

Honeypot



2023

# Developer Salary Report

Honeypot's insights into  
the European tech market  
trends and salaries



# INTRODUCTION

The tech scene in Europe has been changing rapidly over the past two years. Global crises have had a huge impact on the tech sector in Europe, while 2022 and 2023 also saw mass layoffs and a feeling of uncertainty within the tech industry.

Now, tech companies are trying to find a balance between the current crisis and the growing demand to find and retain great tech talent. After the workforce, salaries were the next thing affected.

This report contains data that will help companies and team leads get valuable insights into market trends and set salary benchmarks that are competitive but also appealing to tech talents.

The report can also be a valuable resource for software developers. Knowing your worth is vital, and this report can be useful in salary negotiations and in defining the next career steps.



“

‘As the platform that connects developers and recruiters, we have a clear goal: to help developers find jobs they love, and in turn, enable companies to hire exceptional talent. With this salary report we equip recruiters and team leads with the necessary tools to make effective hiring decisions. At the same time, we enable developers to engage in informed salary negotiations and make educated choices for their future careers. At Honeybot we celebrate each hire we facilitate. We hope this report will help you celebrate hiring new talent or finding a job you love!’

**Jost Schatzmann**

Managing Director at Honeybot



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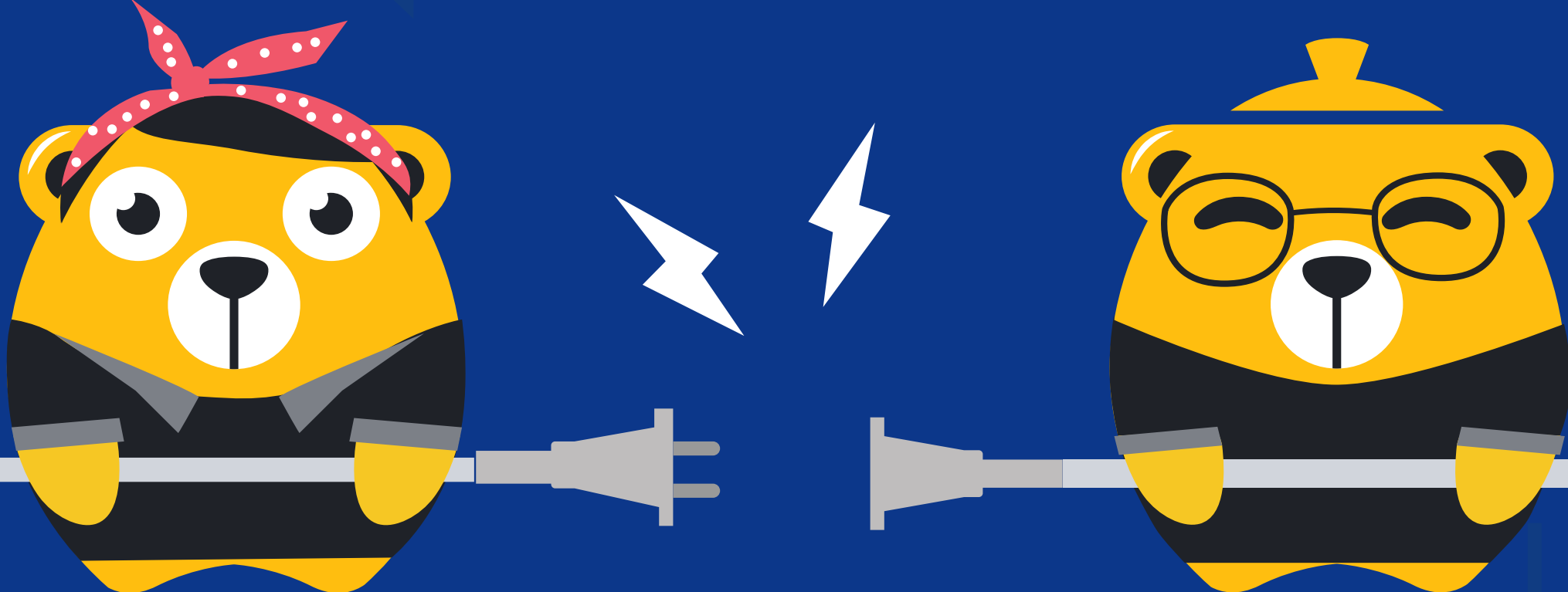
# METHODOLOGY

To create this report, we used over 88,000 data points gathered from the HoneyPot platform since 2016.

The 2023 data is averaged from 2022 and 2023 (28.5k data points in total) to ensure more accurate results. More specifically, the figures in the report reflect the average annual gross salaries.

Expected salary data is determined from developer profiles on the HoneyPot platform, while offered salary data is based on a company's initial offer during the interview process.

In this report, we studied salary trends in Germany, Austria, the Netherlands, Switzerland, and Spain.



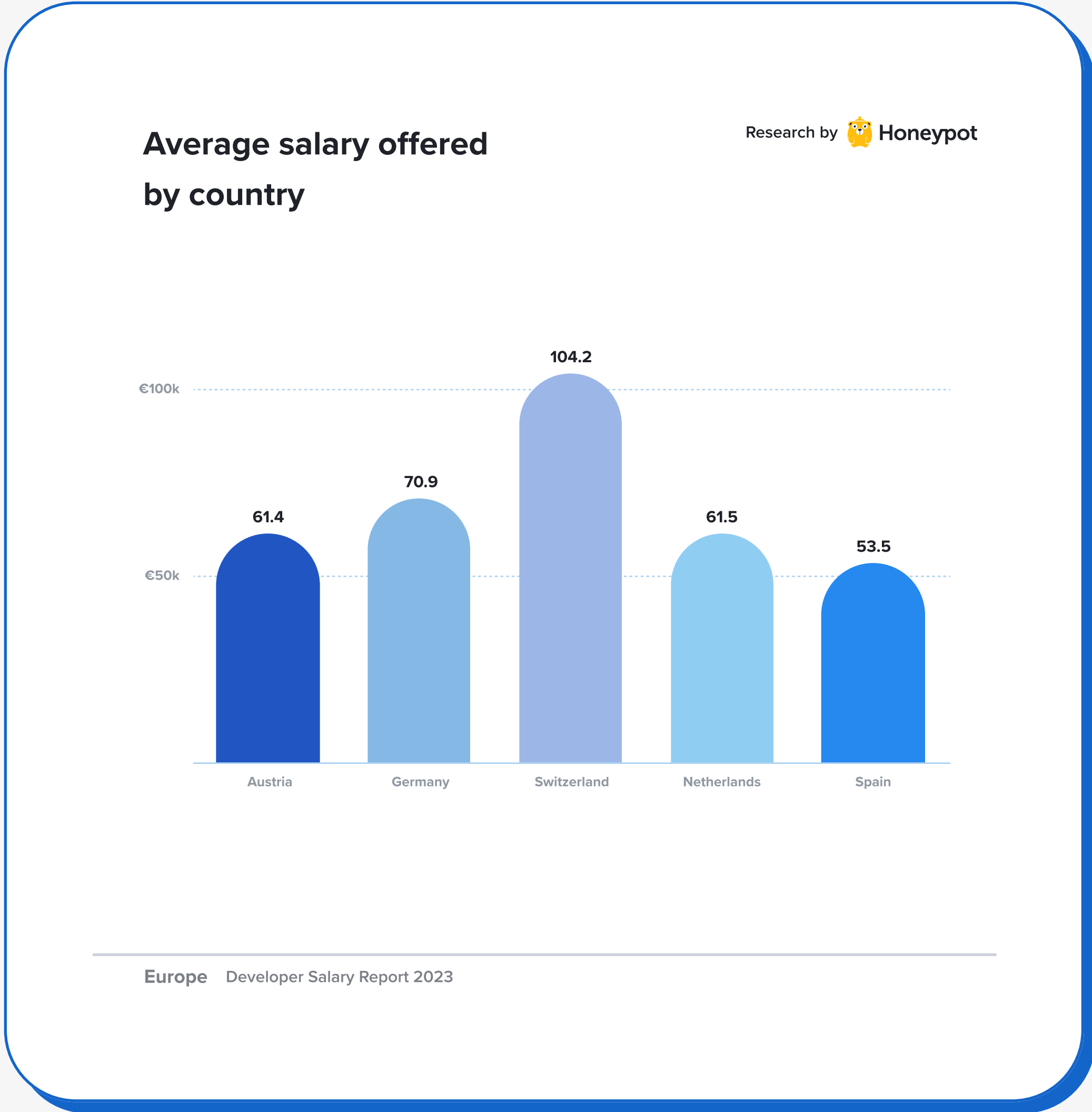
# SALARY TRENDS IN EUROPE

Salaries for software developers had a small increase in 2023. However, the rising global inflation rates have affected real growth.

## Key takeaways

➔ Companies in Switzerland offer the highest salaries to software developers. They offer 38% more than companies in Germany.

The higher living costs might explain this huge salary gap between Switzerland and the rest of the countries. However, another explanation could be that Switzerland has many large-scale tech companies that need to compete with each other in order to gain the best tech talent.

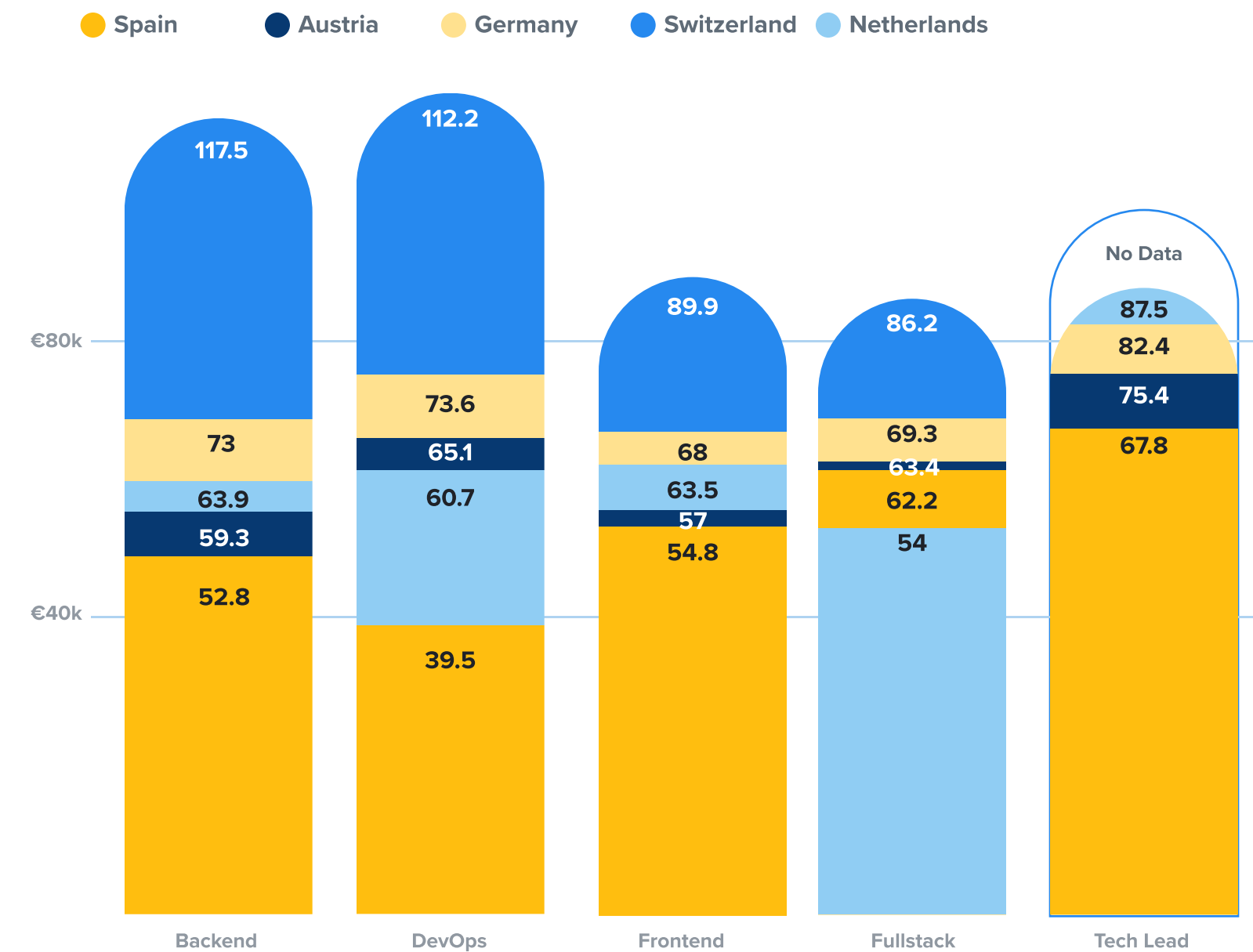


## Key takeaways

- ➔ The best-paying role in Europe is the role of DevOps engineer and the highest paycheck comes from Switzerland.
- ➔ Germany comes in second place across all roles.
- ➔ Austria and the Netherlands compete for third place.
- ➔ Spain offers the lowest salaries across all roles, except for the role of fullstack developer.

### Average salary offered by country and role

Research by  HoneyPot



Europe Developer Salary Report 2023

# 2023 SALARIES *IN GERMANY*

2023 has been a more conservative year of growth, but growth persists. Our picture of average salaries over seven years shows the shifts and changes software developer salaries have experienced through hiring booms, pandemics, and threatened recessions. The average offered salary has risen only 1.5% from 2022, compared to the 4.3% rise from 2021 to 2022.

## Salary growth compared to inflation rate

In 2022 and 2023 Europe's inflation rates skyrocketed. What does that mean for 'real' salary growth?

According to the *Federal Statistical Office of Germany*, inflation in 2023 is at 8.3%. That means that a mere 1.5% growth in average software developer salaries doesn't reflect a substantial growth.

With inflation rates soaring and a tech crisis underway, the 1.5% increase however does mean that developer jobs continue to be in high demand.





# SALARY BREAKDOWN *IN GERMANY*

Role, years of experience, gender, and language ability all affected salary.

In this report, we examine the roles of backend developer, DevOps engineer, frontend developer, fullstack developer, and tech lead.

We specify 0 to 2 years of experience as a junior level, 3 to 6 years of experience as a mid-level, while with 7+ years of experience, you're considered a senior developer for most companies.



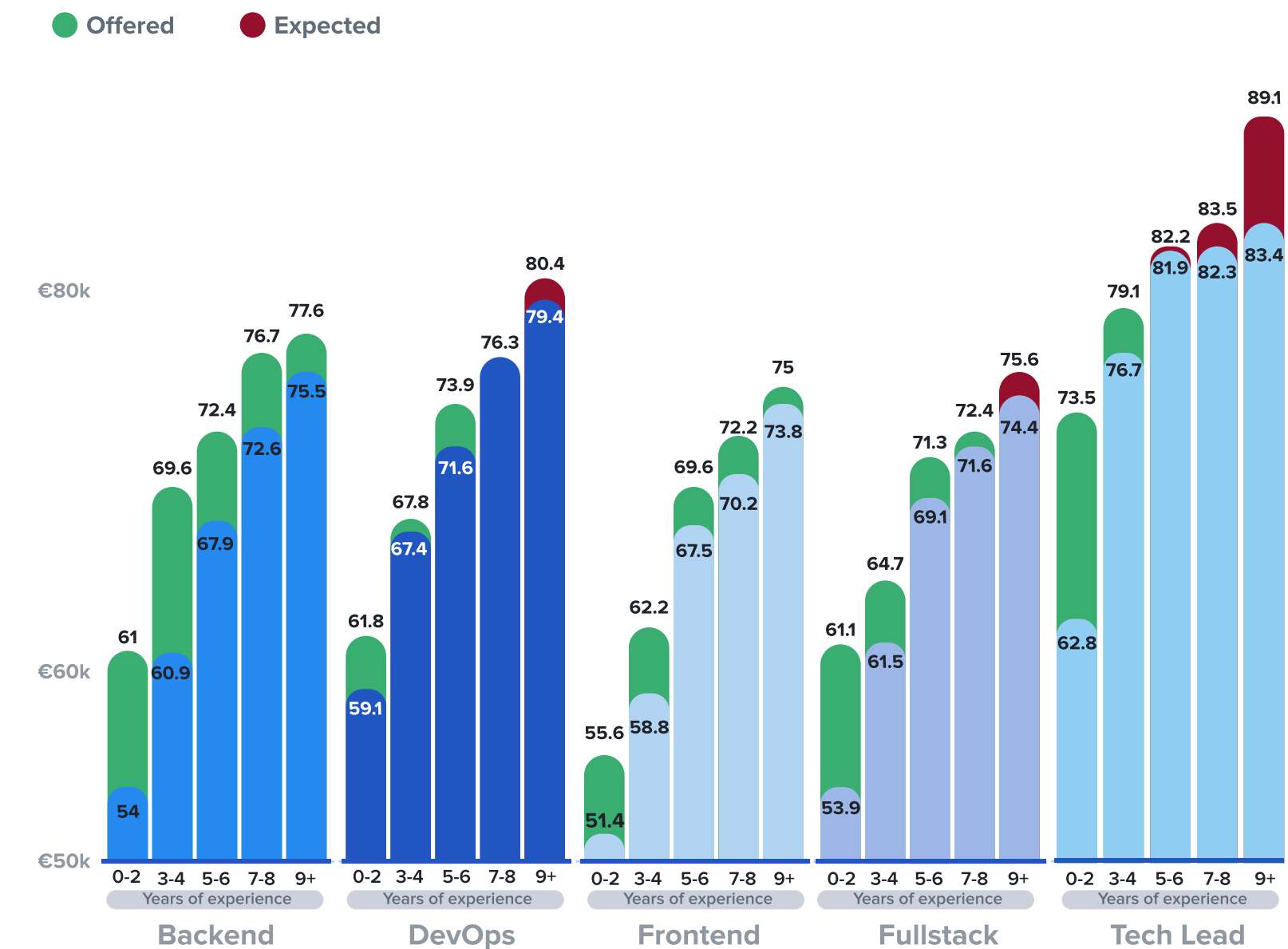
In this chart, green indicates that offered salary surpassed the expected salary, while red indicates that the expectations were higher than the company's offer.

### Key takeaways

- ➡️ DevOps roles showed the **highest average offered** salary for junior developers: a 9.3% growth.
- ➡️ Backend roles saw the highest **salary growth** alongside increasing years of experience: that's 13.2% growth from 1-2 years to 3-4 years.
- ➡️ Frontend roles saw an 11.2% growth from junior to mid-level and an 8.3% growth from mid-level to senior roles.

### Average salary offered and expected by role and years of experience

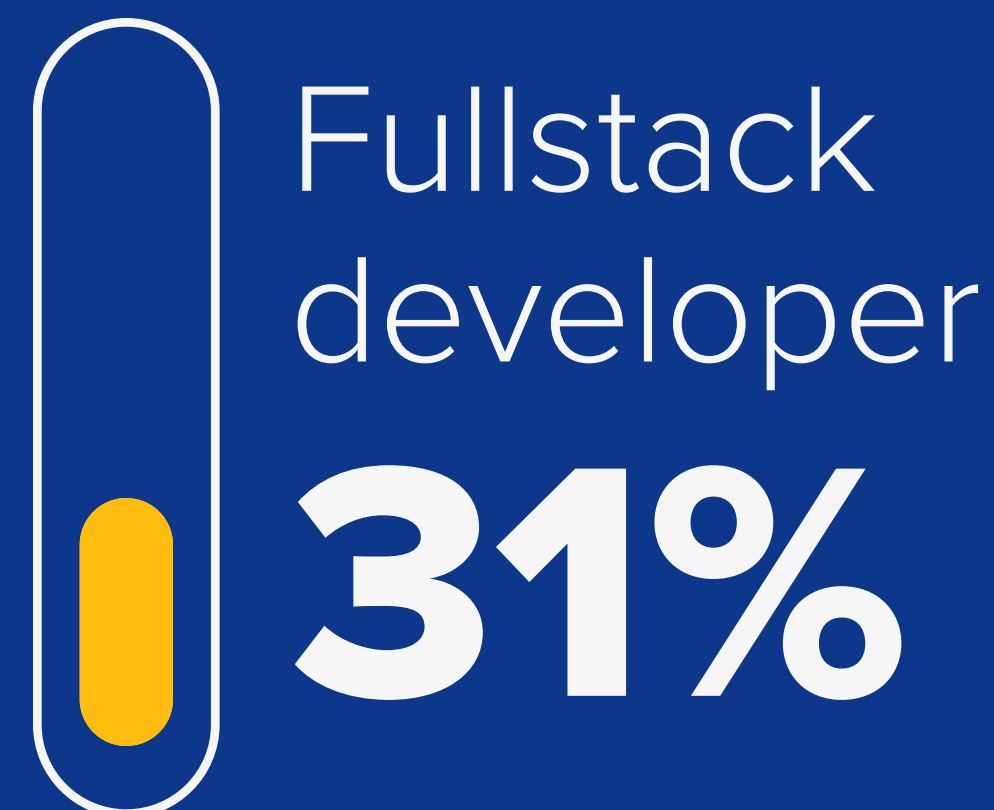
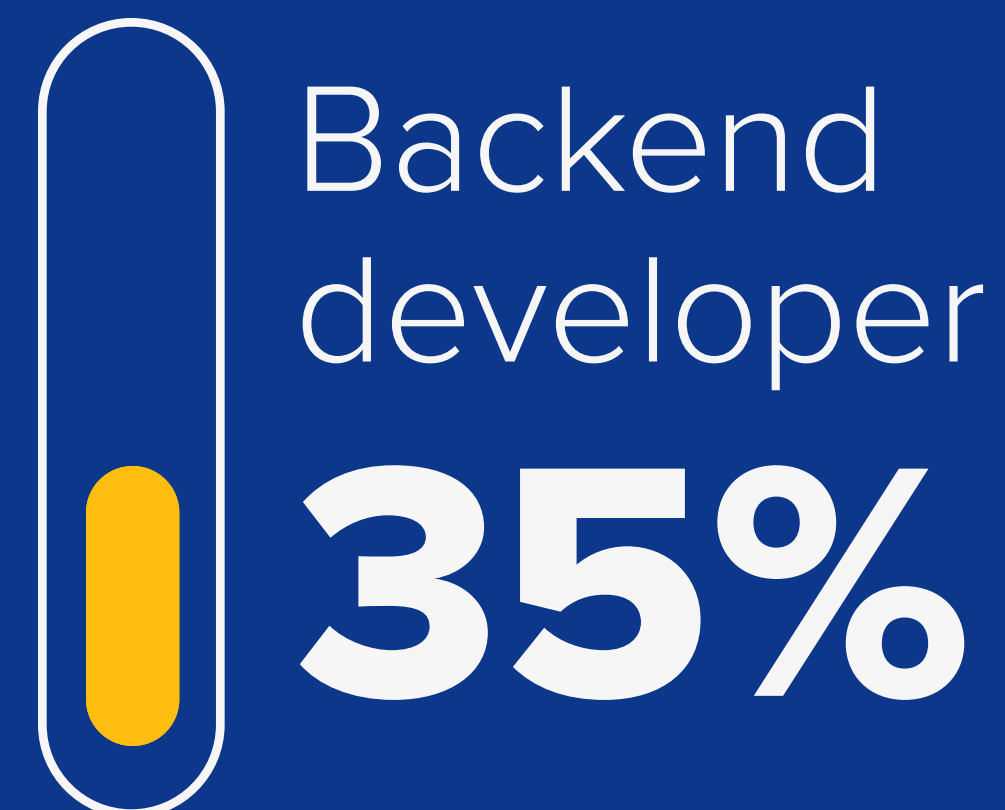
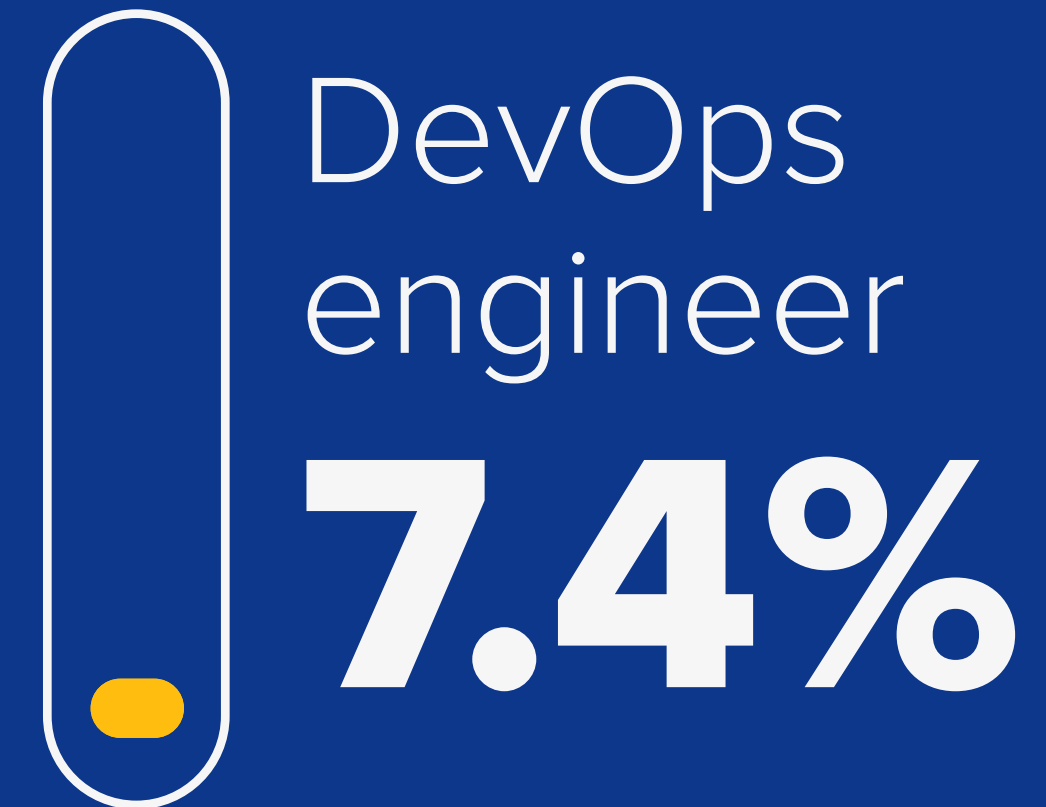
Research by  HoneyPot



Germany 🇩🇪 Developer Salary Report 2023

# MOST INTERVIEW INVITES IN GERMANY BY ROLE

Based on the number of interview invites extended for each role, backend developers were most in demand on the HoneyPot platform, followed by fullstack developers, frontend developers, and DevOps engineers.



# THE GENDER PAY GAP IN GERMANY

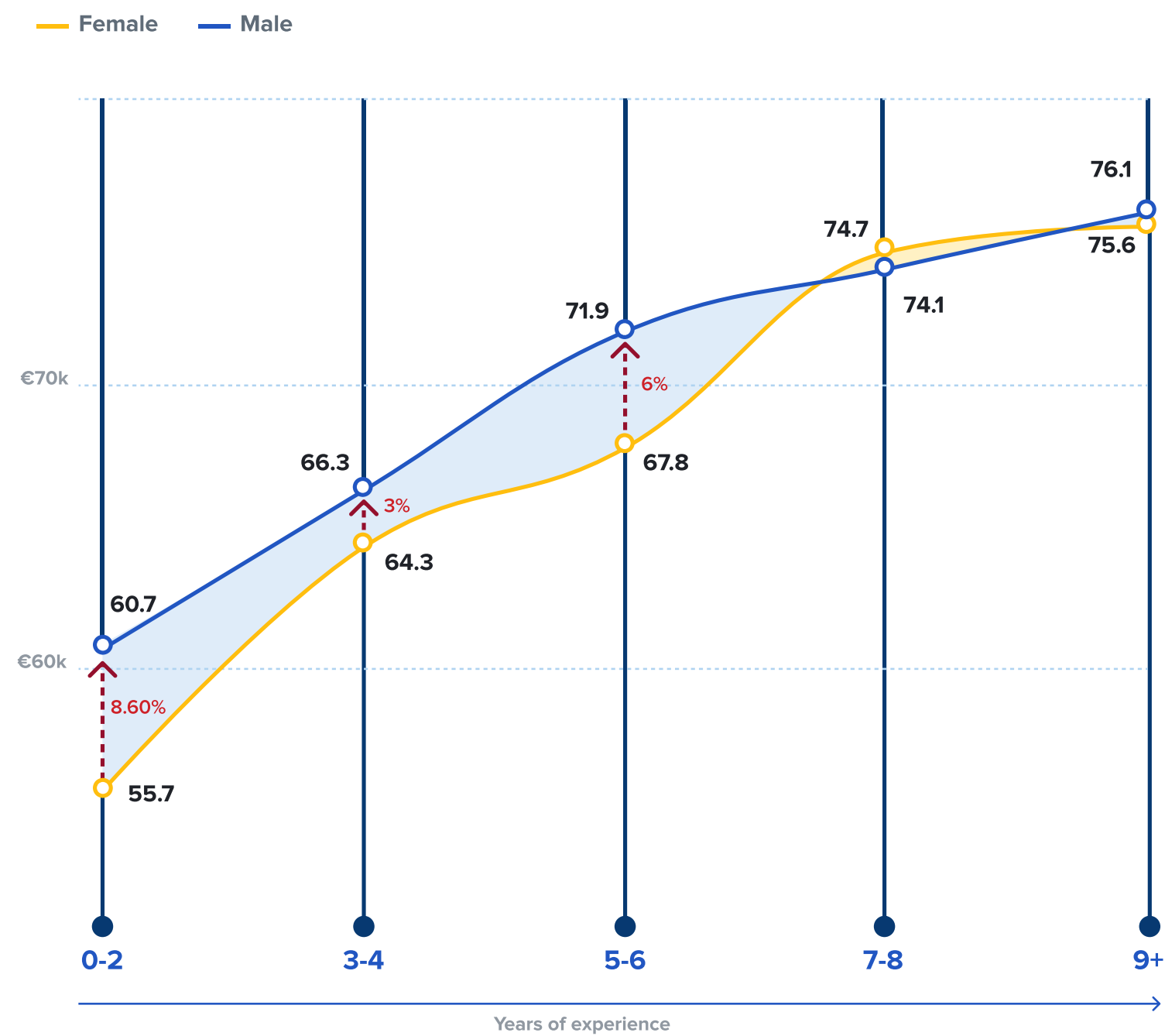
For the second year in a row, the gender pay gap between male and female developers has widened. In 2023, this was particularly notable in junior roles, where men were paid up to 8.6% more than women.

From 2021 to 2022, the average offered salary was €69,600 for men and €66,500 for women: a difference of 4.6%. Let's see how these numbers changed in 2023.



### Average salary offered by gender and years of experience

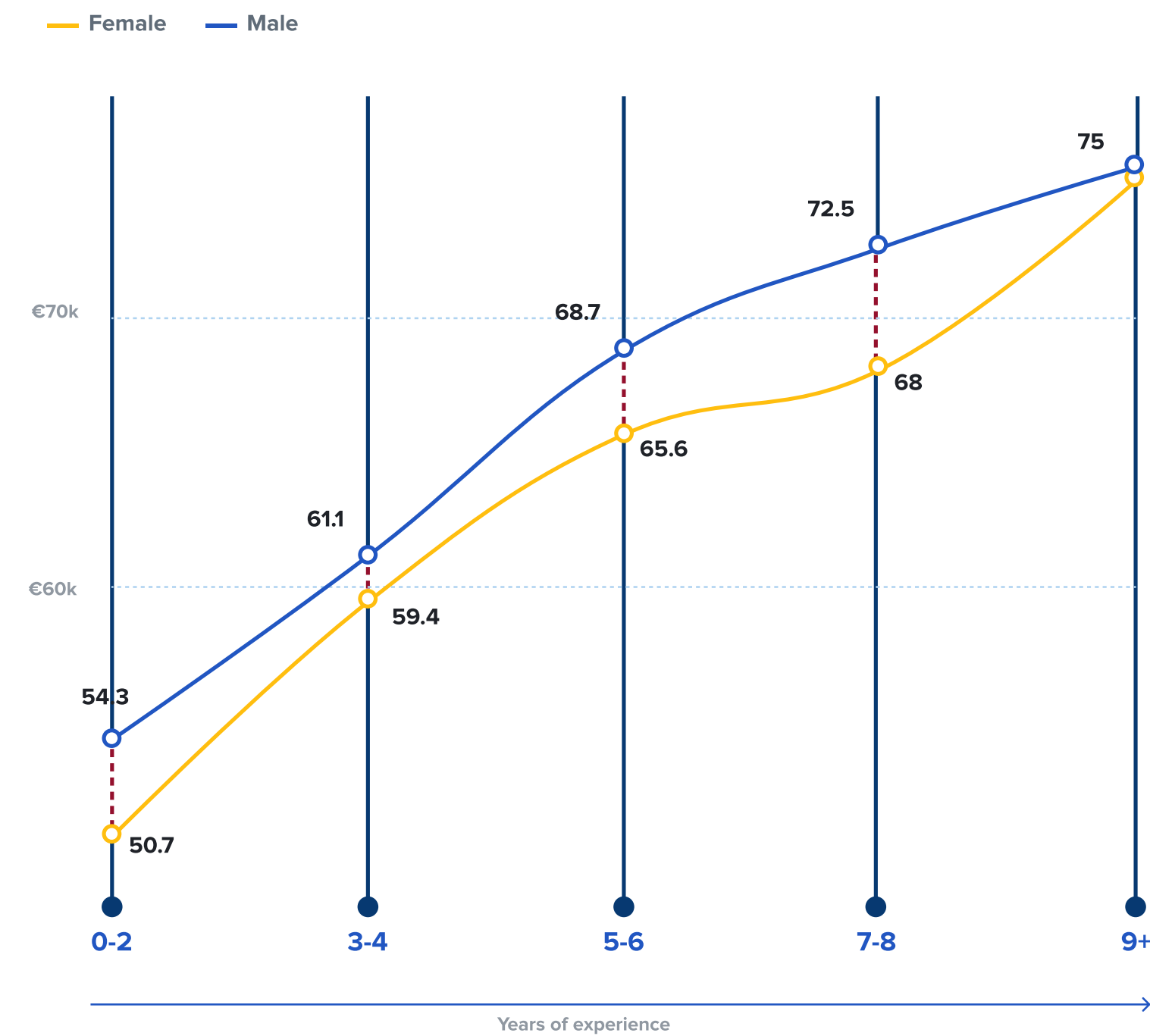
Research by  HoneyPot



Germany  Developer Salary Report 2023

### Average salary expected by gender and years of experience

Research by  HoneyPot



Germany  Developer Salary Report 2023



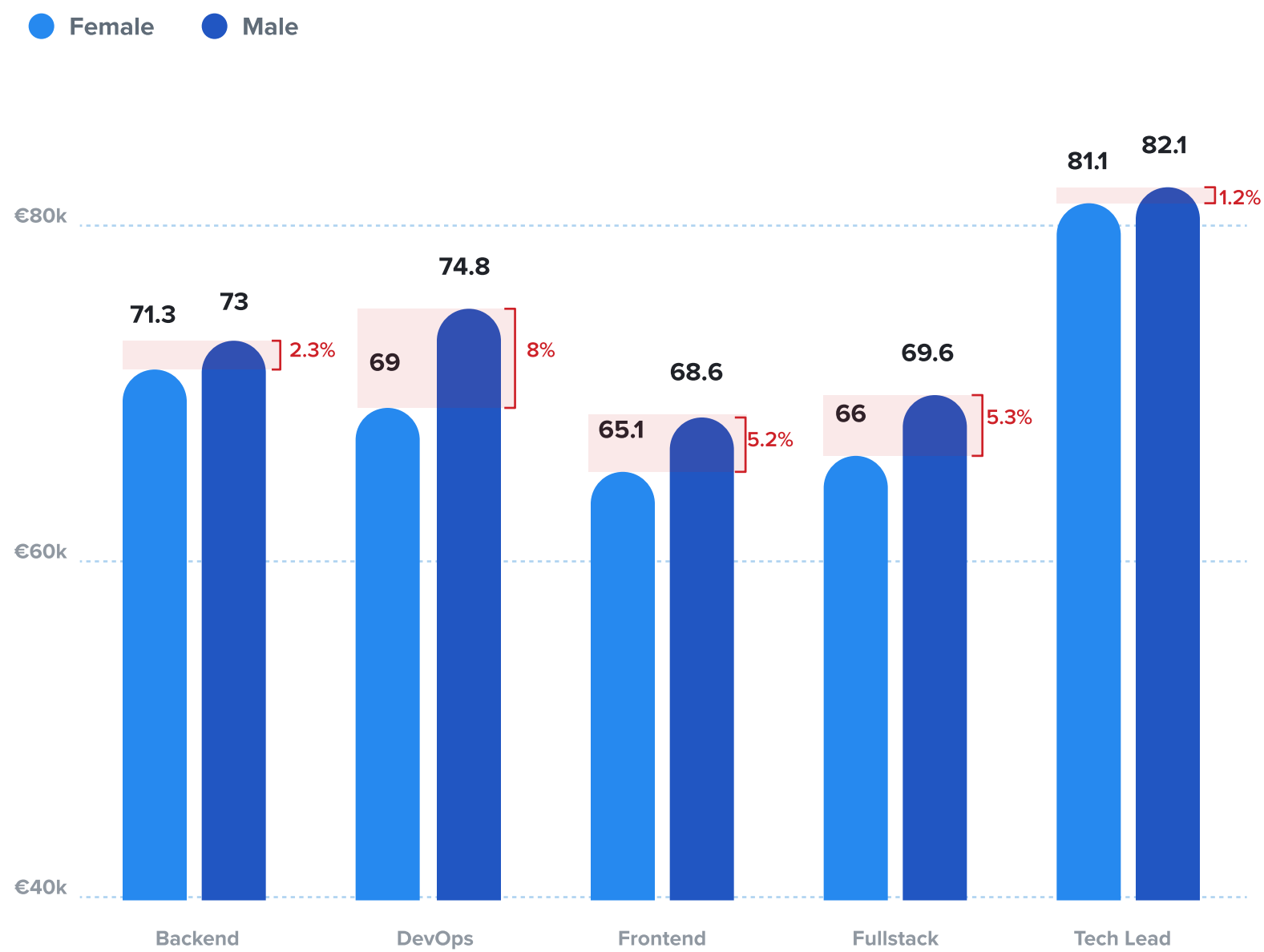
From 2022 to 2023 the average offered salary was €71,100 for men and €67,800 for women: bringing the pay gap to 4.75%. This indicates the continuation of a worrying trend for female developers, who continue to expect much less pay and be paid much less than their male counterparts. This is especially true for women in junior roles, where women are offered up to **8.6%** less money.

Women's expectations are consistently lower than their male counterparts across all experience levels.

The negative trend continues even when we look at the average offered salaries based on role and gender. In fact, men receive higher paychecks across all developer roles in Germany. For DevOps engineers especially, an increasingly popular role, the **gender pay gap reaches 8%**.

### Average salary offered by gender and role

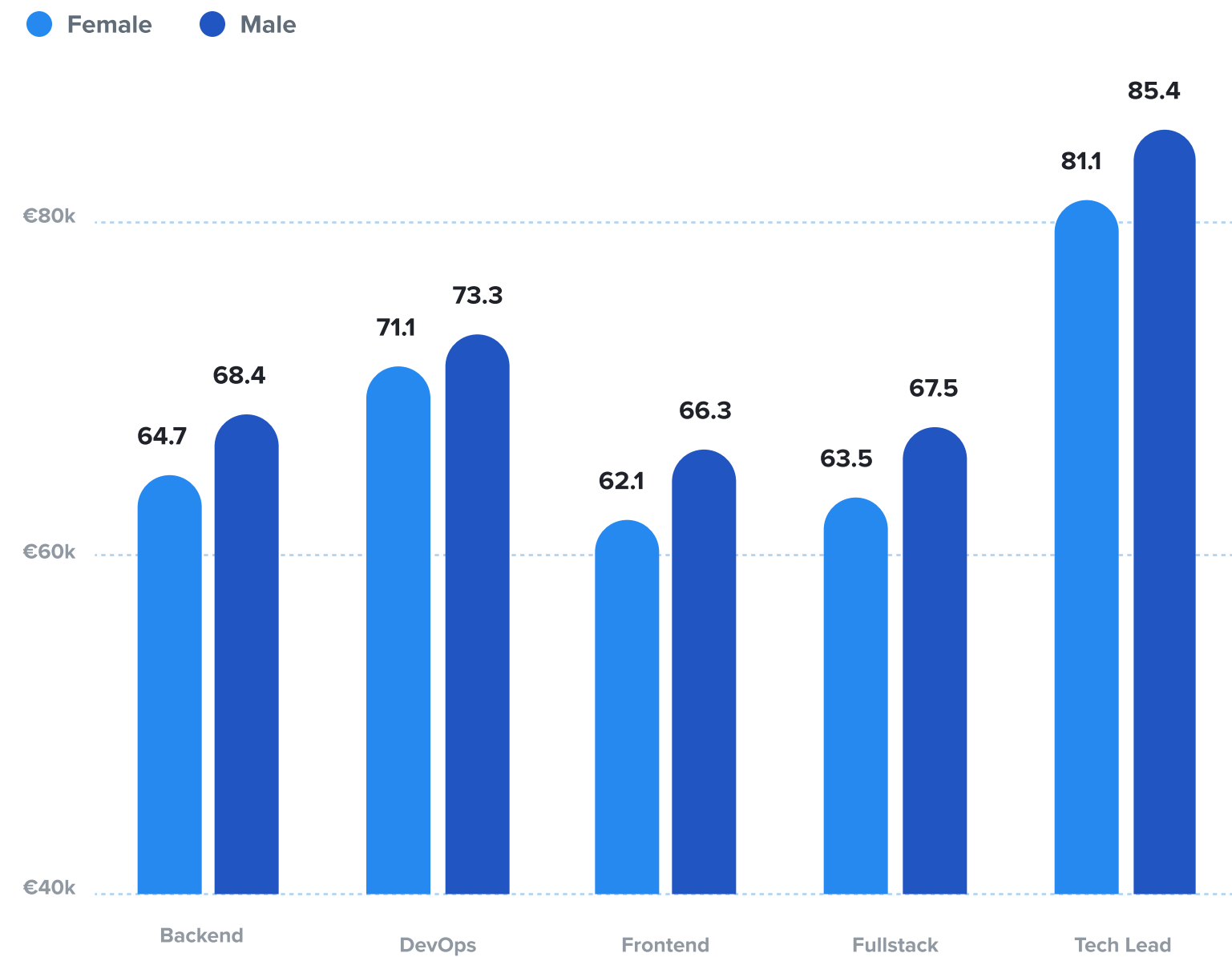
Research by  Honeypot



Germany  Developer Salary Report 2023

### Average salary expected by gender and role

Research by  Honeypot



Germany  Developer Salary Report 2023

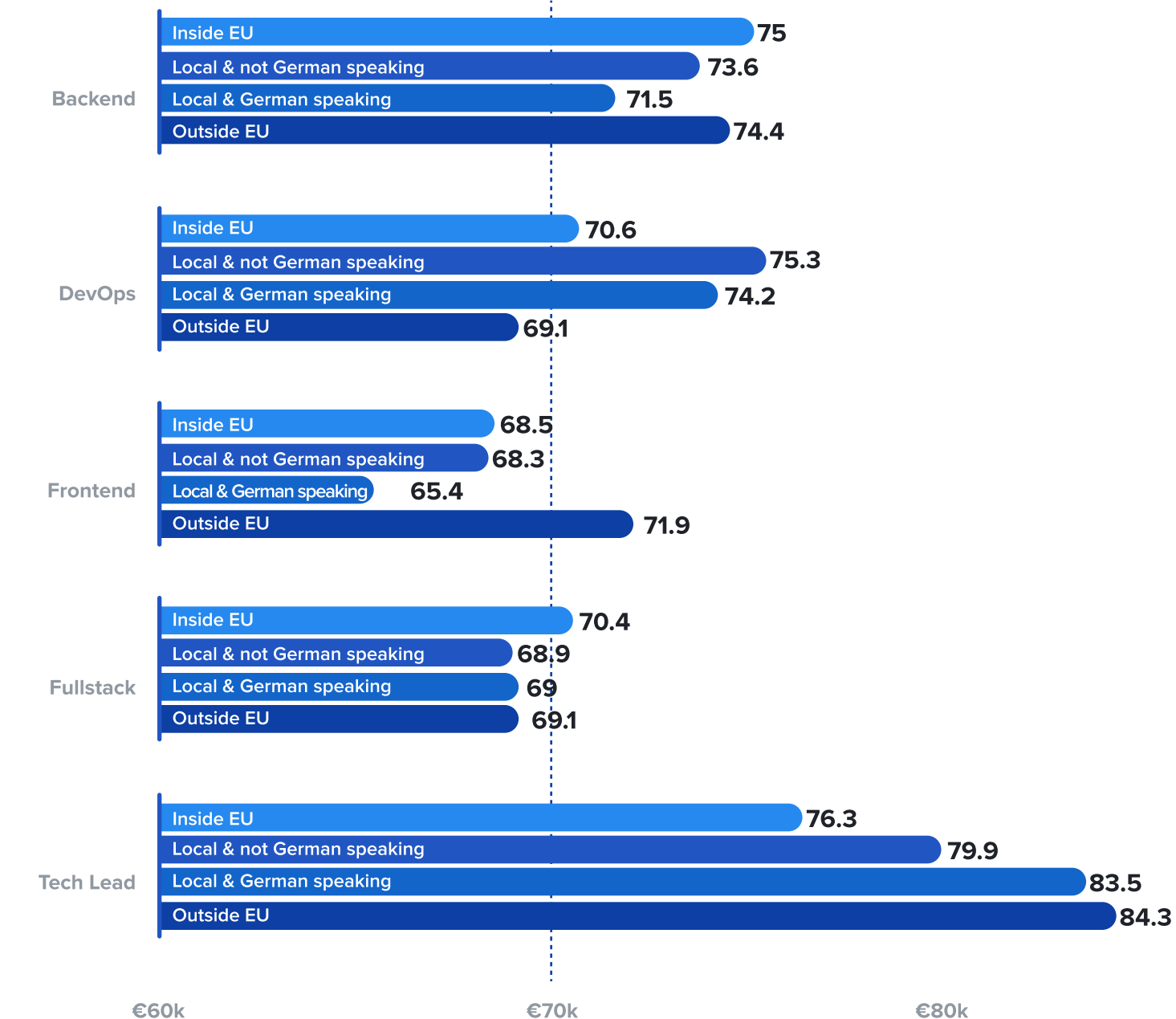
# SALARY BY LANGUAGE & LOCATION

We intensified our research into language ability and its impact on developer salary, considering an increased number of categories for language profiles as well as the number of interview invites received by talents based on their location and language ability.

Most salaries showed little or no difference between German and non-German speaking developers, particularly backend developers, suggesting that when developer demand is high enough, language is less important.

Average salary offered  
by role and talent location

Research by  HoneyPot



Germany  Developer Salary Report 2023



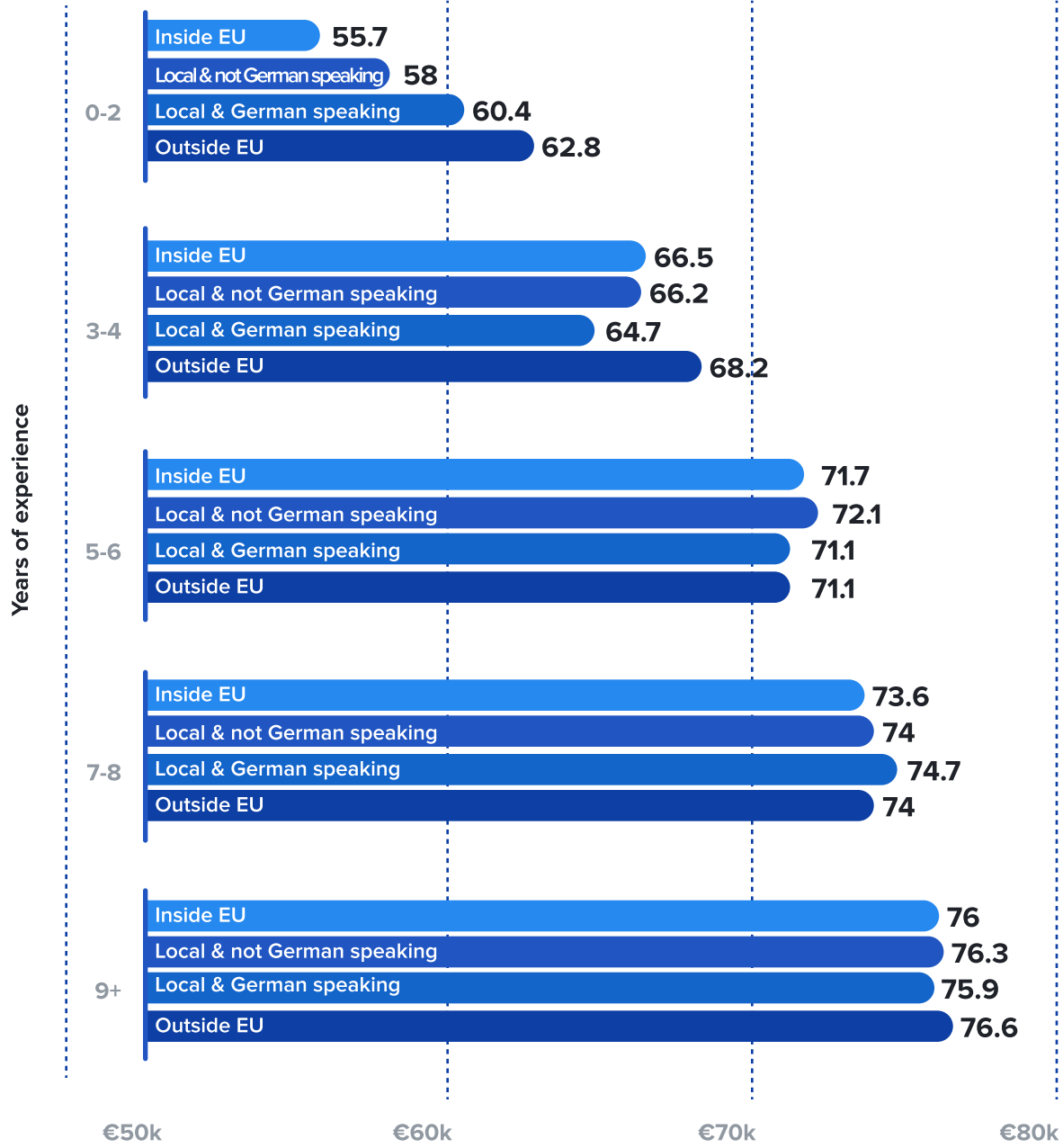
## Key takeaways

In terms of years of experience, the more junior the developer, the more likely that German language skills will lead to a higher salary—sometimes as much as 8.9% higher than those who do not speak German.

When it comes to demand based on interview invites, our data showed that German speakers receive 8 times more interview invites.

Average offered by years of experience and talent location

Research by  HoneyPot



Germany  Developer Salary Report 2023

# SALARY BY CITY

Once again, Berlin came first amongst German cities in terms of average offered salary. While in 2022 it offered a slightly lower salary than Munich (though this still equated to more income, given relative costs of living), in 2023 it also has significantly higher salaries than other German cities. Developers in Berlin are offered 9% more than developers in the rest of Germany.

However, developers in Berlin are not demanding much more than their counterparts in the rest of Germany. On average, Berlin companies offer 8.6% more than what developers ask, indicating issues in the supply and demand balance of developer roles in Berlin. It could mean that Berlin has a high demand with fewer developers than the rest of Germany.

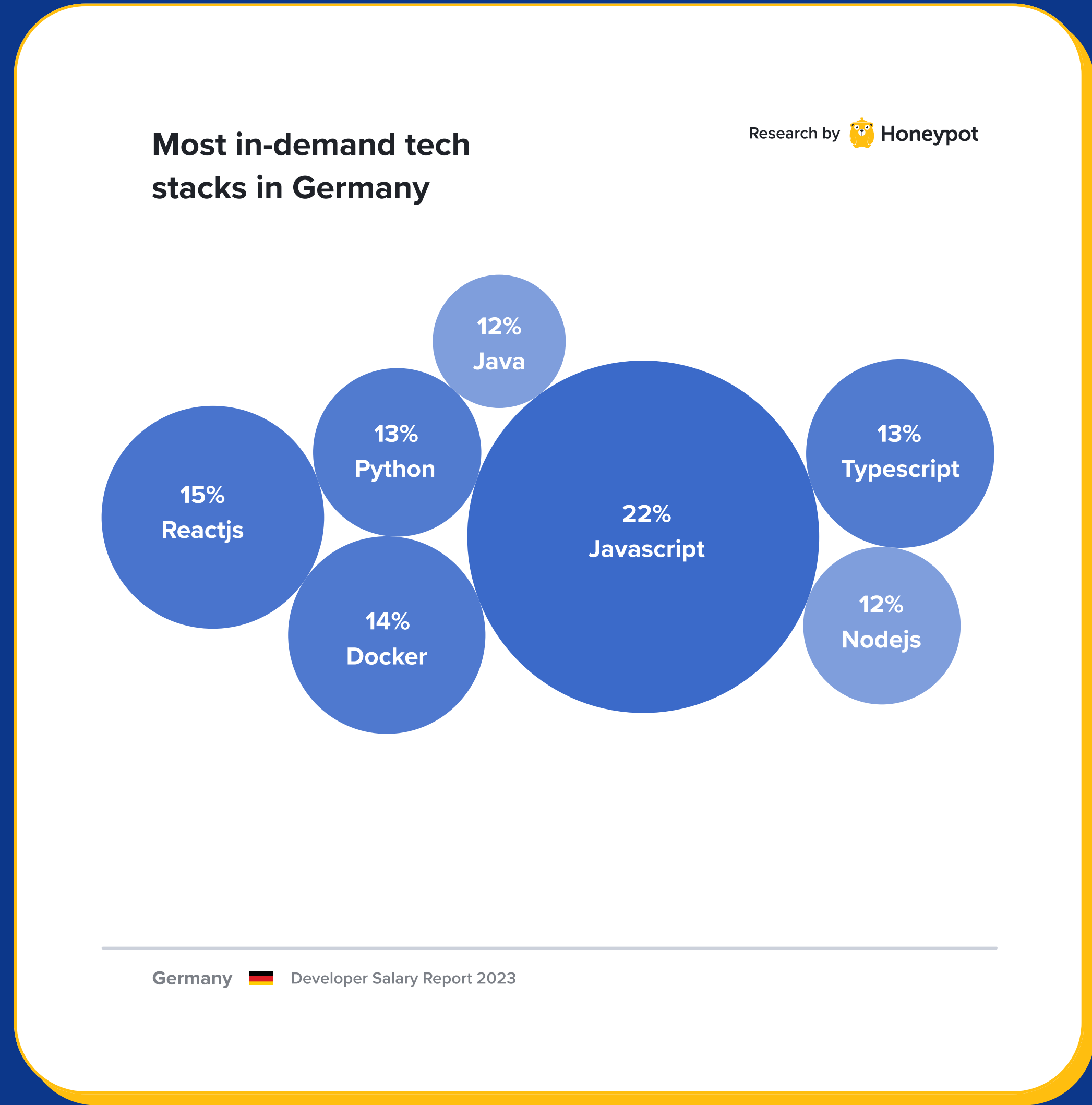
Average salary offered and expected by city

Research by  Honeypot



# MOST IN-DEMAND TECH STACKS IN GERMANY

Companies in Germany are mostly looking for software developers proficient in Javascript, React, Docker, Typescript, and Python.



# 2023 SALARIES IN AUSTRIA

Over the past seven years, Austrian developers have weathered an intense dip in salaries, with an 18.7% drop between 2018 and 2019. However, recent years have seen average salaries increase, although they are still playing catch-up with the salaries offered in 2018 and earlier when the startup tech boom was at its highest.

Nevertheless, we can reveal promising growth for Austrian software developers and a growing alignment between offered and expected salaries, suggesting a more informed workforce.

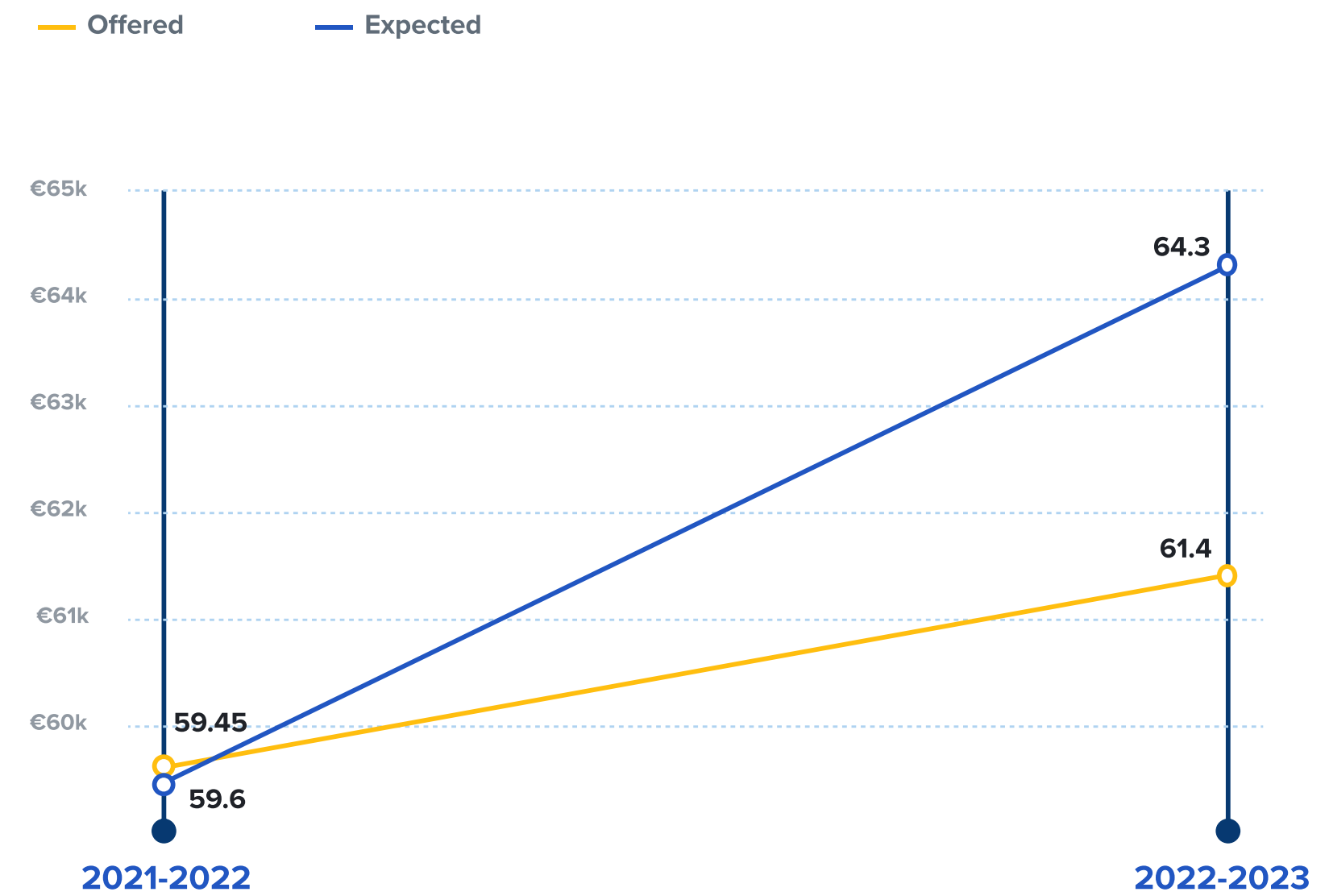


In this report, we examine the roles of backend developer, DevOps engineer, frontend developer, fullstack developer, and tech lead.

We specify 0 to 2 years of experience as a junior level, 3 to 6 years of experience as a mid-level, while with 7+ years of experience, you're considered a senior developer for most companies.

### Average salary offered and expected in Austria

Research by  HoneyPot



Austria  Developer Salary Report 2023

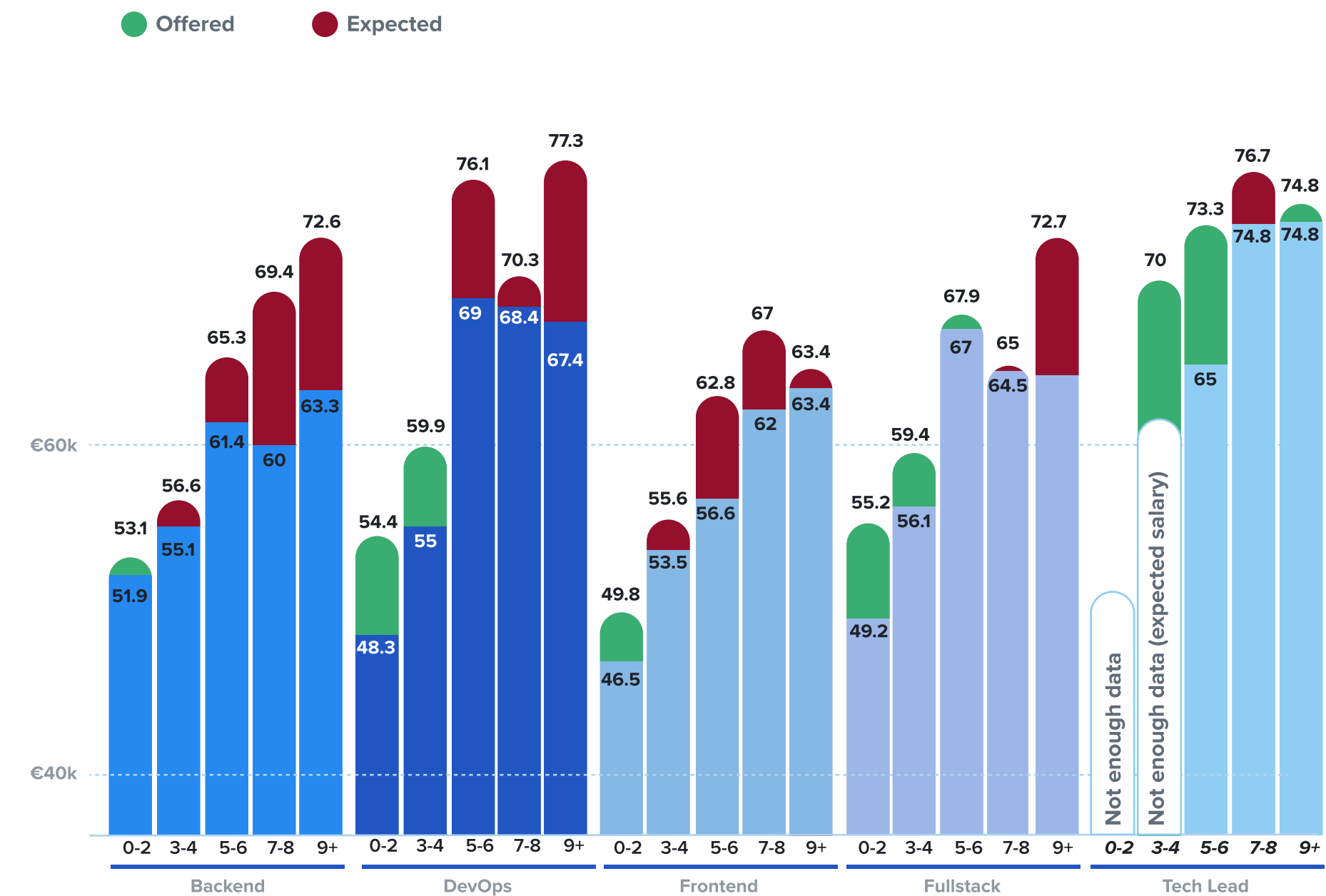
# SALARY BREAKDOWN IN AUSTRIA

The average offered salary for software developers in Austria in 2023 was €61,400, while the average expected salary was €64,300.

A range of factors contribute to salary offers in Austria. Some of these, such as years of experience, are logical; others, like specific roles, may be more subject to the demands of the market.

Average salary offered and expected by role and years of experience

Research by  HoneyPot



Austria  Developer Salary Report 2023

Aligning with much of the DACH region, DevOps engineers receive higher salary offers than other roles, with the exception of leadership roles. Interestingly, unlike developers in other DACH locations, Austrian developers tend to have higher salary expectations than the average offer.

This could be seen in both positive and negative lights. On the one hand, inflated expectations may lead to disappointing offers. On the other hand, insisting on higher salaries over the past seven years may have gone some way to helping Austrian developers raise average salaries through negotiation and demand.

This is particularly likely given that the greater disparities between expected and offered salaries show up within the **senior developer** category.

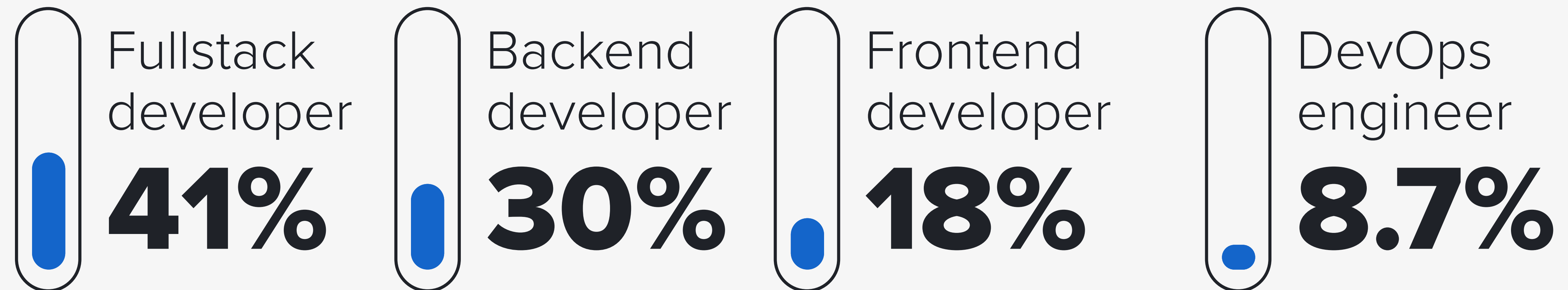
For example, a backend developer with 7-8 years of experience expects a salary **14.5%** higher than the average offer, while a backend developer with only 0-2 years of experience actually expects **2.3%** less than the average offer. This indicates that the inflated expectation could be a strategic move.



# MOST INTERVIEW INVITES IN AUSTRIA BY ROLE

DevOps, a growing and significant role that is currently very in-demand, is nevertheless new enough that it was easily beaten by the more classic tech roles.

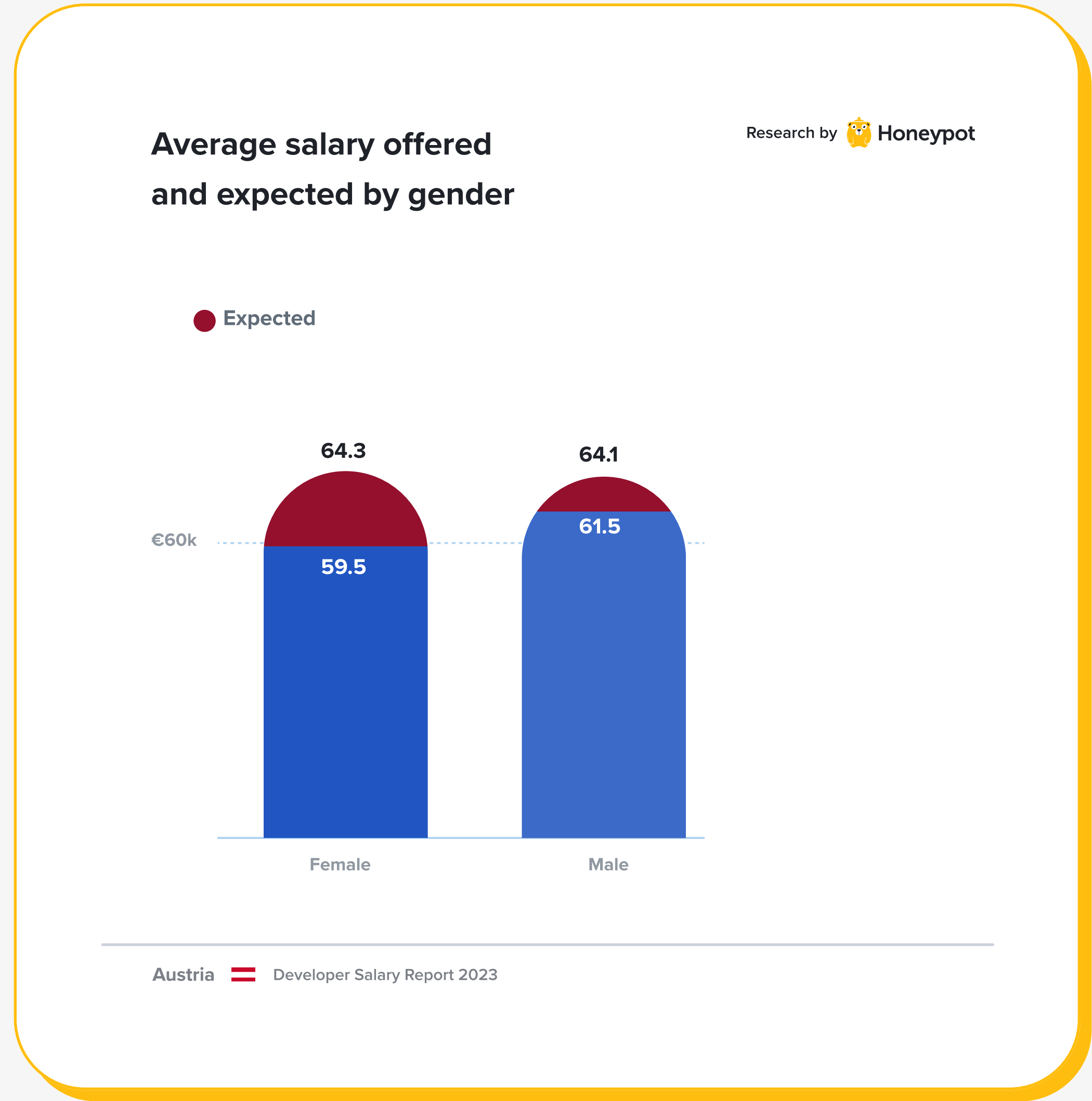
Fullstack engineers received the lion's share of interviews. In second place, backend developers, followed by frontend developers and DevOps engineers.





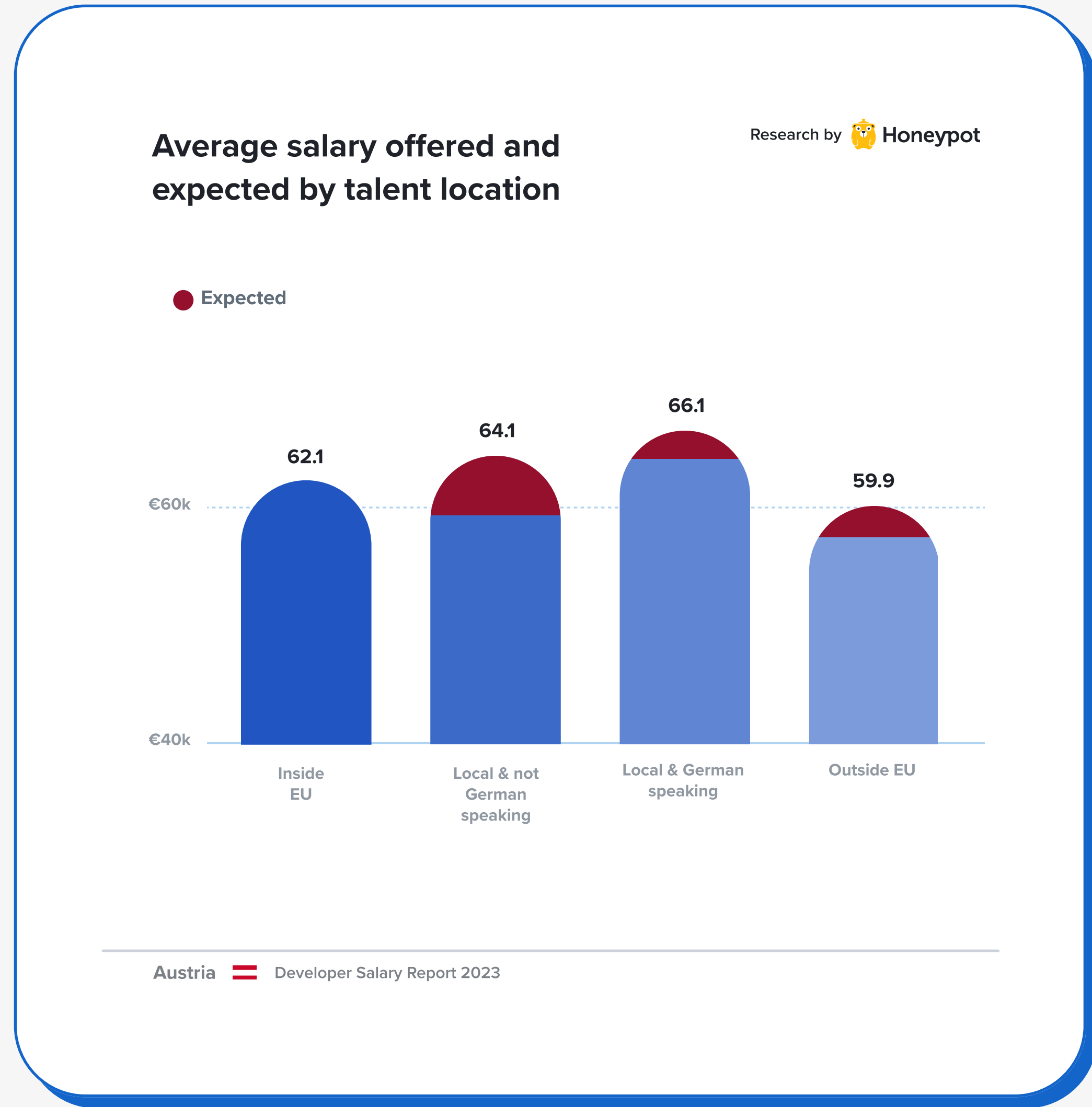
# THE GENDER PAY GAP IN AUSTRIA

The gender pay gap persists in Austria, where male developers are paid on average 3.3% more than their female counterparts. This is particularly disappointing given the fact that female developers in Austria on average expect a higher salary than men, indicating that the disparity is not due to women being less likely to ask for more money.



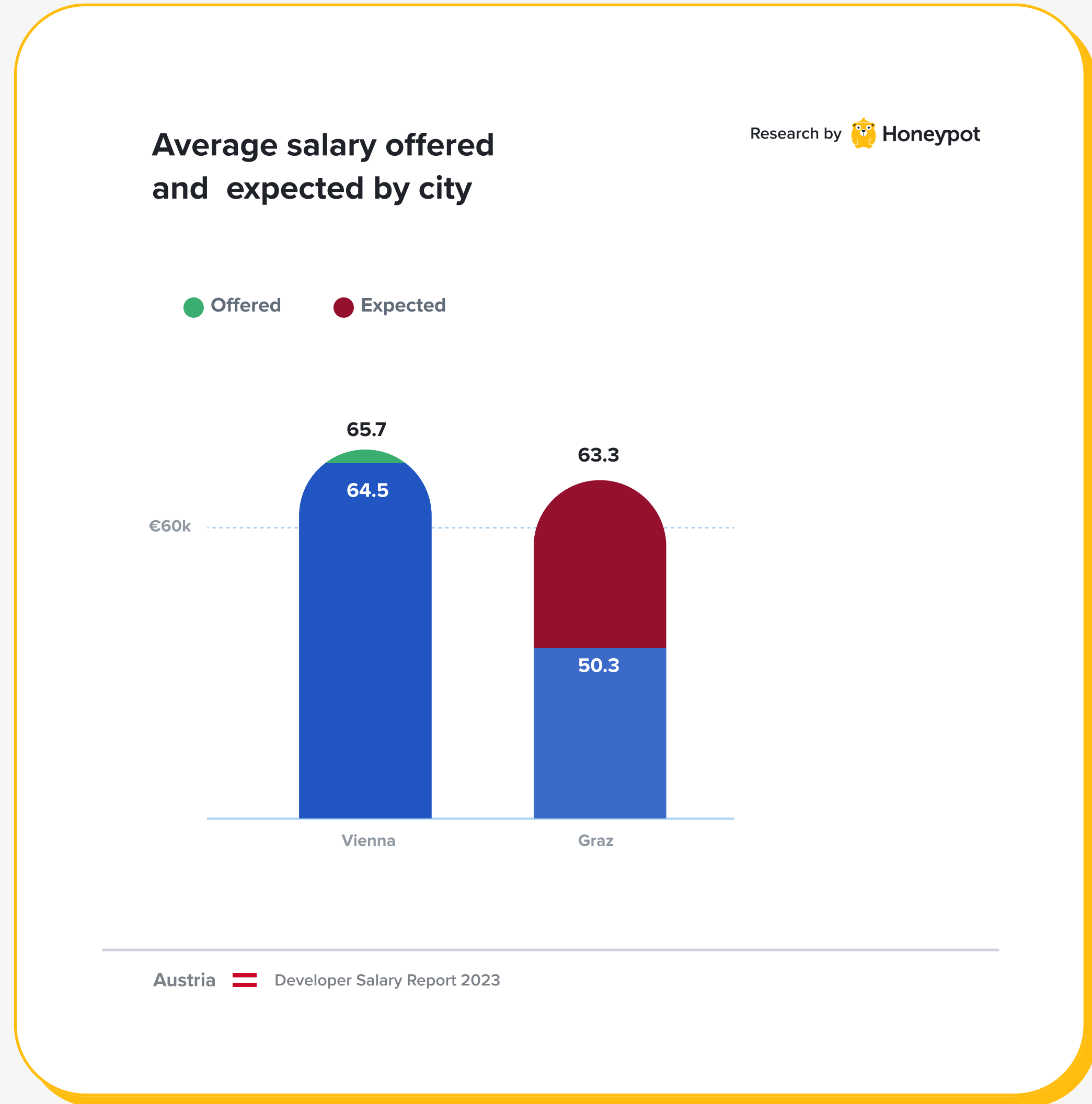
# SALARY BY LANGUAGE & LOCATION

There is a clear disparity between salary offers for developers who speak German and those who do not. Those who live locally and speak German may expect a salary up to 7.6% higher than those who do not speak German.



# COST OF CITY LIVING REFLECTED IN SALARIES

With its high cost of living and status as one of the more expensive cities in Europe, it's unsurprising that Viennese salaries are considerably higher than in smaller cities like Graz. The average offered salary in Vienna is 20% higher than Graz.



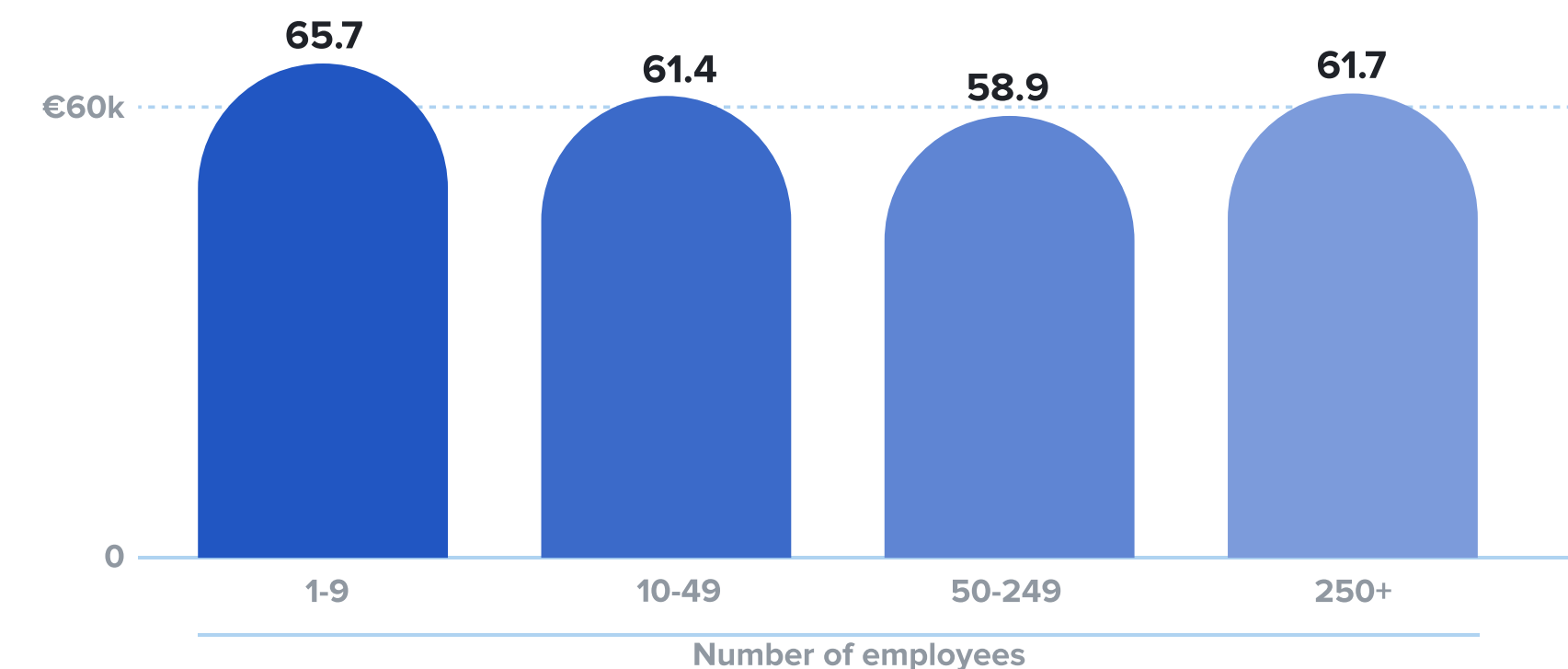
# SMALLER COMPANIES OFFER MORE

Both 2022 and 2023's data indicate that smaller Austrian companies typically offer a higher average wage than a company of over 250 employees. We also found that the highest average salary is offered by the smallest companies: €65,700 for a company of under 9 employees. This indicates that many developers in Austria may want to consider networking and other opportunities to get in on a company from the ground up.

This could also mean that smaller companies, who are likely unable to afford a bigger workforce, are targeting more experienced developers and are offering higher salaries in an effort to attract them.

Average salary offered by company size

Research by  Honeypot



Austria  Developer Salary Report 2023

# MOST IN-DEMAND TECH STACKS IN AUSTRIA

Alongside understanding disparities in salary due to role, Honeypot can now reveal the most in-demand tech stacks in Austria.

According to our data, companies in Austria expect their software developers to be proficient in JavaScript, Java, Docker, and Typescript.



# 2023 SALARIES *IN THE NETHERLANDS*

2023 has been yet another year of growth when it comes to software developer salaries in the Netherlands, where the average salary grew by 2.4%. In 2023, software developers were offered almost €63,000 per year. That's a conservative but steady increase when we look at the numbers from the past five years.

Since 2018, the average wages for developers based in the Netherlands have seen a 12% increase.

In 2023, like 2022, we can see that developer expectations don't match what companies are offering. However, the difference is less than 1%, meaning that software developers in the Netherlands are good at knowing their worth.

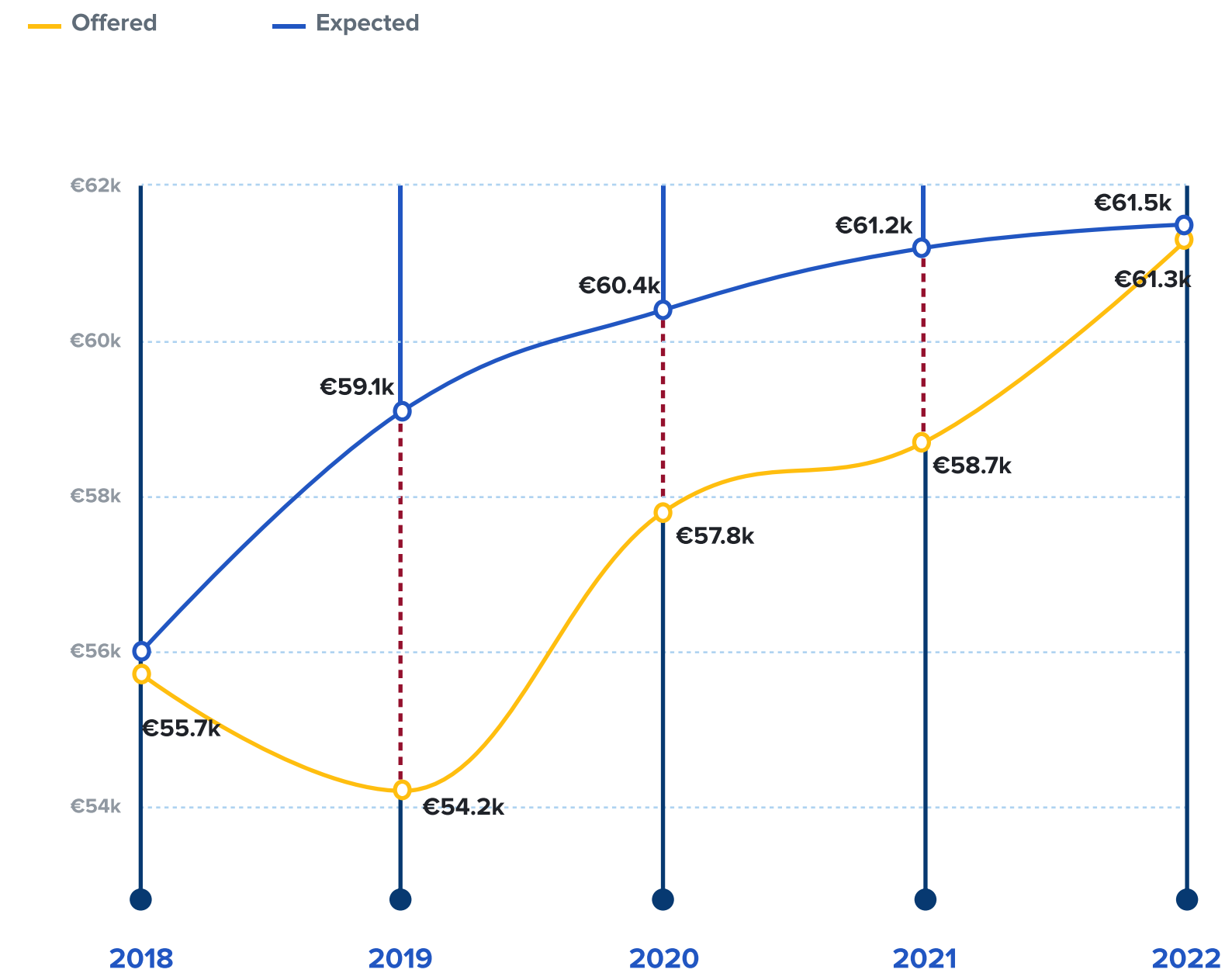


Here's how average software developer salaries in the Netherlands look over time.



Developer salaries offered and expected over time

Research by  HoneyPot



Netherlands  Developer Salary Report 2023

# SALARY BREAKDOWN IN THE NETHERLANDS

We examine the roles of backend developer, DevOps engineer, frontend developer, fullstack developer, and tech lead.



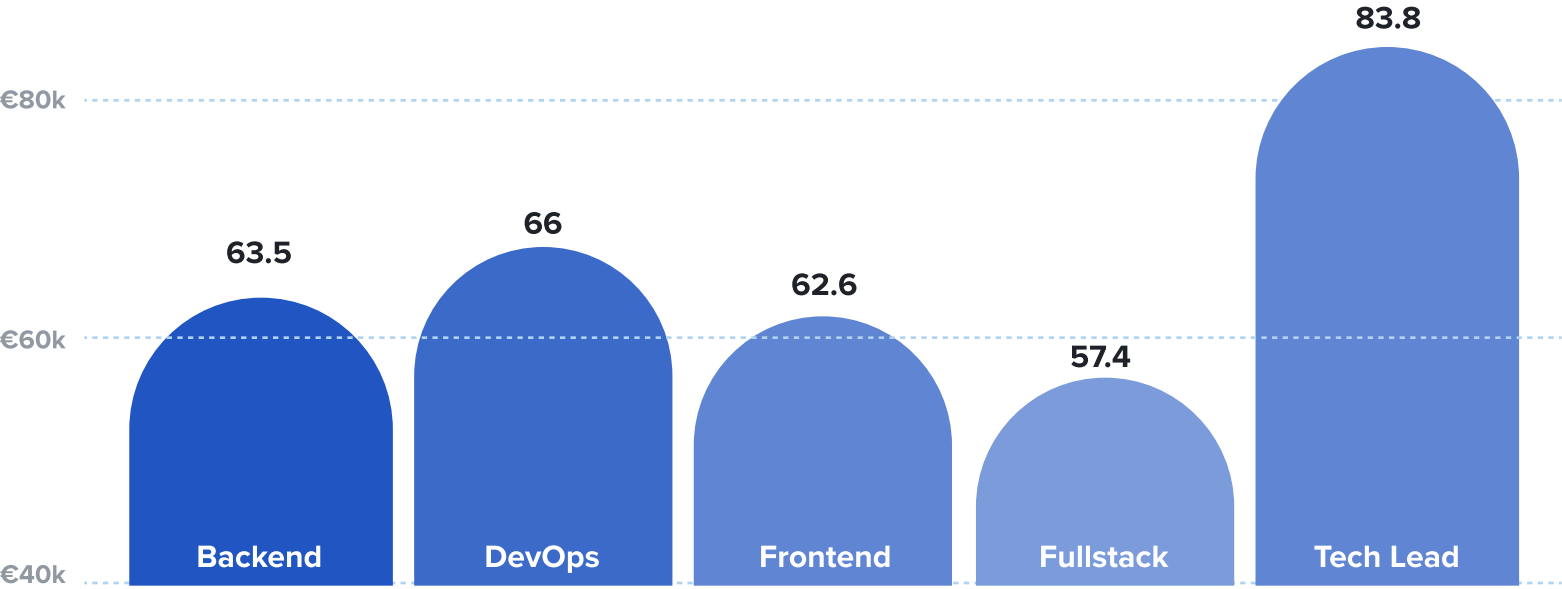


## Key takeaways

- ➔ Backend and frontend developers seem to earn the heaviest paychecks in the Netherlands, followed by DevOps engineers and fullstack developers.
- ➔ Tech leads earn around 87,500 per year, which is 4.3% more than what they are asking for.
- ➔ DevOps engineers in the Netherlands make 8% less than what they are asking for. That could mean that this role is not very popular in the Dutch market yet.

### Average salary expected by role

Research by  Honeypot



Netherlands  Developer Salary Report 2023

# SALARY BY YEARS OF EXPERIENCE AND ROLE

We looked at salaries offered compared to salaries expected based on the most in-demand developer roles and years of experience. In the Netherlands, experience plays a significant role in salary benchmarking.

We specify 0 to 2 years of experience as a junior level, 3 to 6 years of experience as a mid-level, while with 7+ years of experience, you're considered a senior developer for most companies.

For software developers based in the Netherlands, experience matters. That's why we see an over 40% increase in expectations between junior and senior backend developers.



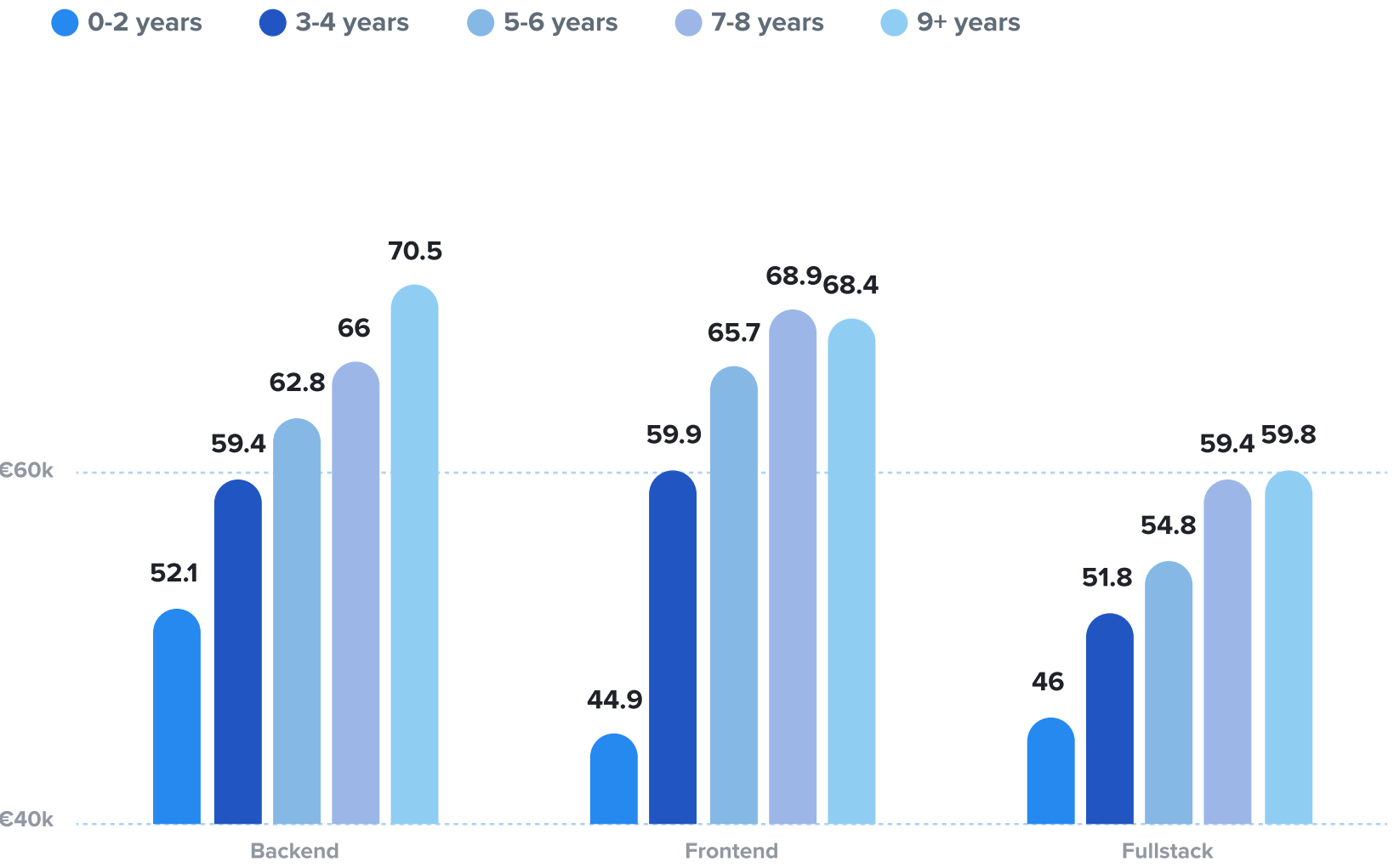
## Key takeaways

- ➔ The best-paying role and the role with the highest salary growth is that of backend developer. Even for junior roles, there is a gap ranging from 12% to 15% between backend and frontend/fullstack developers.
- ➔ There is an up to 30% increase between junior and senior roles. More specifically, the salaries see a significant increase when moving from junior to mid-level developer.
- ➔ Expectations are low during the first professional years, but for mid-level to senior roles developers expect more, even more than what they're offered.

The highest-paying roles in the Netherlands are on par with the most in-demand roles.

### Average salary offered by years of experience and role

Research by  HoneyPot



Netherlands  Developer Salary Report 2023

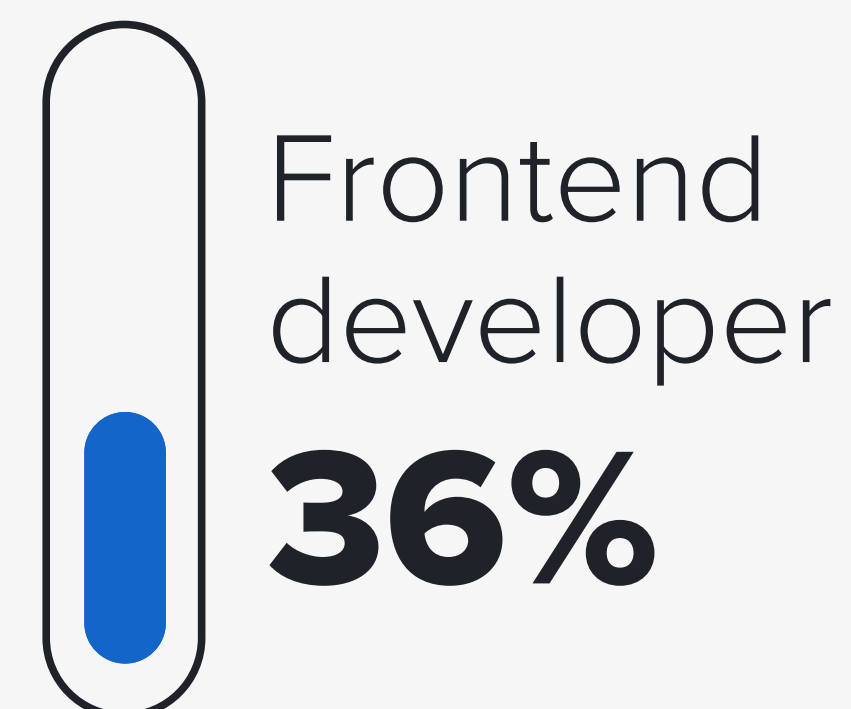
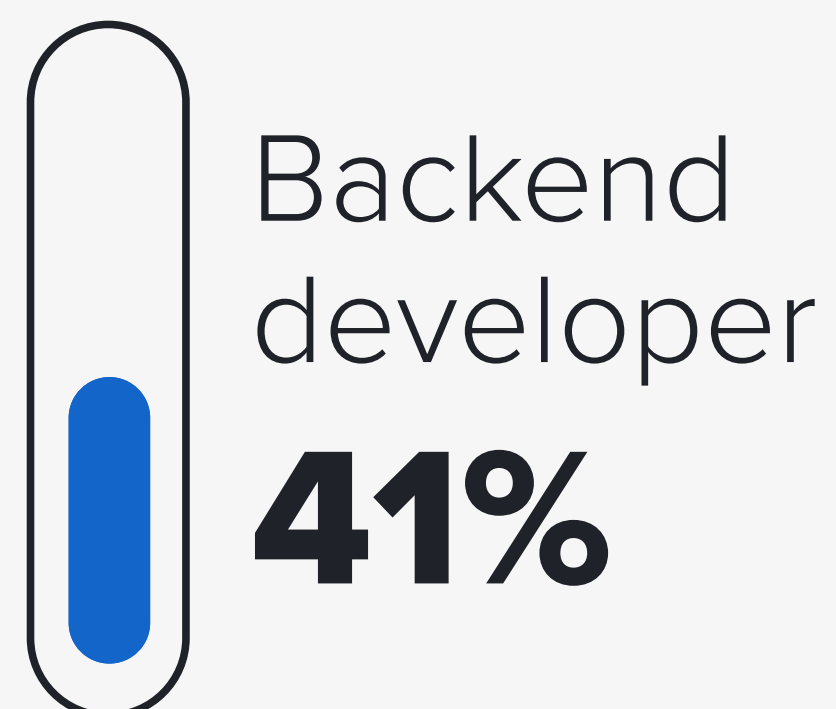
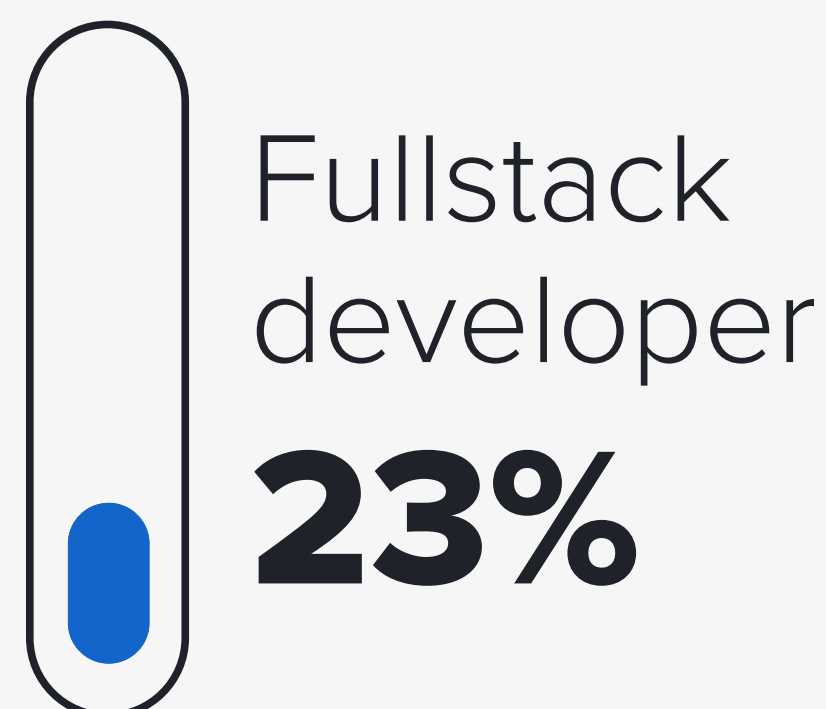
# MOST INTERVIEW INVITES IN THE NETHERLANDS BY ROLE

The demand for tech roles in the Netherlands looks a bit different than the demand in Austria.

In 2023, the most in-demand specialty in the Netherlands is the role of backend developer. To come up with this data, we specified demand by the number of interview invites extended for each role.

Backend is at the first position with 41% of all interview invites. Frontend follows with 36%, while fullstack developers gather 23% of all contact requests.

It looks like Dutch companies are showing a preference for developers that are specialised in specific tech ends. While the ‘jack-of-all-trades’ fullstack developers are less popular.



# THE GENDER PAY GAP *IN THE NETHERLANDS*

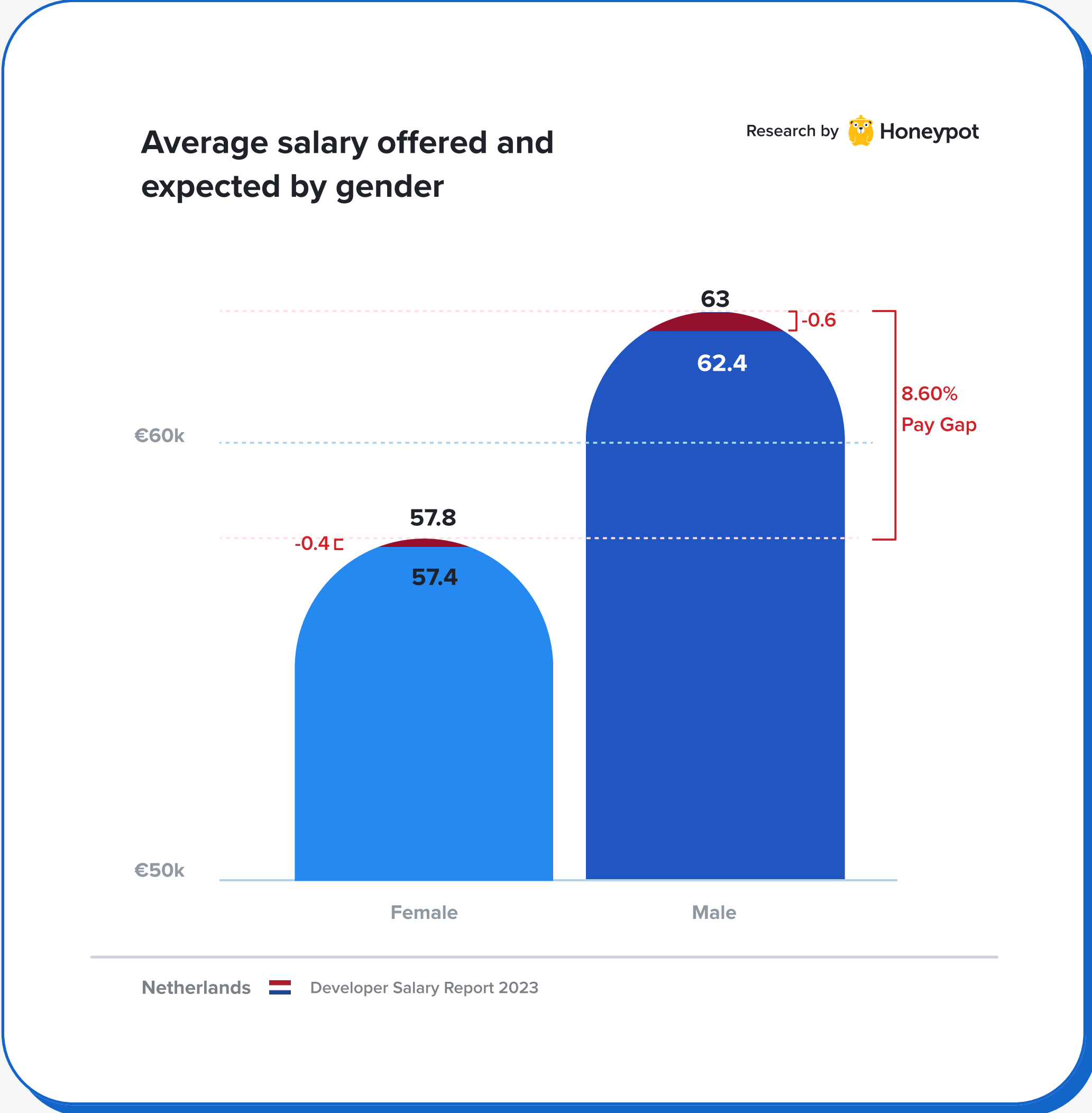
In 2022, the gender pay based on average salaries offered in the Netherlands was at 6%. In 2023 the gender pay gap is closer to 8.3%.

This disparity in offered salaries follows a discrepancy in salary expectations by gender. Female developers in the Netherlands have lower salary expectations than their male counterparts.



## Key Takeaways

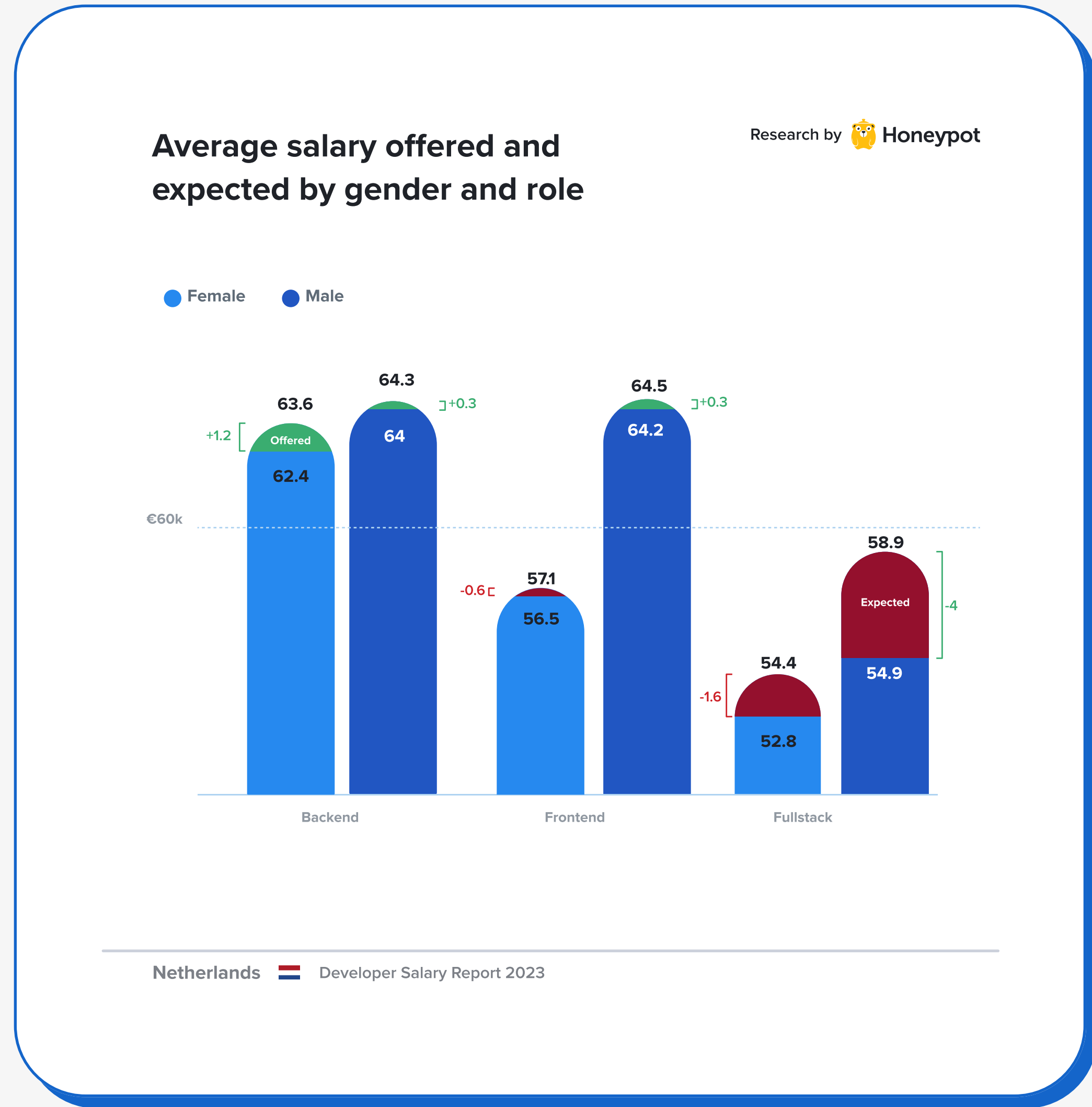
- ➔ There is an 8.6% difference in salary expectations.
- ➔ Salary growth is also affected by gender double standards. In 2023, the average offered salary is 62,400 for men and 57,400 for women. In 2022, the offered salary for men was 60,600, indicating a 3% increase, while for women it was 56,300, indicating an increase of only 2%.



## Salary by gender and role

The negative trend continues when we break down salary offers based on gender and role. Men receive and expect higher salaries across all roles. For frontend developers specifically, the gender pay gap goes as high as 13%.

*In this chart, green indicates the offered salary is higher than the expected, while red indicates that the salary offered was lower than developer expectations.*

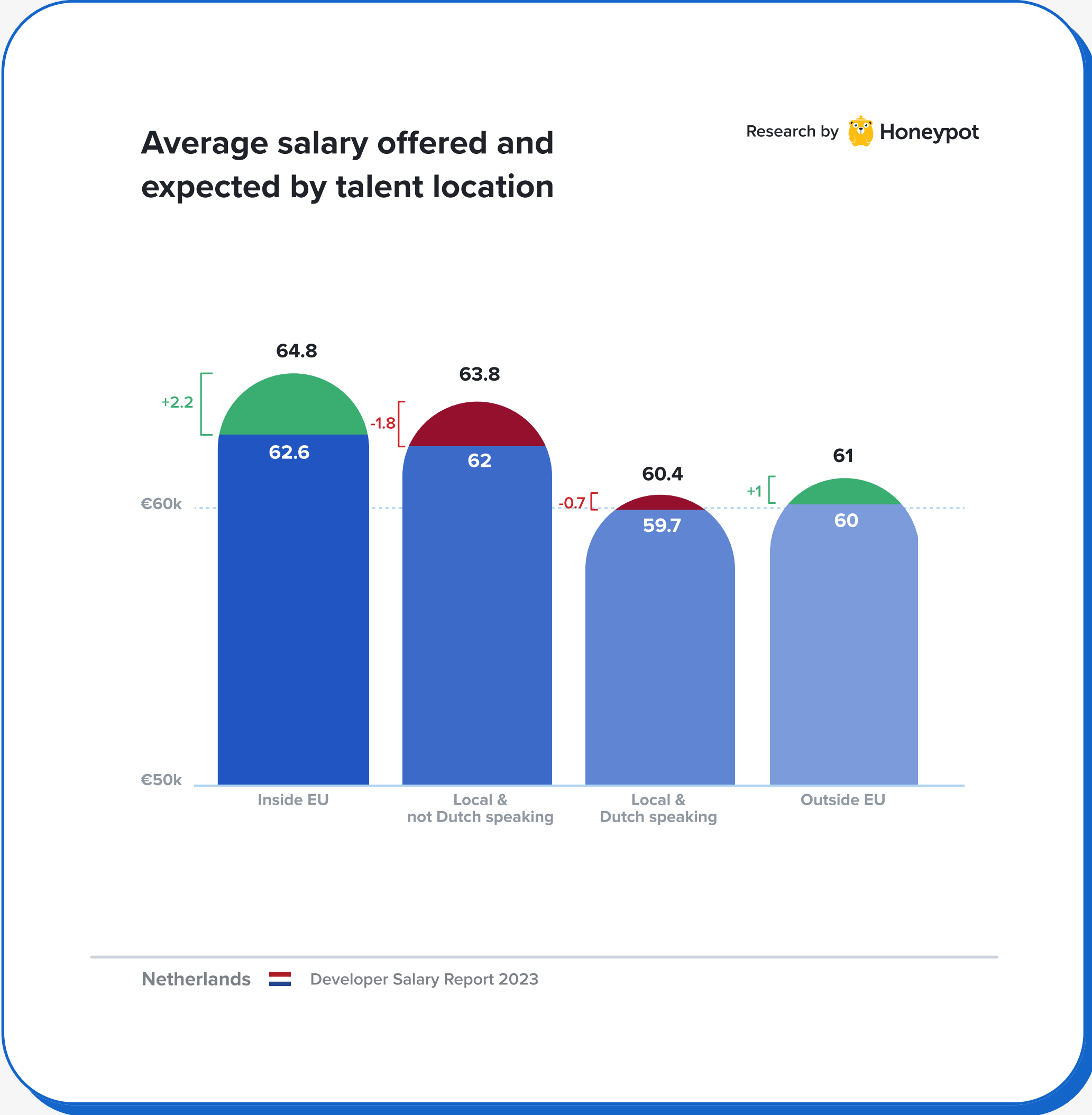


# SALARY BY LANGUAGE & LOCATION

Language and location don't play a huge role in salaries offered.

## Key takeaways

- ➔ Software developers coming from inside the EU have a bigger chance to receive higher salaries.
- ➔ Developers who live locally and speak Dutch don't have an advantage when it comes to salary offers. They also have among the lowest salary expectations. This could mean that developers who also happen to speak Dutch are probably people either born in the Netherlands or have been living there for many years, and they don't know what salary benchmarks look like in other countries.





Dutch companies offer the biggest paychecks to people from inside the EU but outside the Netherlands. The higher offer could be explained by the fact that developers outside the country would need an extra financial incentive to move, or perhaps those developers are coming from countries where developer salaries are even higher.

## Developer demand affected by location

Developers based in the Netherlands receive 45% of all interview invites by Dutch companies, while developers outside the EU receive 34%. That means that the demand for developers is quite high and Dutch companies have broadened their scope to candidates living outside the EU.



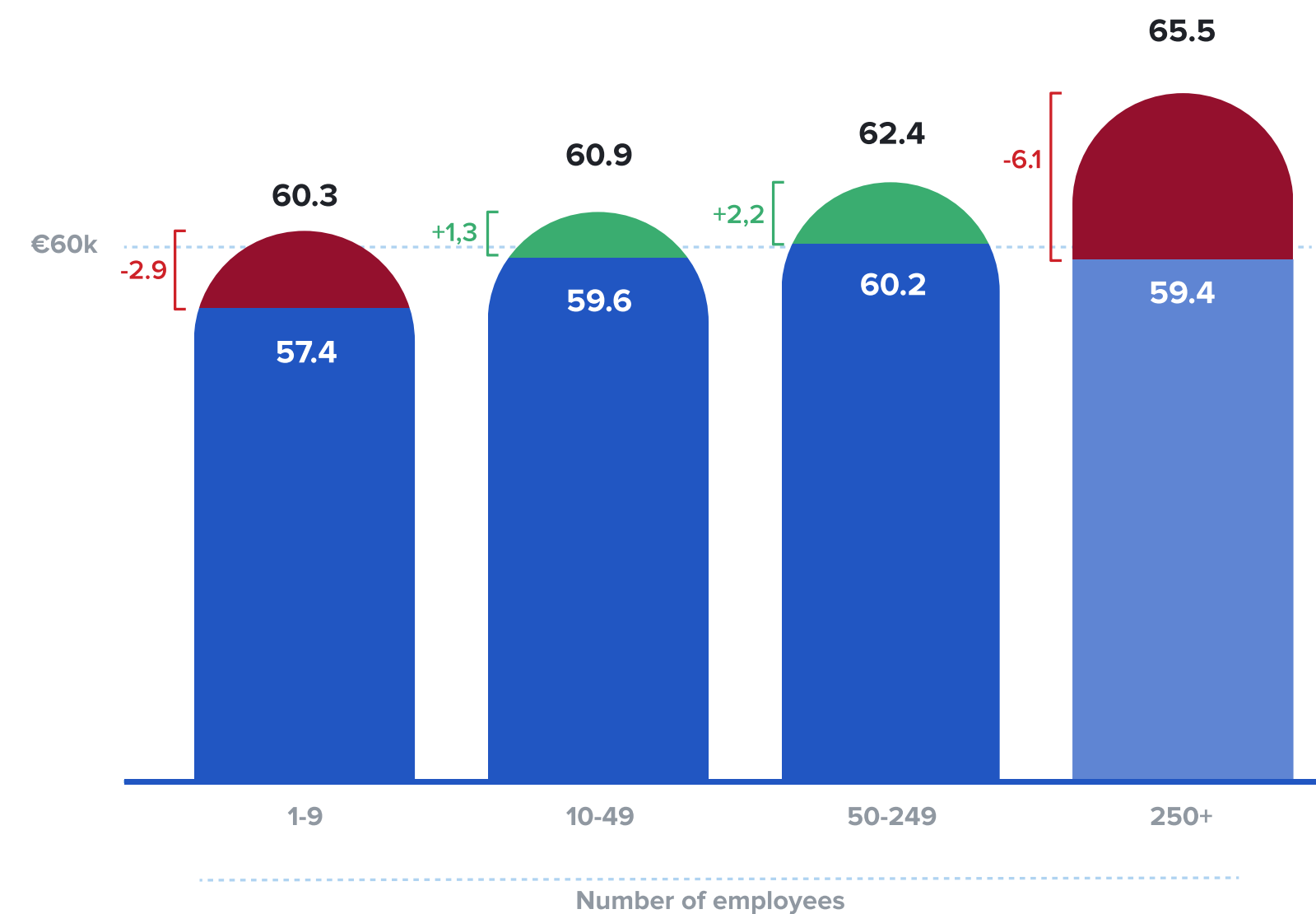
# SALARY BY COMPANY SIZE

Medium-sized companies (50-249 employees) offer the best salaries to software developers in the Netherlands.

At the same time, companies with more than 250 people offer lower average salaries. That could be interpreted by the fact that larger and well-known companies are relying on brand authority and popularity. They know that developers will want to work with them even if they receive higher offers from smaller companies.

Average salary offered and expected by company size

Research by  HoneyPot

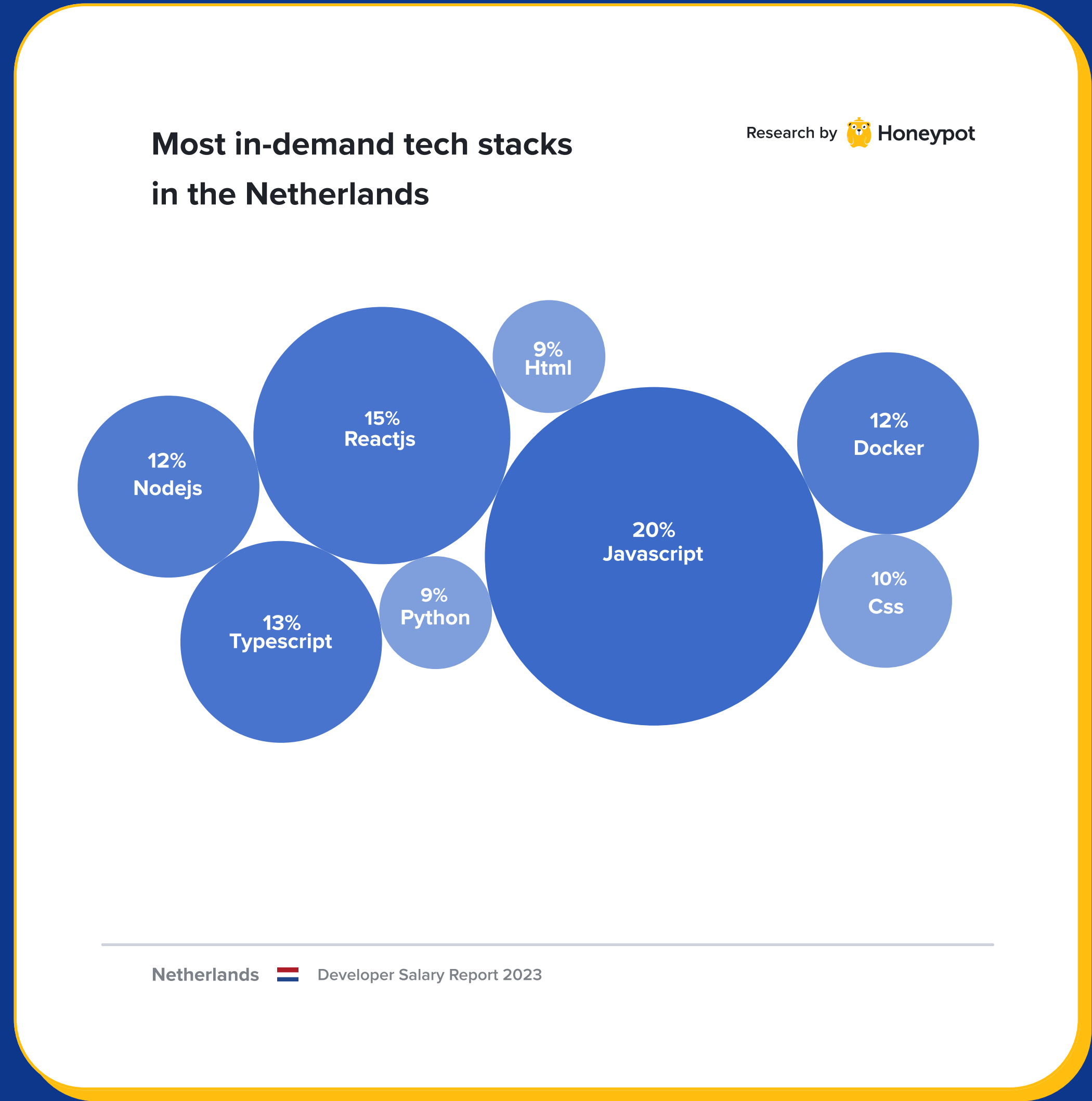


Netherlands  Developer Salary Report 2023

# MOST IN-DEMAND TECHNOLOGIES

We're also pleased to share the most in-demand tech stacks in the Netherlands. By examining contact requests to developers specialised in different tech stacks, we were able to discover which technologies are most-in-demand in the Netherlands.

According to our findings, Dutch companies are looking for software developers proficient in Javascript, React, Typescript, Docker, and Nodejs.



# 2023 SALARIES IN SWITZERLAND

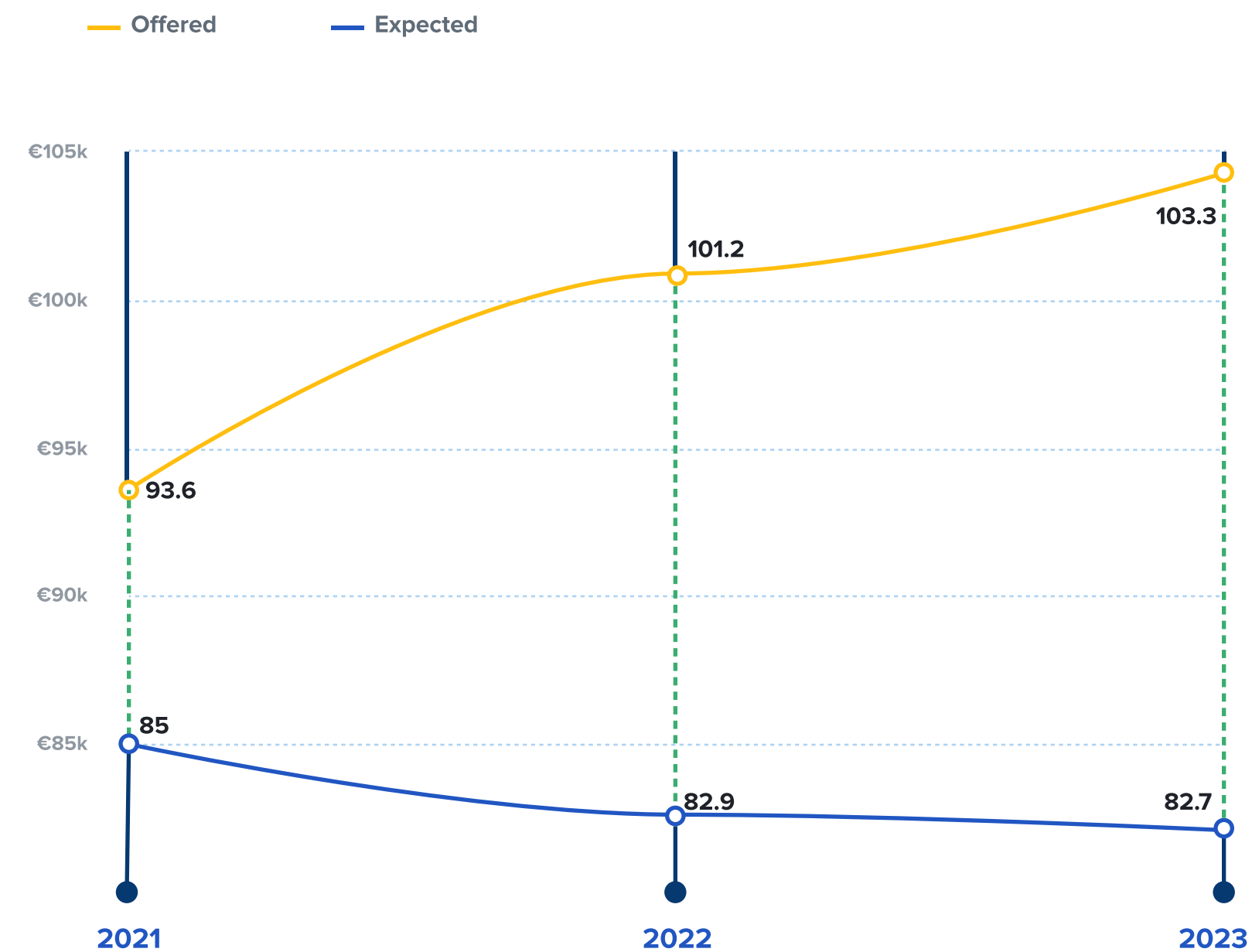
Over the past year, software developer salaries in Switzerland experienced a small growth. Despite the uncertainty in the tech world, salaries grew by **2%**, a small increase, but one that confirms the upward trend that the country has been seeing in the past few years.

In 2023, software developers in Switzerland were offered **€103,300** per year. According to our data, this is the highest salary offered in all markets investigated by our yearly report.

In 2023, like 2022, we can see that developer expectations in Switzerland are again too low. Far too low. In fact, developers expect **22%** less than what they're being offered.

Average salary offered and expected over time

Research by  HoneyPot



Switzerland  Developer Salary Report 2023

# SALARY BREAKDOWN IN SWITZERLAND

In this report, we examine the roles of backend, frontend, and fullstack developer. When we look at the wages for specific roles we notice some interesting trends.

## Key takeaways

- ➔ Backend developers seem to earn the heaviest paychecks in 2023, followed by frontend and fullstack developers. This makes sense in Switzerland where the role of backend developer has the highest demand.
- ➔ Fullstack developers receive the lowest salary but have the highest salary expectations. This could be attributed to the fact that fullstack developers need to have extensive knowledge of both the front and back end development. It takes more years to become a fully-fledged fullstack developer, so developers are more experienced with usually more years of experience.



# SALARY BY YEARS OF EXPERIENCE AND ROLE

We looked at salaries offered compared to salaries expected based on the most in-demand developer roles and years of experience.

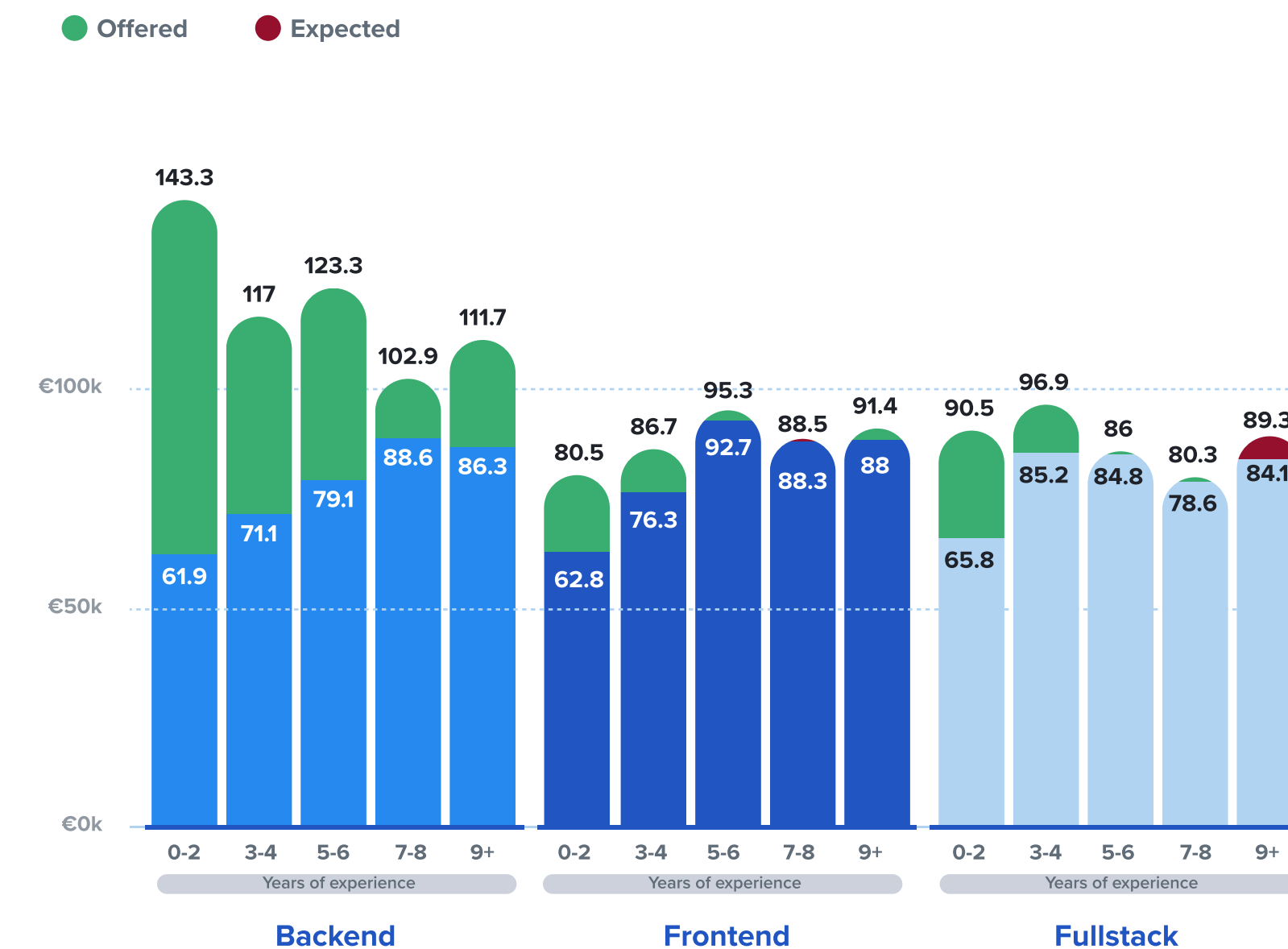
We specify 0 to 2 years of experience as a junior level, 3 to 6 years of experience as a mid-level, while with 7+ years of experience, you're considered a senior developer for most companies.

*In this chart, green indicates that the salary offer is higher than the expectation, while red indicates that it's lower.*

- ➔ The best-paying role and the role with the highest salary growth is that of backend developer.
- ➔ Expectations are low during the first professional years, but mid-level to senior roles developers expect more. However, expectations are almost always much lower than the offered salary.

Average offered and expected by years of experience and role

Research by HoneyPot



Switzerland Developer Salary Report 2023

# MOST INTERVIEW INVITES BY ROLE

The demand for tech roles in Switzerland looks a bit different than the demand in Austria but is similar to Germany.

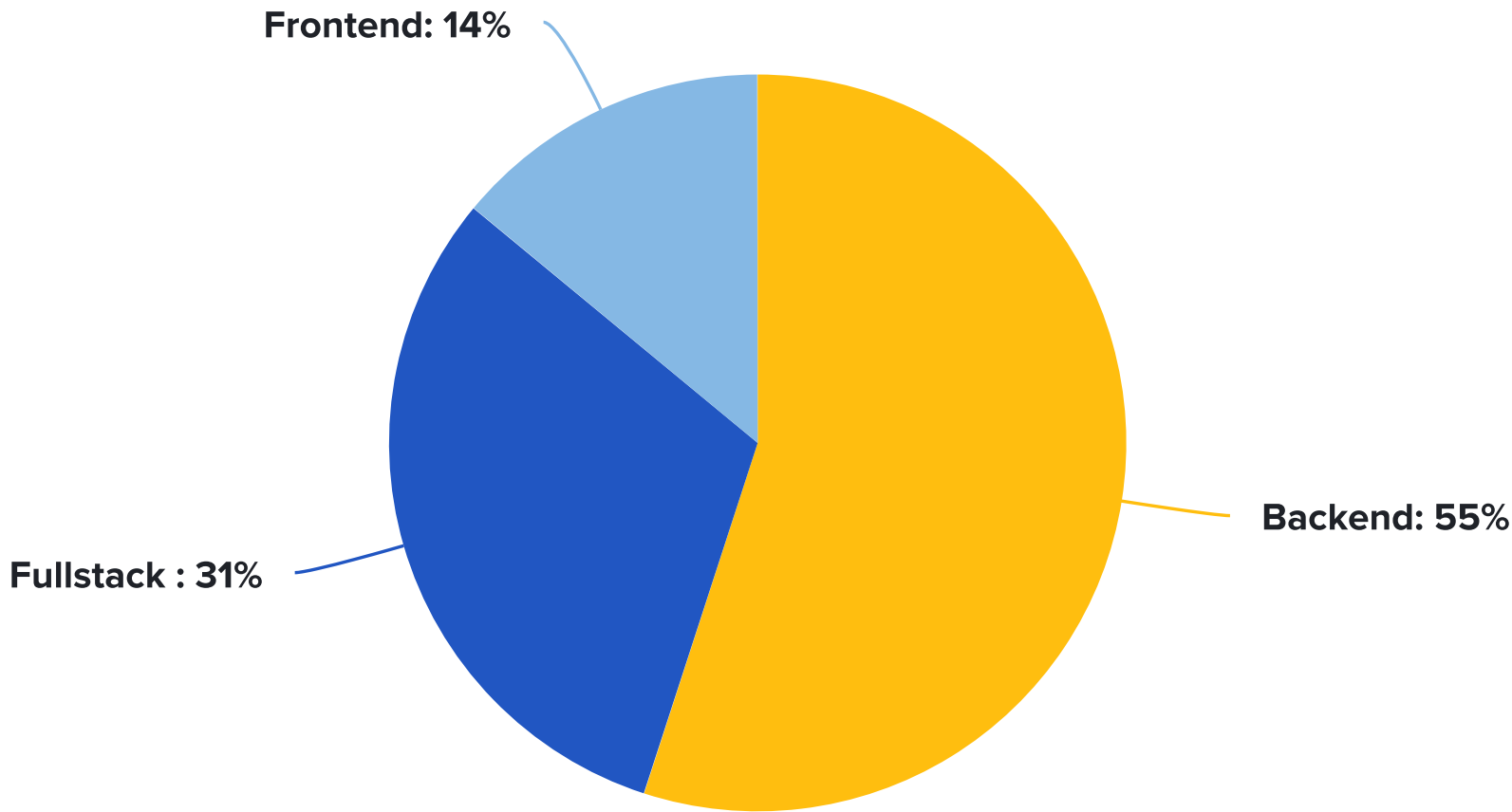
In 2023, the most in-demand specialty in Switzerland is the role of a backend developer. To come up with this data, we specified demand by the number of interview invites extended for each role.

Backend is at the first position with 55% of all interview invites. Fullstack follows with 31%, while frontend developers are in 'last place' with 14%.

Big tech companies like Apple, Facebook, Microsoft, Google, and Amazon all have offices in Switzerland. These companies require extensive backend support in order to run their platforms. This could explain the huge difference in demand and salaries for backend developers.

## Most in-demand roles in Switzerland

Research by  HoneyPot



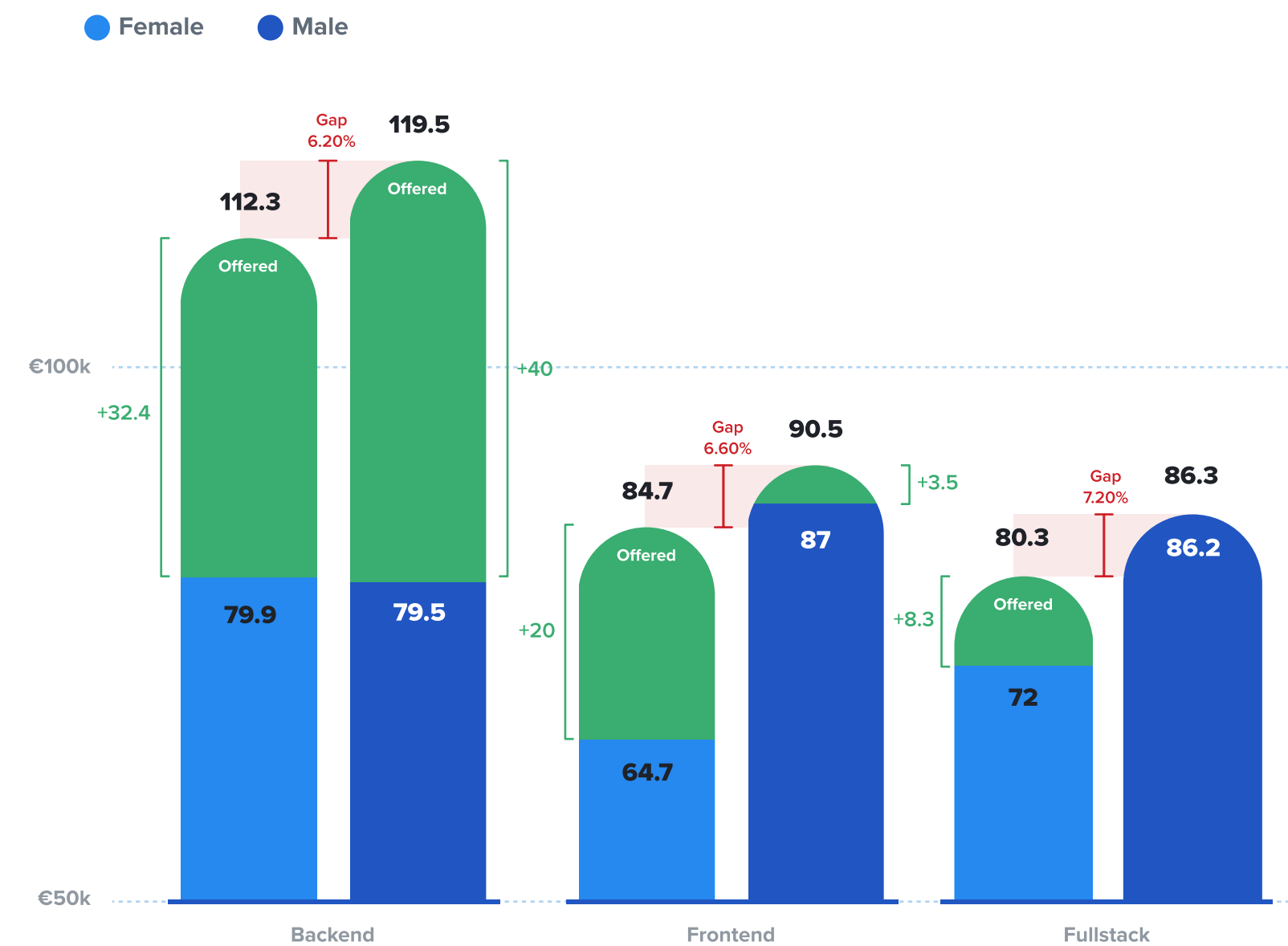
# THE GENDER PAY GAP IN SWITZERLAND

Swiss companies might be offering high paychecks, but gender still plays a role in salary offers.

In 2023, the gender pay gap ranges from 6.2 to 7.2%.

Average salary offered and expected by role and gender

Research by  HoneyPot



Switzerland  Developer Salary Report 2023



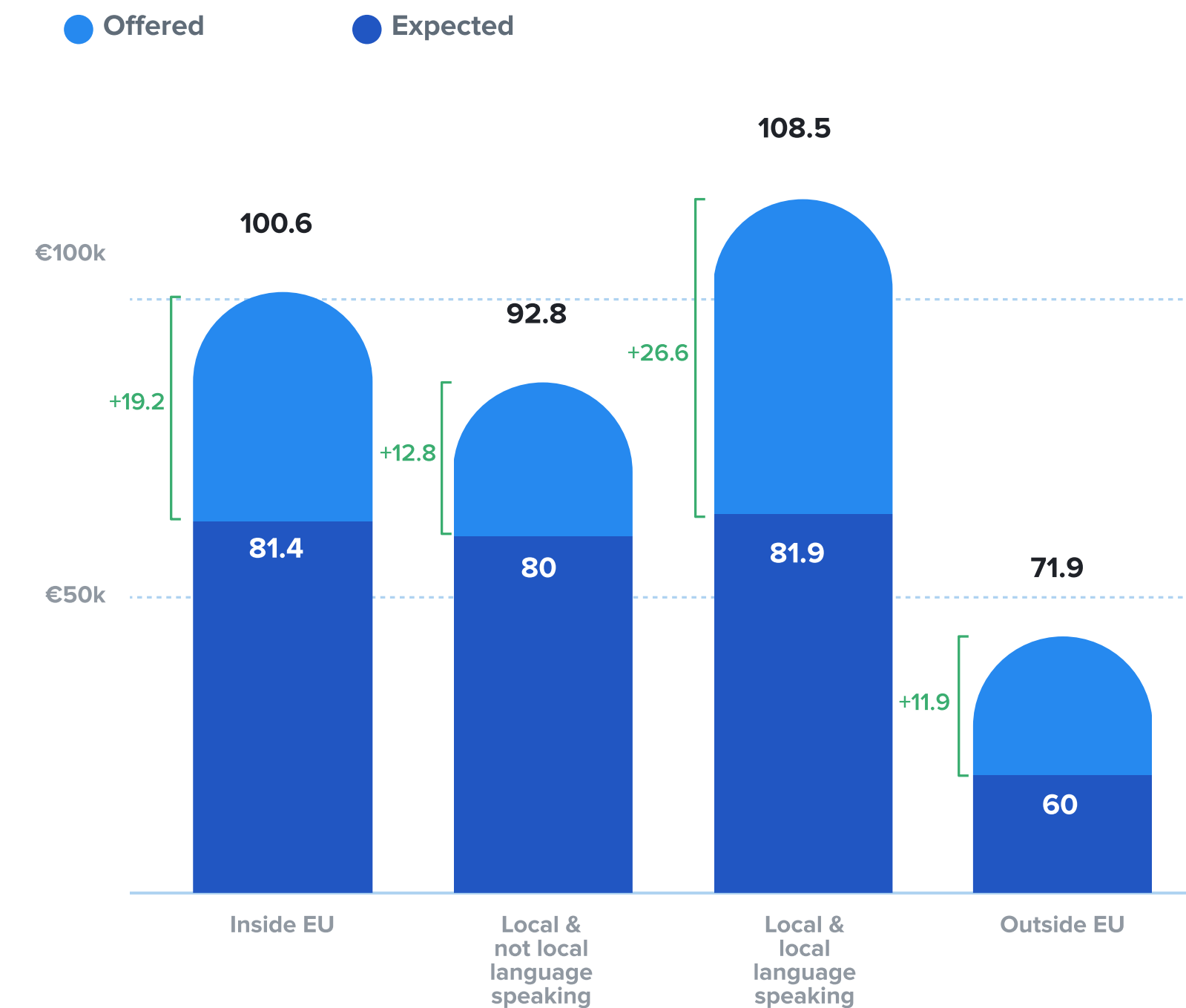
# SALARY BY LANGUAGE & LOCATION

Language and location play a small role in determining salary offers in Switzerland.

- ➔ Software developers coming from inside the EU have a bigger chance to receive higher salaries.
- ➔ Local language-speaking developers have a bigger chance to receive the highest salary offer.

Average salary by talent location

Research by  Honeypot

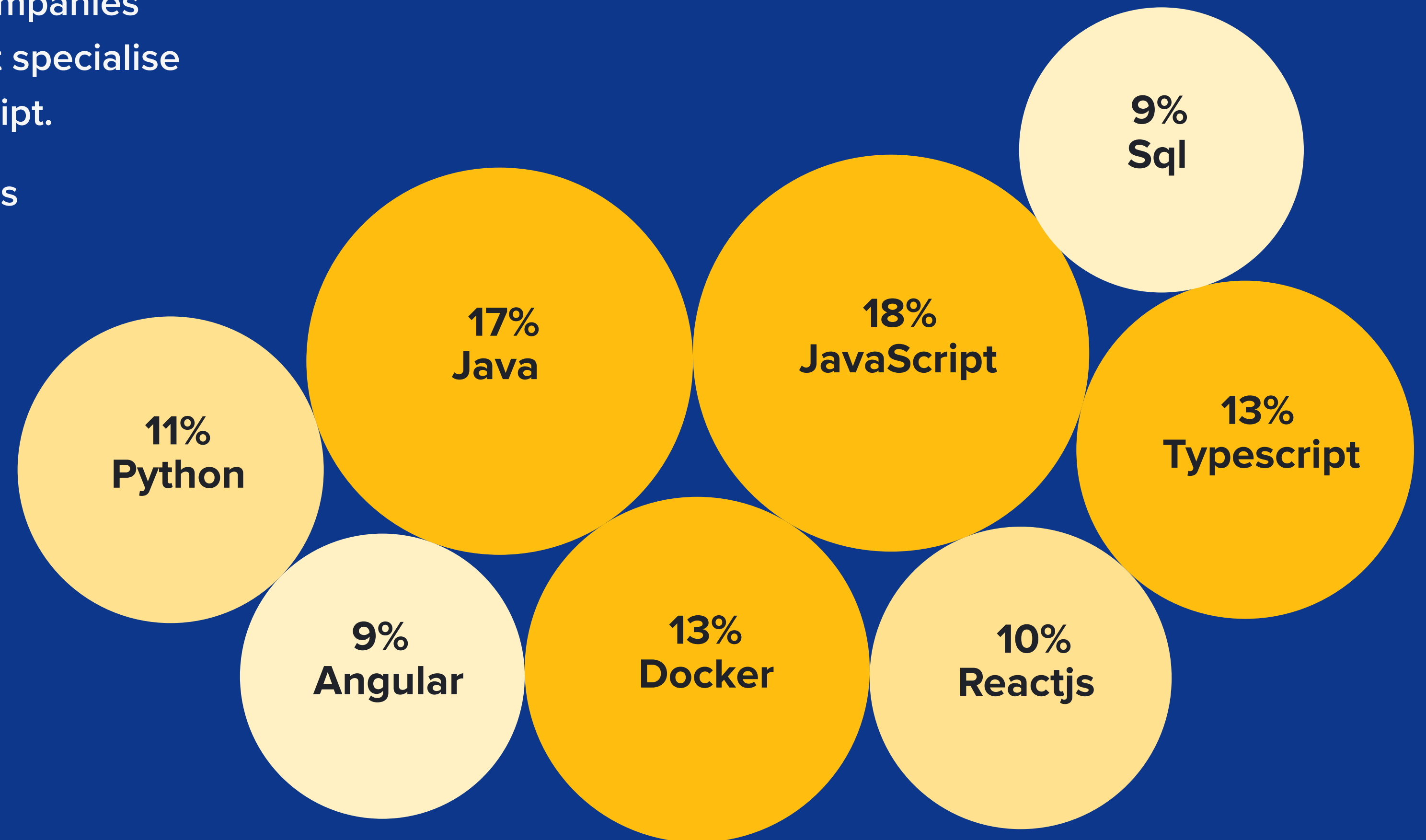


Switzerland  Developer Salary Report 2023

# MOST IN-DEMAND TECHNOLOGIES

According to HoneyPot's data, Swiss companies are looking for software developers that specialise in JavaScript, Java, Docker, and Typescript.

Based on contact requests to developers specialized in different tech stacks, we were able to discover which technologies are most in demand in Switzerland for 2023.



# 2023 SALARIES IN SPAIN

## Salary Breakdown in Spain

The average offered salary for software developers in Spain for 2023 was €53,500, while the expected salary was closer to €56,400. This means that developers in Spain are making about 5% less than what they initially expected.

According to our insights, average salaries offered and expected for each role differed. For instance, the average offered salary for backend developers was €53,000, but their average expected salary was €53,300.

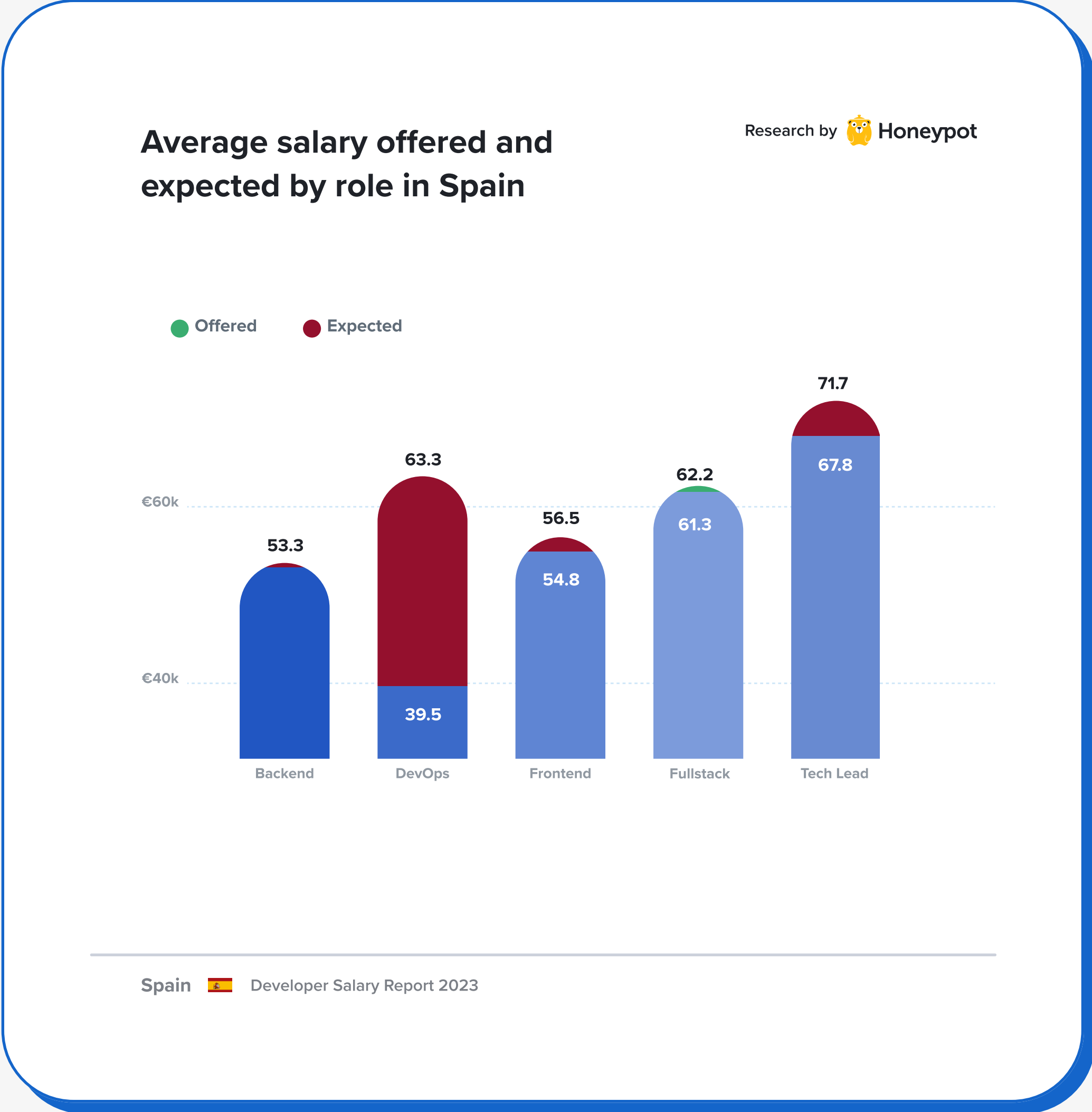
In this report, we examine the roles of backend developer, DevOps engineer, frontend developer, fullstack developer, and tech lead.



## Key takeaways

*In this chart, red indicates that salary expectations didn't meet the offers made by Spanish companies, while green indicates the offered salary was higher than expected.*

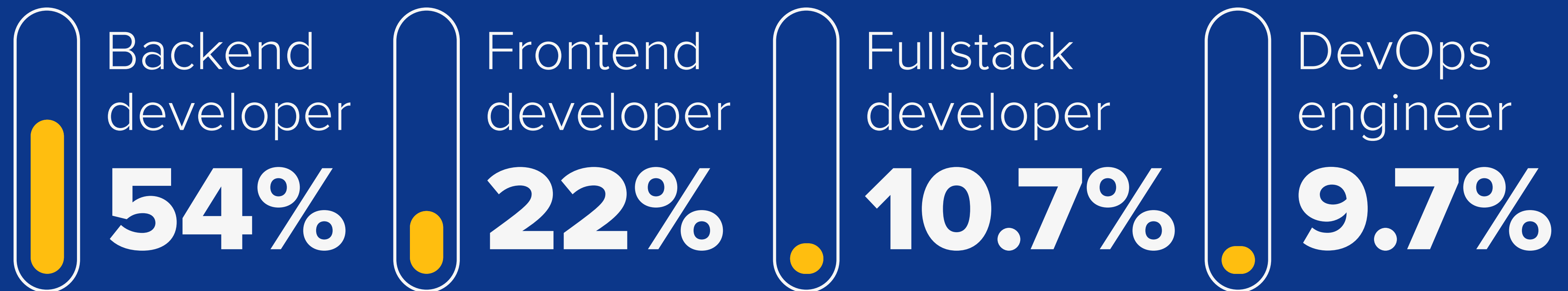
Some roles demonstrate higher discrepancies between the offered and expected salaries. For example, DevOps engineers expect to earn almost €24,000 more than what companies offer them, while fullstack developers expect to earn slightly less. This could indicate that DevOps engineers, a role increasing in demand in the rest of Europe, isn't a role in high demand in Spain yet.



# MOST INTERVIEW INVITES IN SPAIN BY ROLE

In Spain, companies have a greater demand for backend developers. According to our data, backend developers received the biggest share of all interview invites on the HoneyPot platform. After that came frontend developers, followed by fullstack developers and DevOps engineers.

We suspect that backend developers are highly sought-after in Spain because many companies are developing or migrating their web services to cloud platforms or microservices architectures, which require scalable and reliable backend solutions.



# THE GENDER PAY GAP IN SPAIN

Spain had one of the most significant gender pay gaps in Europe. The difference in offered salaries between male and female developers ranged from **5% to 18.6%**.

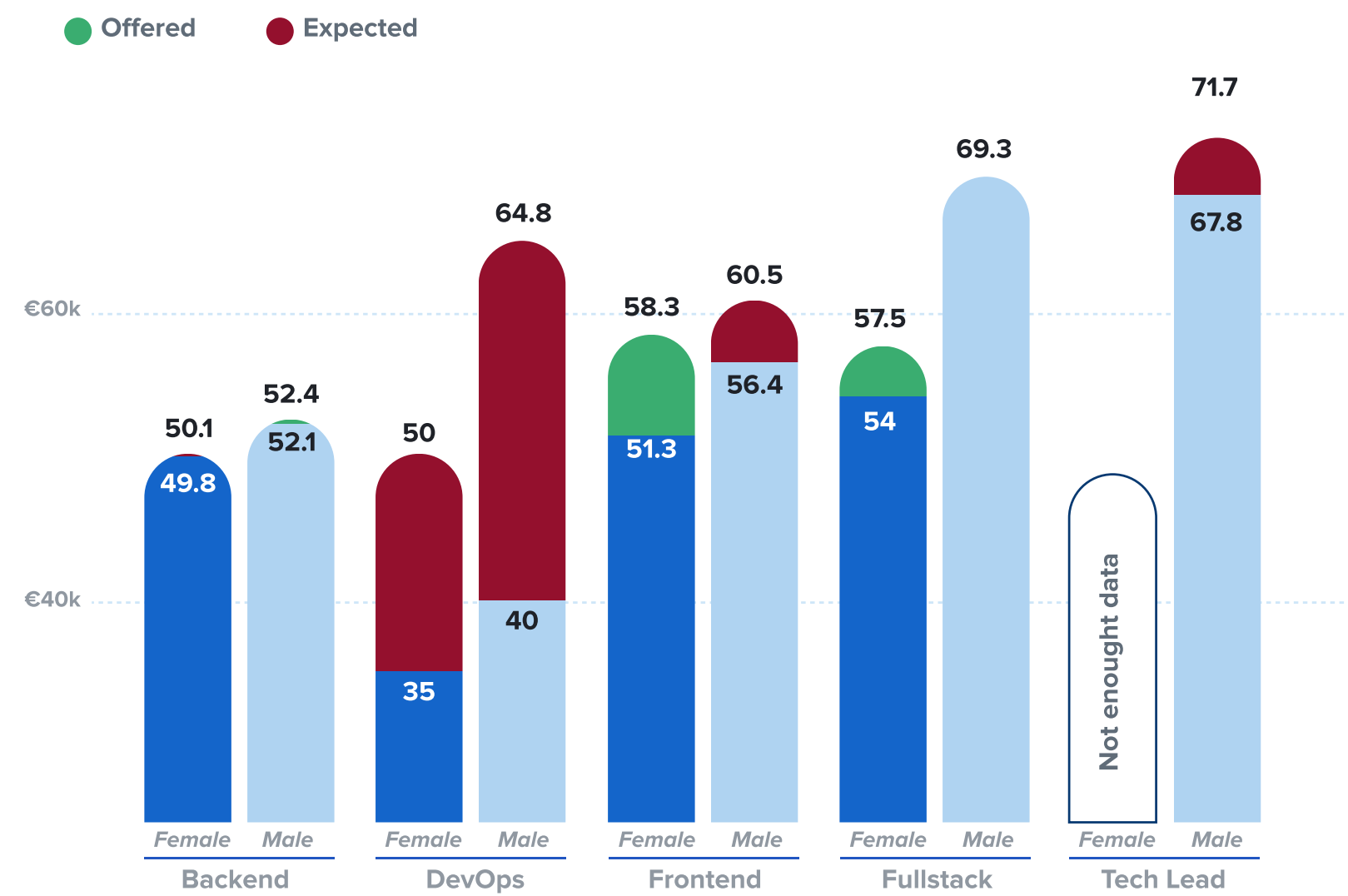
The largest gap was found in fullstack roles, where male developers earned **18.6%** more than their female counterparts. The only exception was frontend developers, where women earned **3%** more than men, but this might be due to the fact that **85%** of the offers were extended to male developers.

Looking at years of experience, we observed that male developers with 0-2 years of experience were offered an average salary of €49,200. That's **10%** more than what their female counterparts are being offered. However, the gap narrows as the years of experience increase.



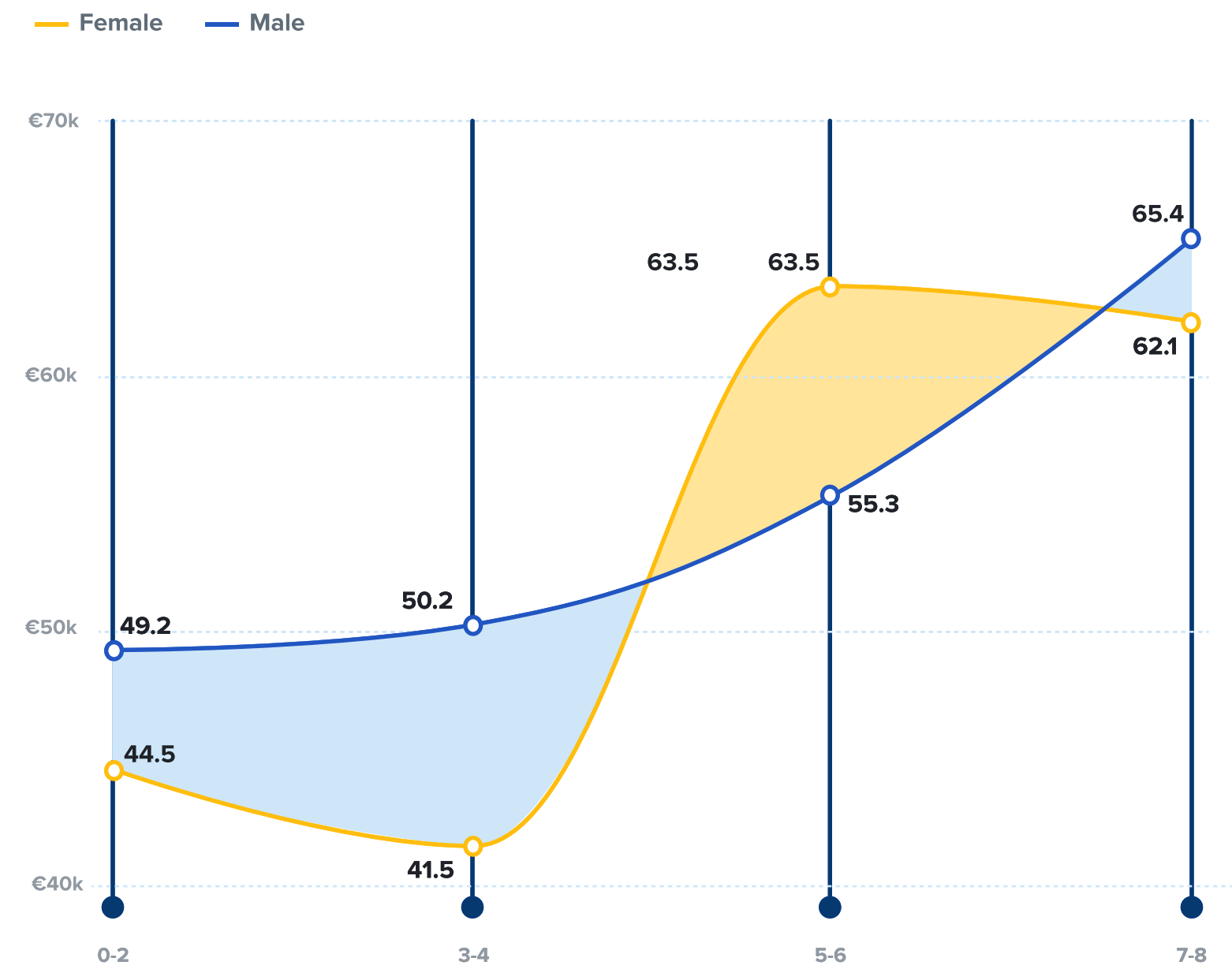
### Average salary offered and expected by gender and role

Research by HoneyPot



### Average salary offered by gender and years of experience

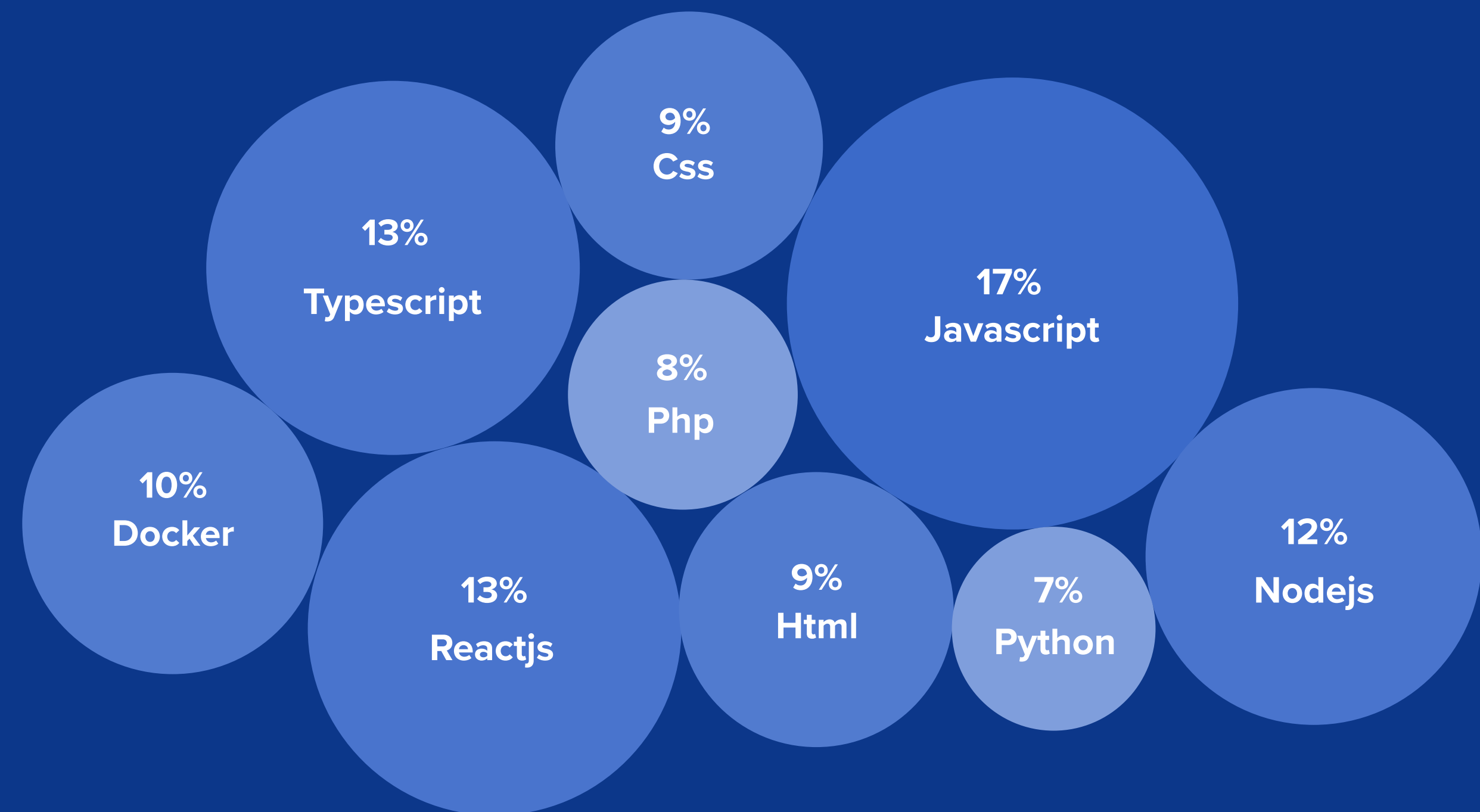
Research by HoneyPot



# **MOST IN-DEMAND TECH STACKS IN SPAIN**

Our data suggest that the top five tech stacks in Spain were JavaScript, Typescript, ReactJS, Nodejs, and Docker.

The fact that Spanish companies are looking for developers proficient in Typescript, a subset of JavaScript, could mean that companies are building large-scale applications and AI-backed projects, such as machine learning models.





# CONCLUSION

2023 was a conservative year of growth for developer salaries. Waves from the tech crisis were felt all over the DACH region as salaries grew at a lower rate than inflation.

Specifically, in 2023, companies displayed a great need for backend developers, while DevOps engineers increased in demand. According to our data, the gender pay gap has continued to grow across Europe. Women are paid up to 8.6% less in Germany, 8.3% in the Netherlands, and 7.2% in Switzerland.

We also found that language affects demand. Developers who speak the local language have higher possibilities to be invited for an interview, but their skills don't necessarily affect the salary offered. This means that companies count language skills as an added value to their company culture.



# ABOUT HONEYPOT

Honeypot is Europe's leading developer-focused recruiting platform. Trusted by thousands of software developers, data specialists, DevOps, CTOs, and other tech professionals across Europe.

On Honeypot, companies like Babbel and Mercedes Benz Mobility apply to developers with salary and tech stack up front. We believe developers deserve jobs they love: whether that's based on a cutting-edge tech stack, an inspiring team, or just good old-fashioned salary.







# HOW HONEYPOT CAN HELP YOU

## Are you looking to hire?

Over 2000 enterprises and startups have used HoneyPot to hire tech talent, enjoying a 90% response rate and 50% interview acceptance rate. This translates to substantial time saved and improved efficiency in the recruiting process.

[Book a call](#)

# HOW TO GET STARTED?

- 1 Get in touch by clicking on the button 
- 2 Choose a plan based on your hiring needs 
- 3 Connect with suitable candidates 
- 4 Find your next hire and grow your tech team 





# HOW HONEYPOT CAN HELP YOU

## Are you looking for a job?

Honeypot is a reverse recruitment job platform just for tech professionals, where companies apply to you with salary and tech stack up front.

[Sign up here](#)

# HOW TO GET STARTED?

- 1 Create a profile by clicking on the button 
- 2 Tell us what you want from your next role (salary, location, etc) 
- 3 Go live and get interview invites 
- 4 Get offers and choose your ideal role 



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