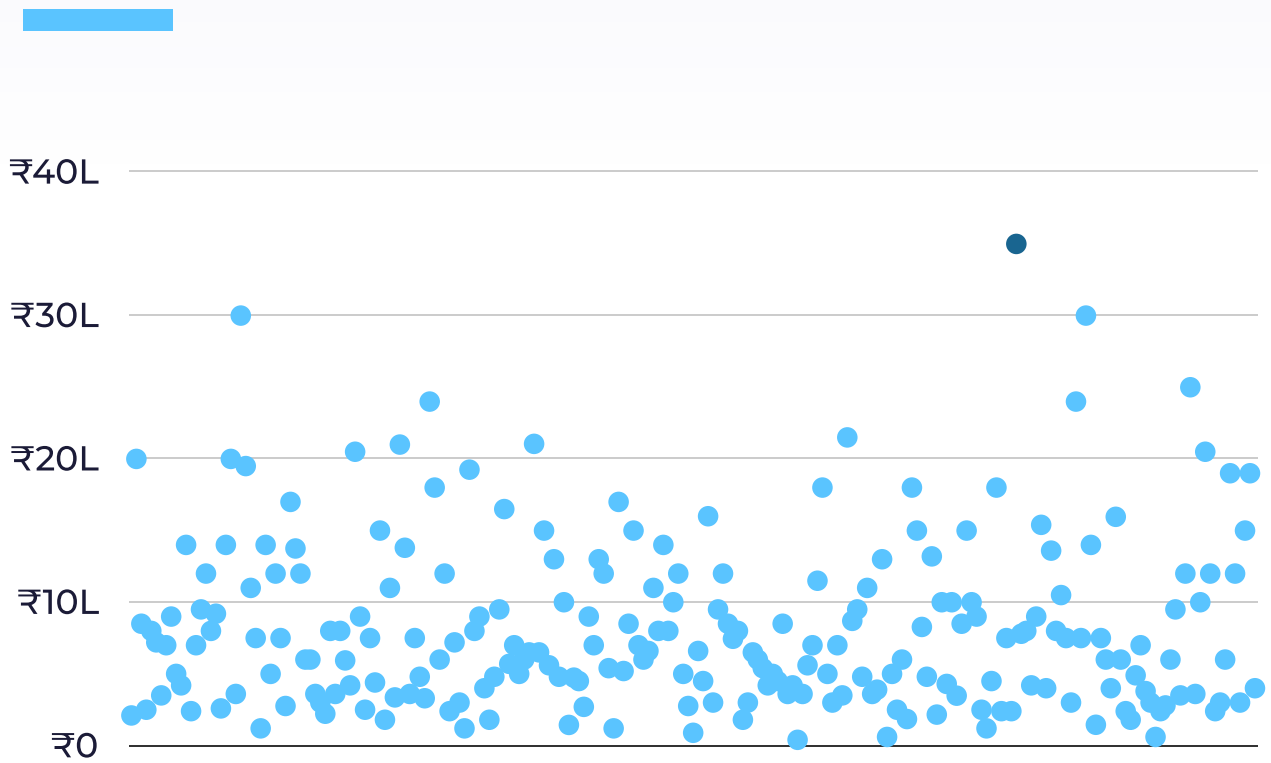
10-15 years
₹30.00L

15+ years
₹53.50L

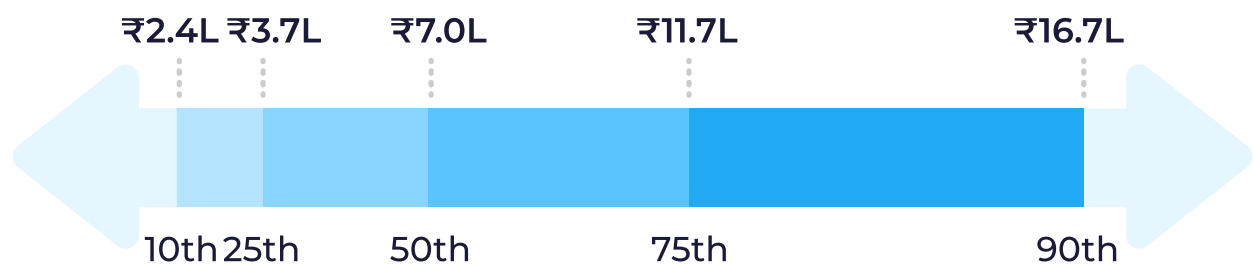


0-2 years

227 respondents

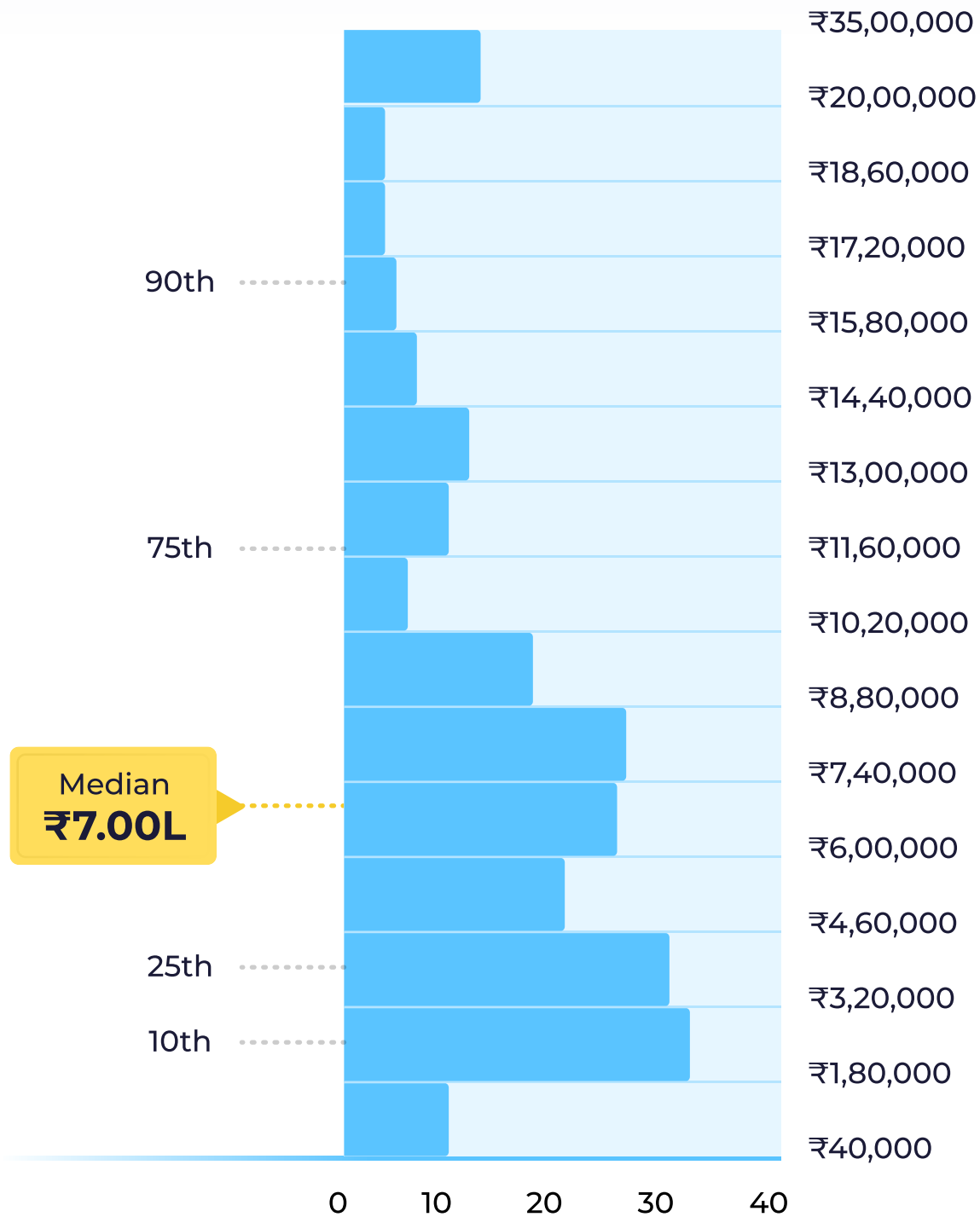
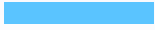


Percentile salaries



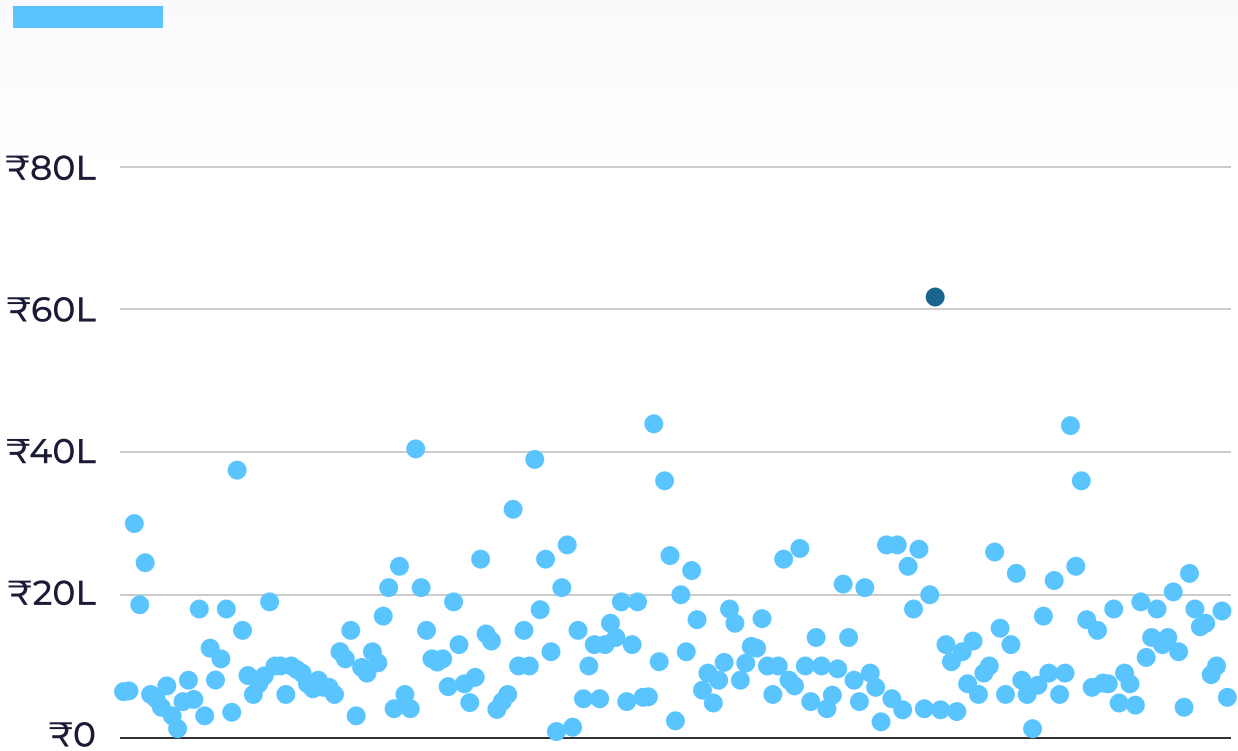
0-2 years

227 respondents

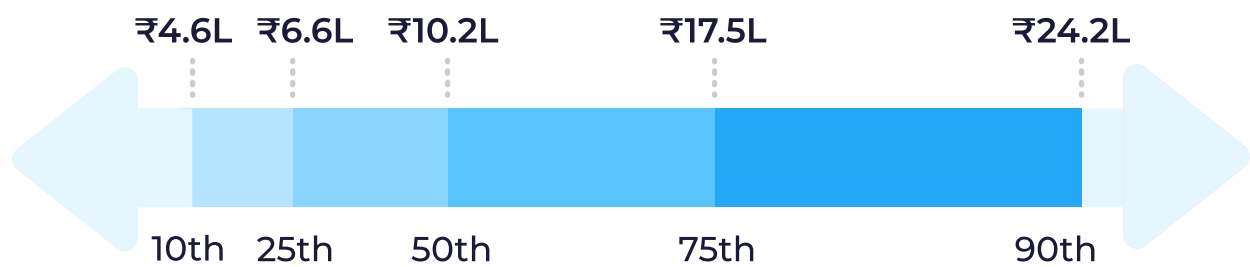


2-5 years

205 respondents

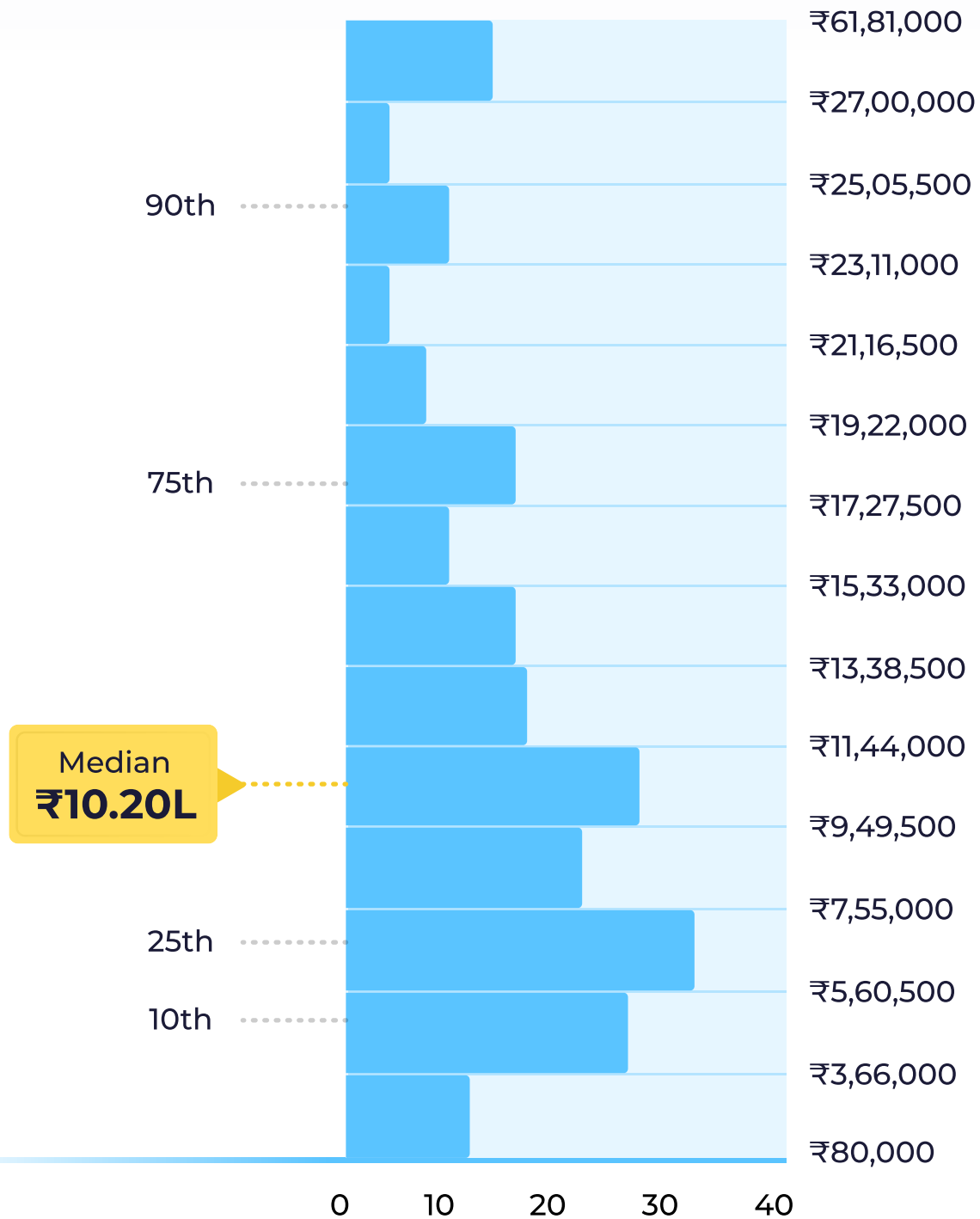
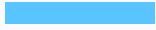


Percentile salaries



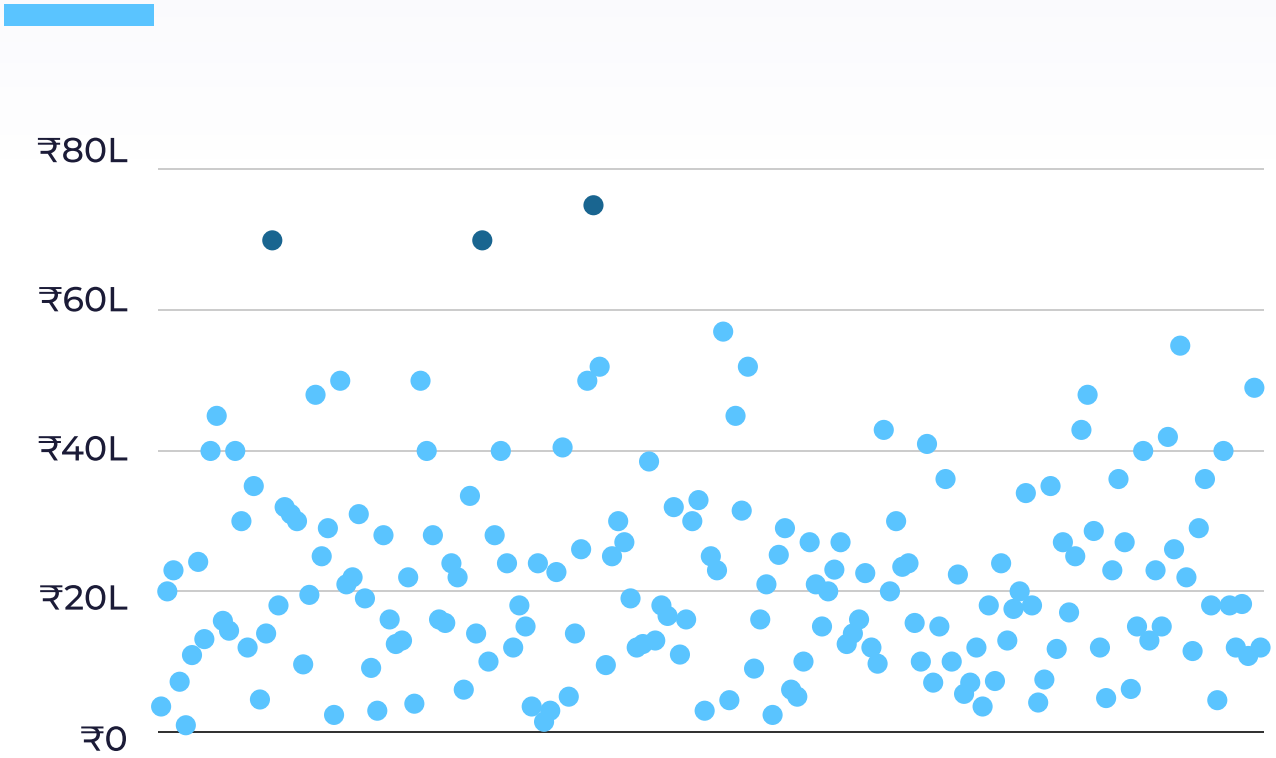
2-5 years

205 respondents

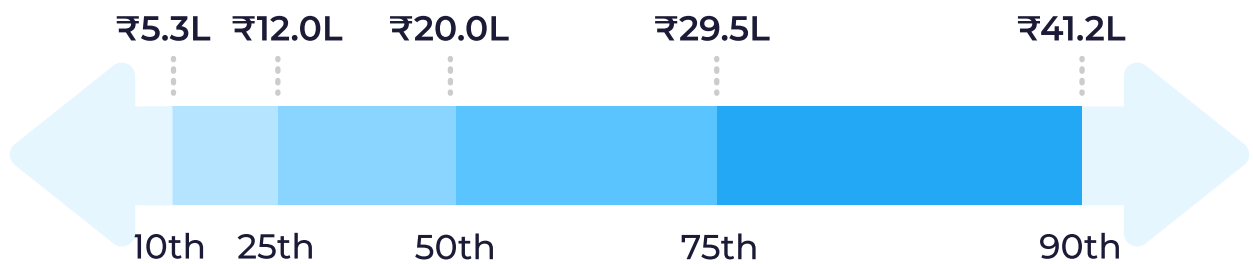


5-10 years

179 respondents

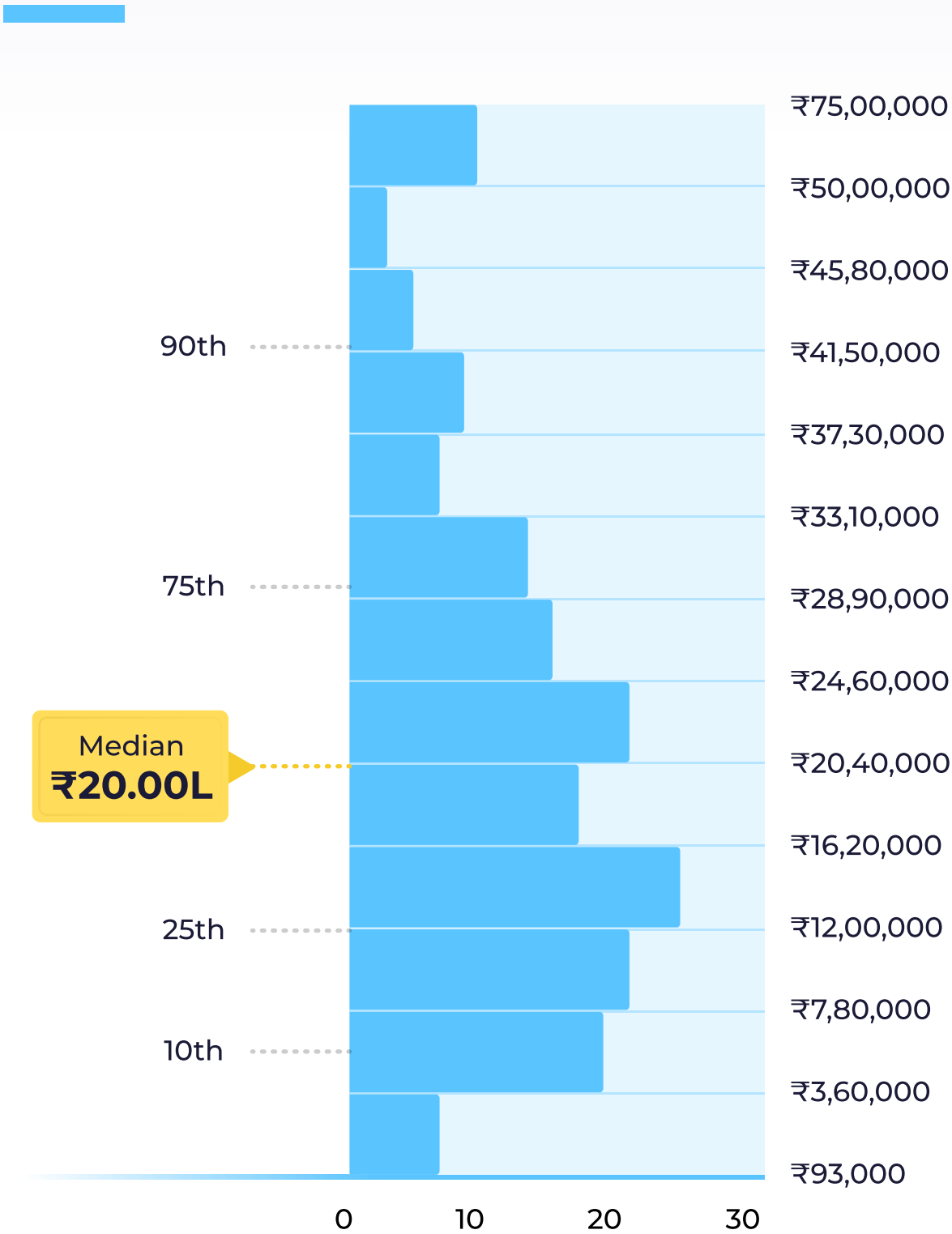


Percentile salaries



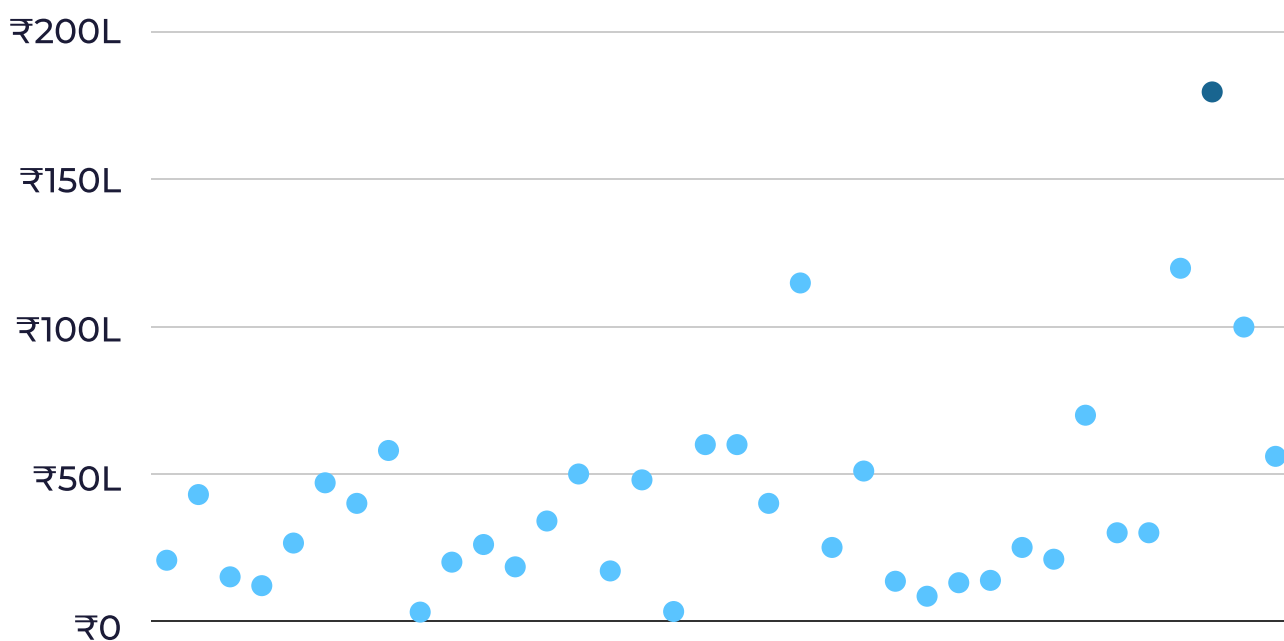
5-10 years

179 respondents

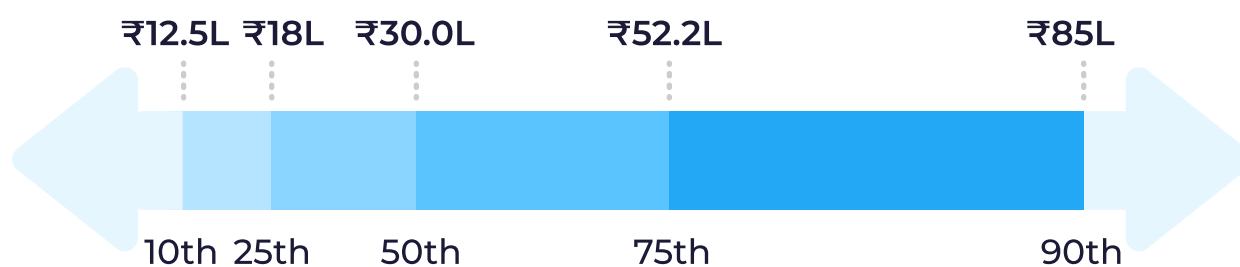


10-15 years

36 respondents

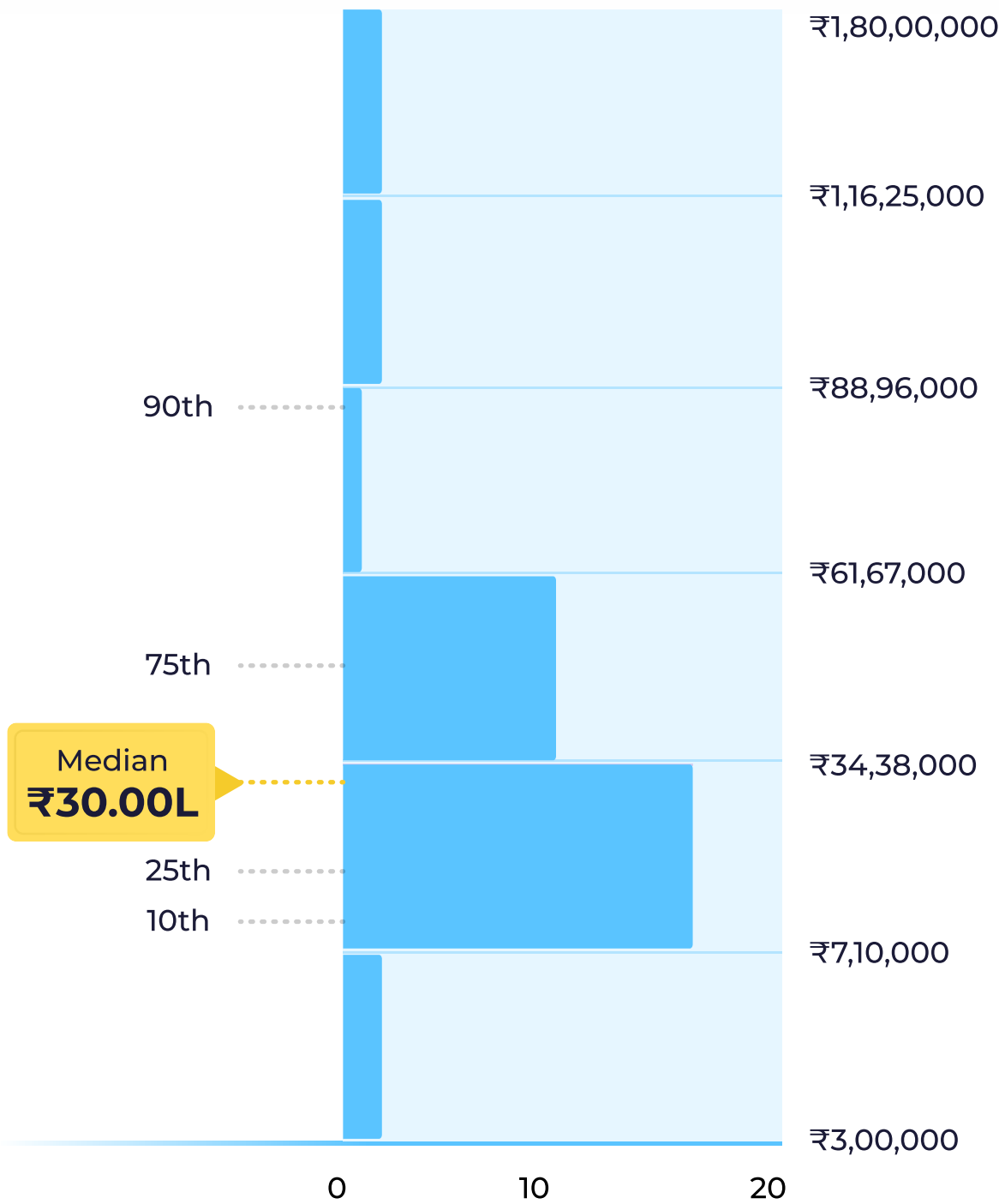
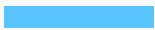


Percentile salaries



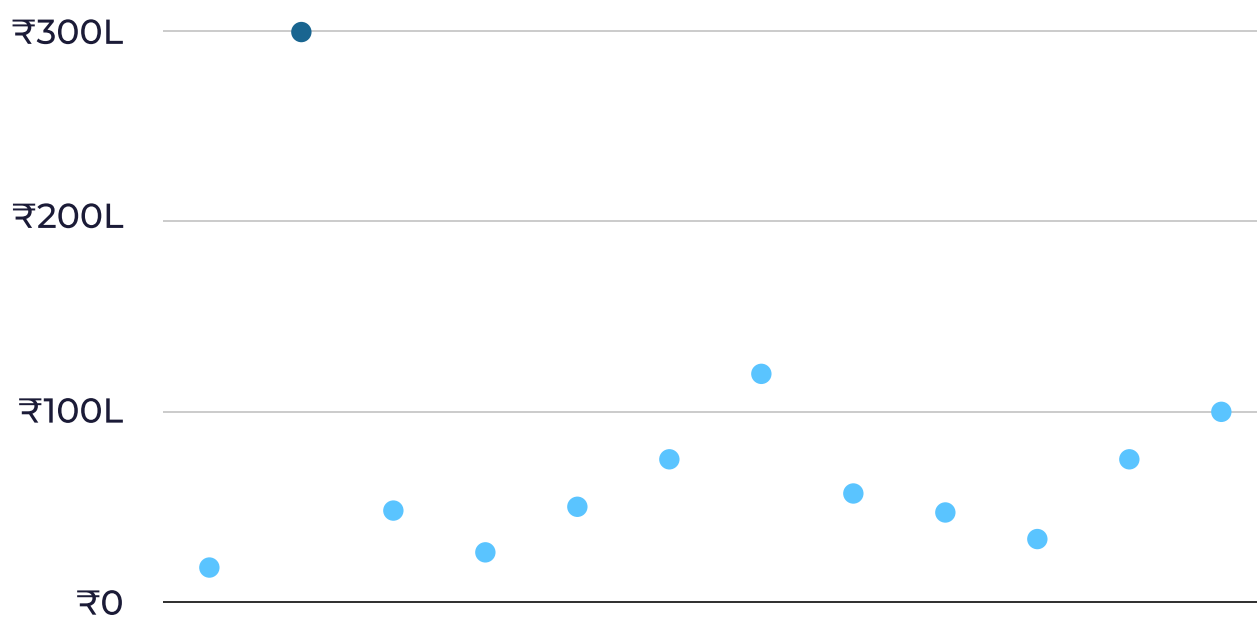
10-15 years

36 respondents

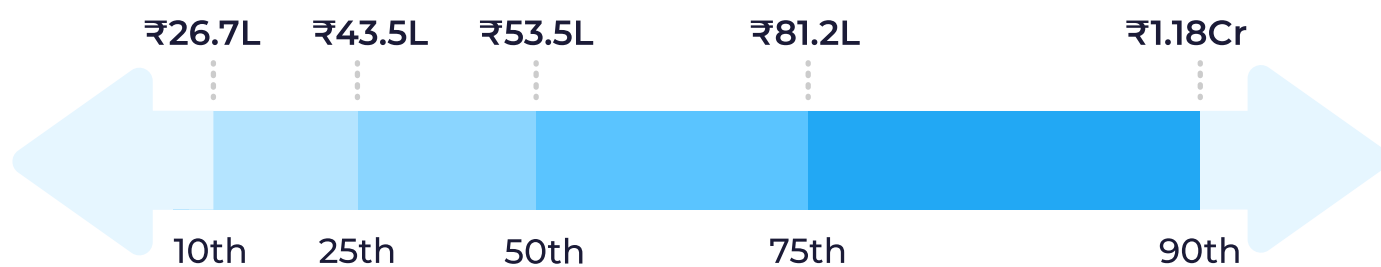


15+ years

12 respondents

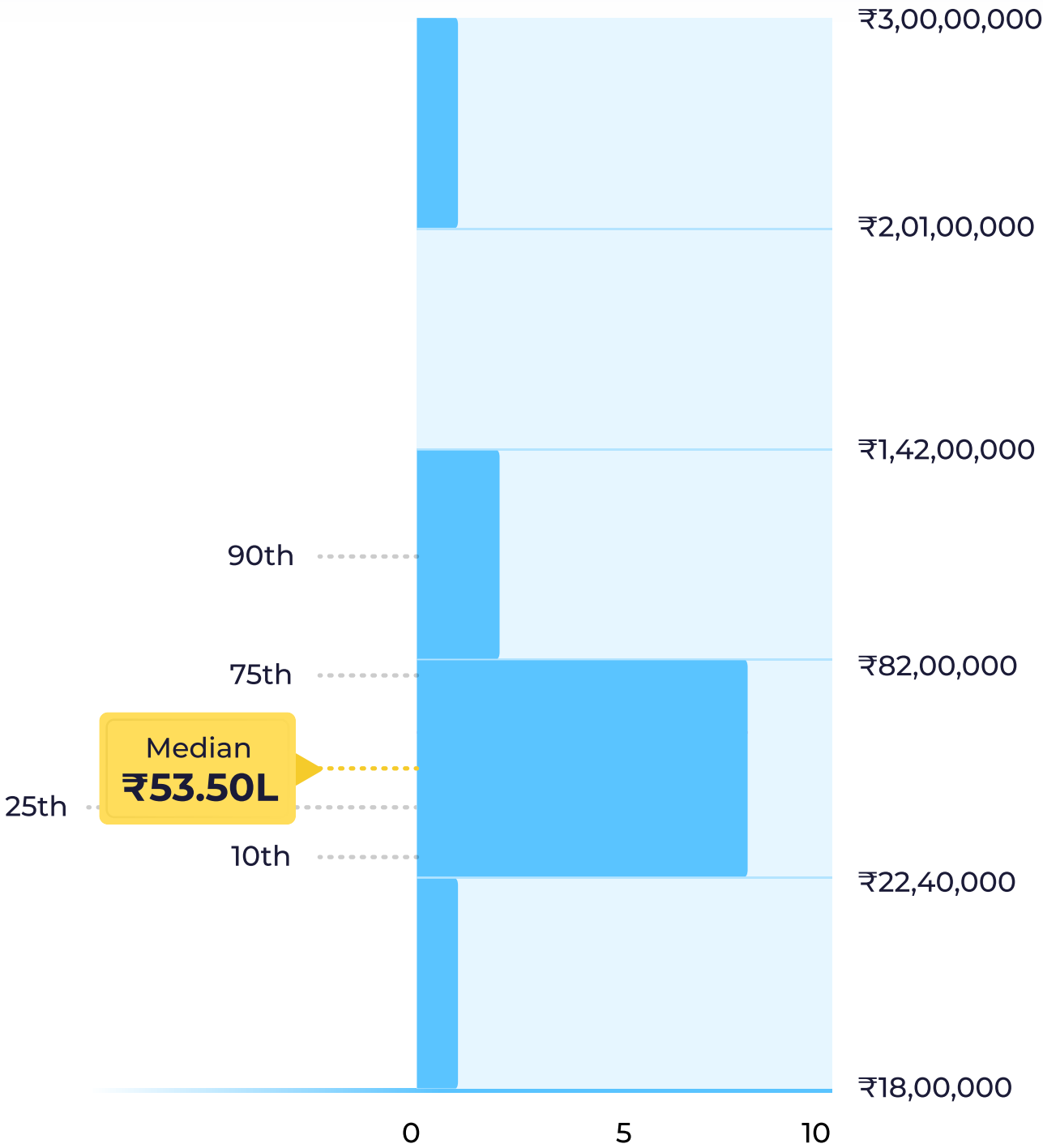
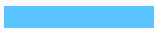


Percentile salaries



15+ years

12 respondents



02

SALARY BY **GENDER**



SALARY BY GENDER

0-2 years

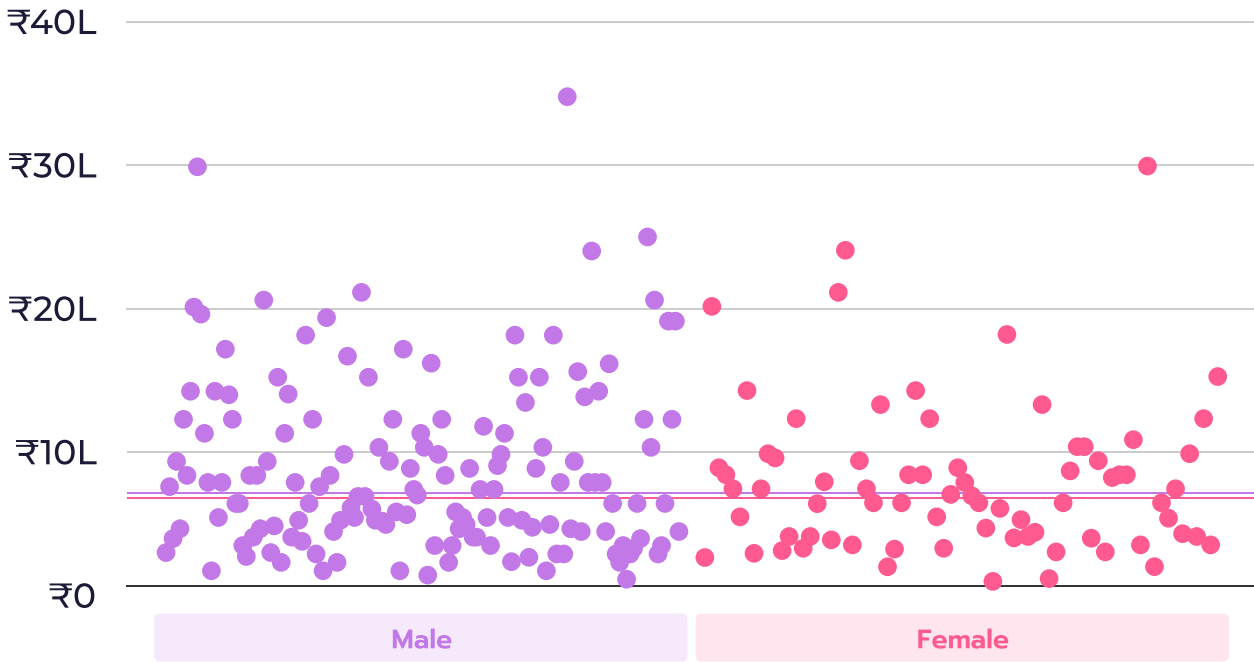
227 respondents



65.2%
Male

32.6%
Female

2.2%
NA



Median

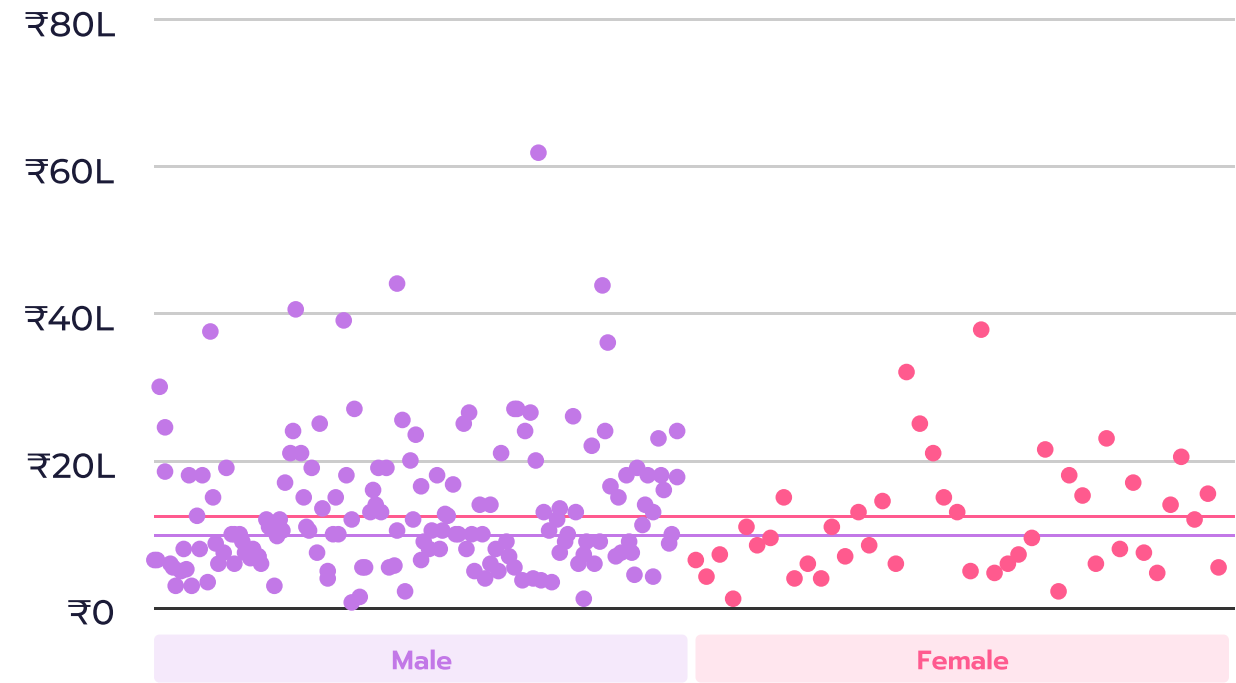
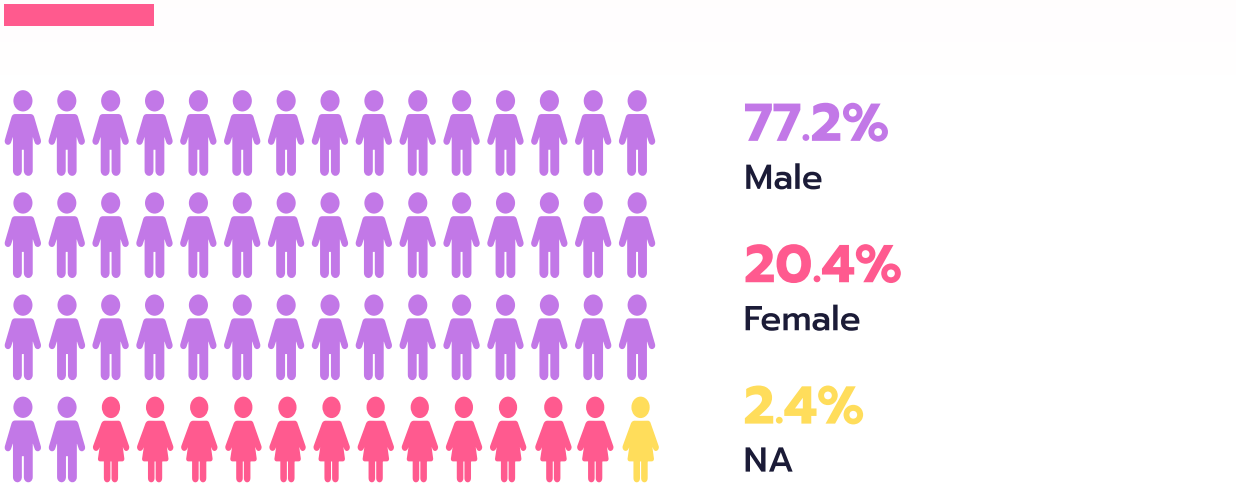
₹7.00L

₹6.55L

SALARY BY GENDER

2-5 years

205 respondents



Median

₹10.00L

₹11.75L

SALARY BY GENDER

5-10 years

179 respondents



75.4%
Male

22.3%
Female

2.3%
NA



Median

₹20.00L

₹18.10L

SALARY BY GENDER

10-15 years

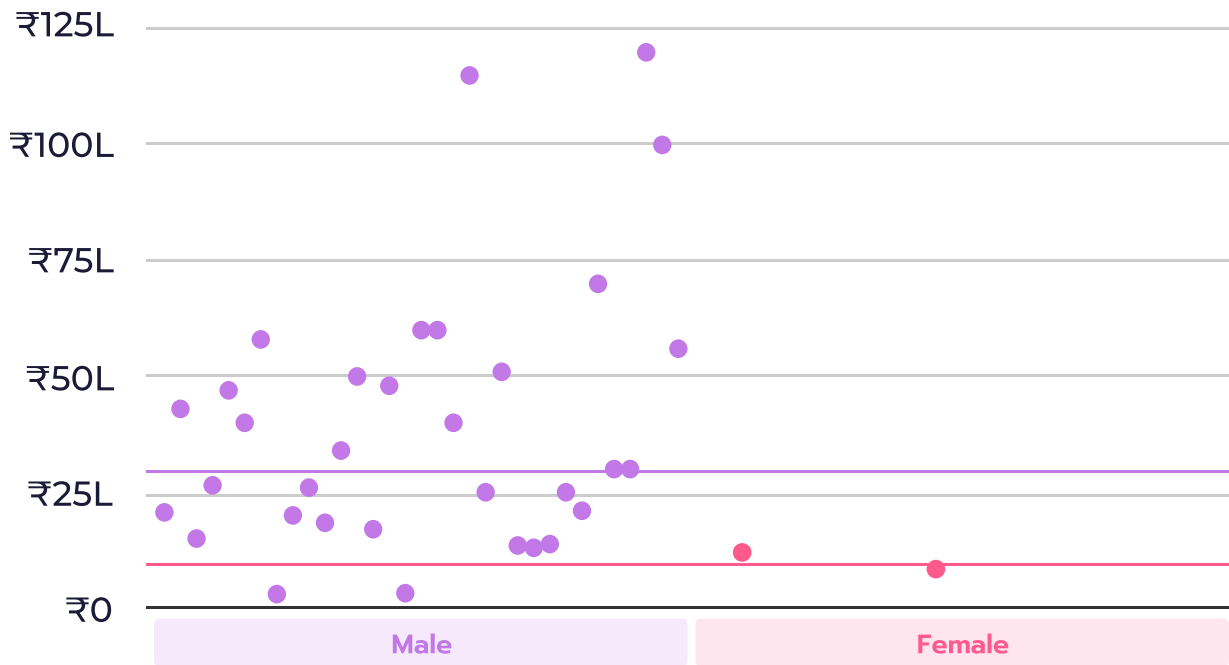
36 respondents



91.7%
Male

5.6%
Female

2.8%
NA



Median

₹30.00L

₹10.20L

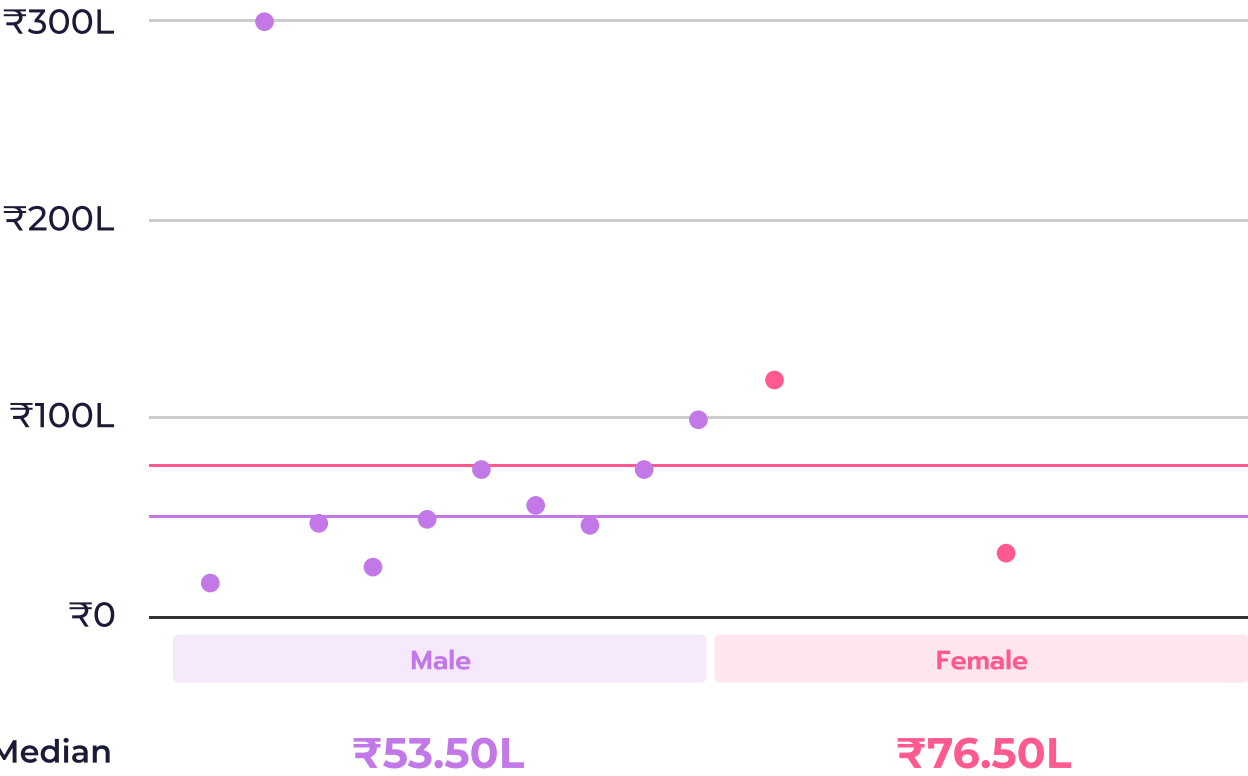
SALARY BY GENDER

15+ years

12 respondents



83.3%
Male
16.7%
Female



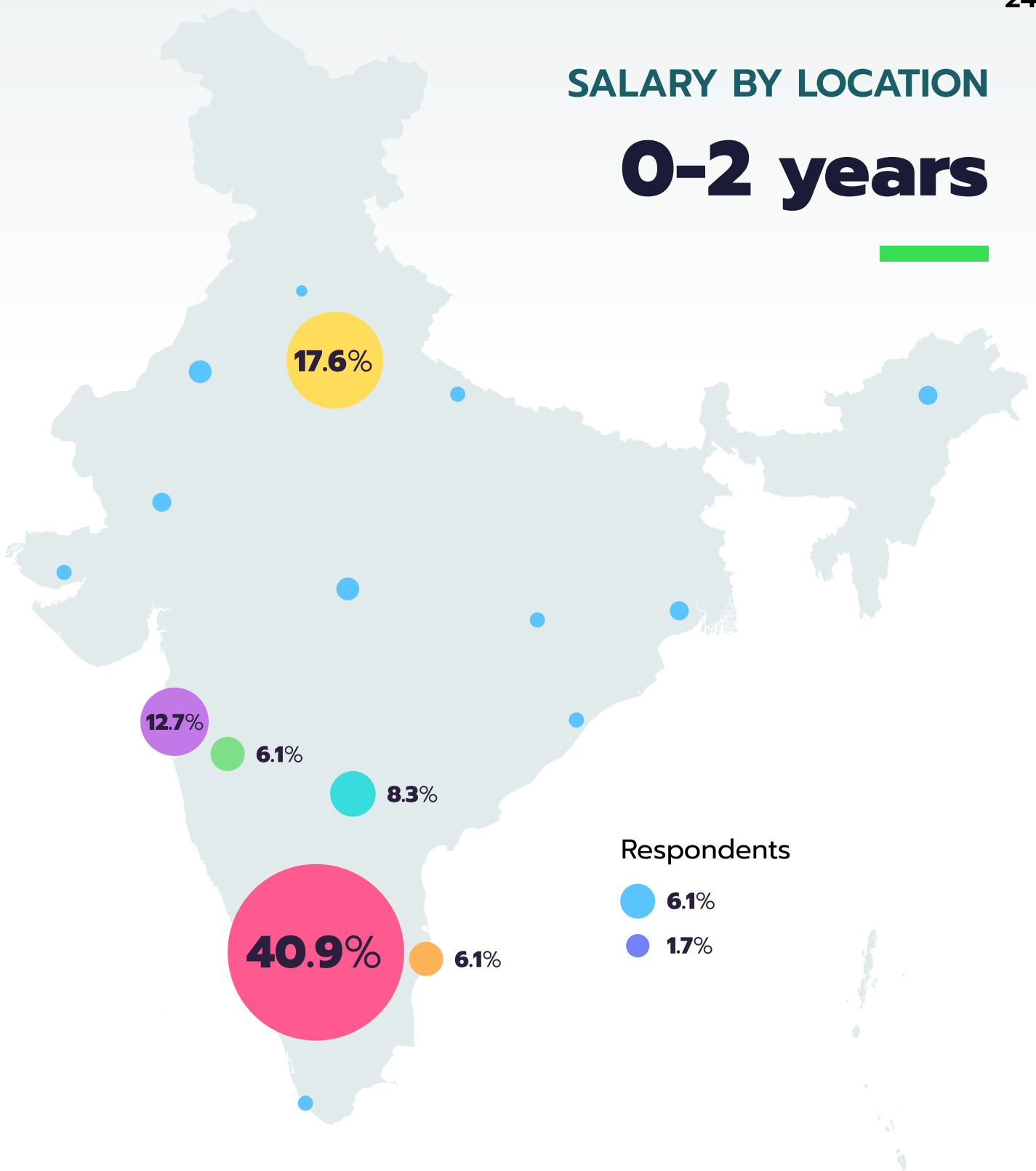
03

SALARY BY **LOCATION**



SALARY BY LOCATION

0-2 years



MEDIAN

Bangalore

₹9.00L

NCR

₹6.30L

Mumbai

₹7.00L

Pune

₹5.57L

Hyderabad

₹6.50L

Chennai

₹3.10L

Others

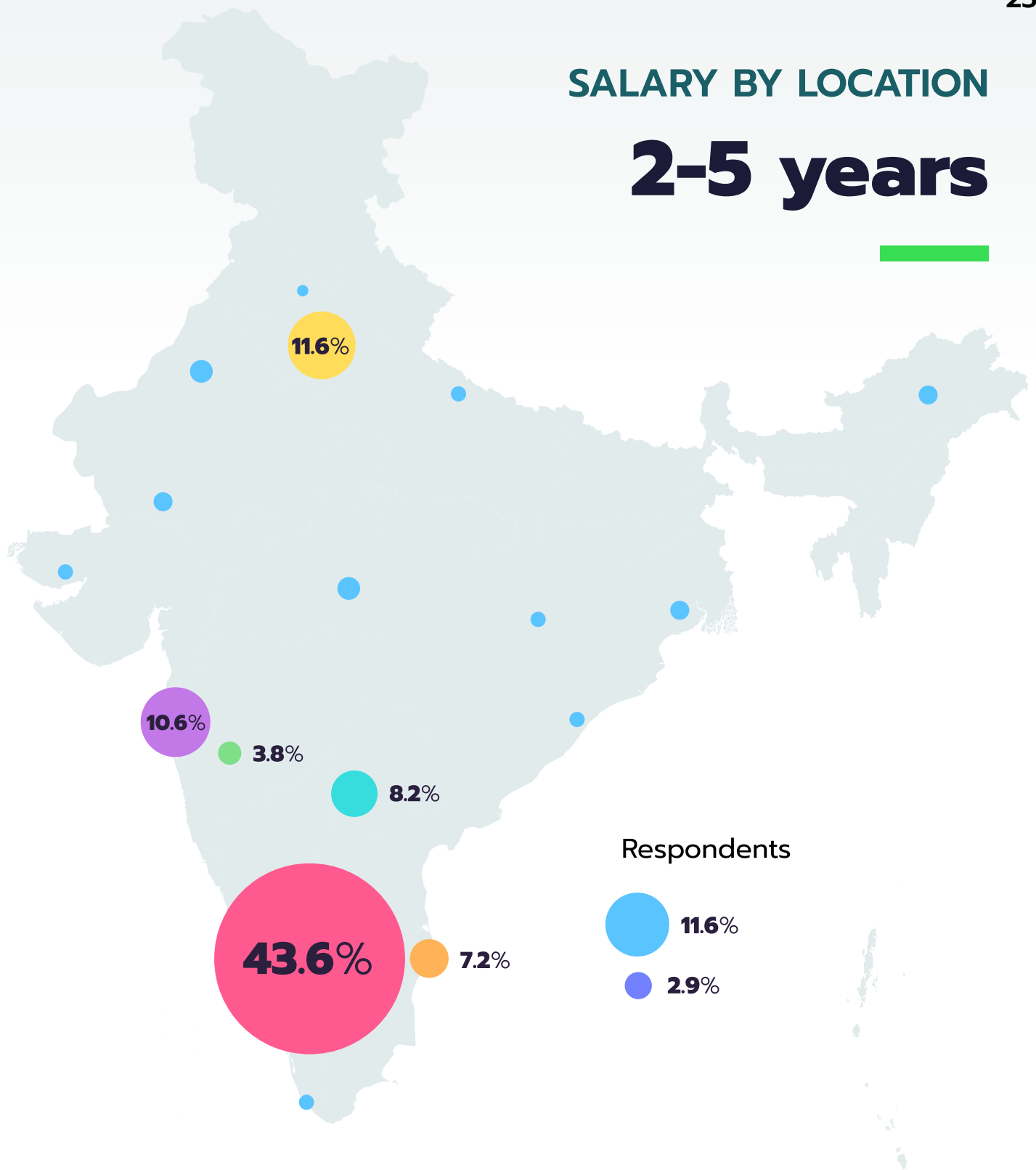
₹3.80L

Remote

₹4.95L

SALARY BY LOCATION

2-5 years

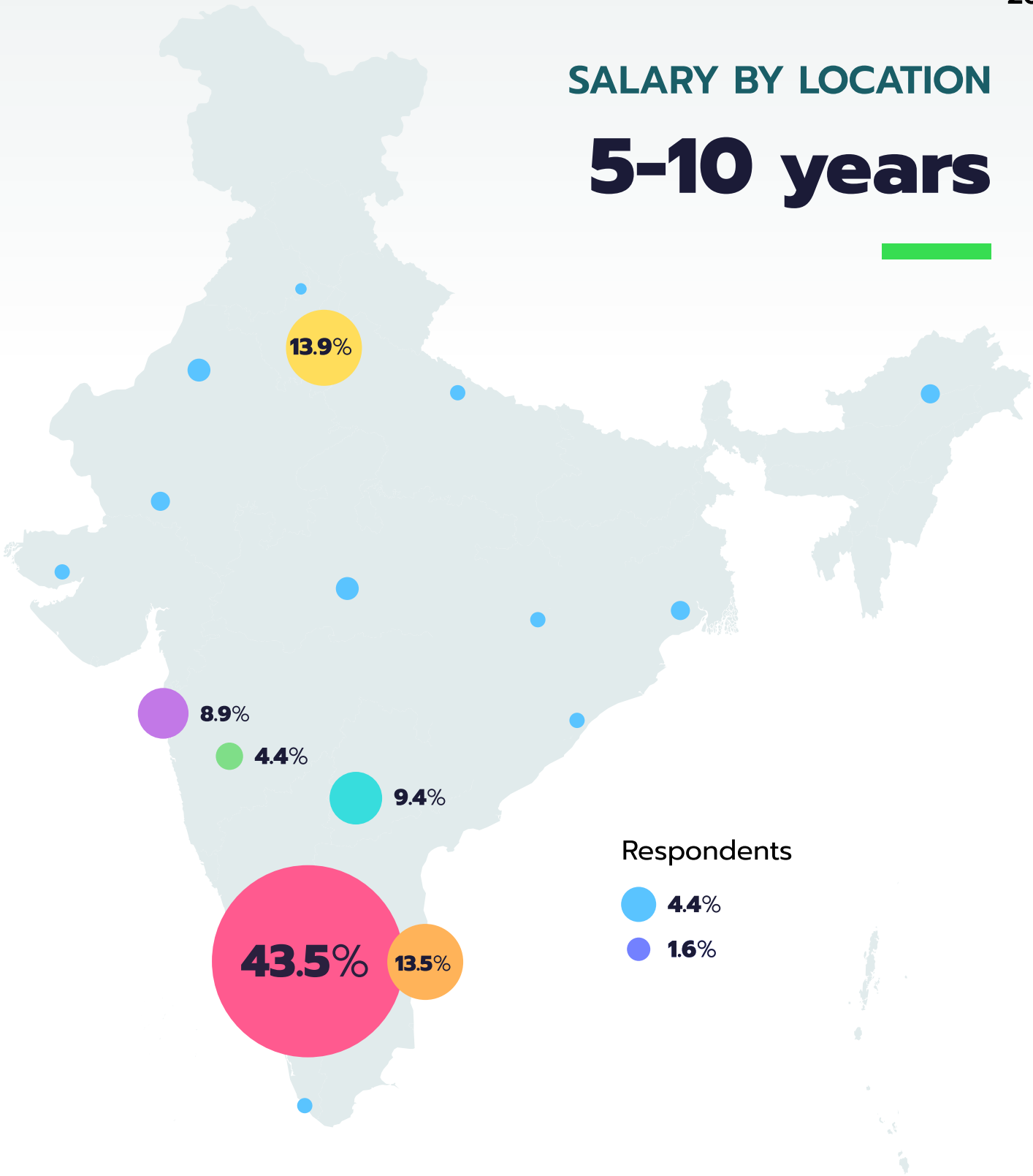


MEDIAN

Bangalore
₹13.50L**NCR**
₹9.20L**Mumbai**
₹7.55L**Pune**
₹13.00L**Hyderabad**
₹10.60L**Chennai**
₹7.50L**Others**
₹6.00L**Remote**
₹18.50L

SALARY BY LOCATION

5-10 years



MEDIAN

Bangalore
₹23.75L

NCR
₹24.00L

Mumbai
₹16.00L

Pune
₹11.75L

Hyderabad
₹15.50L

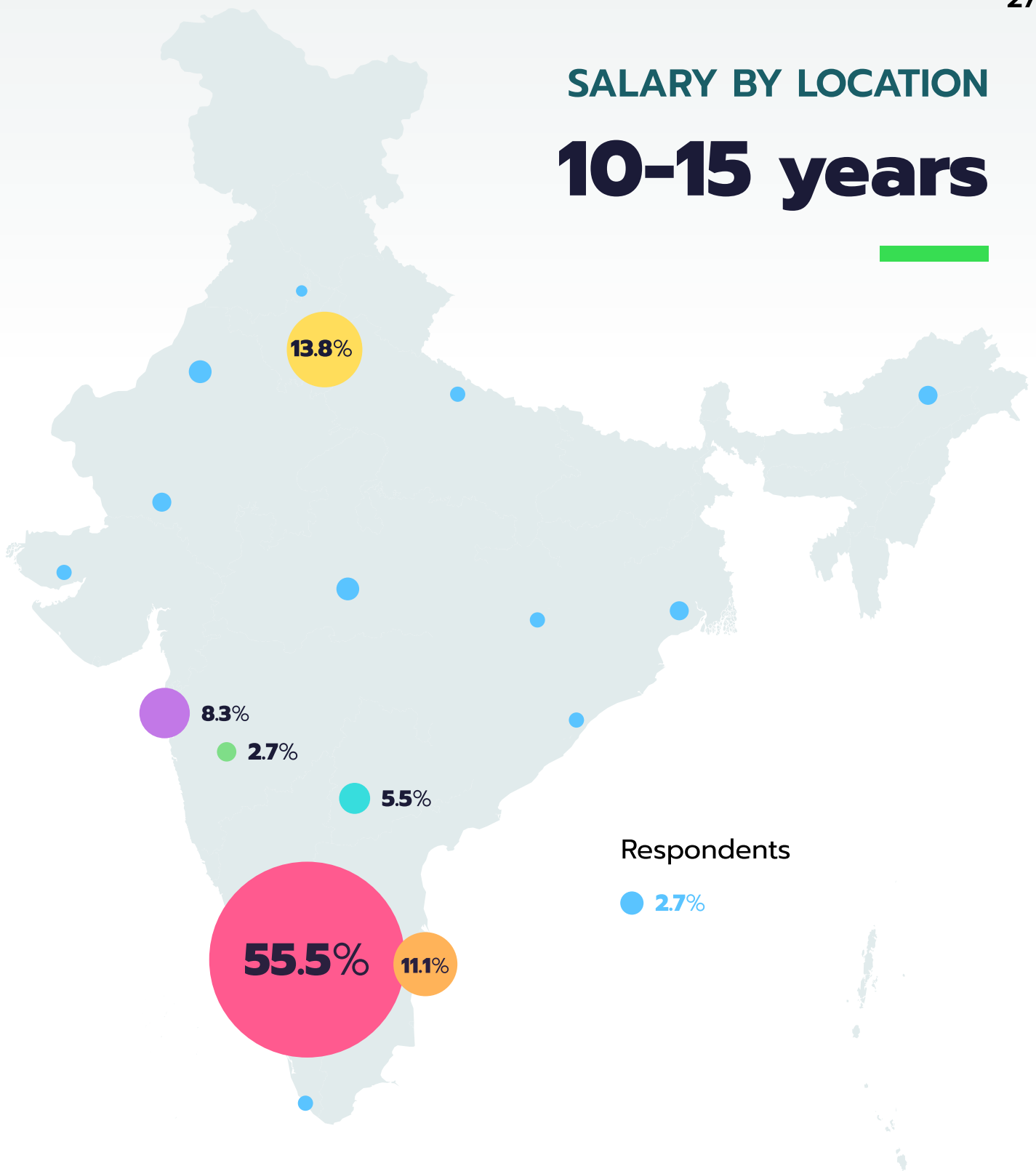
Chennai
₹14.50L

Others
₹5.40L

Remote
₹35.00L

SALARY BY LOCATION

10-15 years



MEDIAN

Bangalore

₹40.00L

NCR

₹8.40L

Mumbai

₹26.00L

Pune

₹21.00L

Hyderabad

₹17.22L

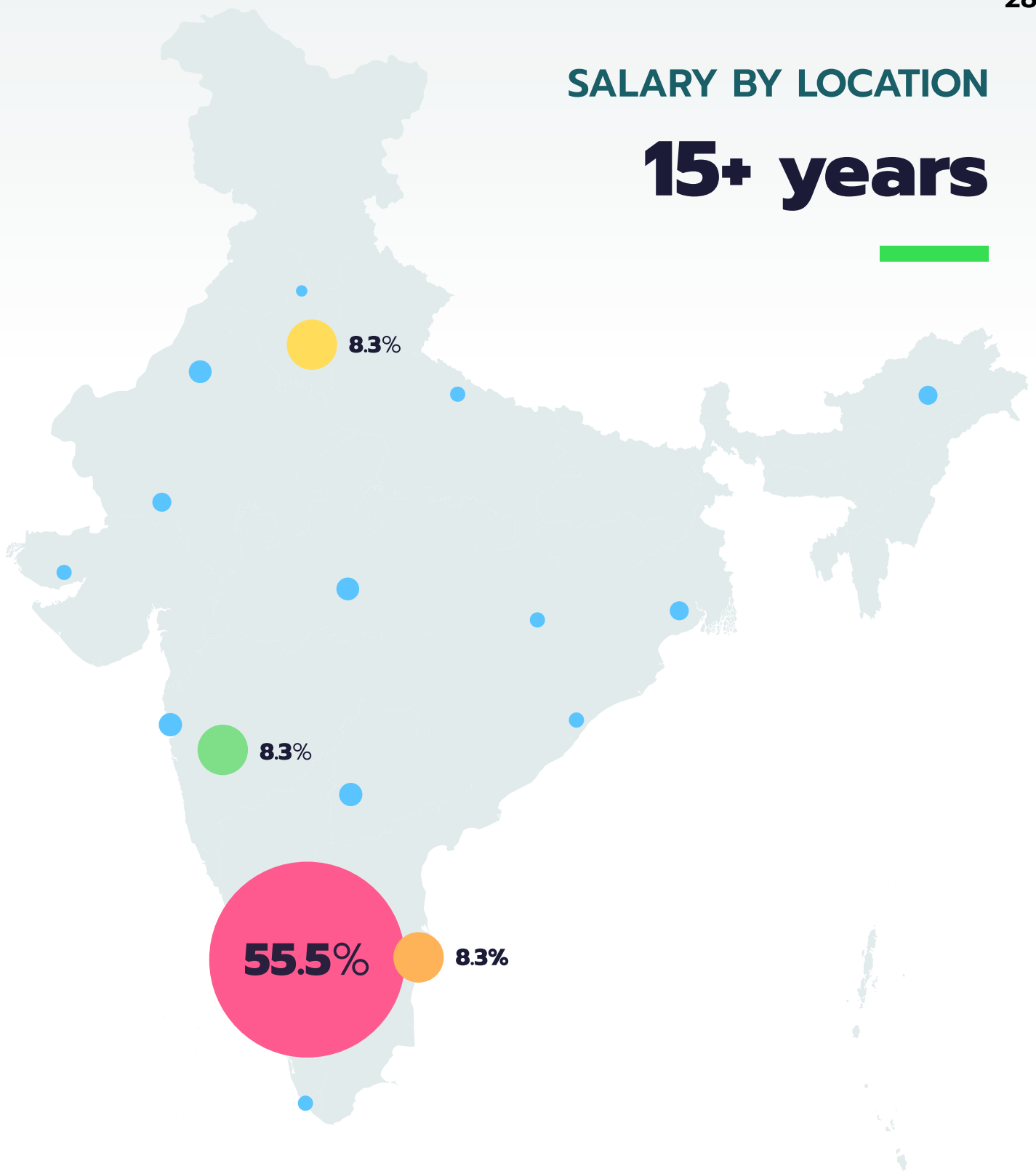
Chennai

₹42.25L

Others

₹48.00L

SALARY BY LOCATION

15+ years

MEDIAN

Bangalore

₹75.00L

NCR

₹50.00L

Pune

₹57.00L

Chennai

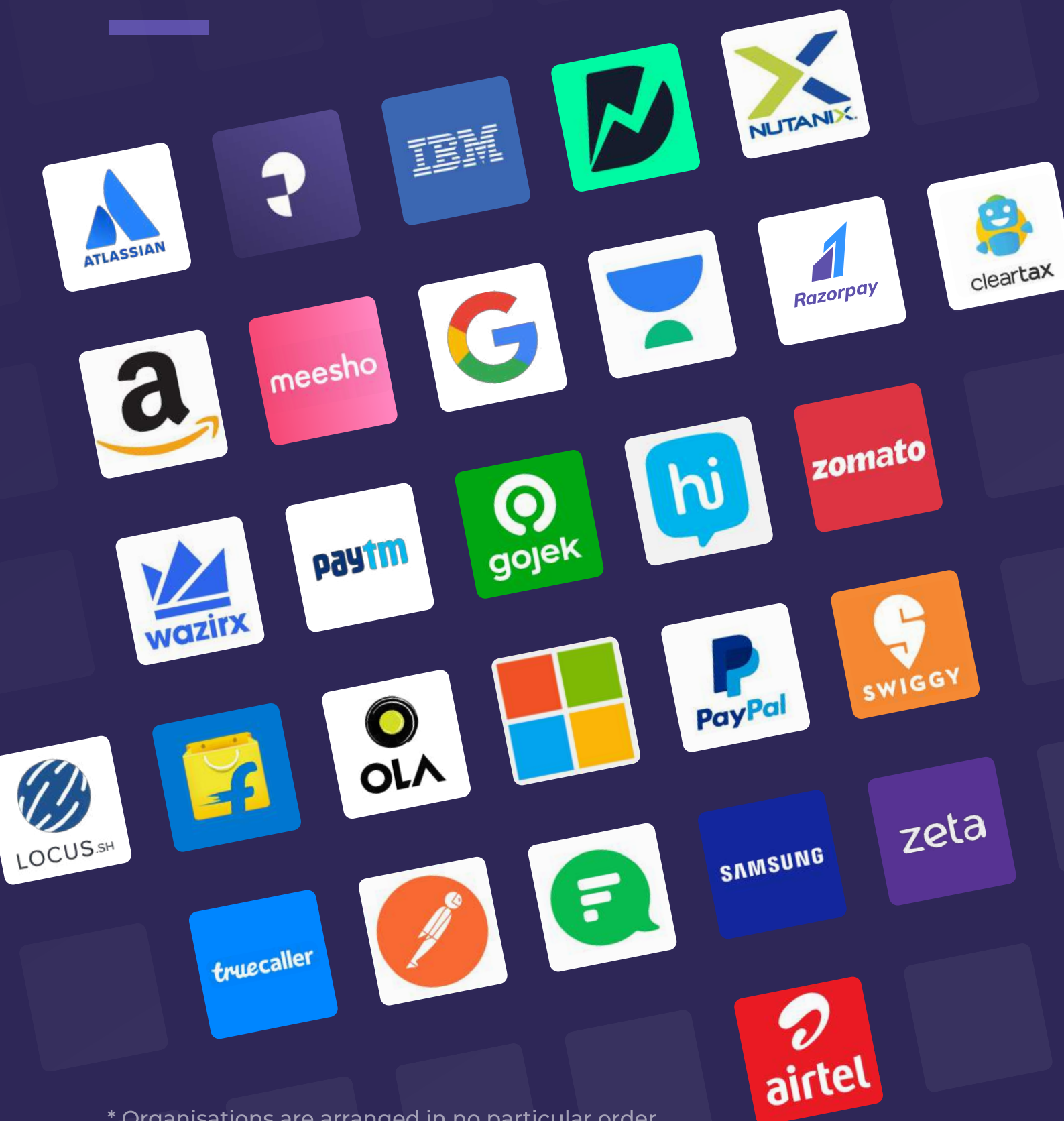
₹18.00L

04



SALARY BY **TOP PAYING COMPANIES**

Few Top Paying Companies



* Organisations are arranged in no particular order

SALARY BY TOP PAYING COMPANIES

Medians

75 responses across 40 companies



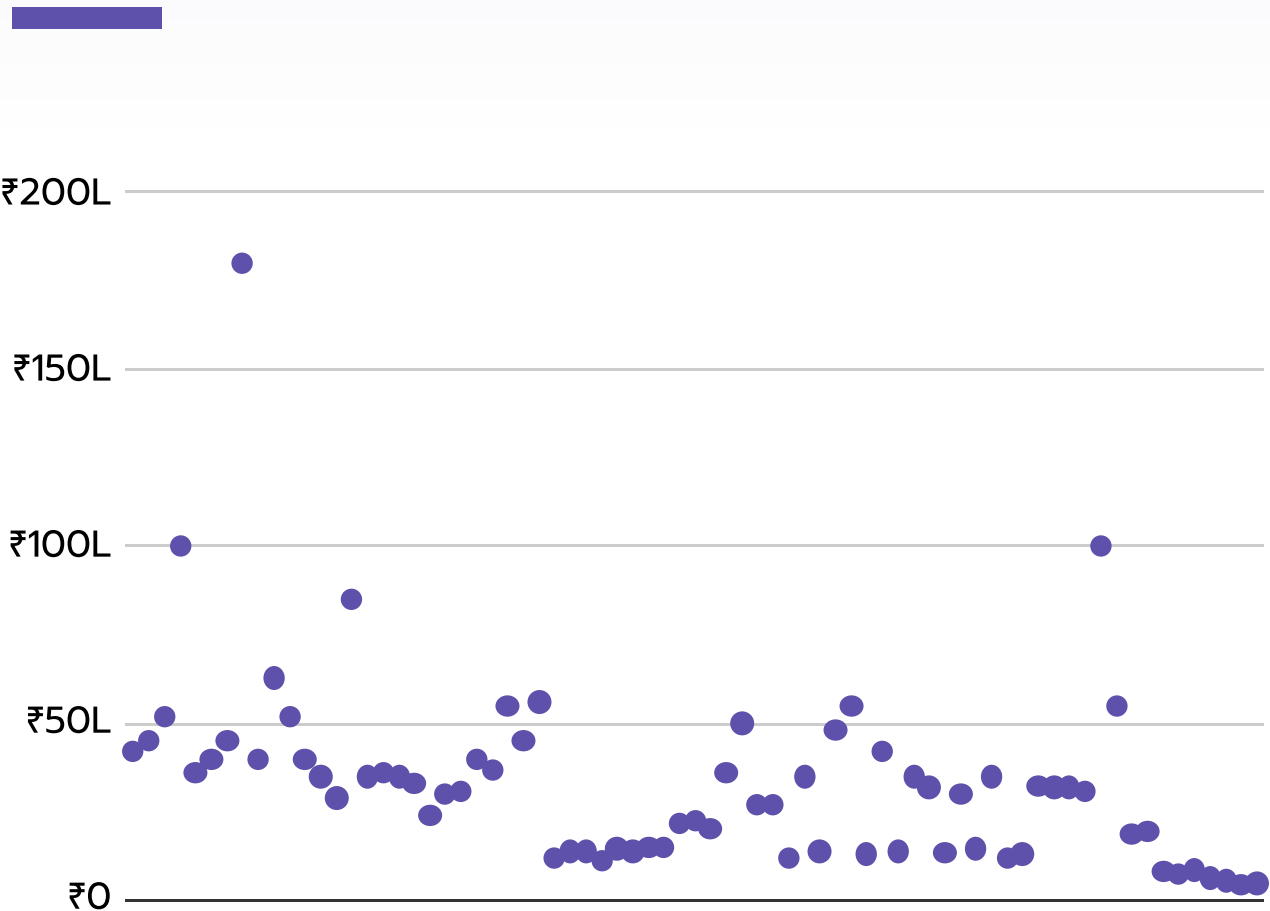
Freshers/Associate UX Designer	₹6,50,000
UX Designer I	₹14,00,000
UX Designer II	₹19,25,000
Sr. UX Designer	₹32,50,000
Lead UX Designer	₹40,00,000
UX Manager	₹52,00,000
Sr. UX Manager	₹63,00,000 less data points
Director	₹79,00,000 less data points

NOTE: Since companies have different role naming conventions, we have consolidated and formulated few levels based on our understanding. This data could help some HRs to normalise the ranges in their companies.

SALARY BY TOP PAYING COMPANIES

Medians

75 responses across 40 companies



NOTE: The 3Cr outlier for this scatter plot to arrive at the medians for the top paying companies' roles.

COMPANIES THAT GIVE

ESOPs to designers

69/542 Companies that participated give ESOPs



Ally.io	Google	Phonepe
Amazon	Groww	Postman
Anuta network	HackerRank	Seeko.app
Apptium Technology	housing	ServiceNow
Atlassian	IBM	sharechat
BimaPe	Infoedge	Shopx
Coldbrew Tech	Inmobi	SmartServ
Convosight	Innovation Labs LTD.	Swiggy
CredAvenue	Intuit	Target
Credochain	Krab	Tekion Corp.
Dream11	Livspace	Testsigma
Druva	Mainstreet	Treebo
Dunzo	Makemytrip	Turnip
Facilio	Meesho	Unacademy
Fleetx.io	Microsoft	Urban Company
Flipkart	Mosaic Wellness	Verizon
Flock	Multipl Fintech	VMware
Freshworks	Myntra	Whitepanda
FrontRow	Nutanix	Wishkarma
Furlenco	Observe.AI	Xeno
FyleHQ	Ola	Zapr Media Labs
Gainsight	Paypal	Zeta
Gameskraft	Paysafe	Zolve
Gojek	PharmEasy	

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