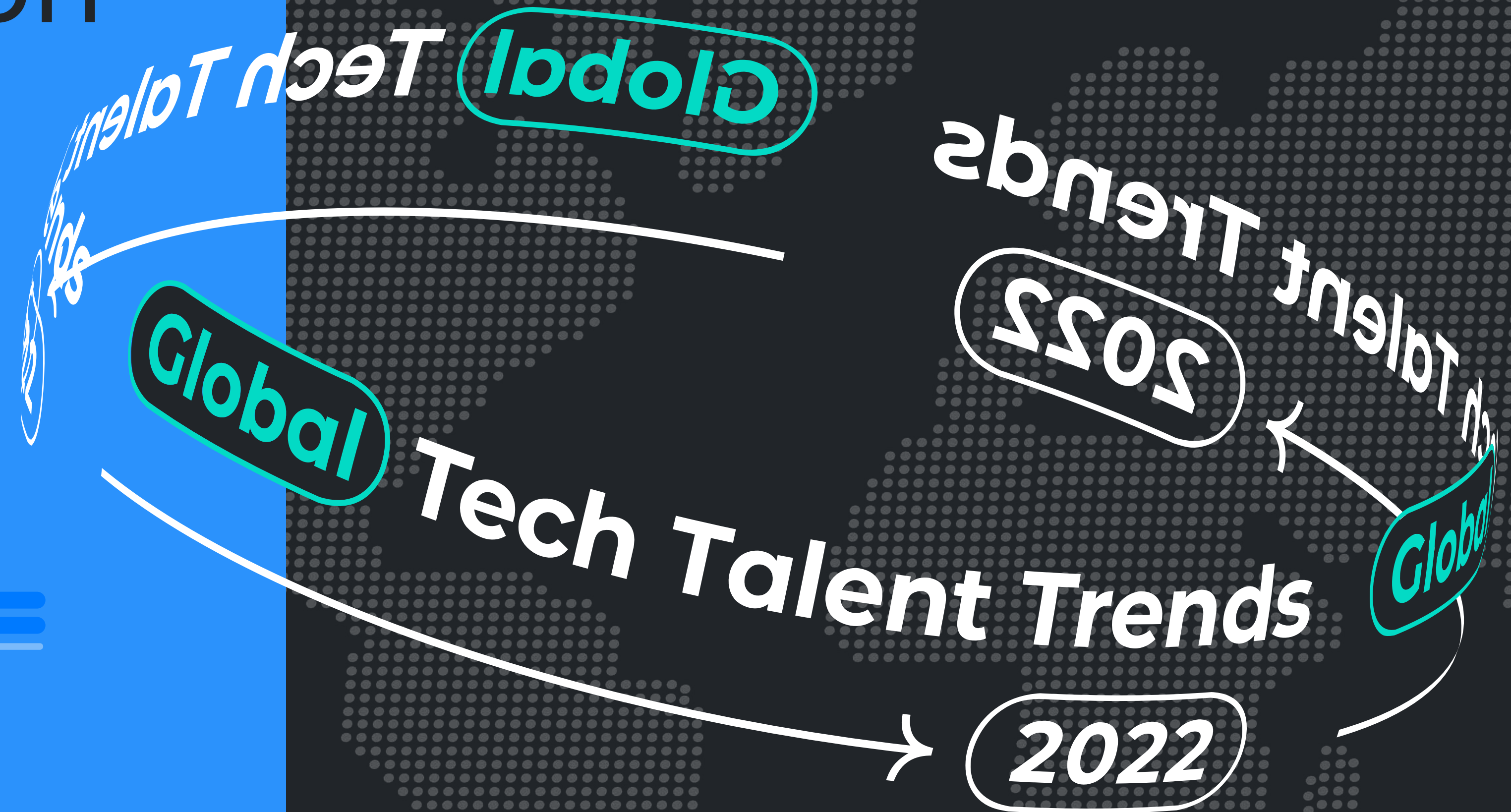


Salary & perks: The globalisation of tech work

→ 🌐 {} 2022

The **largest** community-based
tech talent report



 LandingJobs

POWERED BY:

 TeamViewer

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Introduction

The world has changed drastically in the last two years and the tech market is no exception. Remote work went from nice-to-have to almost mandatory. Hiring and working across-borders or relocating to another country are no longer exceptions but proven trends. The scarcity of tech talent worldwide is now bigger than ever, with huge impacts on both local and global tech market contexts.

These changes raise many serious questions, ones that the Global Tech Talent Trends 2022 (GTTT22) aims to answer for tech professionals, companies and policymakers.

One of the core insights that GTTT22 shows is that salary is the number one career driver for tech professionals. Salary is also currently one of the most impacted career factors by the remote work and globalisation of tech work. Tech talent in underdeveloped regions are now able to work remotely across-borders from where they reside to companies in richer regions, securing better salaries than local companies can pay. This generates a snowball effect of salary level improvements all around the world, while also stimulating the relocation of tech talent by companies that privilege hybrid or office work.

A lot of changes have and are still taking place, and this GTTT22 focused on “Salary & perks” tries to provide useful insights on global tech salaries and

the trends of the market regarding this topic. Its purpose is to help tech professionals make better career decisions and companies to better position themselves to hire and retain the tech talent they so desperately need.

Some indicative insight nuggets to open your appetite: average gross annual salaries vary from €20K (Africa) to €84K (North America); full-office jobs are the worst-paid (1.9x less than full-remote jobs); only 51.2% of women had a salary raise, against 62.6% of men; African, Asian and South American tech professionals working remotely across-borders earn around 1.7x more than the ones working for local companies (1.3x more in Europe).

At [LandingJobs](#), we believe in the inevitable globalisation of the tech talent market. For that market to work, there’s a need to avoid asymmetry and lack of information. This report was built by the tech community for the tech community. Please reach out to us with feedback, suggestions or anything else at letstalk@landing.jobs.

Join us in building better futures.
Join the globalisation of tech work.

Pedro Moura
CMO @ LandingJobs

Foreword – Sponsor

TeamViewer is a global company with users and customers in nearly every country. Next to long-standing offices in Germany, the USA, and Australia, TeamViewer has opened 11 new locations, including the latest addition, our R&D hub in Porto, inaugurated in 2021. Entering new markets and positioning TeamViewer in strategic locations provides access to a qualified workforce and enhances further expansion of the business and technology. Such decisions are based on a comprehensive selection framework. As TeamViewer, we evaluate key growth and cultural factors, including the availability of top talent, educational infrastructure, regulatory framework, entrepreneurial mindset, and quality of life.

To secure a competitive position in the market, the compensation strategy has an undeniable, strongest impact on employee satisfaction, morale, and perception of fairness of remuneration. It is crucial for both employers and employees to have access to such data to better assess their own position in the market. The LandingJobs report, especially the salary and benefits research, has been an important tool that has provided us with valuable local insights while establishing our office in Portugal.

TeamViewer believes that by building a better understanding of the tech ecosystem and democratizing access to such data, we contribute to greater awareness and more sustainable relations between companies and professionals.

This year’s edition focuses on global career trends in the tech industry, which will resonate with a global audience, helping to build a comprehensive understanding of the current digital economy where jobs are often remote and no longer location bound.

Undeniably, compensation analysis is vital to promoting fair, equitable salaries and benefits and for TeamViewer and many other readers to be the highlight of the report.

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Highlights

Salary

- Average annual salaries vary from 20.071€ (Africa) to 84.224€ (North America)
- Tech management roles earn, on average, 1.4x more than developers
- Regarding work experience, professionals with 6 or more years earn, on average, 2.5x more than the ones with 3 years or less
- Local outsourcing is the worst-paying company type, with scale-ups on top (average salary 2x higher than the former)
- Full-office jobs are the worst-paid (1.9x less than full-remote jobs)
- Visual Basic 6 is the worst-paying language, with Perl on top (2x more than VB6)
- Regarding frameworks, Cake PHP pays the worst and Ruby on Rails the most (1.6x more than Cake PHP)

- For developers, *Maintenance & Support* have the lowest salaries and *Solutions Architect* the highest (2.7x more than the former)
- 60.9% of tech professionals saw their salaries rise in the last 12 months, while 7.5% suffered a decrease
- 51.2% of women had a salary raise, against 62.6% of men
- 75% of scale-up employees had a raise, contrasting with only 40.9% of local outsourcing employees
- As for professionals working remotely across-borders, Africans, Asians and South Americans earn around 1.7x more than professionals working for local companies (1.3x more in Europe)
- Europe takes away the prize when it comes to both salaries for managerial roles (average 59.844€) and for development roles (average 44.814€)

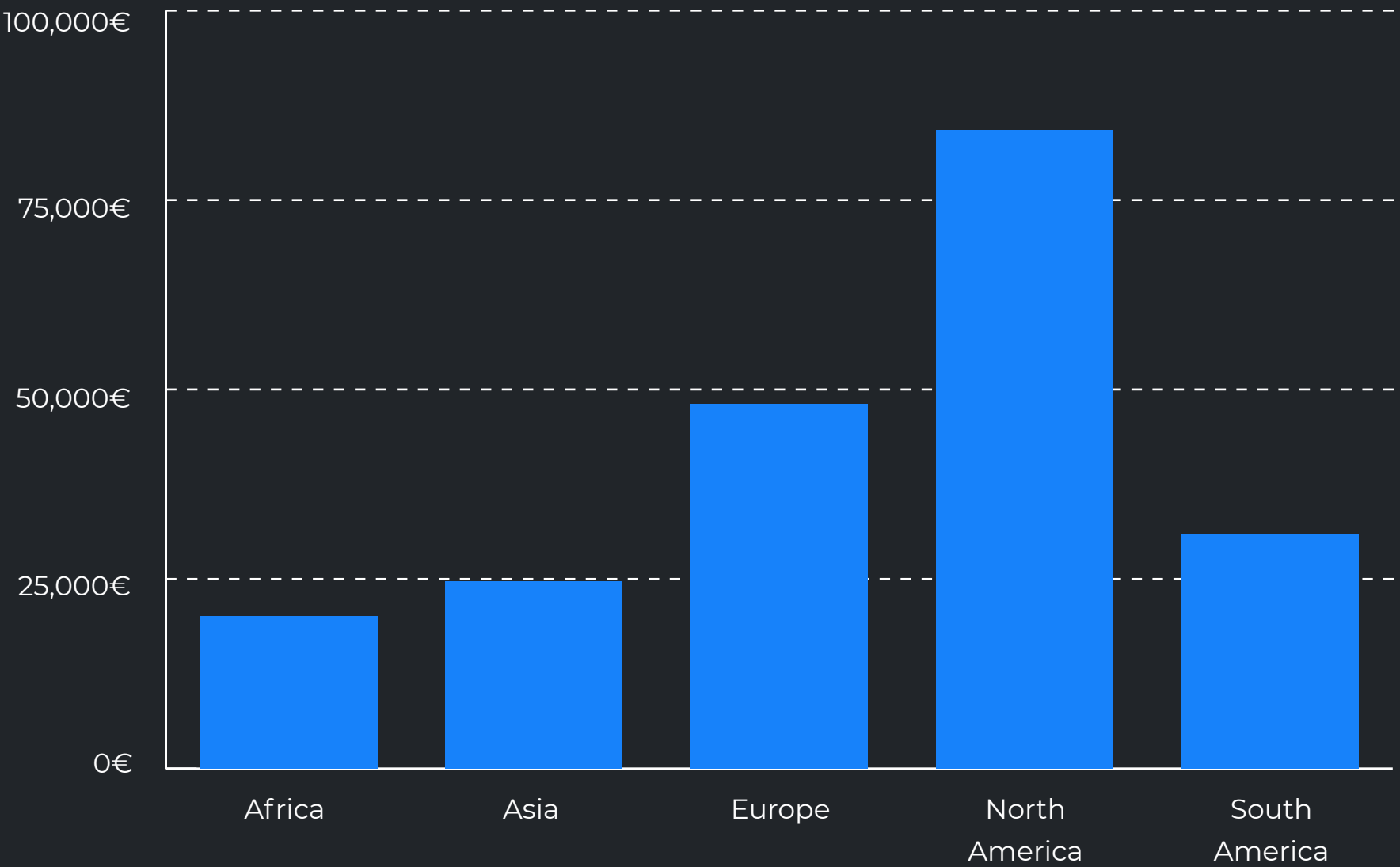
Perks

- *Health benefits* (19.7%) and *Annual Bonus* (18.2%) are the most sought-for job perks
- Computer and equipment allowance for the younger professionals (16.7%), parenthood-related perks for the middle age ranges (18.34%) and stock options for the older generations (11%)

Salary

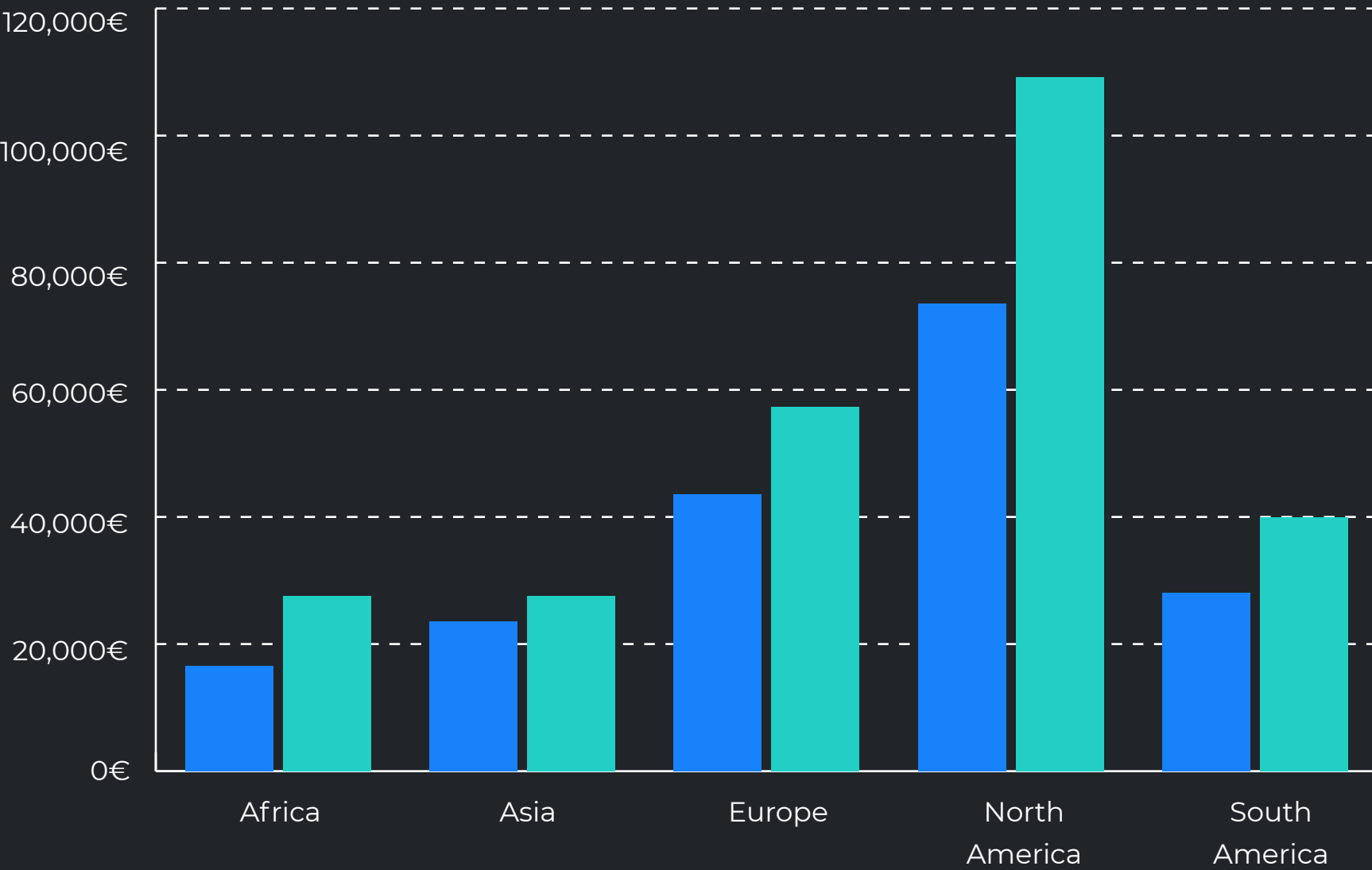
BY CONTINENT OF RESIDENCE

- The chart is self-explanatory: salaries for North American tech professionals are the highest, Europe gets the second place, and Africa, South America and Asia are very behind. It would be interesting to have the ratios of these average salaries by each region GDP.



BY PROFESSIONAL ROLE CATEGORY

- Also no surprises here: management jobs pay better than development ones (in most cases). Asia and Europe have the lowest differences between both categories, while Africa has the biggest gap.



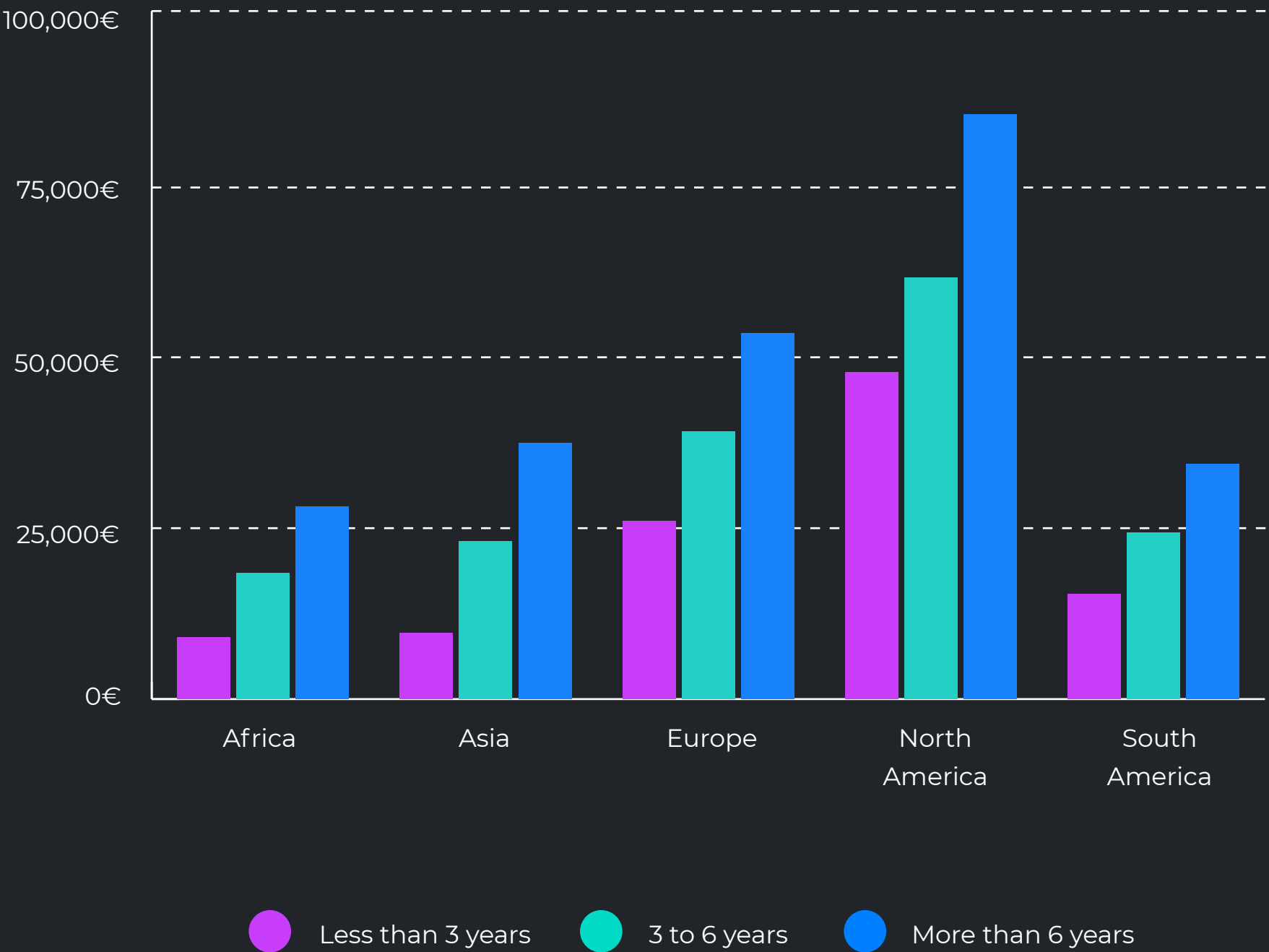
● Development roles ● Management roles

Salary

BY PROFESSIONAL EXPERIENCE

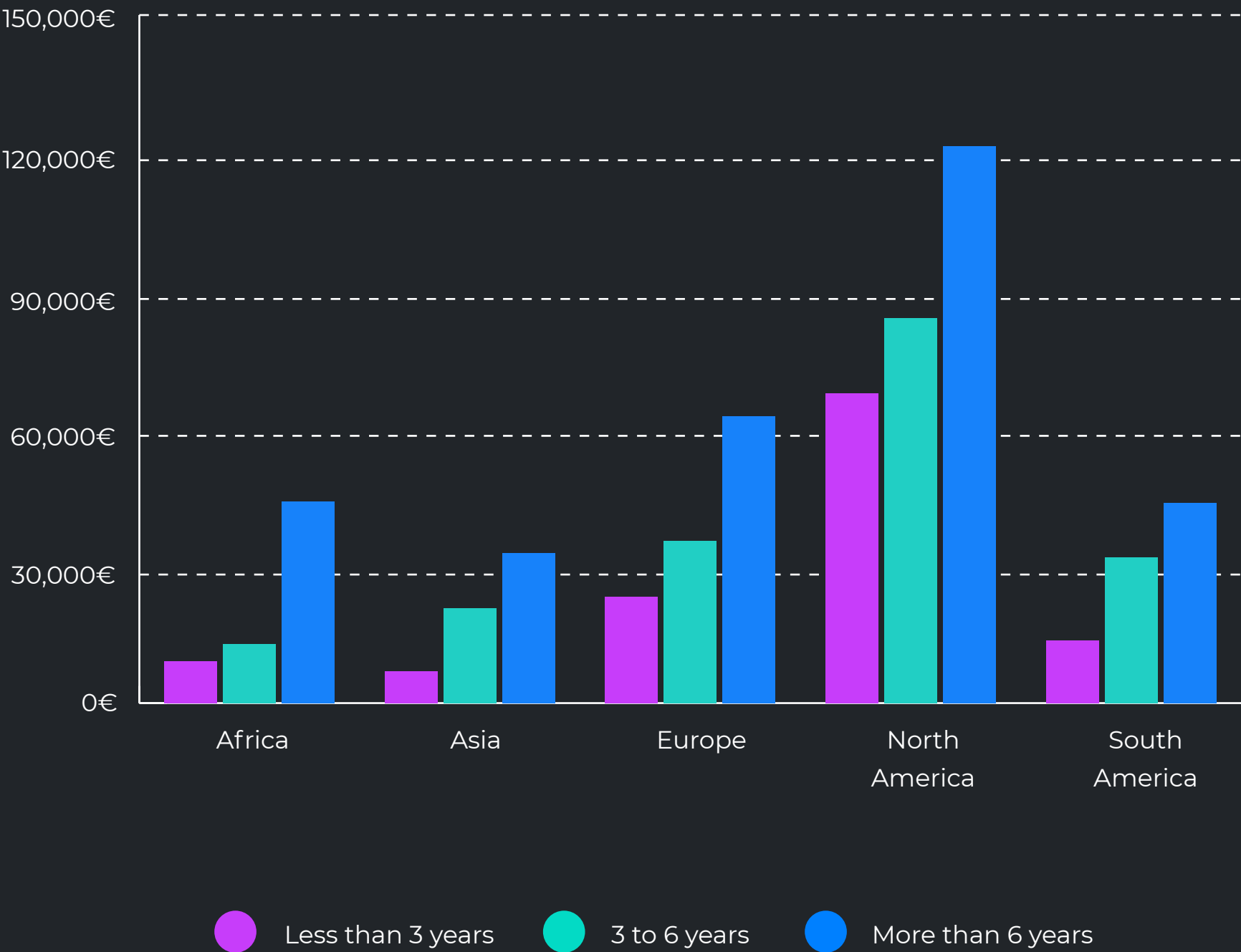
DEVELOPMENT ROLES

- Without surprise, experience means more salary. In terms of salary difference from lower to higher levels of experience, the biggest variations are in Asia and Africa.



MANAGEMENT ROLES

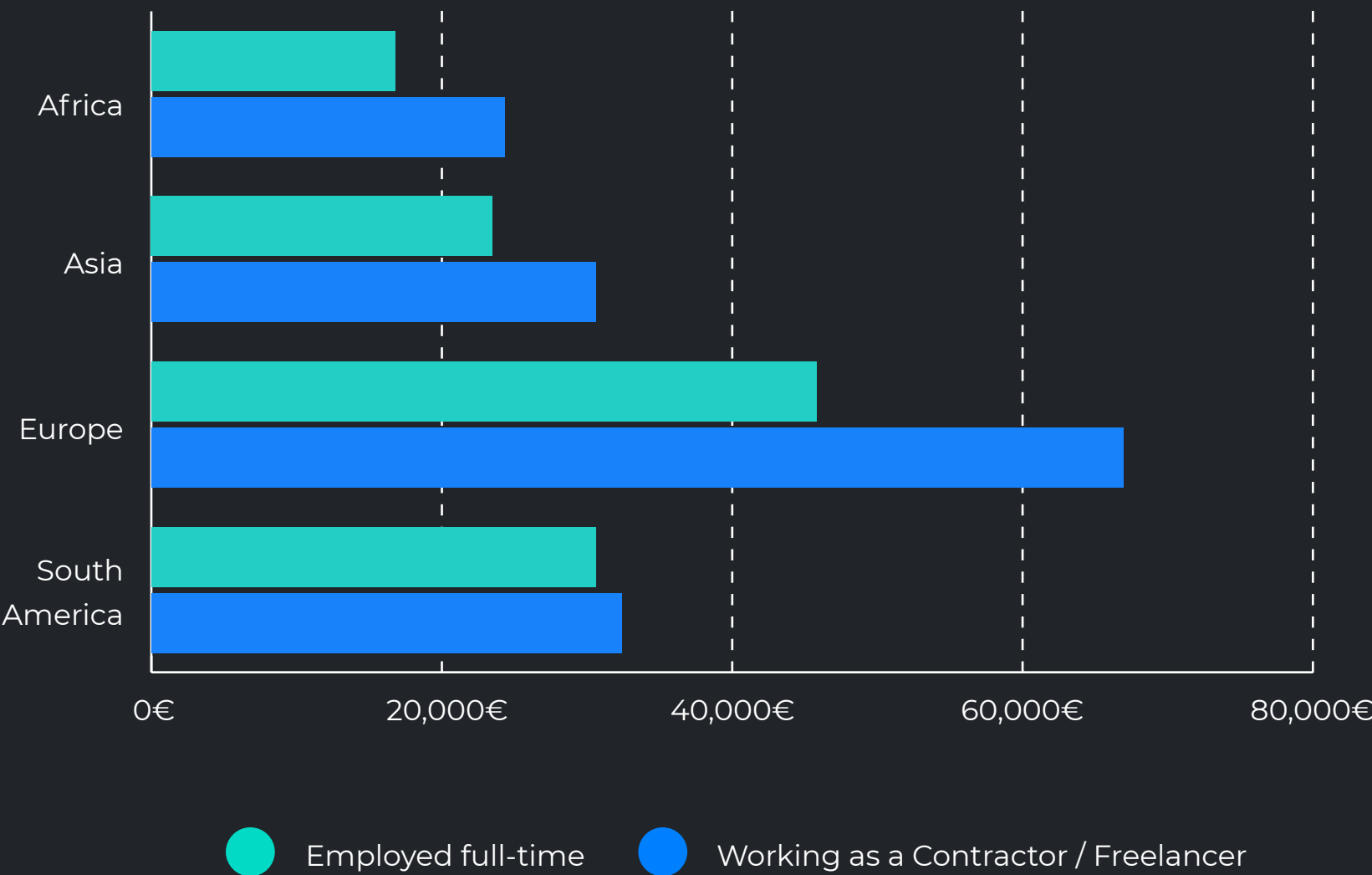
- Salary difference from the less to the more experienced professionals is larger for Management roles (average 3.7x) than for Development roles (2.5x).



Salary

BY EMPLOYMENT STATUS

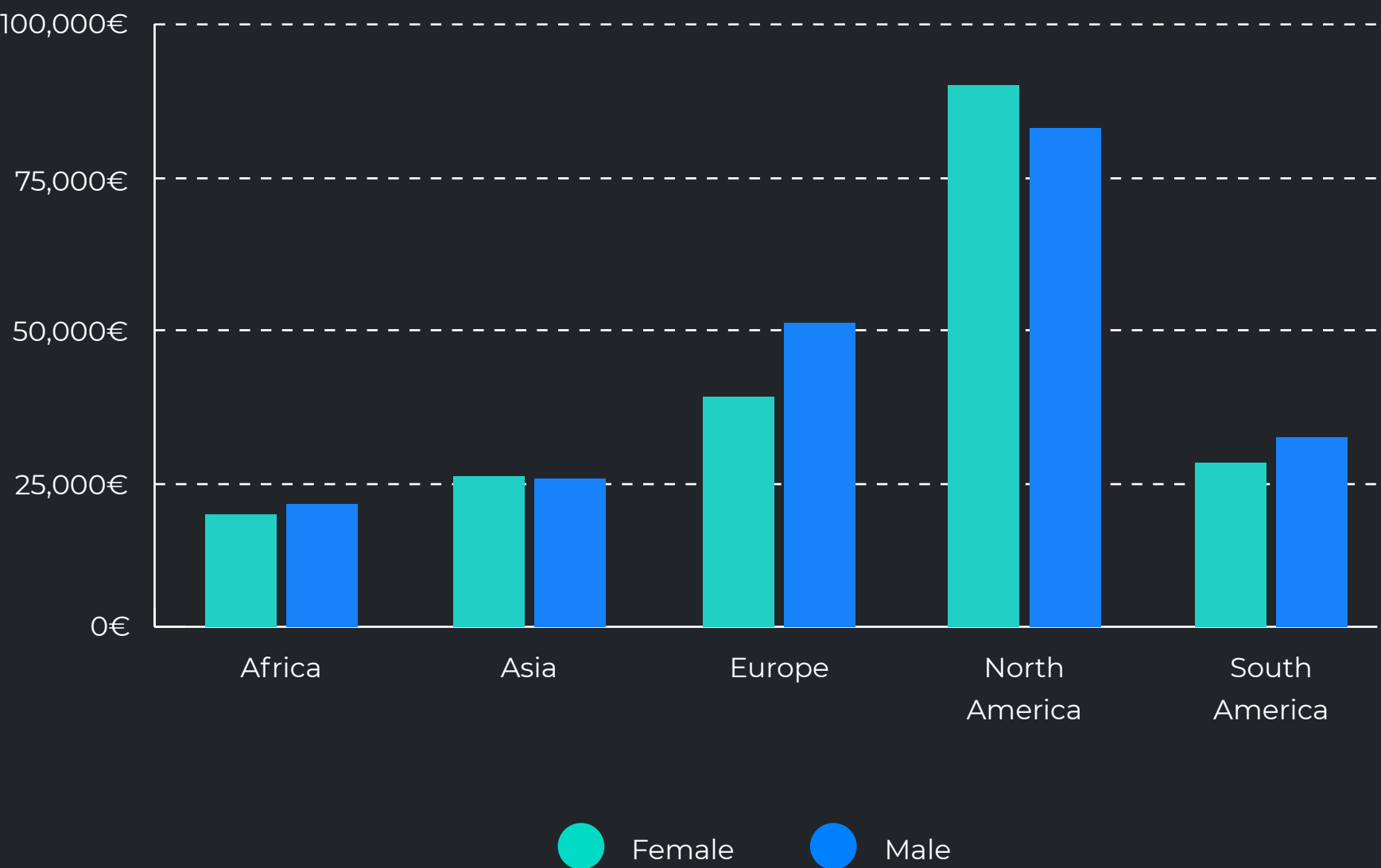
- Contractors tend to earn more than full-time employees, showing one of the main tenets of this work option. African and European contractors earn around 45% more than full-time employees, Asians 30% and South Americans only 6%.



Note: North America data is not shown because the number of datapoints for Contractors / Freelancers in this region is below the threshold defined for statistical significance

BY GENDER

- North America and Asia: women who answered our survey earn more than the men. Are the scales truly balancing in those two continents or is this just a one-off thing? This trend isn't observed anywhere else though, and the biggest gender pay gap is for sure in Europe, with a difference between genders of more than €12K.

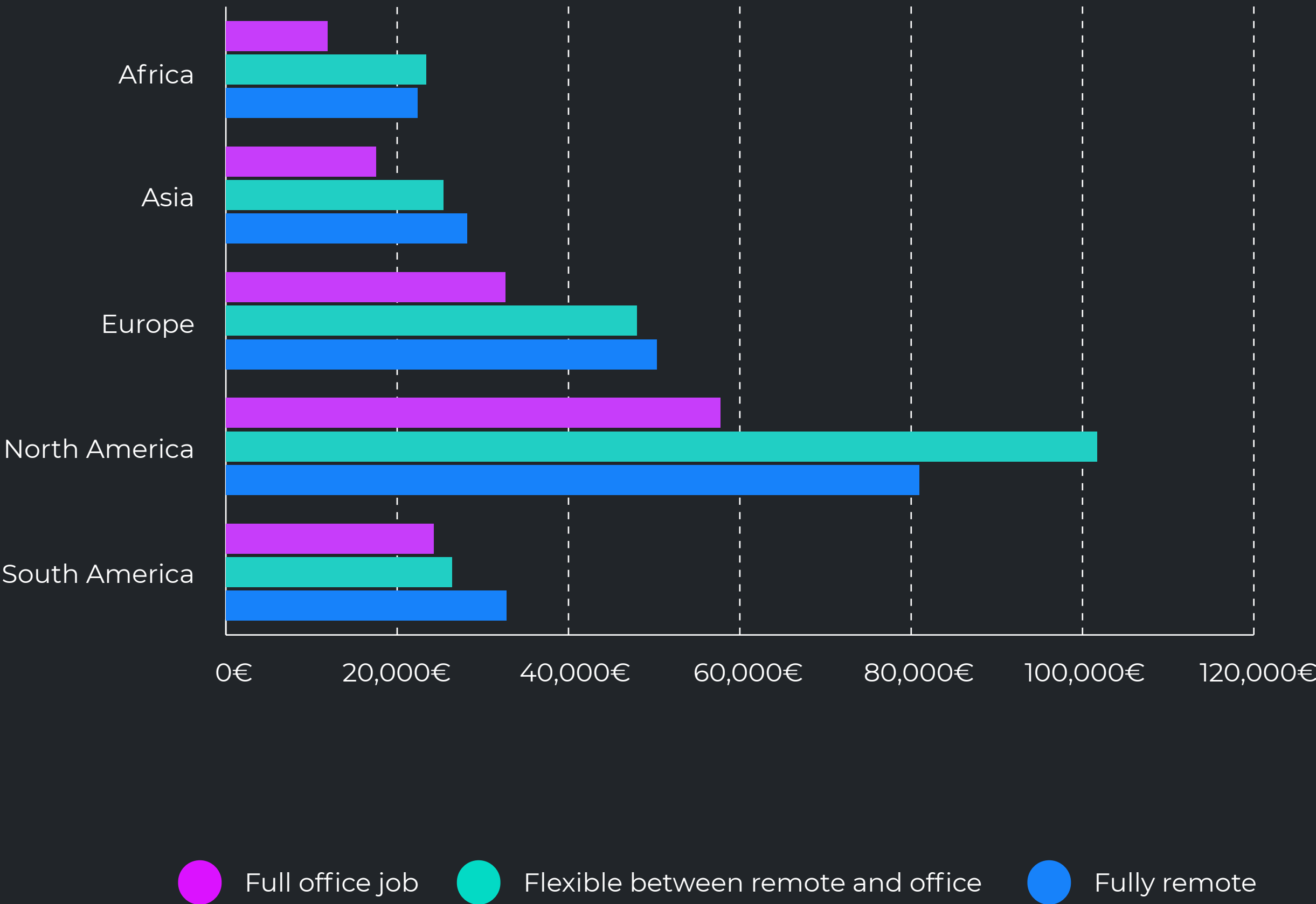


Salary

BY REMOTE WORK SITUATION

Full office workers are on the lower side of the salary spectrum

- The differences can be very significant, and a hypothesis to support this may be because less competitive companies are less inclined for remote work, consequently losing attractiveness to the best tech professionals, and hurting their competitiveness even more. A speculation, but worth debating.
- The fact that North America is the only region paying less to full remote than to hybrid remote is also curious. If you have guesses on reasons for this, please reach out.



Salary

BY WORKING FOR A COMPANY
ACROSS-BORDERS SITUATION

Remote work is breaking barriers and empowering tech talent

- Another sign of the globalisation of tech work: tech professionals from all continents earn more when working for companies across-borders, with the exception of North America, certainly because the higher salaries are precisely there.

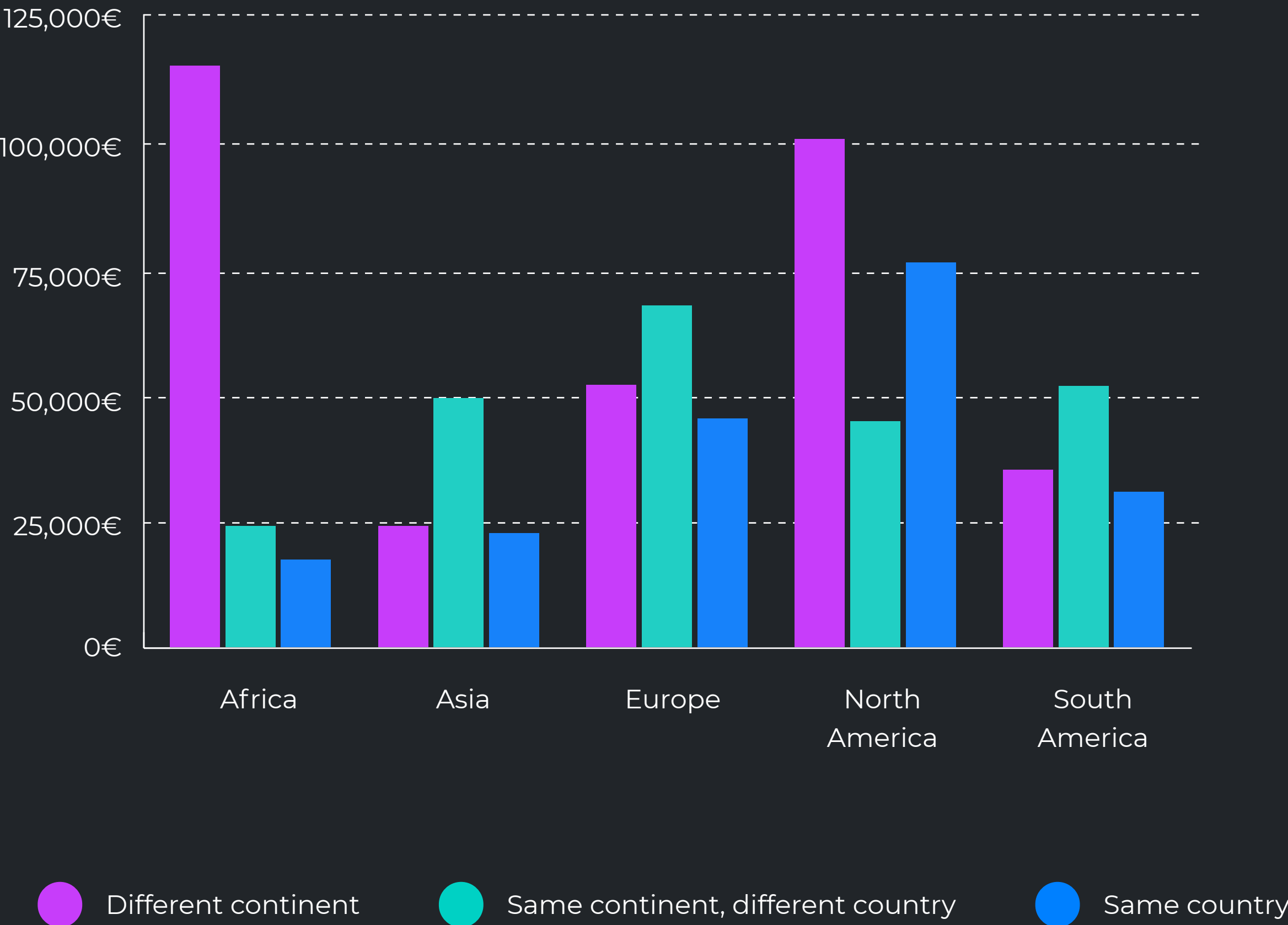


Salary

BY RELOCATION AND
CONTINENT OF RESIDENCE

What we can see, in most cases,
is that moving outside your origin
country pays off

- In North America, tech professionals who want to earn big either stay in their native country or relocate to a different continent entirely.
- In Africa, the best option to maximize salary is clearly to look for employment elsewhere since salaries there are not competitive.
- Tech professionals in South America, Europe and Asia show that relocating to a different country in their continent is the best option to earn more.

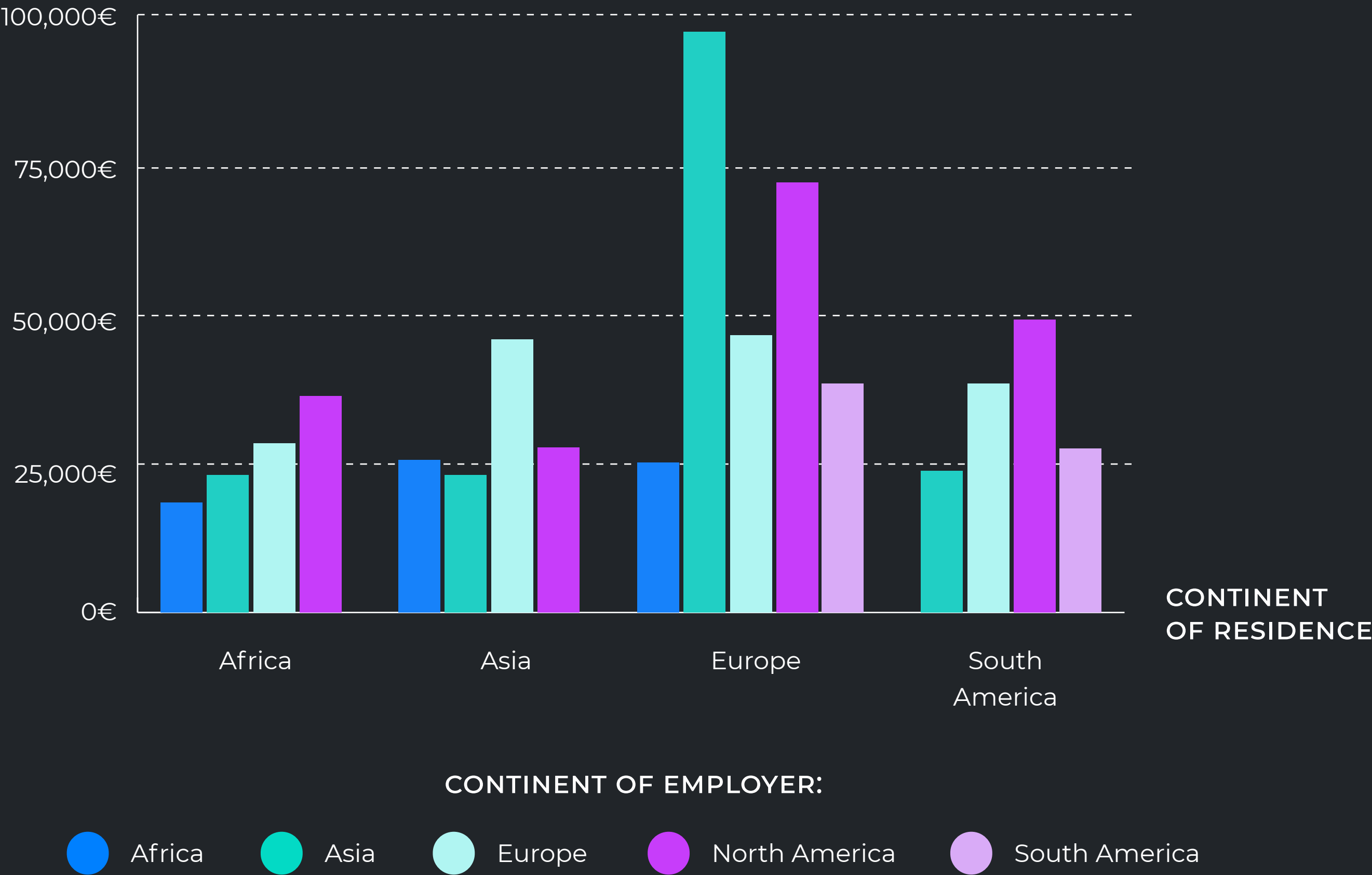


Salary

BY REMOTE WORK ACROSS-
BORDERS AND CONTINENT OF
RESIDENCE

European-residing talent working for Asian companies top the chart

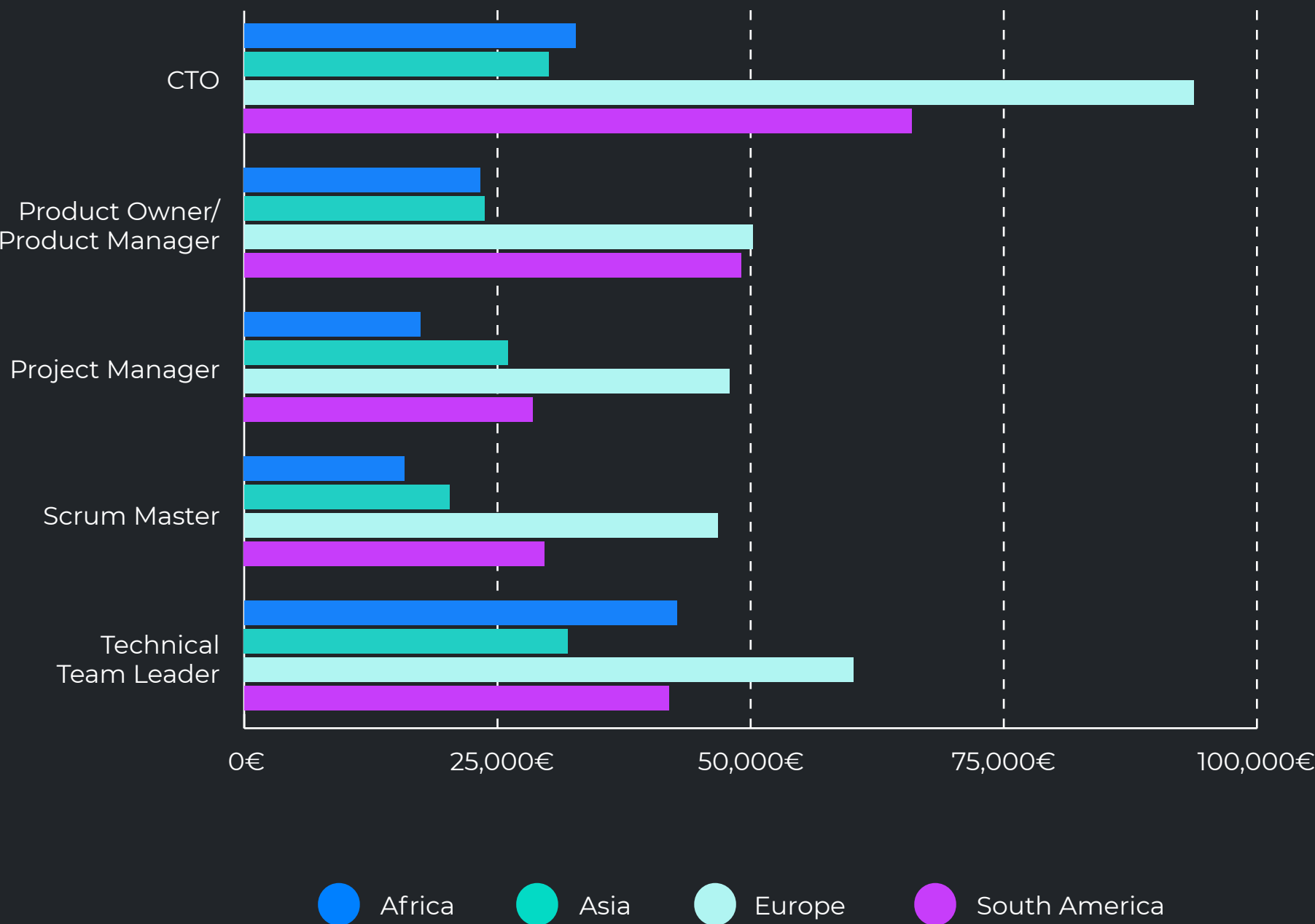
- Working remotely for North American companies also fares high for tech professionals all over the world.
- As expected, Africa offers the worst pay and, in general, tech pros are better off working remotely for Europe or North America.
- Asia seems to be a curious case where tech professionals working remotely for African companies seem to earn more than those working in their own continent.
- South America clearly sources more remote workers from Europe and their own, rather than Africa and Asia.



Salary

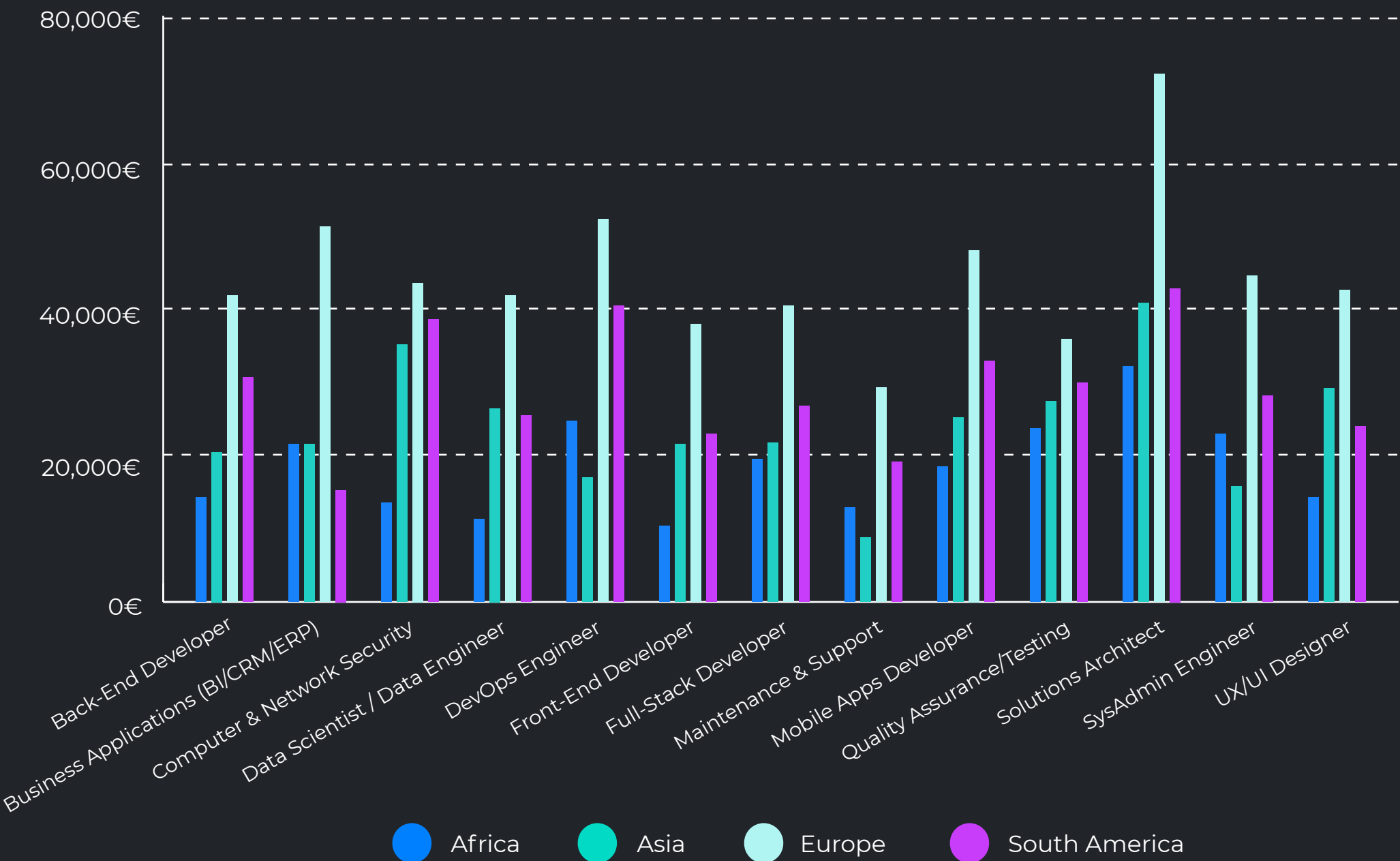
BY JOB ROLE AND CONTINENT OF RESIDENCE – MANAGEMENT ROLES

- CTOs in Europe lead the salary game, then come CTOs in South America. But after that, it's pretty clear that Europe takes away the prize when it comes to managerial salaries, followed by South America once again.
- Technical Team Leaders seem to earn as well in Africa, though.



BY JOB ROLE AND CONTINENT OF RESIDENCE – DEVELOPMENT ROLES

- Europe pays better in all development roles, with Solutions Architects topping the chart.
- Maintenance & Support professionals from Asia are the less favoured here.
- The biggest pay gap between Europe versus the rest seems to be in Business Applications.

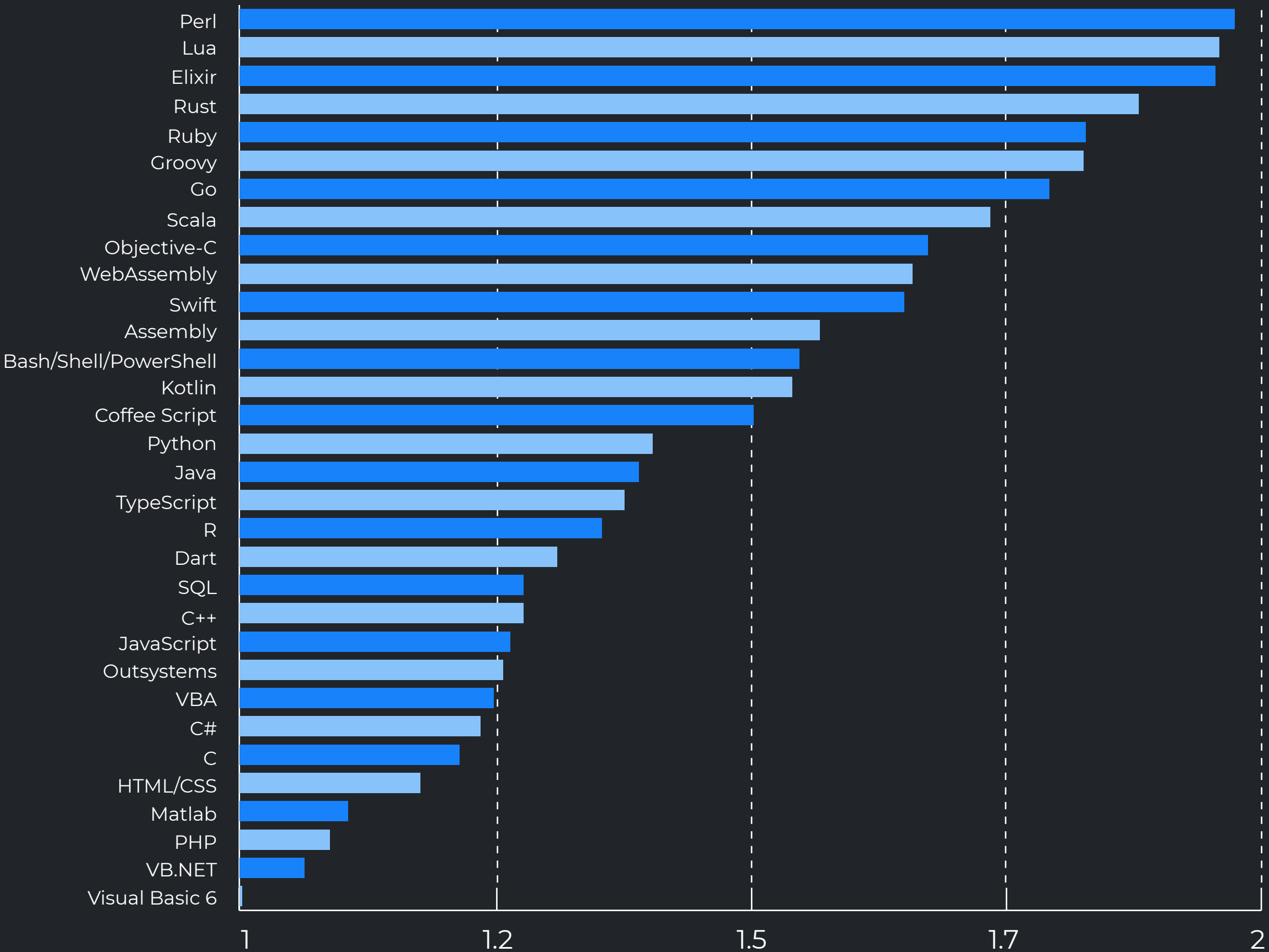


Salary

BY PROGRAMMING LANGUAGE (MULTIPLIER FACTOR)

Niche languages top the rank

- Less used languages like Perl, Lua, Elixir and others are better paid. Scarcity rules, so if you decide to invest in one of these make sure you're good, because there aren't a lot of job positions available.
- Among the most used languages (check Global report) Python appears first, followed by Java and Typescript.
- If you want to have a good salary, definitely don't go for PHP, Visual Basic or VB.NET.



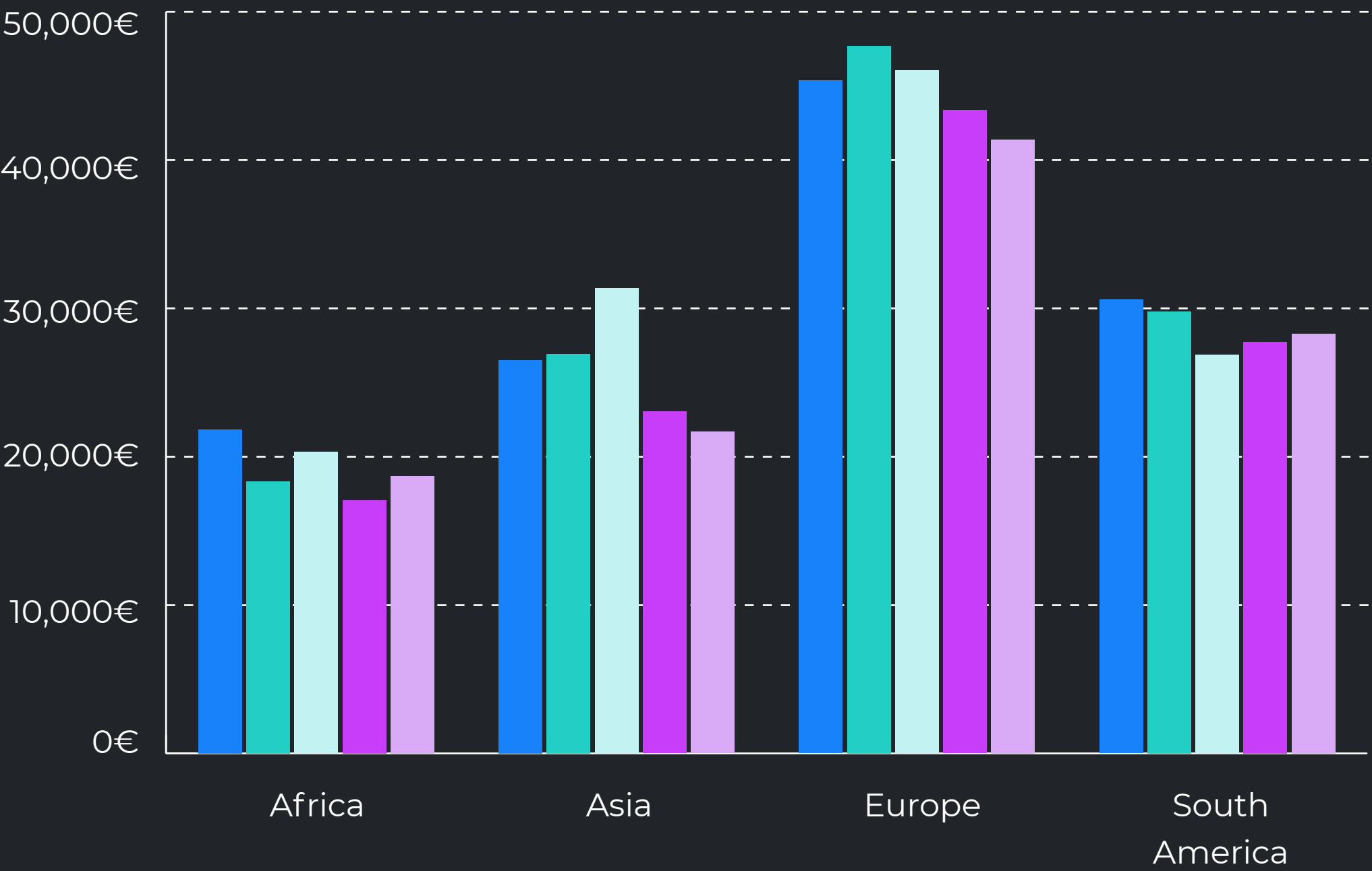
Note: These values are multipliers of average salaries for each language with the lowest paid one having index 1. This approach is used instead of average salary values because of the regional discrepancies. Ahead in this document the salary values will be shown for each region.

Salary

BY MOST USED PROGRAMMING LANGUAGES

Average salary variation among the top 5 most used programming languages is low, probably due to the massification of their use.

- It's interesting C#, a language mostly used in corporate environments, has seemingly lower salaries than the other languages. Python seems to be having a boom in Europe, both in number of professionals and average salary.



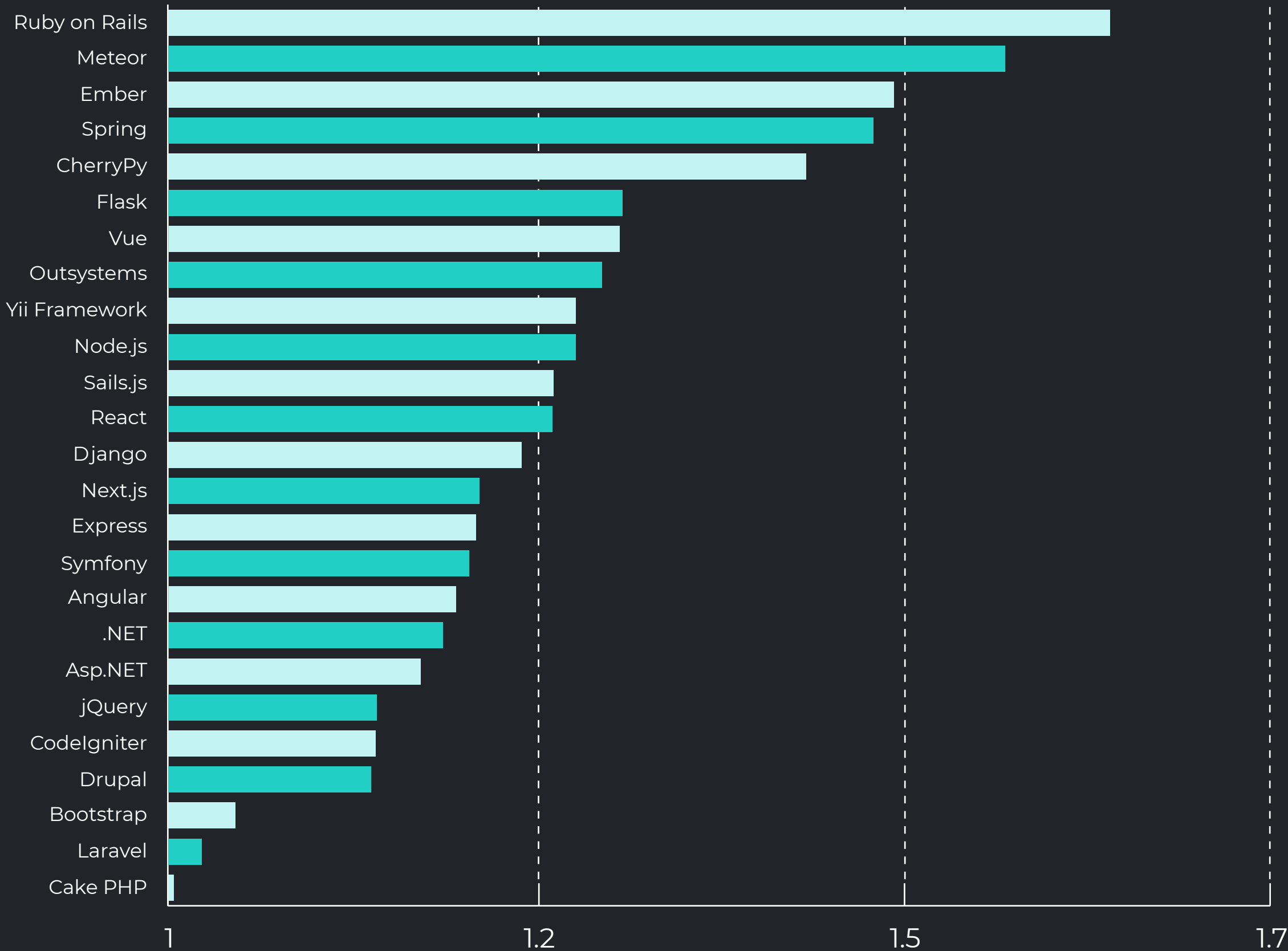
Note: Data for North America is not shown isolated here to prevent misreadings from a lower number of datapoints available when compared to the other continents.

Salary

BY PROGRAMMING FRAMEWORK
(MULTIPLIER FACTOR)

RoR didn't get to have the dominance it seemed it'd have a few years ago, but leads in salary

- As in programming languages, less adoption correlates positively with higher average salary. Ruby on Rails, Meteor and Ember champion the podium.
- Most used frameworks sit in the middle of the rank, as expected.
- At the lower end of the rank we have Bootstrap, Laravel and Cake PHP.

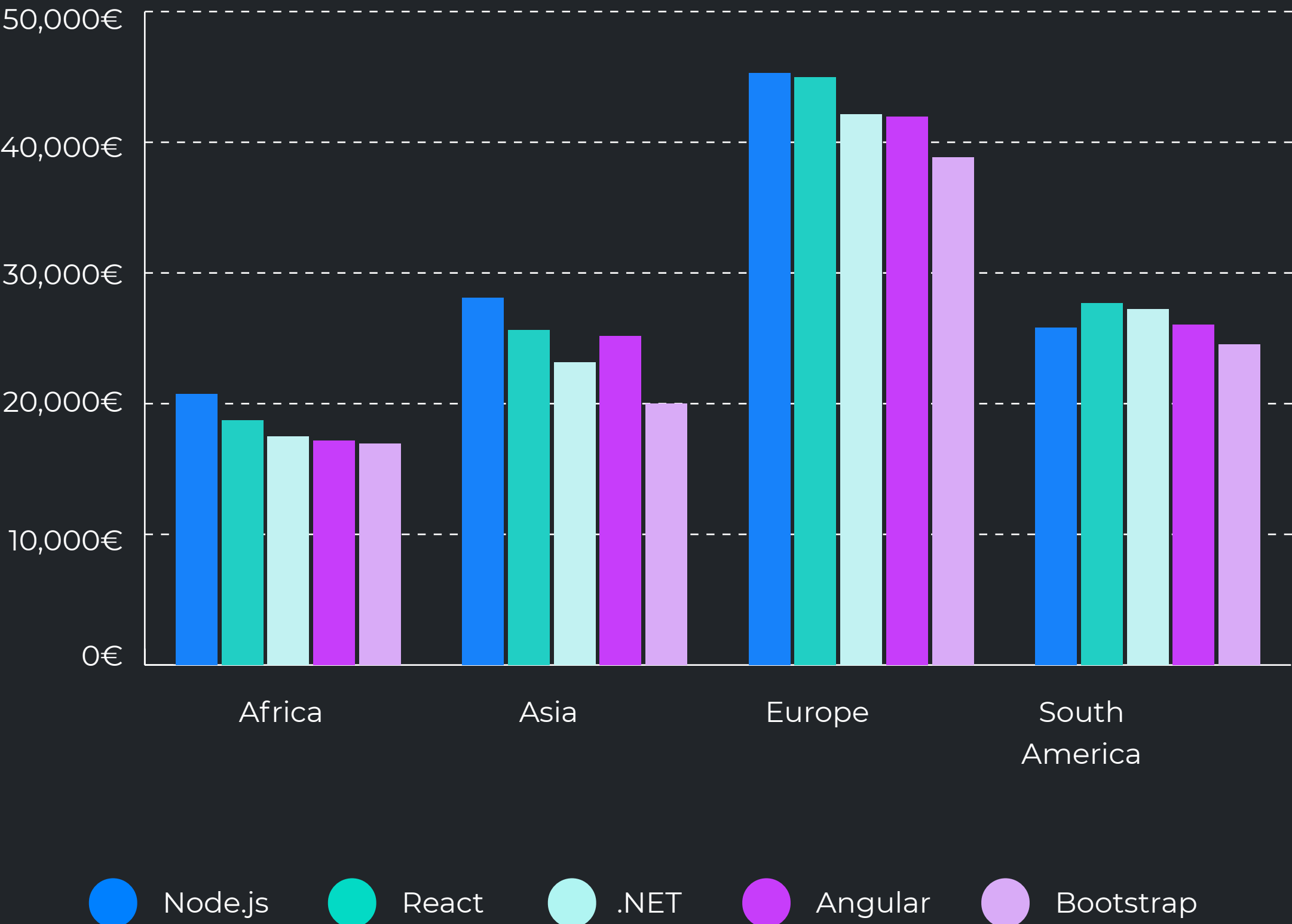


Note: These values are multipliers of average salaries for each framework with the lowest paid one having index 1. This approach is used instead of average salary values because of the regional discrepancies. Ahead in this document the salary values will be shown for each region.

Salary

BY MOST USED PROGRAMMING FRAMEWORKS

- The most used frameworks have similar average salary levels in each region. Massification seems to be a strong force here, as in the programming languages.
- Node.js seems to be taking the lead, but not by much.
- Bootstrap is generally the worst-paid programming framework.



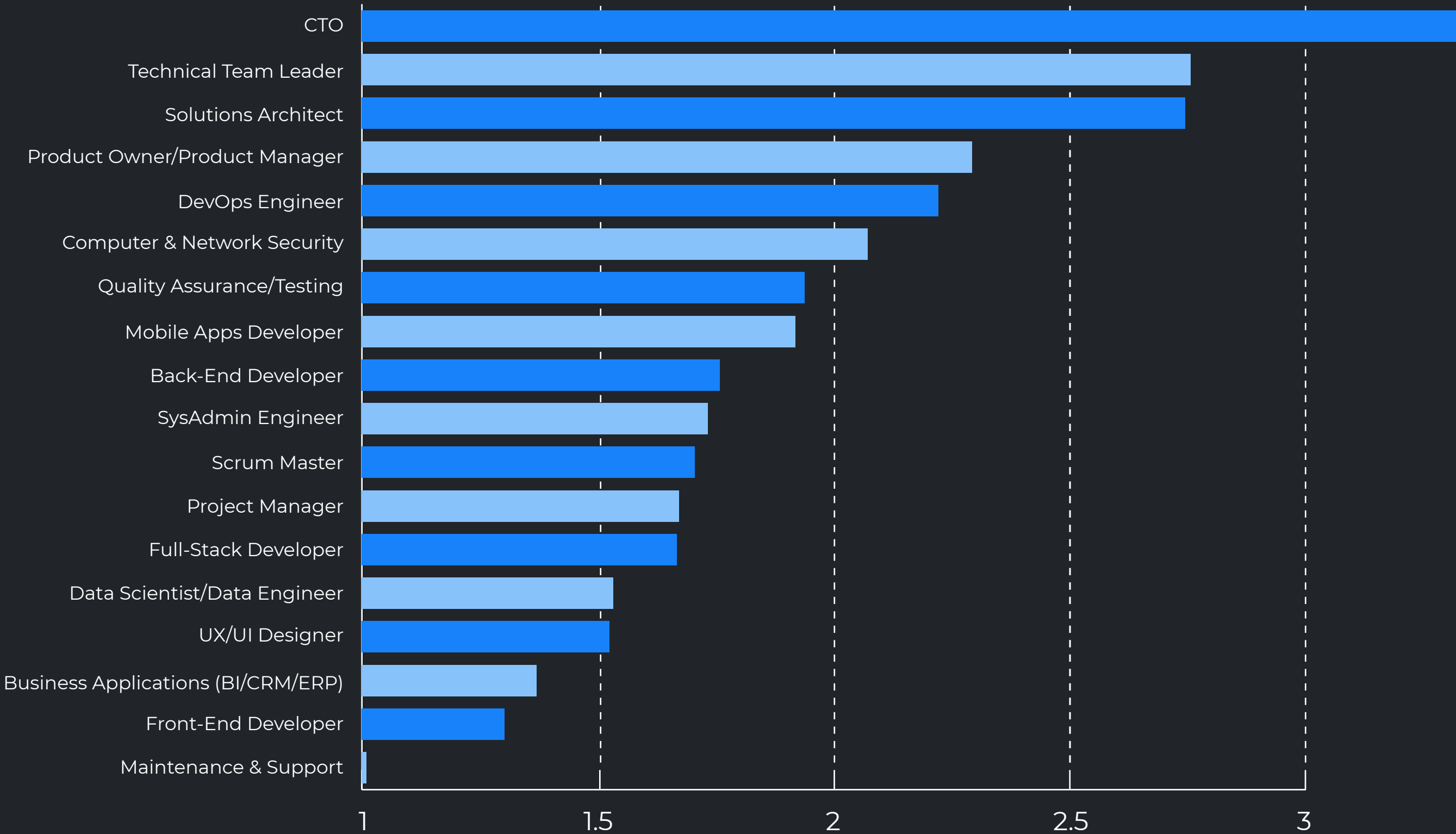
Note: Data for North America is not shown isolated here to prevent misreadings from a lower number of datapoints available when compared to the other continents.

Salary

BY JOB ROLE (MULTIPLIER FACTOR)

Management roles rule

- But if you're into continuing to be a development specialist, aim either for Solutions Architect, DevOps or Computer and Network Security.
- Mobile developers continue to fare really well in salary terms, even though its market as a whole isn't growing as it was years ago.
- In the 'regular development' roles, Back-end leads with Full-stack close by, with Front-end as the poor parent of this group by a considerable margin, which may seem strange taking into account all the care put into the interface experience.
- Scrum Masters and Project Managers seem to be lagging, with companies privileging roles like Technical Team Leaders, which usually combine a tech and management.
- On the lower end there's the customary Maintenance and Support roles.



Note: These values are multipliers of average salaries for each job role with the lowest paid one having index 1. This approach is used instead of average salary values because of the regional discrepancies. Ahead in this document the salary values will be shown for each region.

Salaries – Africa

BY JOB ROLE AND WORKING EXPERIENCE

DEVELOPMENT ROLES

- Average salaries for Africa show a job market with a lot of discrepancies. Roles like DevOps, SysAdmin and Solutions Architect seem the best options. In some job categories Africa numbers show the opposite of the global rank of salaries, like Computer and Network Security on the lower end, and Front-end Developer on the upper end.

Job Role	Less than 3 years	3 to 6 years	More than 6 years
DevOps Engineer	20,533€	44,000€	*
SysAdmin Engineer	3,750€	35,707€	*
Solutions Architect	9,680€	31,740€	42,575€
Front-End Developer	7,296€	13,565€	35,200€
Business Applications (BI/CRM/ERP)	20,818€	27,767€	*
Data Scientist / Data Engineer	5,595€	15,529€	34,151€
Full-Stack Developer	9,698€	20,578€	31,581€
UX/UI Designer	12,127€	*	30,846€
Mobile Apps Developer	15,337€	*	27,555€
Quality Assurance / Testing	1,833€	*	26,783€
Maintenance & Support	2,632€	12,458€	26,783€
Back-End Developer	12,620€	*	23,062€
Back-End Developer	12,040€	14,800€	*

MANAGEMENT ROLES

- Following the general trend, Project Managers’ salaries are below a lot of Development roles, showing low market appetite. Tech Team Leaders, well... lead. It seems the conjugation of tech expertise with team management is a successful combination also on this market.

Job Role	Less than 3 years	3 to 6 years	More than 6 years
Technical Team Leader	8,133€	14,551€	68,353€
Scrum Master	8,467€	*	38,000€
Product Owner / Product Manager	12,018€	*	37,189€
Project Manager	7,993€	13,286€	27,292€

Note: * some combinations are not show due to lack of statistical relevance

Salaries – Asia

BY JOB ROLE AND WORKING EXPERIENCE

DEVELOPMENT ROLES

- Experienced UX/UI professionals seem to be highly rewarded in Asia. Security and Mobile rank high, but SysAdmin and DevOps are much less valued here than in the global average. Maintenance & Support keep the tradition of coming last.

Job Role	Less than 3 years	3 to 6 years	More than 6 years
UX/UI Designer	4,179€	11,250 €	53,653 €
Computer & Network Security	6,803 €	32,053 €	48,447 €
Mobile Apps Developer	9,244 €	18,885 €	43,767 €
Solutions Architect	*	*	40,908 €
Solutions Architect	15,454 €	31,410 €	39,852 €
Front-End Developer	11,175 €	26,620 €	37,921 €
Business Applications (BI/CRM/ERP)	6,568 €	18,200 €	37,759 €
Quality Assurance / Testing	4,840 €	23,215 €	37,661 €
Full-Stack Developer	9,034 €	22,477 €	36,518 €
Back-End Developer	10,557 €	23,938 €	32,157 €
SysAdmin Engineer	3,995 €	12,250 €	24,567 €
DevOps Engineer	8,773 €	13,000 €	22,843 €
Maintenance & Support	5,652 €	7,200 €	11,749 €

MANAGEMENT ROLES

- Unsurprisingly CTOs are the most well-paid job roles, but Tech Team Leaders fare high in Asia. The position of Project Manager is higher in Asia than in the other regions.

Job Role	Less than 3 years	3 to 6 years	More than 6 years
CTO	15,000€	18,000€	39,000€
Technical Team Leader	6,600€	12,240€	37,921€
Project Manager	4,774€	21,599€	32,549€
Scrum Master	7,960€	32,406€	25,917€

Note: * some combinations are not show due to lack of statistical relevance

Salaries – South America

BY JOB ROLE AND WORKING EXPERIENCE

DEVELOPMENT ROLES

- DevOps rule in the South American tech market, followed by Solutions Architects and QA. One curiosity in this market is how low Business Applications roles are, in this case even below Maintenance & Support.

Job Role	Less than 3 years	3 to 6 years	More than 6 years
DevOps Engineer	15,312€	*	50,065€
Solutions Architect	26,180€	*	43,677€
Quality Assurance / Testing	7,864€	36,500€	42,432€
Computer & Network Security	*	17,880€	40,498€
Mobile Apps Developer	19,636€	31,843€	39,828€
Data Scientist / Data Engineer	12,169€	26,041€	35,151€
Front-End Developer	16,950€	17,943€	34,929€
Back-End Developer	15,313 €	29,057 €	34,626 €
Full-Stack Developer	16,181 €	24,828 €	32,263 €
SysAdmin Engineer	12,986 €	*	30,926 €
UX/UI Designer	17,106 €	18,585 €	27,885 €
Maintenance & Support	10,560 €	11,432 €	20,896 €
Business Applications (BI/CRM/ERP)	10,273 €	17,734 €	20,317 €

MANAGEMENT ROLES

- Nothing very surprising here, as CTOs lead, Tech Team Leaders second, and Project Managers plus Scrum Masters are a fair distance below.

Job Role	Less than 3 years	3 to 6 years	More than 6 years
CTO	*	45,028€	70,145€
Technical Team Leader	24,783€	24,455€	45,768€
Project Manager	9,506€	19,567€	33,317€
Scrum Master	*	*	29,868€

Note: * some combinations are not show due to lack of statistical relevance

Salaries – Europe

BY JOB ROLE AND WORKING EXPERIENCE

DEVELOPMENT ROLES

- European Solution Architects are something else, for sure. DevOps are on the rise and, curiously, Business Applications ranks pretty high in this geography, followed by Mobile devs. Maintenance & Support role is the least paid one.

Job Role	Less than 3 years	3 to 6 years	More than 6 years
Solutions Architect	27,640€	57,143€	75,450€
DevOps Engineer	24,021€	47,644€	64,504€
Business Applications (BI/CRM/ERP)	25,791€	28,788€	61,062€
Mobile Apps Developer	21,089€	29,282€	58,926€
UX/UI Designer	24,926€	29,282€	58,926€
Back-End Developer	25,877€	39,660€	50,114€
Full-Stack Developer	27,483€	37,670€	49,796€
Data Scientist / Data Engineer	27,916€	44,390€	49,692€
Computer & Network Security	33,400€	35,689€	49,637€
Front-End Developer	24,085€	38,712€	48,983€
SysAdmin Engineer	31,863€	40,914€	46,696€
Quality Assurance / Testing	23,972€	35,292€	42,185€
Maintenance & Support	18,713€	20,973€	33,904€

MANAGEMENT ROLES

- The difference in European CTOs’ salaries from mid-level to senior is.. well.. huge. It pays to climb the ladder all the way. Tech Team Leaders are also highly valued.

Job Role	Less than 3 years	3 to 6 years	More than 6 years
CTO	*	36,700€	97,888€
Technical Team Leader	17,000€	41,238€	63,022€
Product Owner / Product Manager	25,893€	35,806€	57,824€
Project Manager	23,510€	26,071€	52,865€
Scrum Master	10,860€	42,800€	50,587€

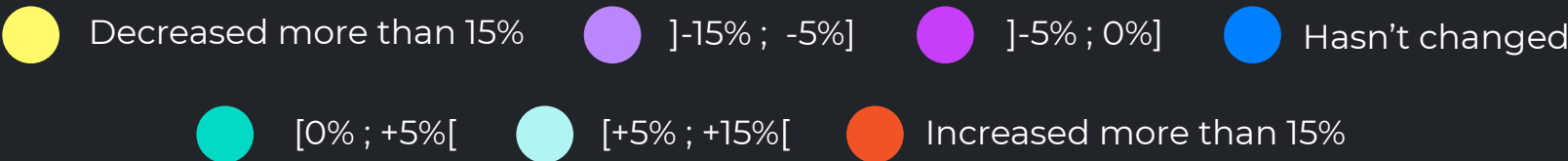
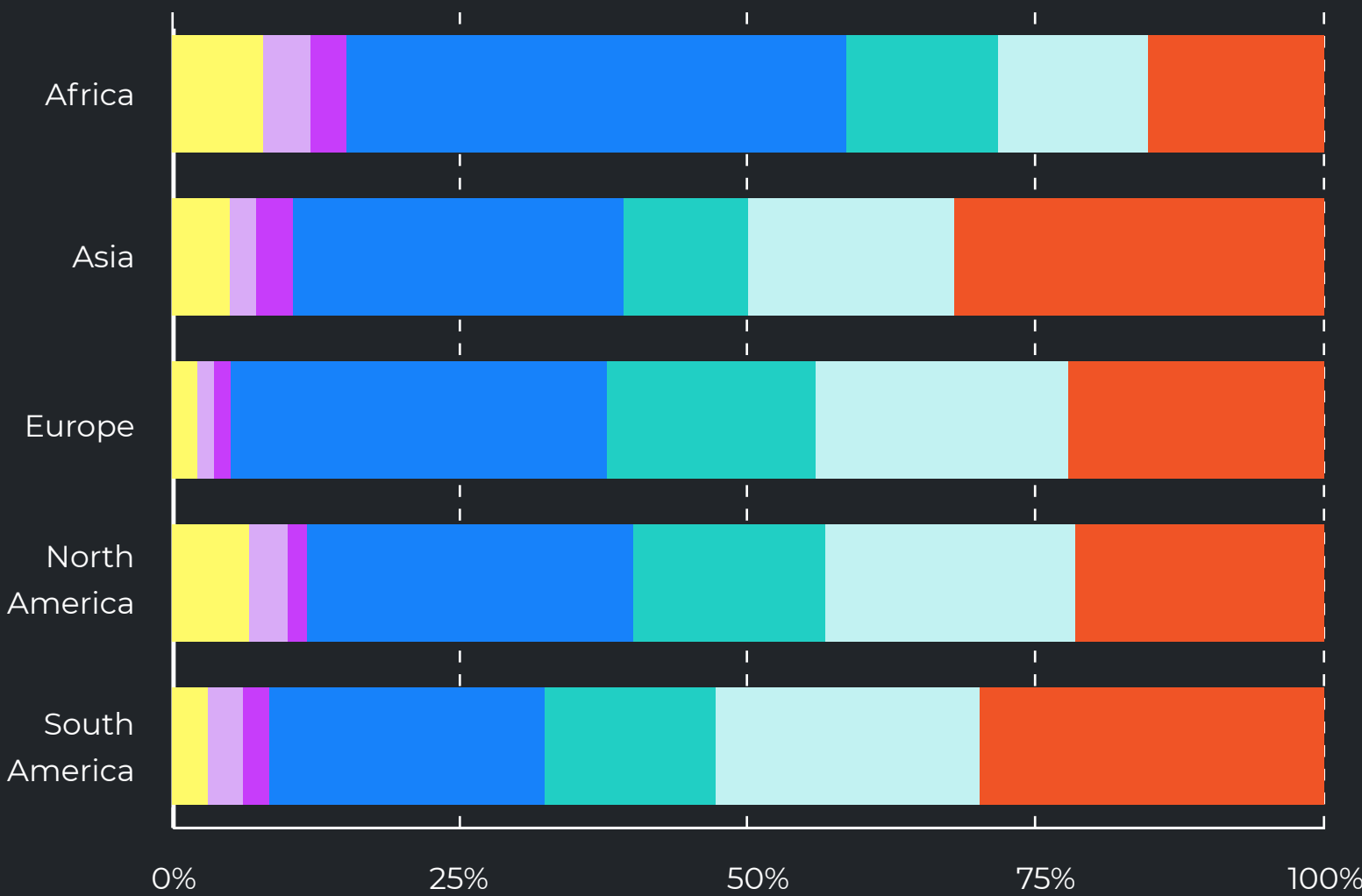
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Salary variation

(LAST 12 MONTHS)

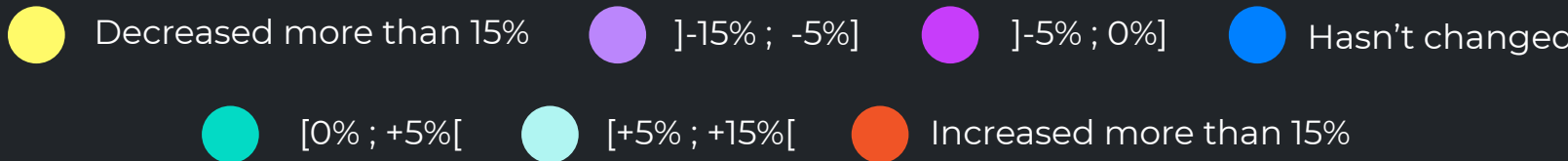
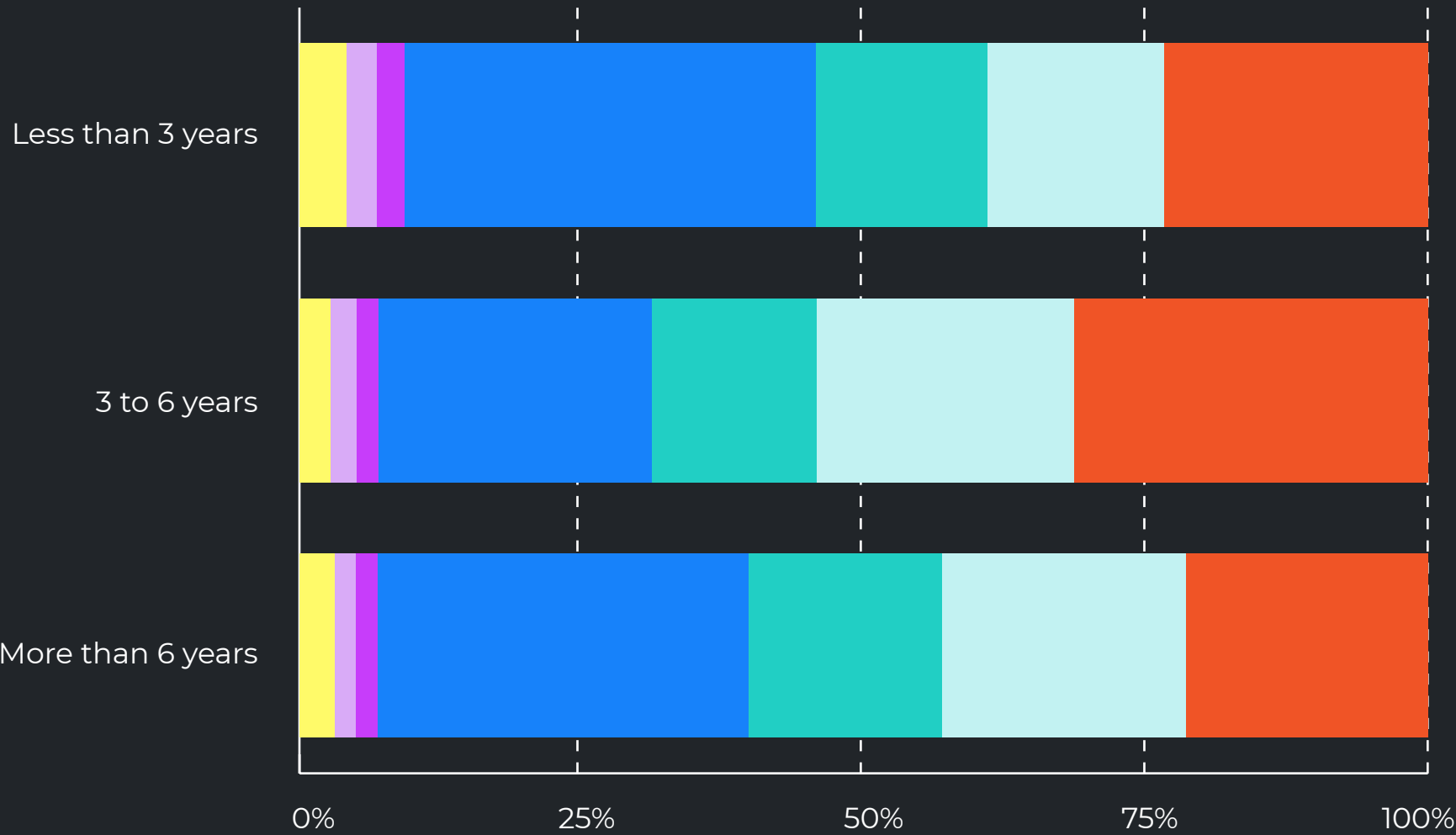
BY CONTINENT OF RESIDENCE

- African tech professionals' salary variation had the worst performance, indicating a less 'hot' tech market. South Americans had the best variation, with 67% having a raise.



BY WORK EXPERIENCE

- Mid seniors (3 to 6 years) show the best salary variation figures, followed by senior (more than 6 years). Younger tech talent salaries had the worst performance. Is this a 'seniors' job market?

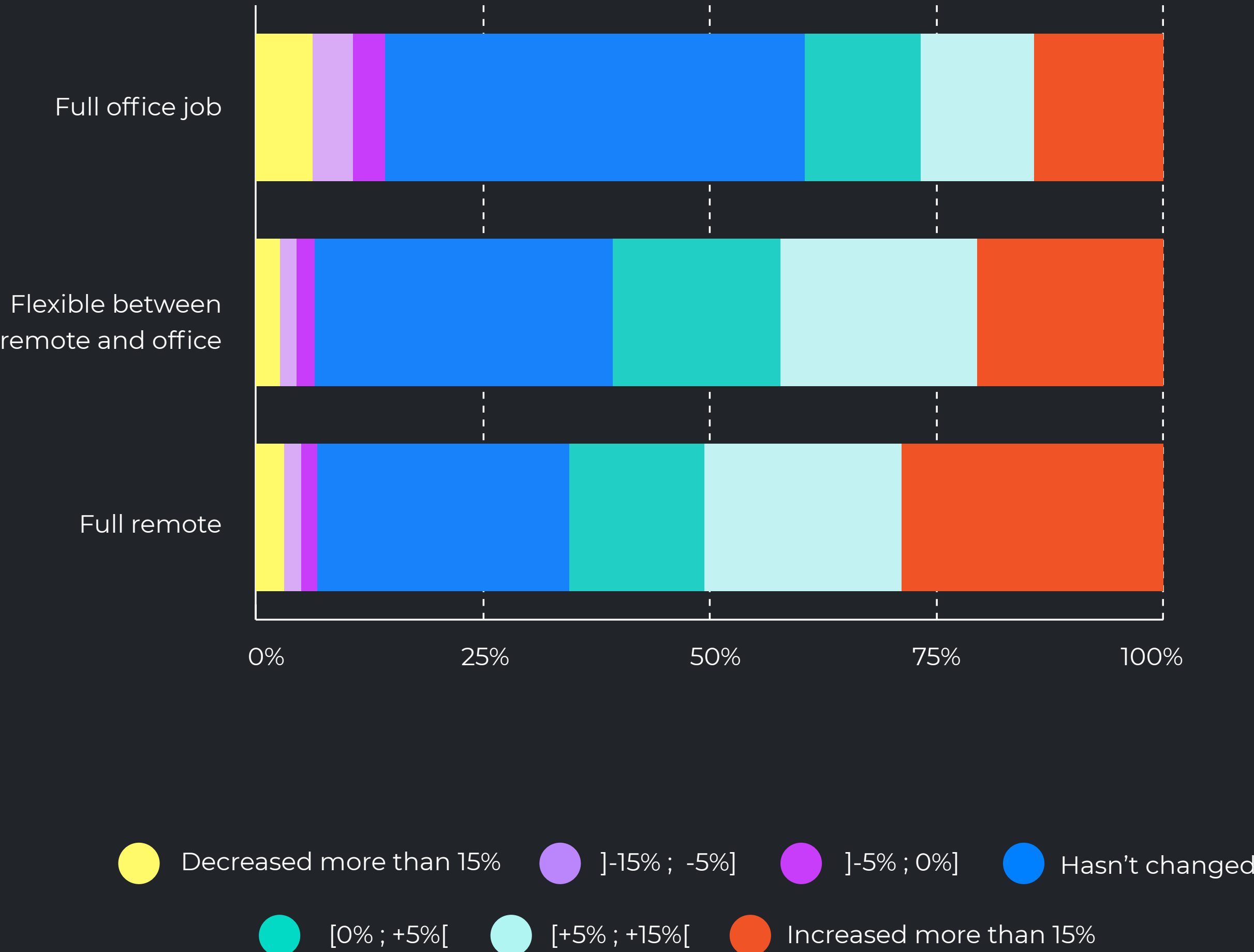


Salary variation

(LAST 12 MONTHS)

BY REMOTE WORK SITUATION

- It seems companies that practice full office jobs are really not as competitive as the ones who have some kind of remote work policy. Or is it that tech professionals who prefer office jobs are less demanding? It's not a simple question, that's for sure.



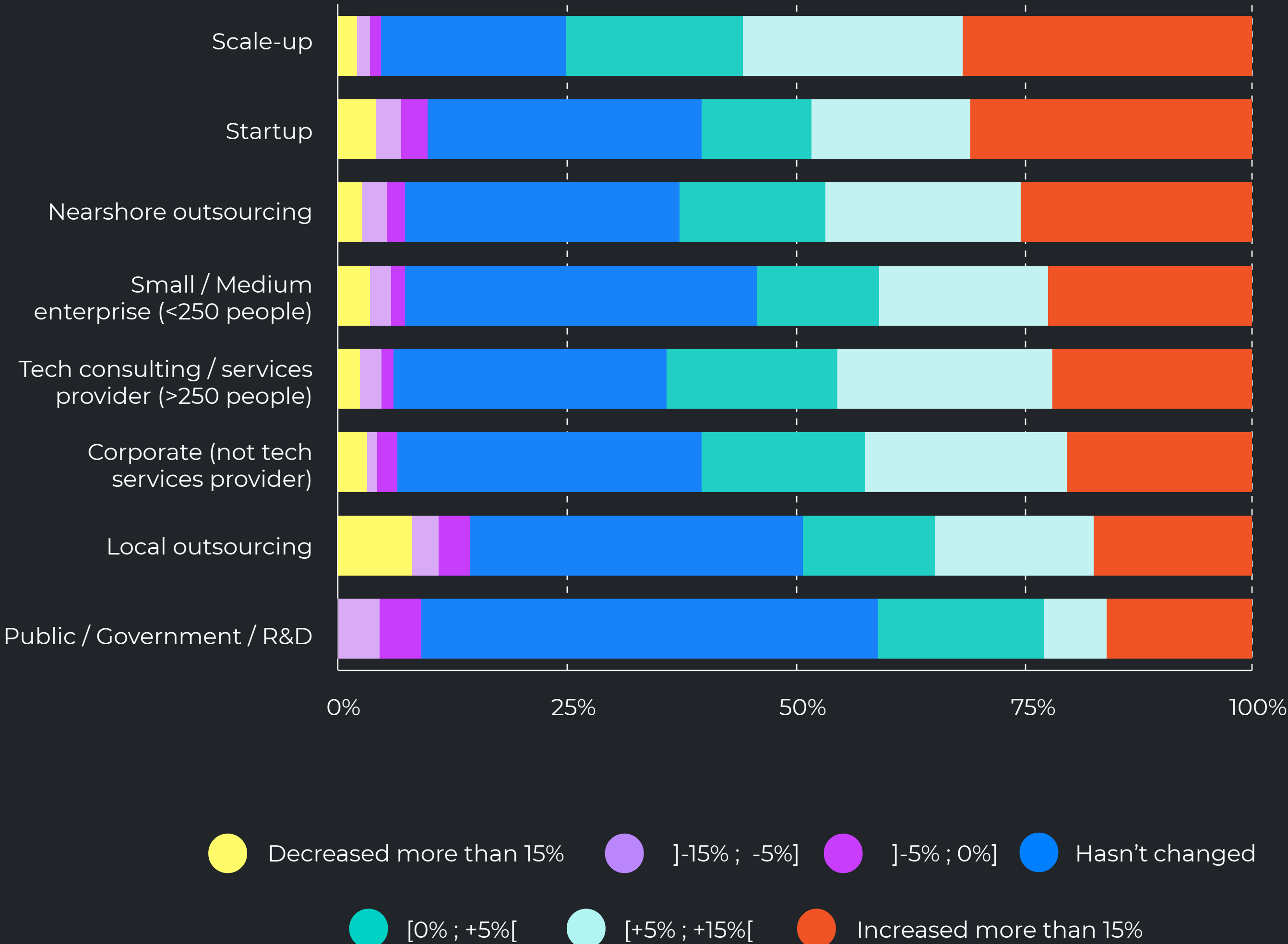
Salary variation

(LAST 12 MONTHS)

BY COMPANY TYPE

Once again, Scale-ups are salary kings

- With 75% of respondents from Scale-ups reporting positive salary variations, these companies are really on a league of their own.
- Tech Consulting Services and Nearshore Outsourcing companies are making an effort to please tech talent.
- On the lower side of the scale, Public / Government and Local Outsourcing have the worst salary variations, as well as some of the highest negative salary variations. Public / Government may have the upside of job security, but Local Outsourcing seems effectively to be the last resort for tech professionals to have a good career salary-wise.

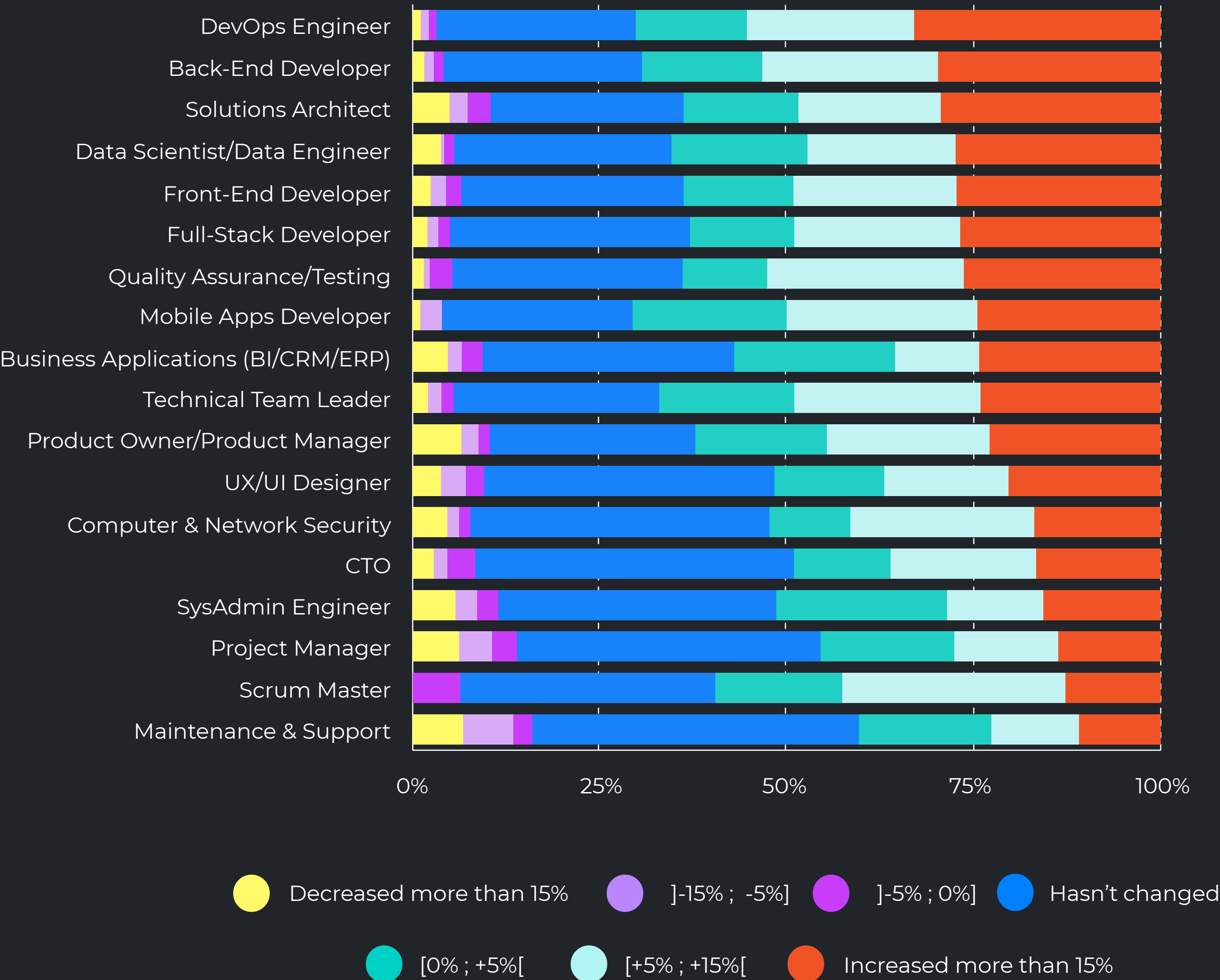


Salary variation

(LAST 12 MONTHS)

BY JOB ROLE

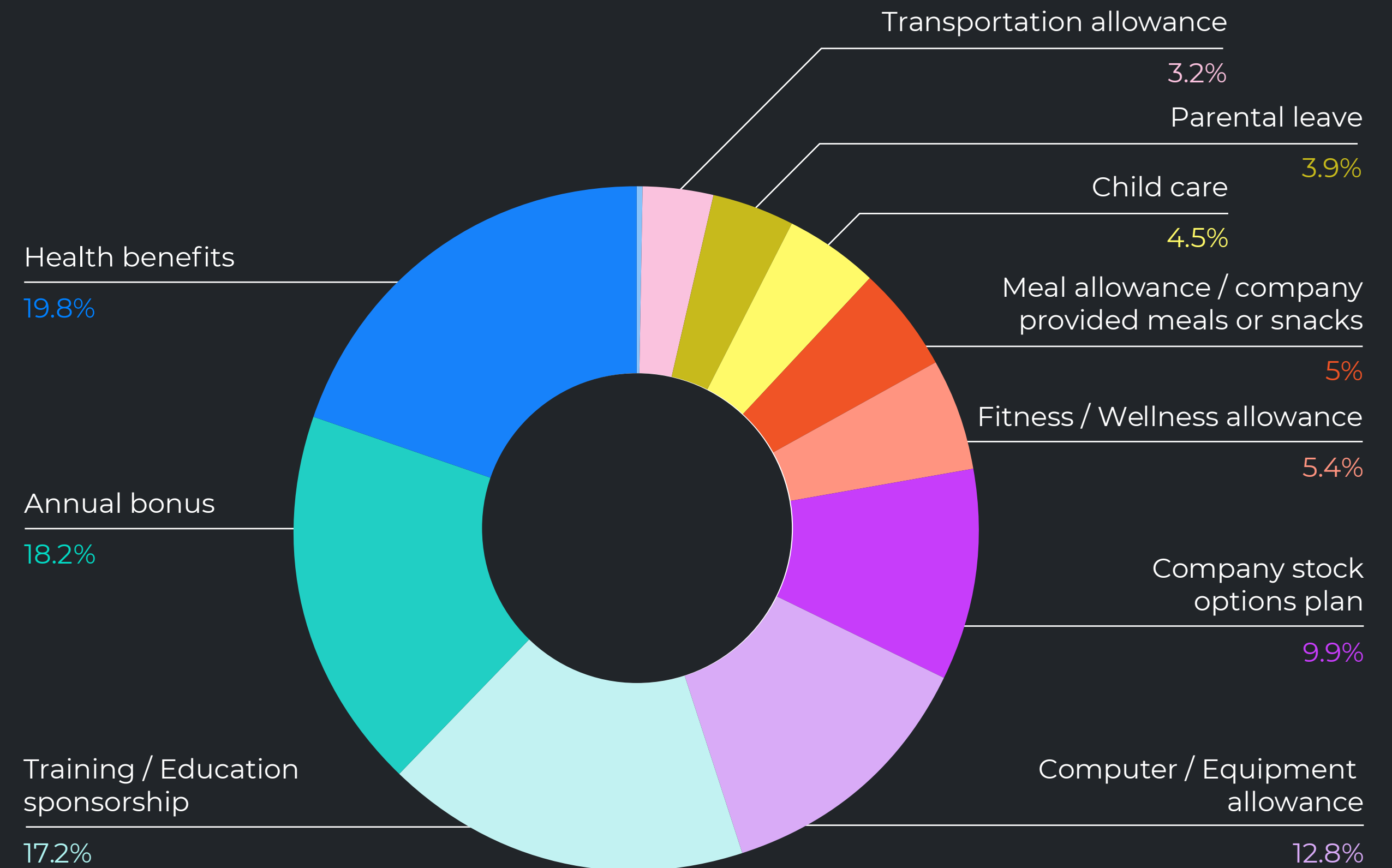
- DevOps, Mobile and Back-end developers have seen the highest positive salary variation rates among job roles. Technical Team Leaders are also being progressively valued by companies.
- Following the values for average salaries, Project Managers and Maintenance and Support professionals have both the lowest levels of salary raises and the highest levels of salary reductions. Tech professionals in these roles, maybe you should consider a change, as the outlook does not look brilliant.



Preferred job perks

Health benefits, annual bonus and training sponsorship are the most relevant job perks

- And the interesting thing is this top-3 rank is the same for all analysed regions, showing a clear pattern on what companies should focus on to please tech talent.
- Computer and equipment allowance comes as the fourth choice in all regions, showing that tech people surely like tech.
- Stock options are fifth, again in all regions, showing an interesting evolution of tech professionals regarding possible long-term benefits.
- On the lower side of this rank are paid/extra vacations (is this already a given in all countries?), flexible work schedule (with most people remote has this stopped being an issue?) and teambuilding (no clues here).

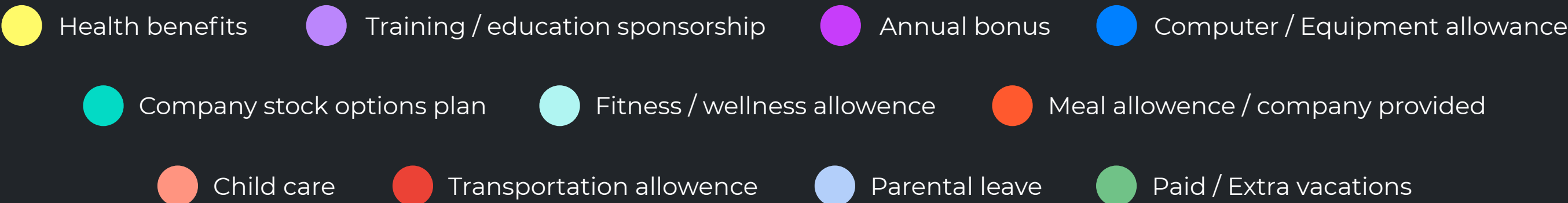
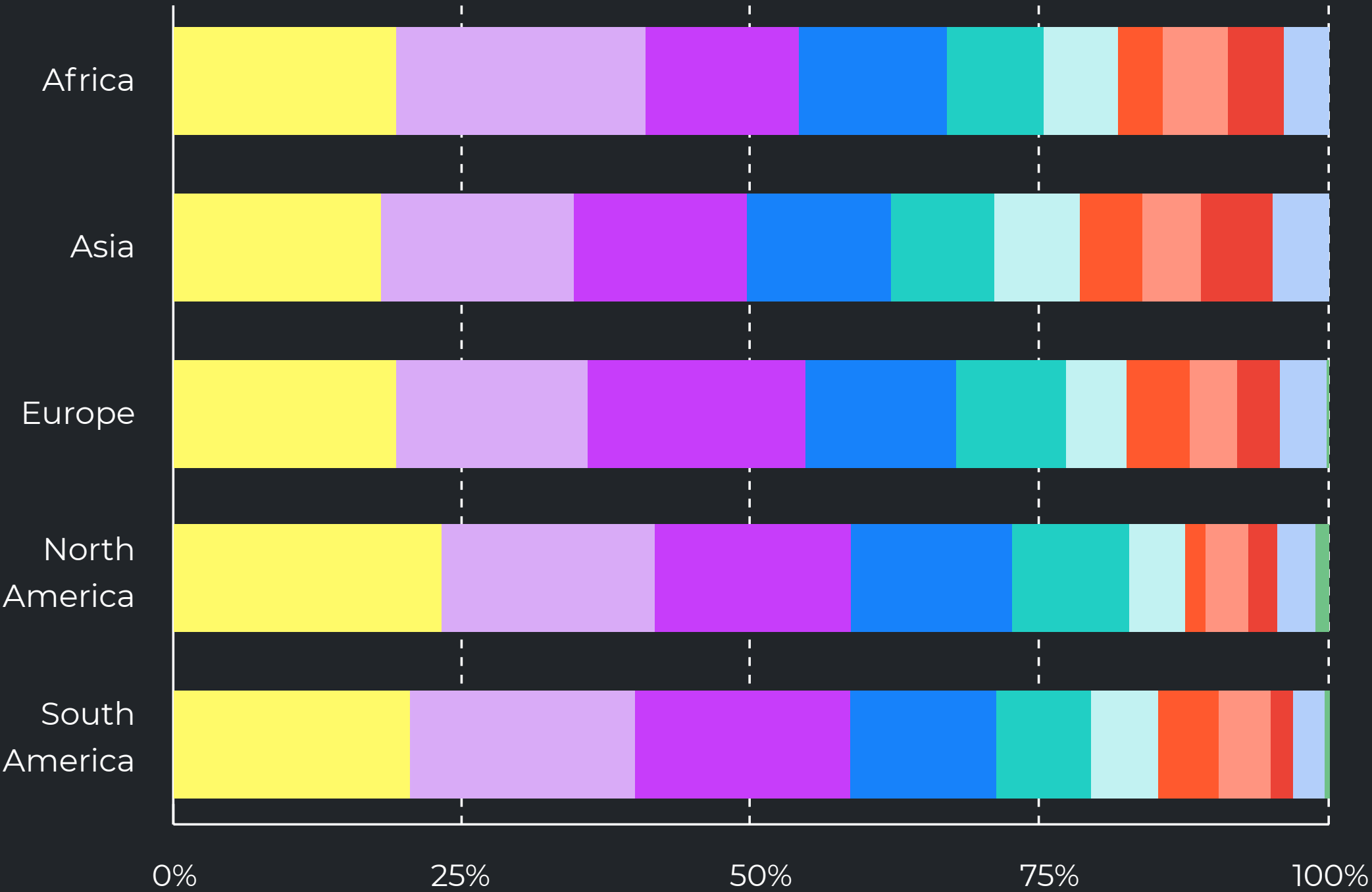


Preferred job perks

BY CONTINENT OF RESIDENCE

The favourite perks across all continents are health benefits, education sponsorships, annual bonus and equipment allowance

- Training and education sponsorships are more valued in Africa than any other continent.
- Meal allowance is definitely not a big thing in North America, while health benefits definitely are.
- Things like paid extra vacations, flexible work schedule and teambuilding are not that relevant for tech professionals around the world.

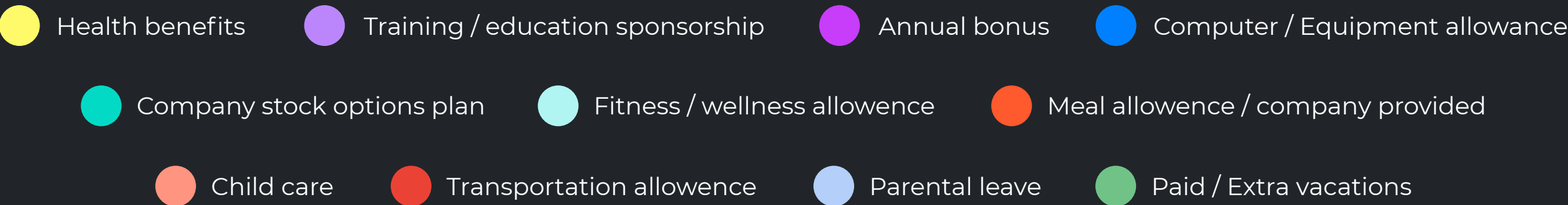
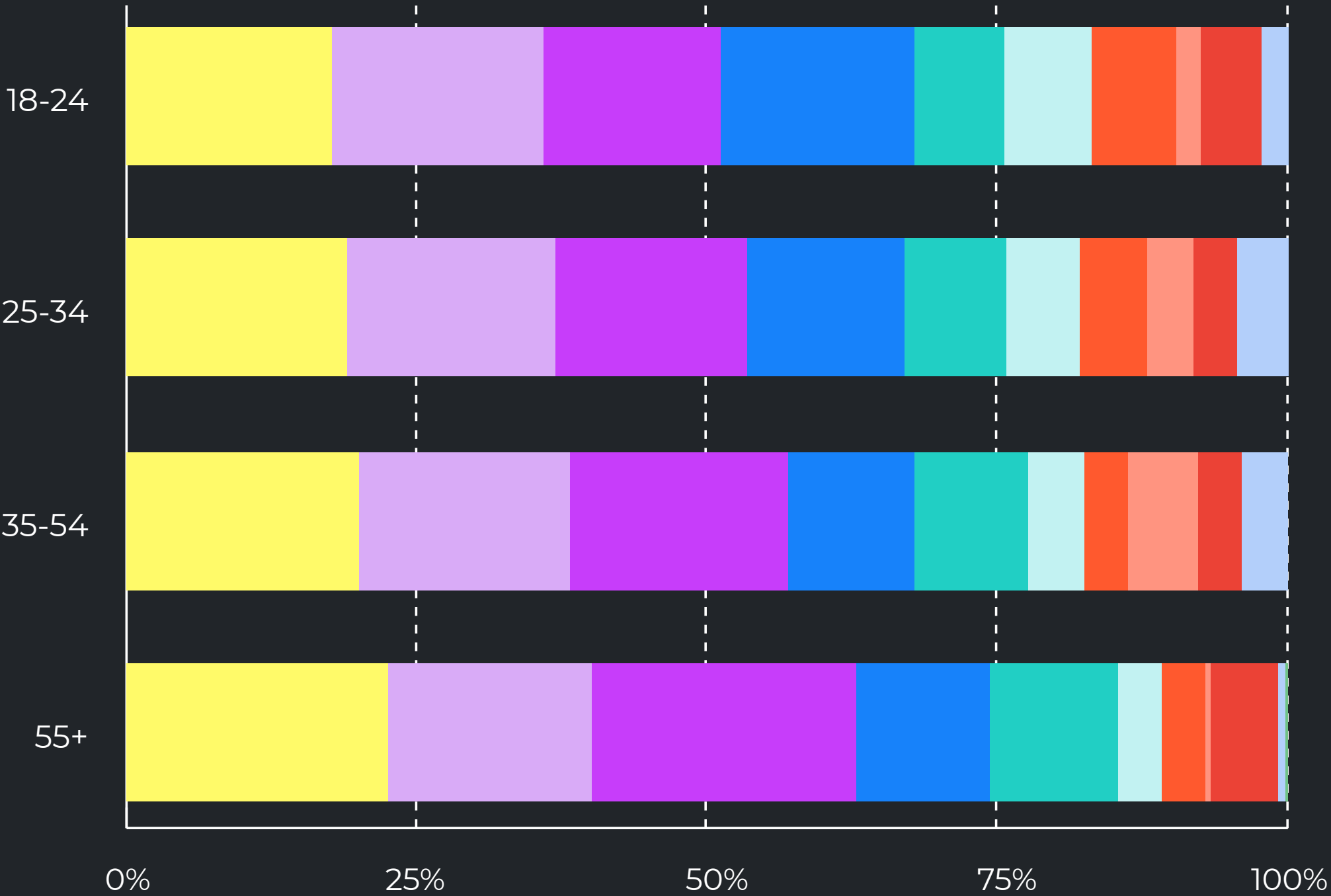


Preferred job perks

BY AGE RANGE

Computer and equipment allowance for the younger ones, parenthood-related perks for the middle age ranges, stock options for the older generations

- Older tech professionals (55+ yo) are the ones that most value health benefits, annual bonus and company stock options. Unsurprisingly, they don't seem to care much for parental leave, probably because they don't need it as much as the younger generations.
- 18 to 24 year olds are the ones who value computer/equipament and fitness/wellness allowance the most, a generation that still doesn't value child care probably because they're not embracing parenthood yet.

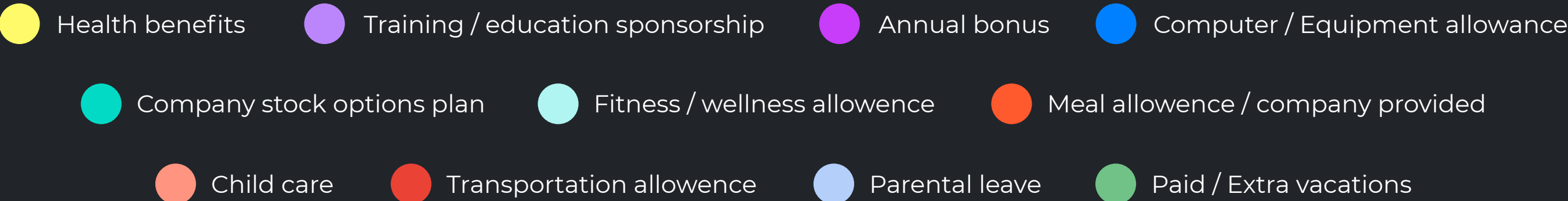
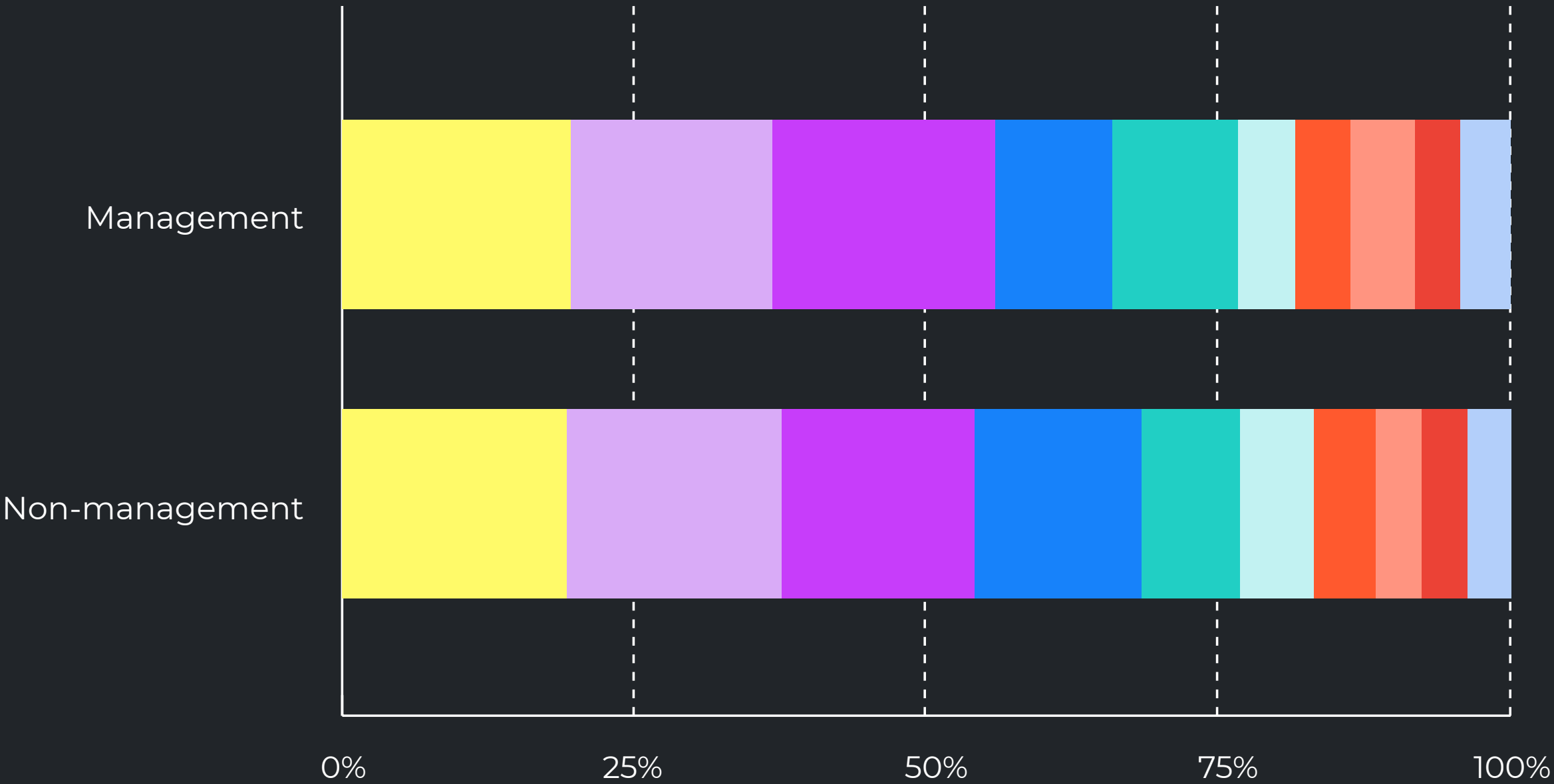


Preferred job perks

BY JOB ROLE TYPE

Across both job role types, the three top perks are health benefits, training/education sponsorship and annual bonus

- Non-management roles tend to care more about computer/equipment and fitness allowance.
- Management roles are more inclined to annual bonus, company stock options and child care.
- Is this also related to age/work experience, where managerial roles are occupied by older/ more experienced tech professionals and non-managerial roles by younger/less experienced?



Conclusions

Technical Sheet

- A total of 6.568 tech professionals responded to the survey. Of those, only 5.185 were considered for producing the results in this report. Respondents who identified as *Students* and *Not working right now* were excluded.
- The respondents are both Landing.Jobs users and other tech professionals.
- This survey was open to the public from January 2022 to March 2022.

Methodological notes

- The annual salary values of *Contractors/Freelancers* were calculated multiplying the hourly value rate reported by the respondents times 11 months times 160 monthly work hours [rate x 11 months x 160 h/month].
- Some charts or tables don't present values for combinations of dimensions resulting in a low number of cases, to prevent undersampling bias.
- For inquiries or comments about this survey, or to obtain the anonymized raw data, reach out to us at letstalk@landing.jobs.

For further reference

- When we mention the global report: [Global Tech Talent Trends 2022](#)
- When we mention last year's data: [Tech Careers Report - Portugal 2021](#)

