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Tech Careers
Report 2021

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HIGHLIGHTS

Report Highlights

- 34% of respondents have Remote Jobs (Full or Flexible), independently of the pandemic .

- More than half of tech professional in Portugal (54%) have more than 6 years work experience.

- Tech professional change jobs in average between every 1,5 years to 2,3 years.

- Working for companies outside Portugal is growing, currently with 22% of the tech workforce in this situation (more than 50% for Contractors).

- Full-Stack, Back-End and Front-End Developers are the most popular jobs profiles (around 50%) for portuguese tech professionals.

- JavaScript is king amongst tech languages, used by the majority of tech professionals - sharing the podium is also Java, and C#.

- Work Life Balance is the number one Job Motivator for portuguese Tech Talent.

- The average gross annual salary for tech professionals in Portugal is 32.500€ (48.000€ for Contractors).

- Residents in Lisbon Metropolitan Area earn more 18,4% salary than the national average.

- Women have salaries 16% lower than Men (was 23% lower last year).

- Working for an international company means 35,8% more wage than working for a company in Portugal.

- 52% of respondents saw their salary raised in the last 12 months, while 42% had salary stagnation.

- If you are looking for a top tech salaries, go for Go, Perl, Kotlin and Ruby on Rails, and stay away from VBA and PHP. Whatever you do, stay in tech, salaries are still higher than in most other industries.

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INTRODUCTION

Landing.Jobs

Tech professionals sometimes make career decisions in the dark, with almost no knowledge of their worth or comparative market information.

The professional career freedom Landing.jobs stands for can only exist with this information, so that every Tech professional can make informed decisions. This report is a Tech Talent Community contribution to improve everyone's careers.

A deep knowledge of Tech professionals is essential for every organization looking to attract and retain the right talent. This report is also for Companies and Organizations.

This survey is focused in Portuguese Tech Professionals, with 4.050 respondents providing data about demographics, their relation to remote work, languages and frameworks they use, their salaries and what jobs and perks factors are more relevant to them.

In this report there are some interesting results, like the fact that Contractors earn on average 54,5% more than Permanent Employees, the salary gap between men and women shrank from 23% to 16%, Stock Options are poorly seen by developers and GO is the top paying language.

Enter this report at your own risk. You might find you're hugely underpaid (or overpaid), or that you (as a company) are offering all the wrong perks to retain talent.

As for us, these results are golden nuggets we will use not only to improve our process to matchmake the right talent with the right companies, but mostly to be the best Career Managers Tech Professionals can have.

This year, besides this Report, we challenge the Community to use the anonymized survey data to produce new and better analysis, in a joint effort to improve the insights for everyone. If you're a Data Science geek, bring on your best game and submit your analysis for a prize and the satisfaction of being a part of this Community project. Check for more info on how to participate on the Tech Careers Report PT 2021.

Please reach us with comments, critics, suggestions or anything else at letstalk@landing.jobs. Join us making better futures.

Pedro Moura

CMO at Landing.Jobs, Head of Future at Future.Works

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INTRODUCTION

Foreword - tb.lx

The tech market in Portugal continues to expand as a hotspot for innovation, investment, and highly skilled talent. Despite last year's challenges, Portugal remains one of the most attractive countries for tech companies and professionals to thrive.

With several changes behind us and more on the horizon – in terms of the future of offices, remote work, diversity, and inclusion – market intelligence becomes especially important. As sponsors of the Tech Careers Report, we're supporting the research that will fuel the Portuguese tech scene's development.

Being established in this market since 2018, we are no strangers to its trends and challenges, and we value transparency as a way to navigate them. The research provided by Landing.Jobs in this report is a tool for fair and transparent growth, as it offers a comprehensive analysis of the reality of a large portion of the tech professionals in Portugal.

tb.lx strongly believes in the empowerment of both companies and talent towards a stronger tech ecosystem in Portugal, and this data-driven approach is key to boost it.

About tb.lx:

tb.lx by Daimler Trucks & Buses is a startup within the corporate based in Lisbon, Portugal founded in 2018. With the vision to live in a world of sustainable and connected transportation, tb.lx is developing data-driven software and connectivity services for several global Daimler brands like Mercedes-Benz, Fuso or Freightliner. These new customer-centric products improve vehicle efficiency, costs and sustainability for users all around the world, such as fleet managers, drivers, operators, cities. For more information please visit
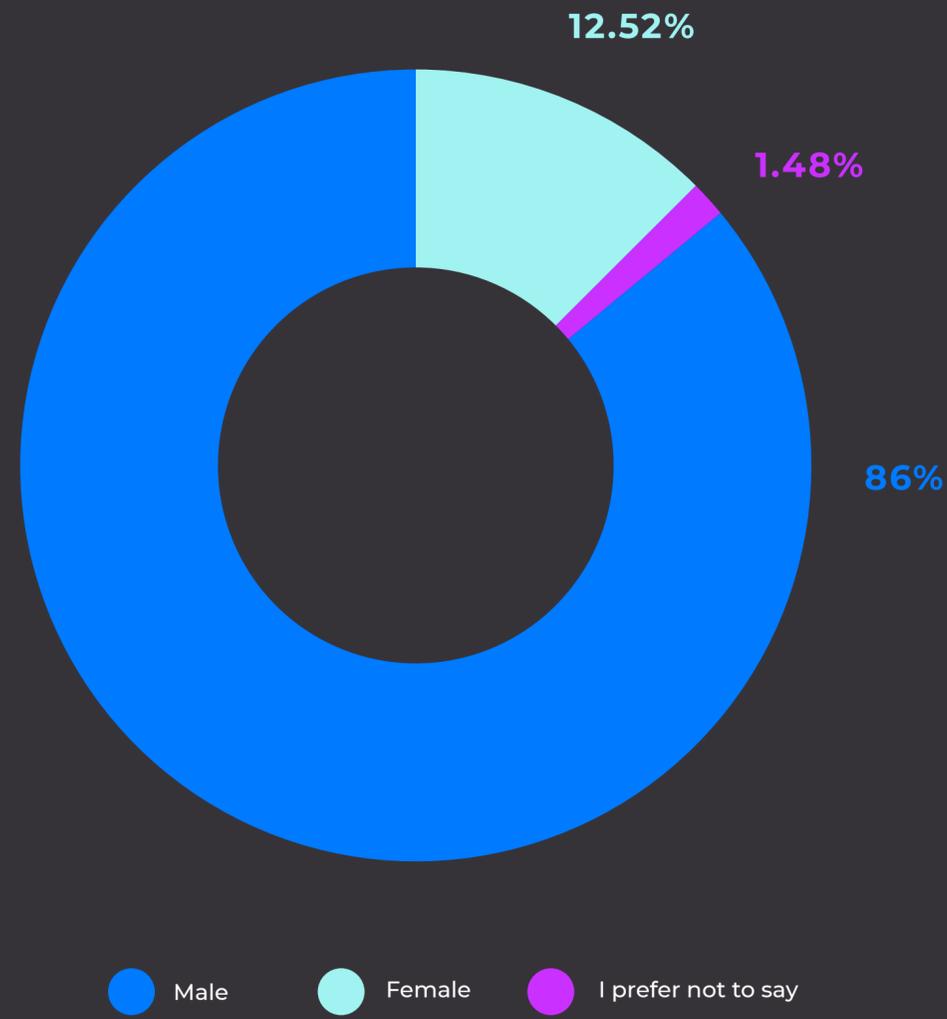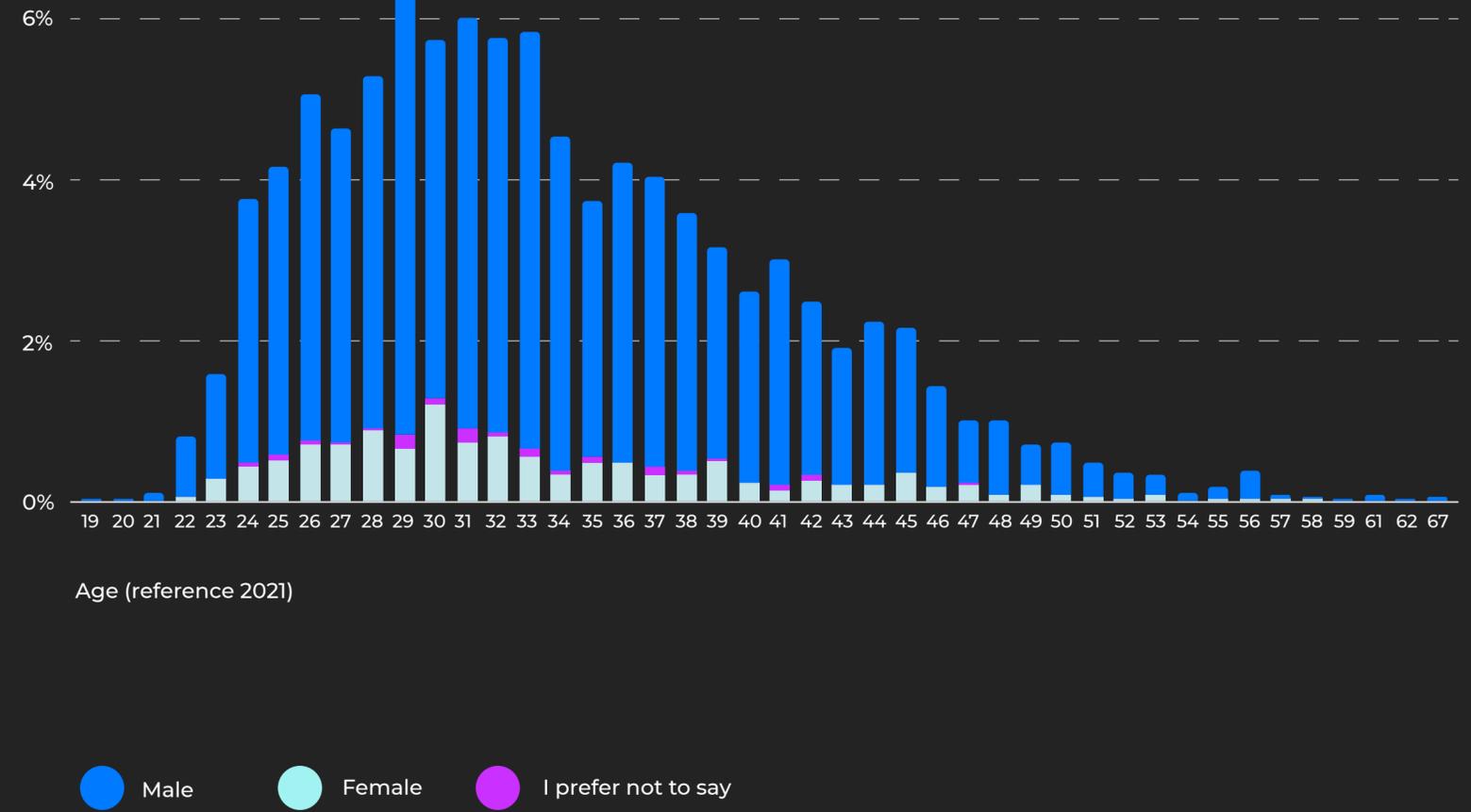
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DEMOGRAPHY

What's the gender breakdown?

What's the age breakdown?

12.52%

1.48%

86%

- Male
- Female
- I prefer not to say

Age (reference 2021)

- Male
- Female
- I prefer not to say

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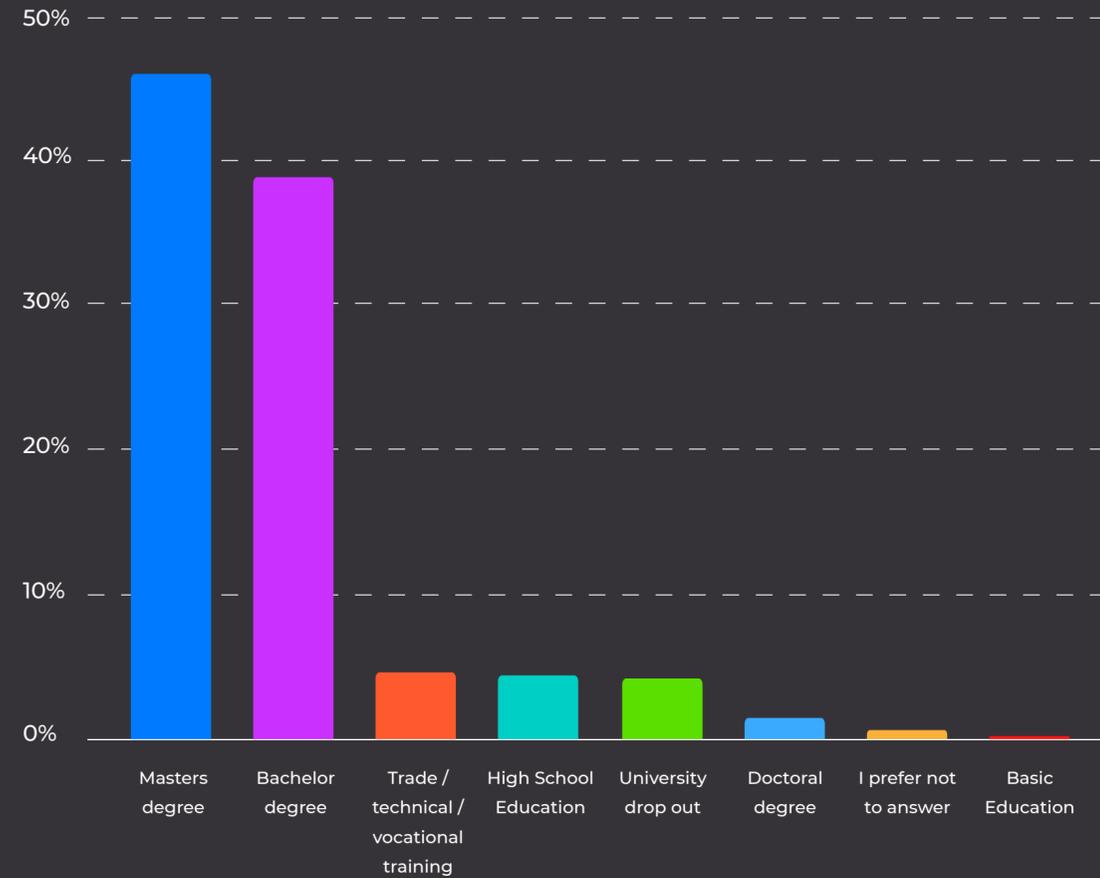Tech &
Job Roles
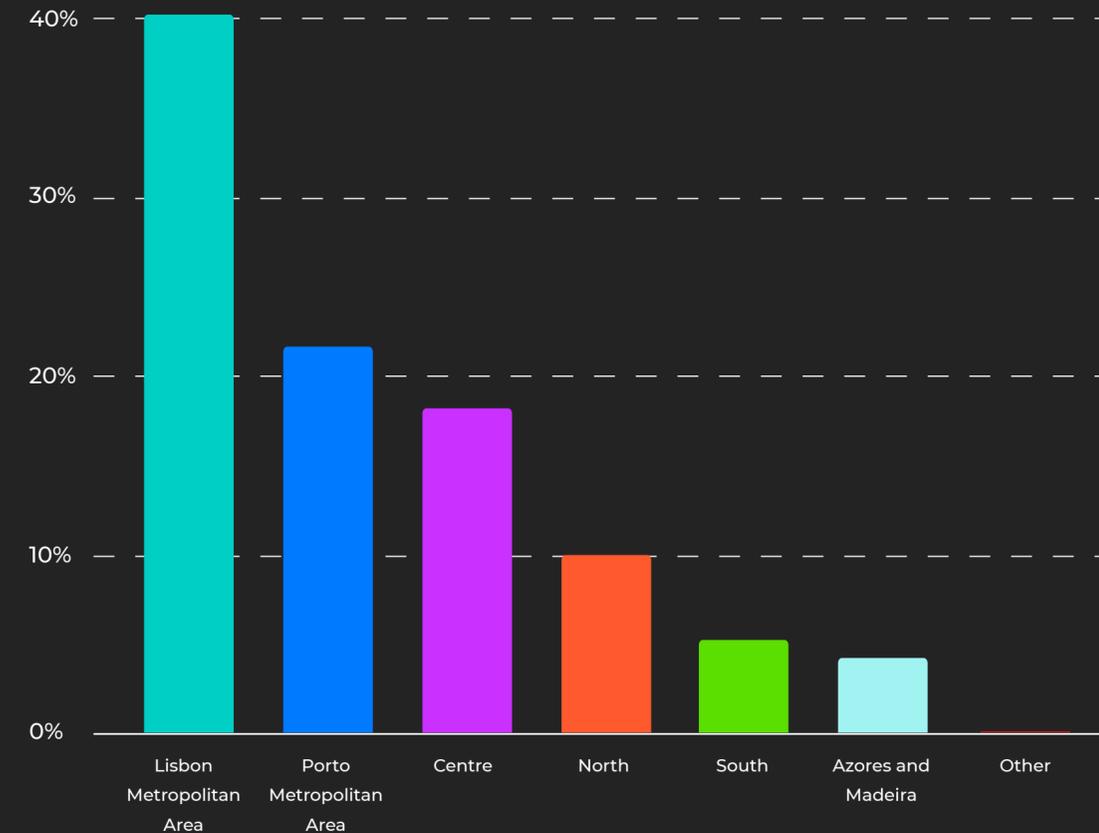
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DEMOGRAPHY

What's their highest level of formal education?

In which district do respondents reside?

- Lisbon went from having around 66% respondents last year to 50% this year. Something has changed here.
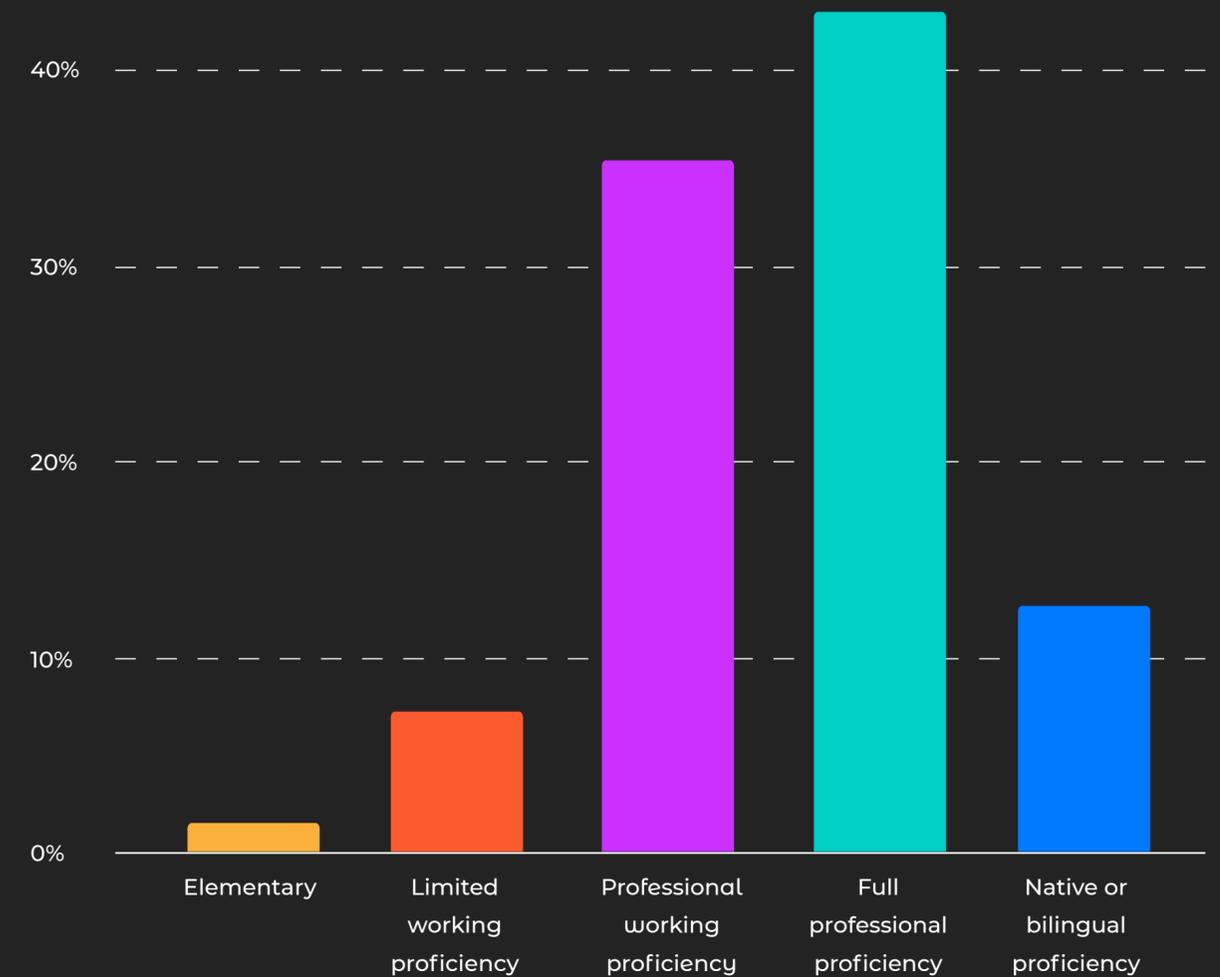

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DEMOGRAPHY

How do respondents classify their own English level?

Portuguese speak a mean English, that's what everyone says.

· But this a claim backed both by self-judgment (look at this chart) and by independent data (7th position in the English Proficiency Index 2020).

· Why this happens is matter of speculative opinion. Some say it's because we watch tv and video mostly in the original language, some say we just have a natural knack for it.

· Reality is that the common behaviour for someone portuguese when boarded by a foreigner is to try to communicate in the other person's language, not in portuguese. That's an A for communication skills.

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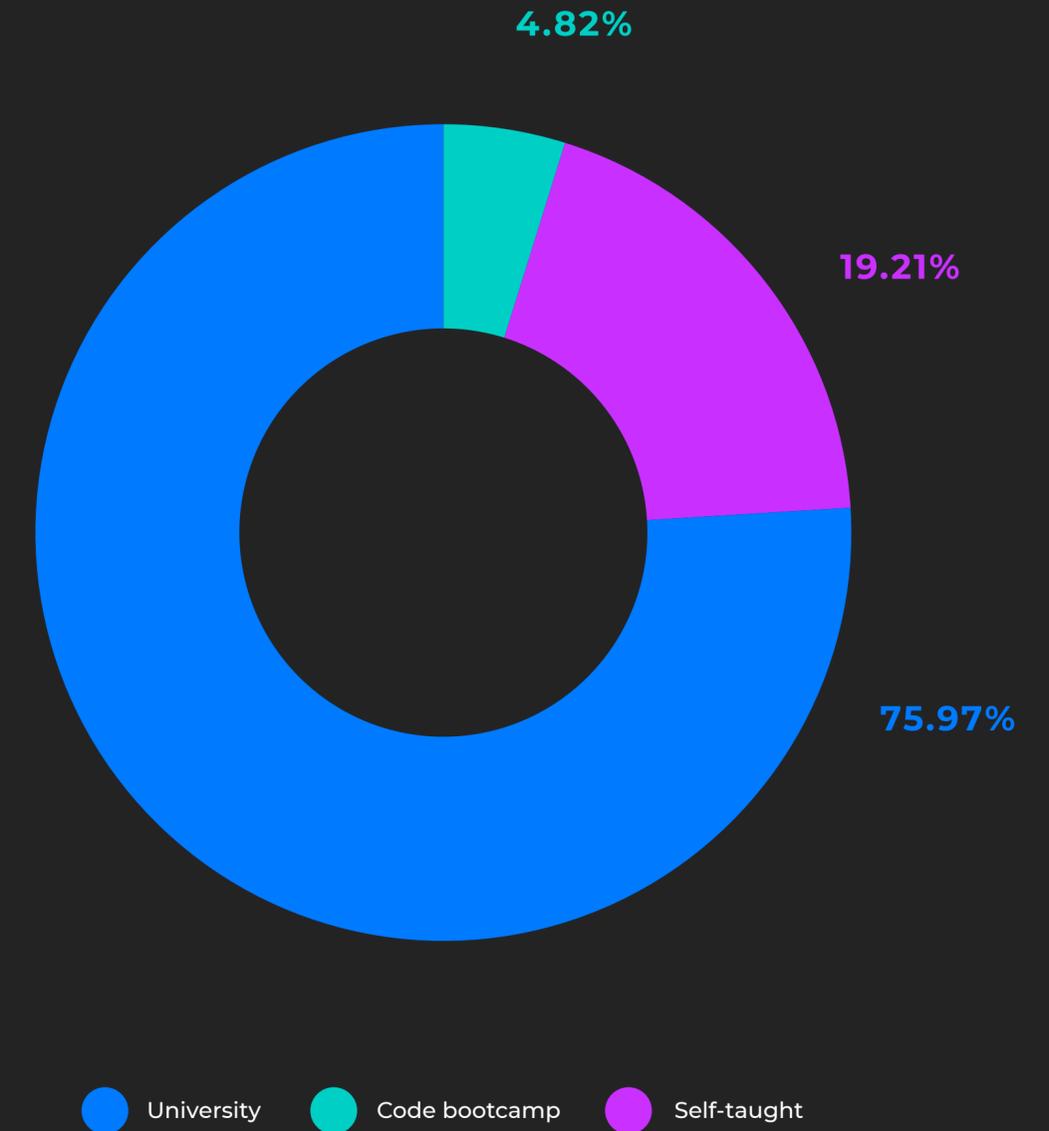Developed by
Future.Works

DEMOGRAPHY

How did respondents enter the tech industry?

The percentage of self-taught IT professionals (19,21%) might be surprising, as it is usually perceived that the 'university' path is almost the only one.

· Information Technology is one of the most accessible markets due to the enormous availability of self- training resources, the growing demand for tech professionals and the insufficient 'production' of tech professionals by the universities.

· Entering the Tech Market via Bootcampshas grown from 3.2% in 2020 to 4,8% in 2021. The Bootcamp offer is increasing, with a growing number of players like Ironhack, LeWagon, Academia de Código, Wild Code School, 42 Lisboa, 4Geeks, Thorly and even UpSkill (a government backed program). Non tech folks, join the Reskilling wave.

4.82%

19.21%

75.97%

● University   ● Code bootcamp   ● Self-taught

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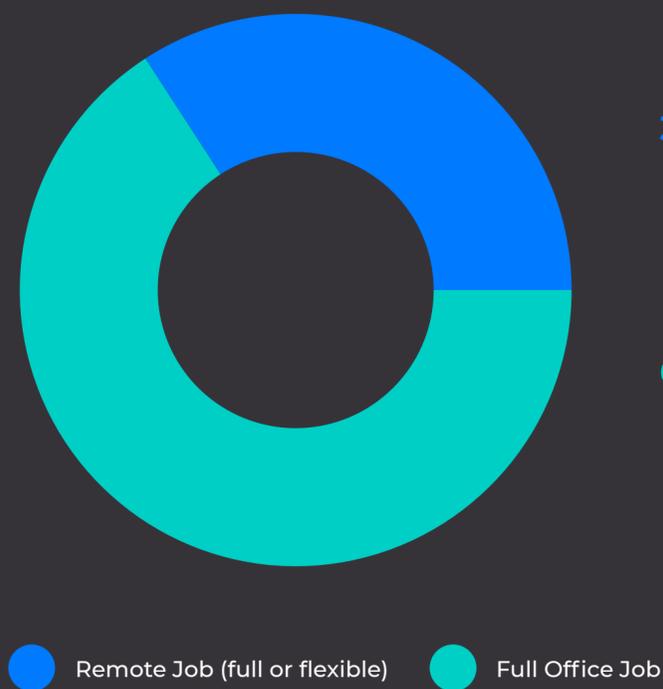
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REMOTE WORK

# Do respondents have a Full Office Job or a Remote Work Job?

· Remote Work is upswinging. More than 1/3 respondents having Full or Flexible jobs is damn significative. Full Office jobs are beggining to look like a sign of a far past.

Note: Job base type, not current work situation due to Covid-19 Pandemic

Note: Current work situation [line break] Jan-Feb 2021, Covid-19 Pandemic Contex

Remote Job: Flexible Remote vs Full Remote

31.94%

68.06%

● Flexible between remote and office

● Yes, fully remote

34.17%

65.83%
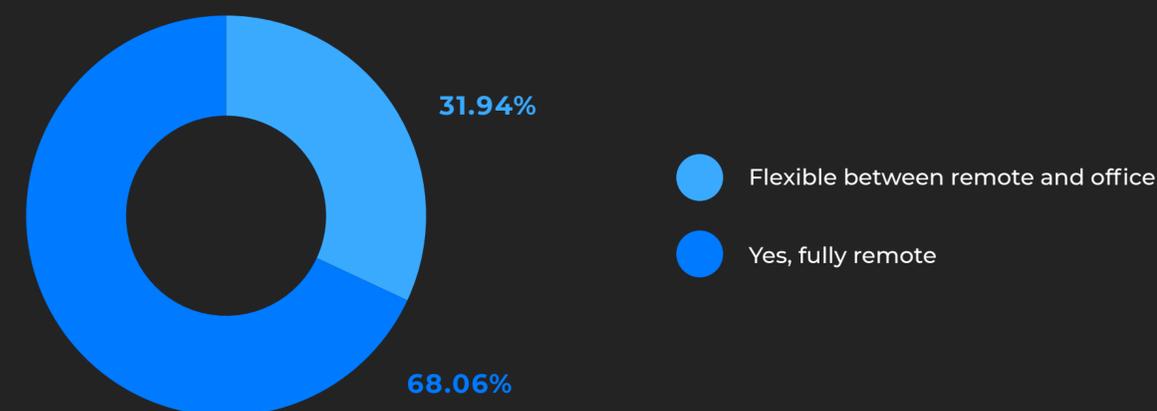
Full Office Job: Full-Office vs Flexible Remote vs Full Remote

24.29%

15.46%

60.25%

● Flexible between remote and office

● Yes, fully remote

● No, full office job

● Remote Job (full or flexible)   ● Full Office Job

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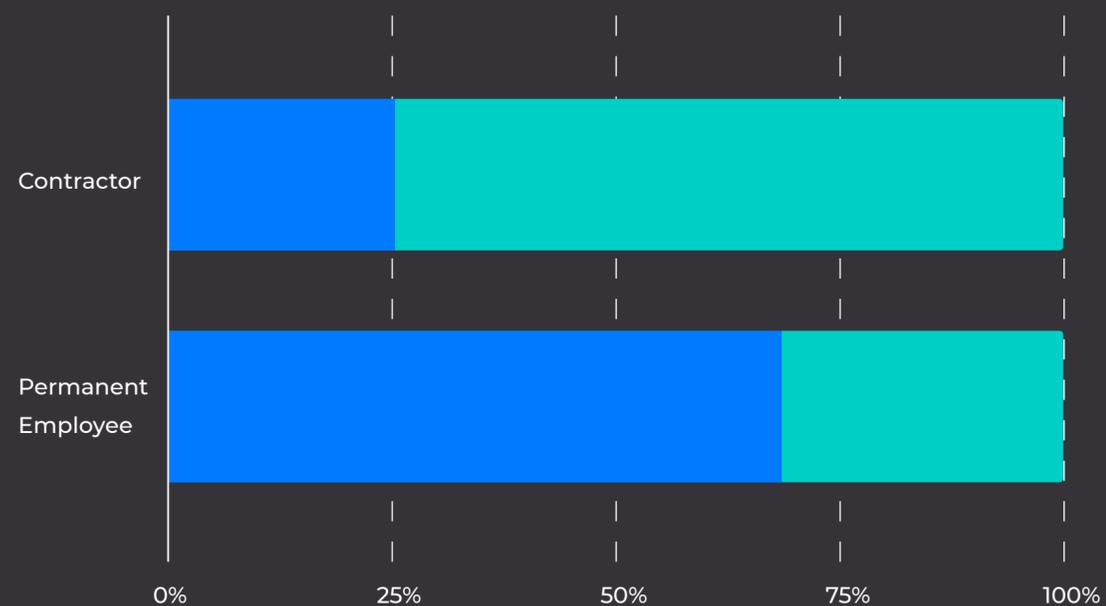
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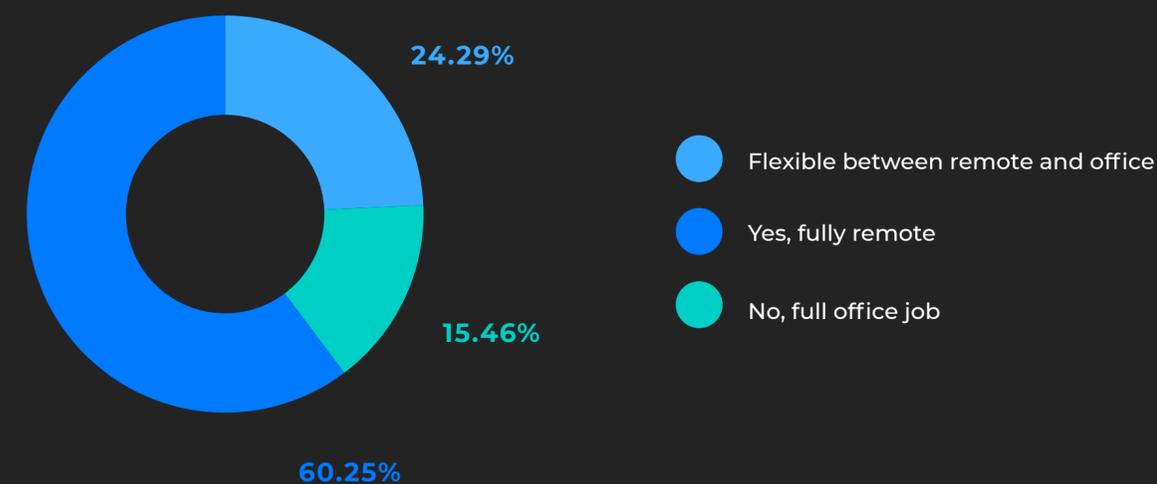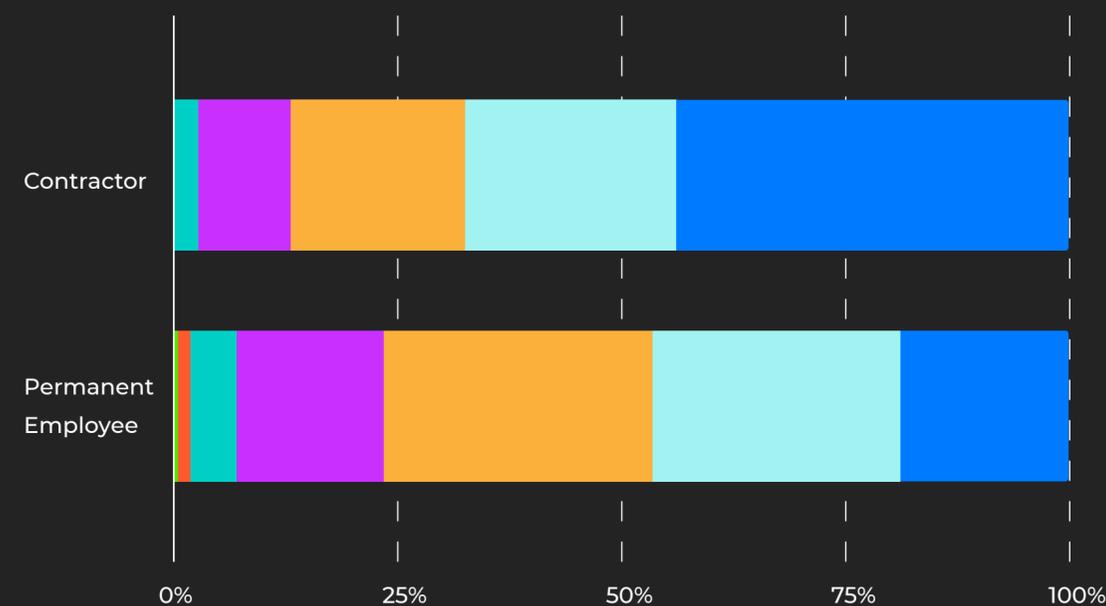
REMOTE WORK

Full Office vs Remote Job
(by Employment Type)

· Not surprisingly Contractor's jobs are much more Remote than
  Permanent Employees' (but even for Perms, Remote work is above 30%!)

Contractor

Permanent
Employee

0%   25%   50%   75%   100%

● Full Office Job   ● Remote Job (full or flexible)

What's your personal inclination regarding Remote Work? *(by Employment Type)*

Contractor

Permanent
Employee

0%   25%   50%   75%   100%

● 1 - Office Only   ● 2   ● 3   ● 4   ● 5   ● 6   ● 7 - Remote Work

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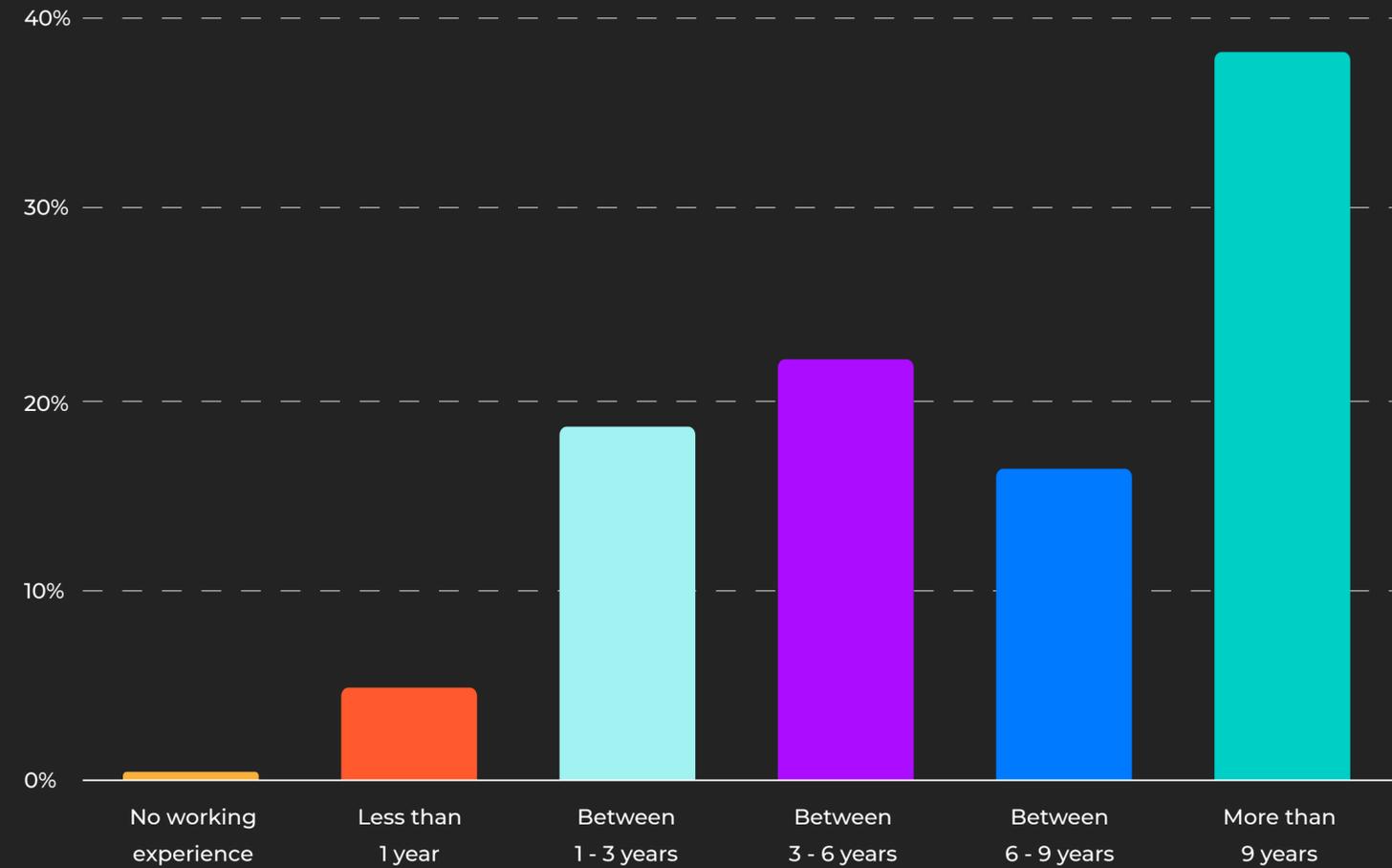Developed by
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EMPLOYMENT TYPE

What's the respondents working experience?

IT is no longer a realm of youngsters.

· It's significant over 54% of respondents are 'Seniors' (>6 years of experience), showing a possible sign of maturity of the tech professionals community.

· Could this chart indicate Portugal needs to get more people into IT? Some studies indicate a need of a lot of IT professionals everywhere, around 75.000 just in Portugal. Maybe it's time to accelerate the tech skilling of new people.
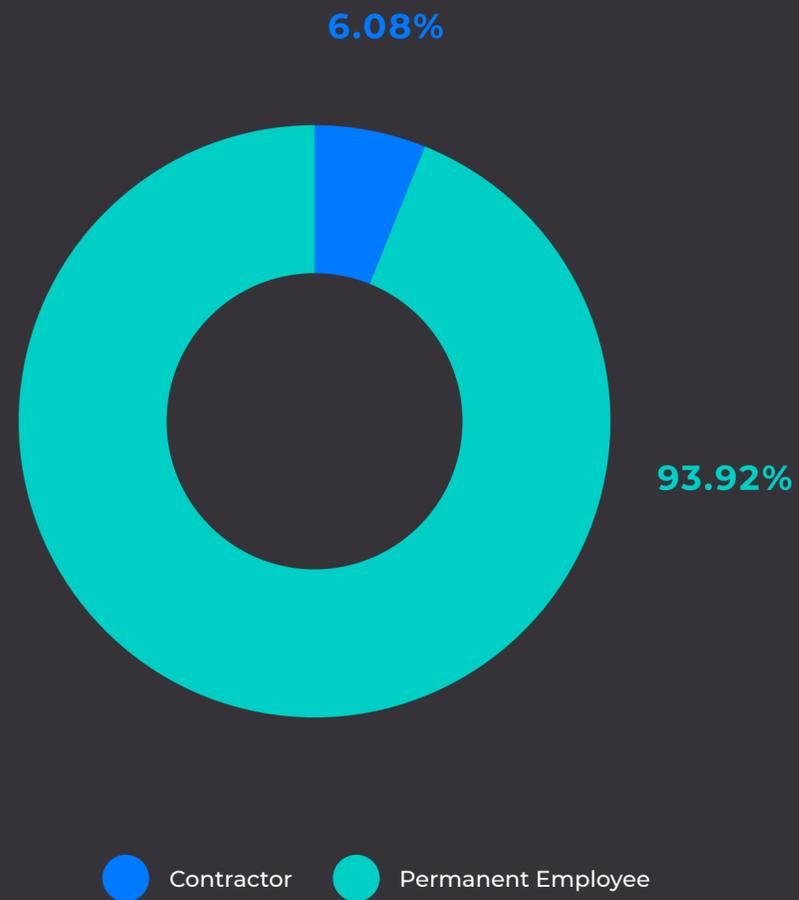
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EMPLOYMENT TYPE

Are respondents Contractors or Permanent Employees *(Employment Type)*

· Choosing a Contracting employment type instead of a Permanent
  Employee Contract rose 0,5% from 2020 to 2021

6.08%

6+ years

93.92%

● Contractor ● Permanent Employee

Working Experience Distribution
(Employment Type)

· Tipically Contractors are senior professionals

100%

75%

50%

25%

0%

Contractor   Permanent Employee

● 6+ years

● 3 - 6 years

● 0 - 3 years

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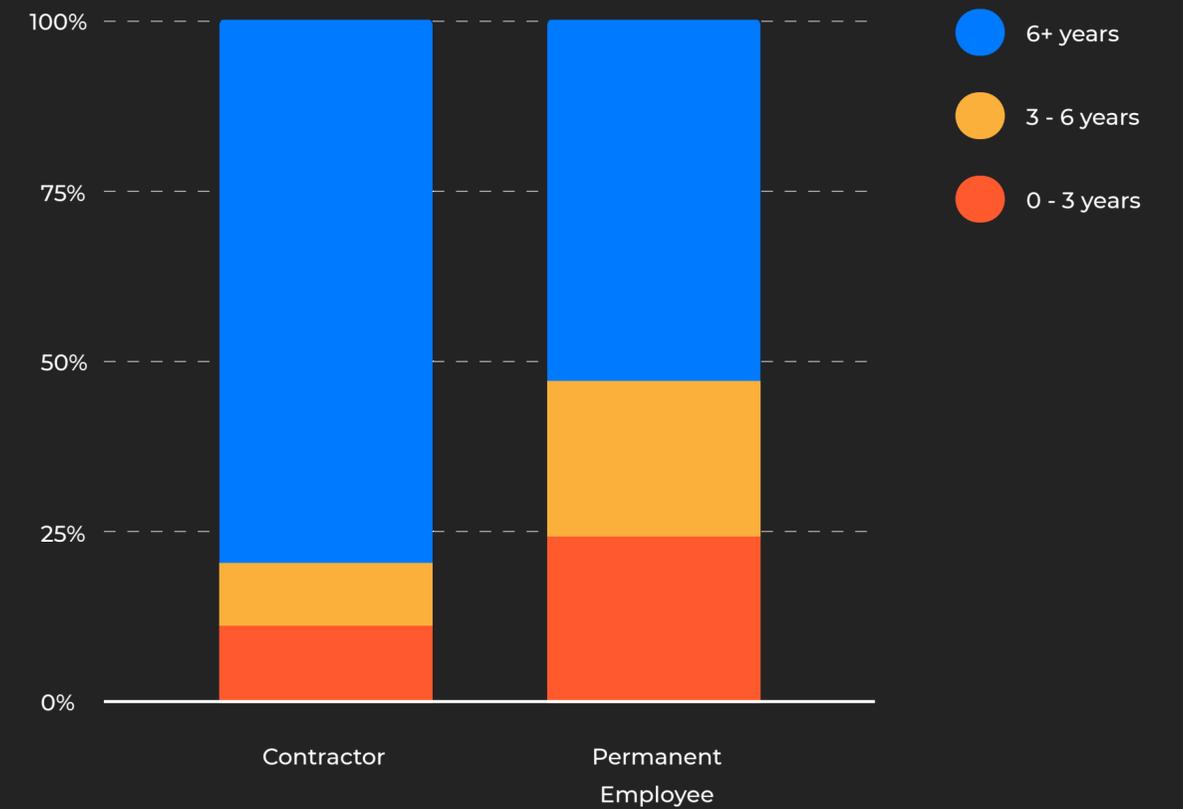
EMPLOYMENT TYPE

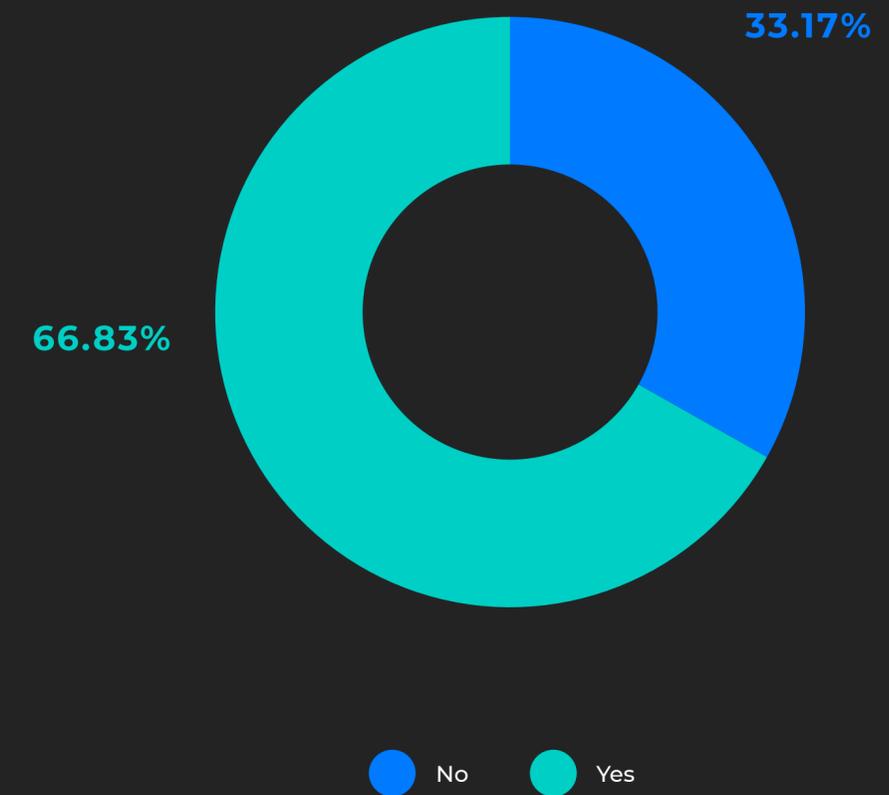## Permanent Employees considering working as Contractors in the next 12 months?

· What makes Perms so afraid of working as Contractors? Higher risk perception? Lack of stability?

28,33%

71.67%

⬤ No   ⬤ Yes
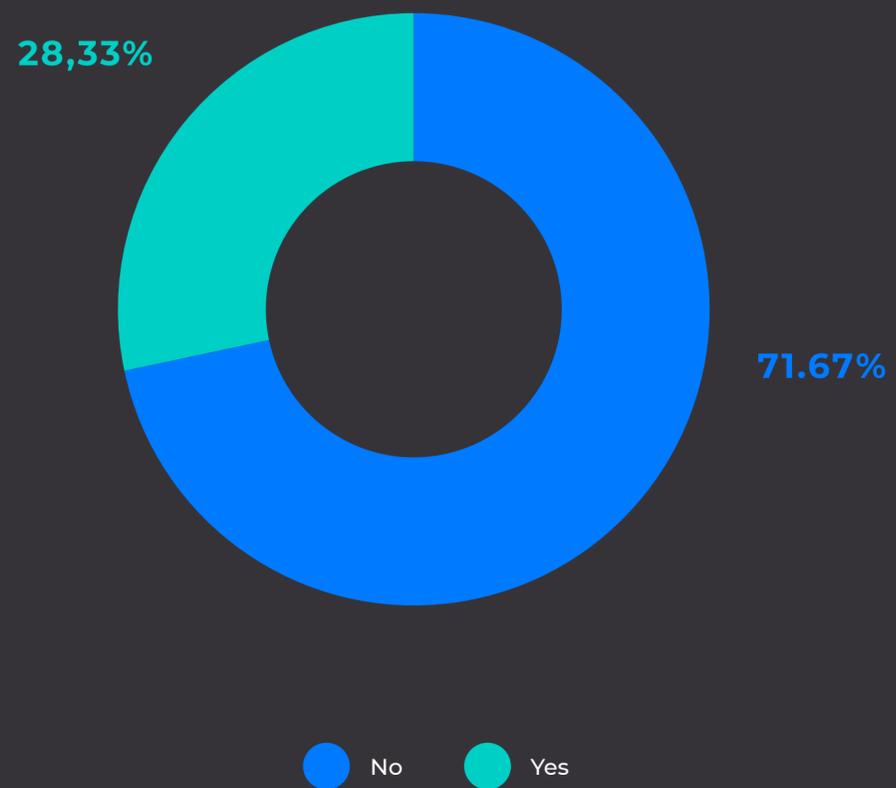
Contractors considering working as Permanent Employees in the next 12 months

· Contractors attitude seems more and more to be that a job is a job, being it as Perm or Contractor.

33.17%

66.83%

⬤ No   ⬤ Yes

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EMPLOYMENT TYPE

What's the duration of Contractors projects?

Contractors projects seems to last in average between 6 and 12 months, a fair amount of time to create something cool and move on to another challenge.

· This may seem risky and unstable for a tech professional used to work as a Permanent Employee, but once a Contractor starts having a network of contacts and works with quality, projects will come easily.

· And the salary reward for being a contractor is veryyy appealing (more on this ahead in this report).

· Landing.Jobs own opinion is that a clear trend is forming that tech professionals (and companies) will care progressively less about the employment type (Perm/Contractor), and focus more on the job at hand.

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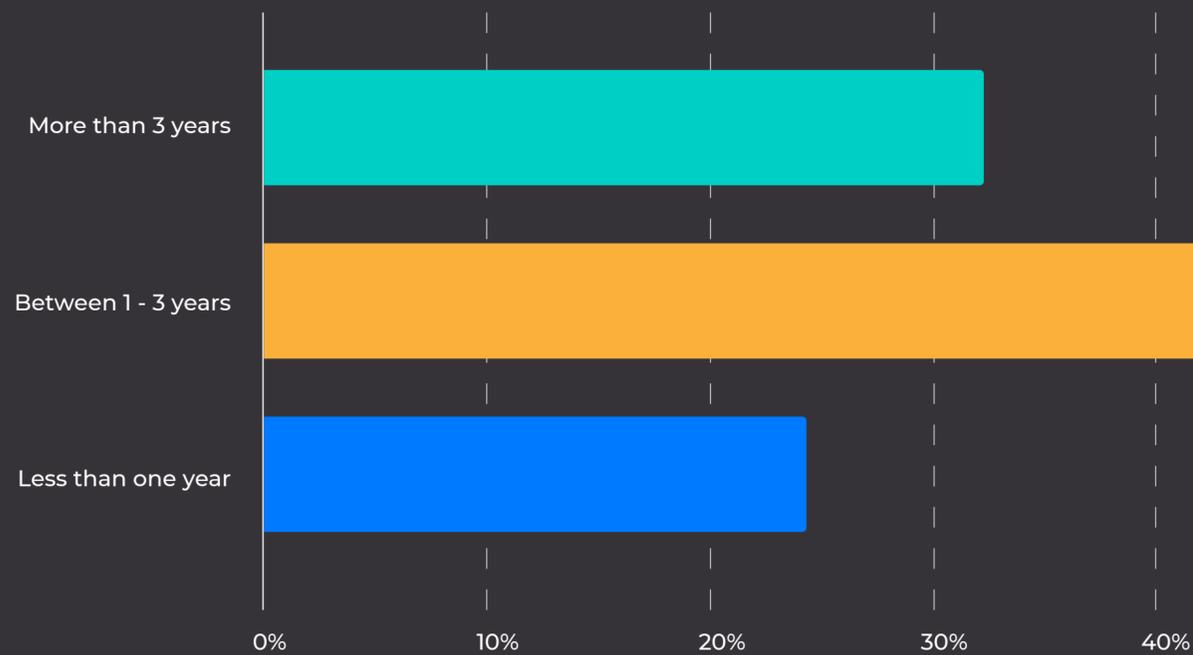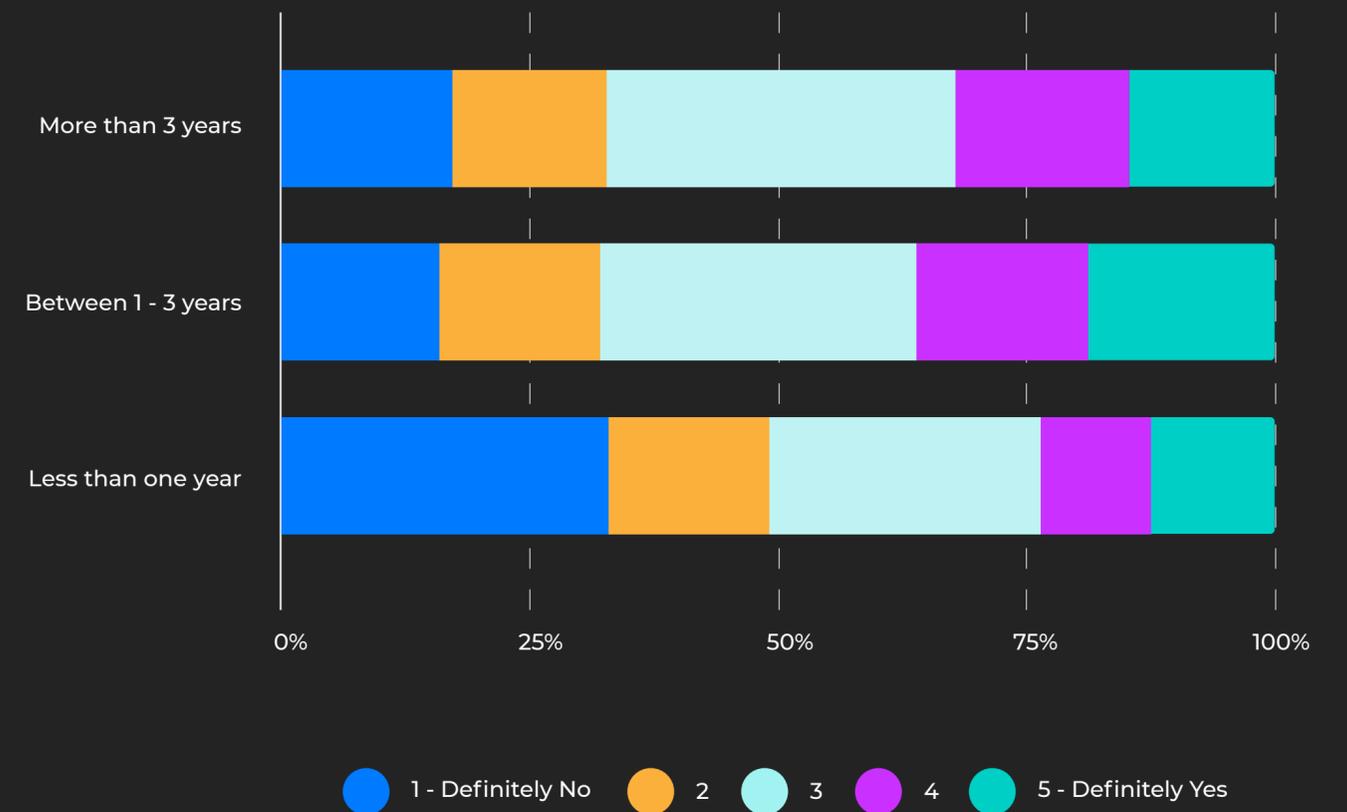Landing.Jobs

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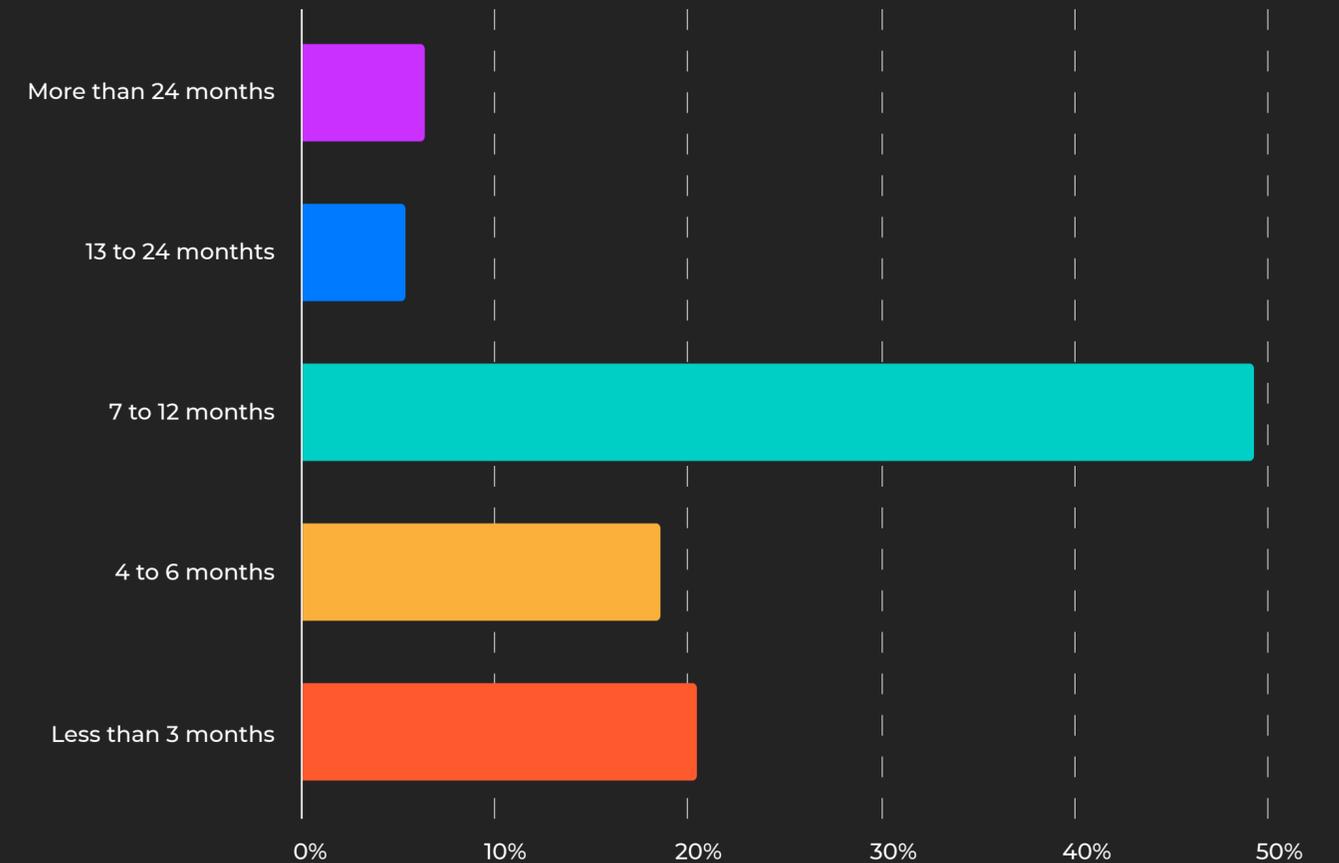
EMPLOYMENT TYPE

How long are Permanent Employees in their current company?

· Our data indicates Permanent employees change jobs on average every 1.5 and 2.3 years.

(Permanent Employees)
Considering changing jobs in the next 6 months?

Legend: 1 - Definitely No · 2 · 3 · 4 · 5 - Definitely Yes

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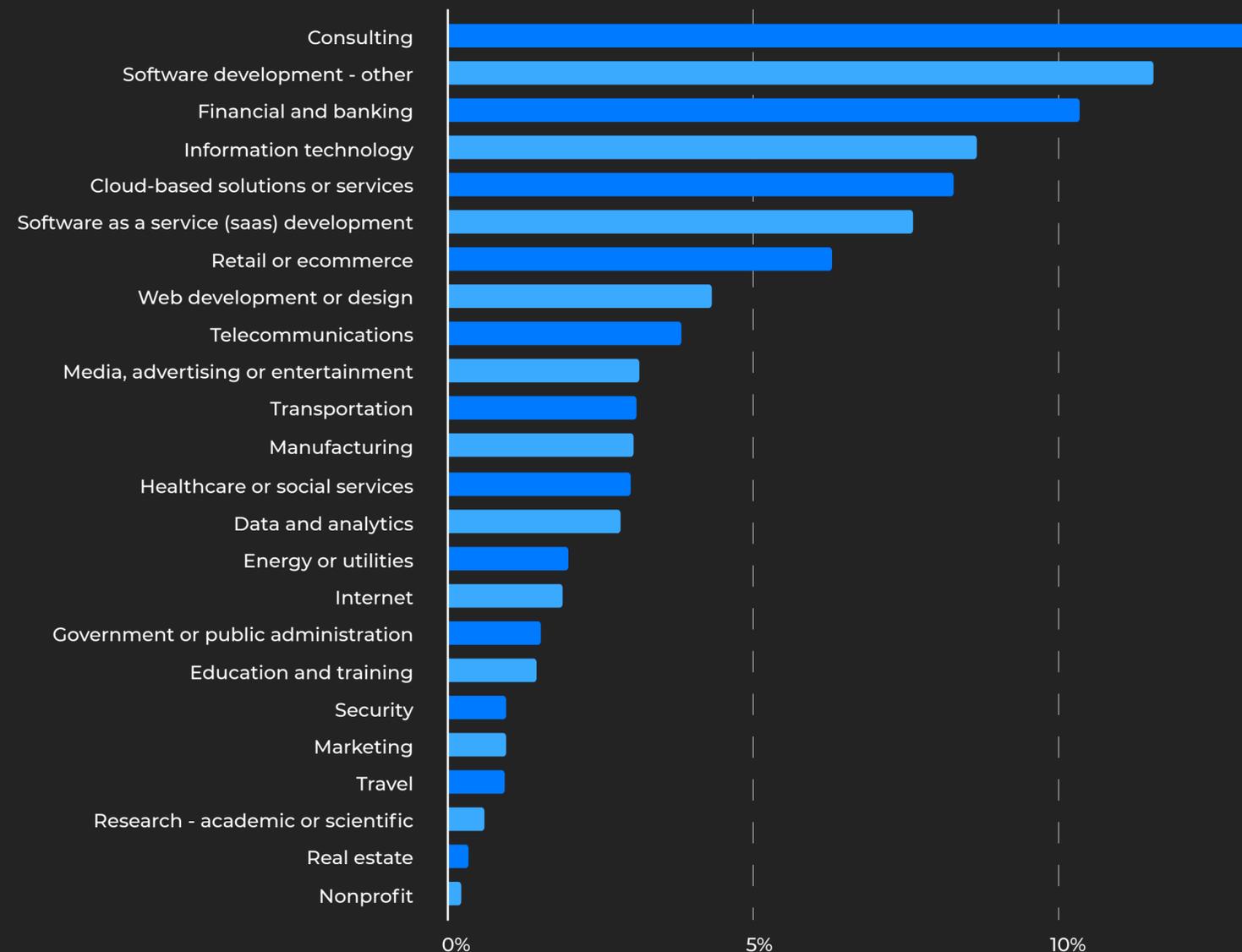Motivators & Perks

Data Sheet

EMPLOYER COMPANY

What's the industry of the company you work for?

More than 56% (52% in 2020) of respondents work for companies that provide IT Services or Products to other companies *(Consulting, SW/Web Development, Information technology, SaaS development, Cloud-based solutions or services, and Data and analytics).*

This possibly indicates:

a) companies in Portugal continue to have a big preference for externalization of their IT functions (we think this is changing);

· b) foreign companies are increasingly using Portuguese IT Services companies (it's happening);

· c) foreign companies are increasingly setting up tech teams and IT Centres in Portugal to extend their IT capacity (this one we're sure of).

Government and Public administration continue with a pretty low number here, clearly indicating a need for a stronger bet in IT as a way to increase digitalization.

Chart: bar graph with categories (top to bottom):
- Consulting
- Software development - other
- Financial and banking
- Information technology
- Cloud-based solutions or services
- Software as a service (saas) development
- Retail or ecommerce
- Web development or design
- Telecommunications
- Media, advertising or entertainment
- Transportation
- Manufacturing
- Healthcare or social services
- Data and analytics
- Energy or utilities
- Internet
- Government or public administration
- Education and training
- Security
- Marketing
- Travel
- Research - academic or scientific
- Real estate
- Nonprofit

X-axis: 0%, 5%, 10%

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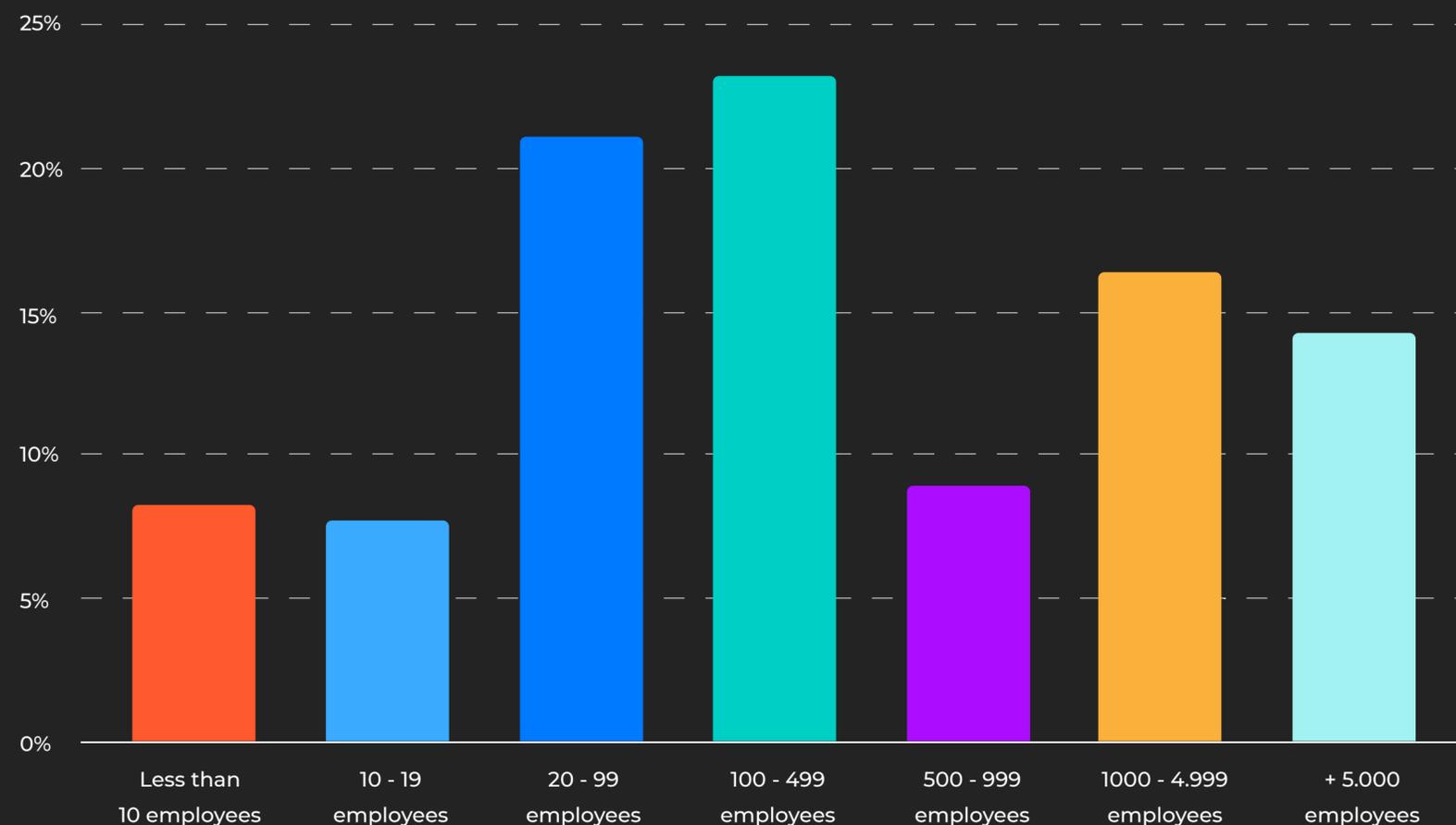
What's the size of the company you work for?

Portugal has a lot of tech professionals working for companies having up to 100 employeers (around 38% of total respondents).

· But bear in mind that around a lot of these 'less than 100 employees' companies are startups, not old plain brick'n'mortar businesses (take a peek at next page).
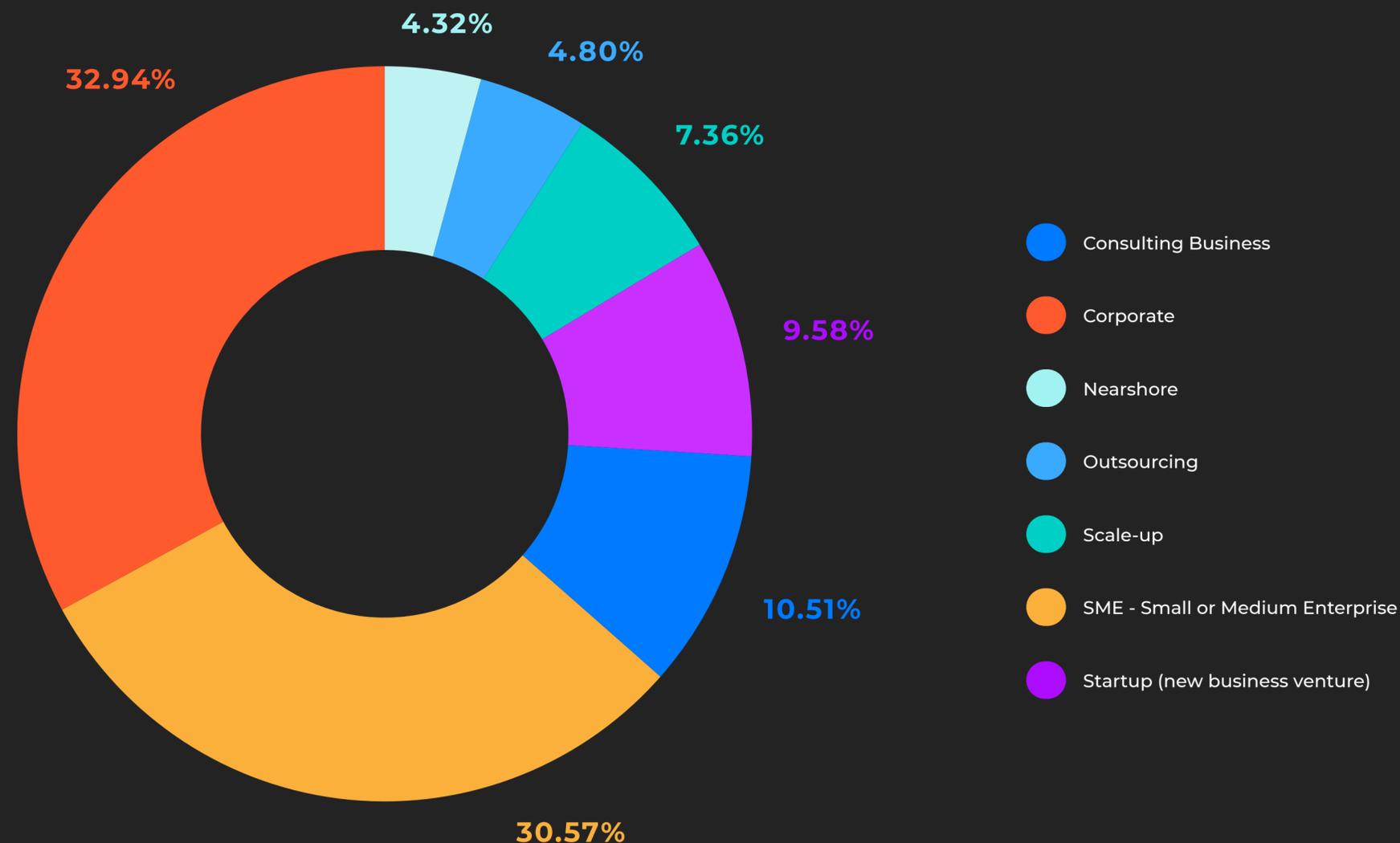
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EMPLOYER COMPANY

What's the type of organisation you're currently working for?

This chart looks a lot like last year's report, with minor changes.

· Outsourcing and Scale-Ups have reduced their proportion the most.

· On the other hand, SMEs (<250 employees) and Startups have increased their share of the pie.

· But overal changes don't seem be statistically significant, meaning no structural changes here.

- 4.32%
- 4.80%
- 7.36%
- 9.58%
- 10.51%
- 30.57%
- 32.94%

● Consulting Business

● Corporate

● Nearshore

● Outsourcing

● Scale-up

● SME - Small or Medium Enterprise

● Startup (new business venture)

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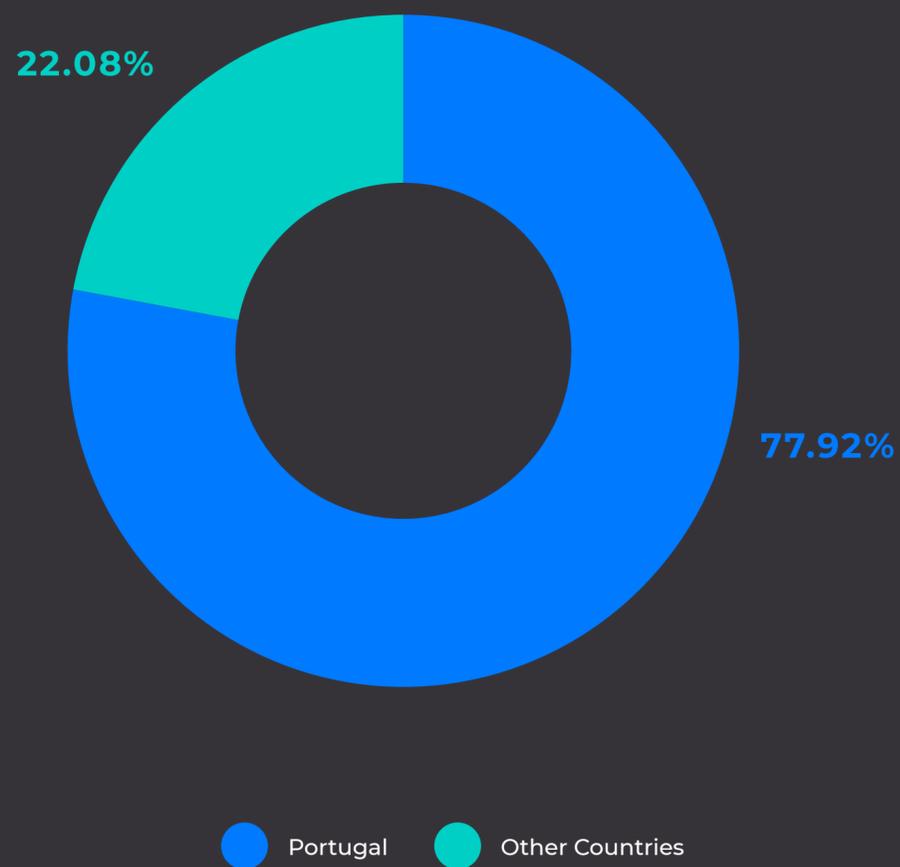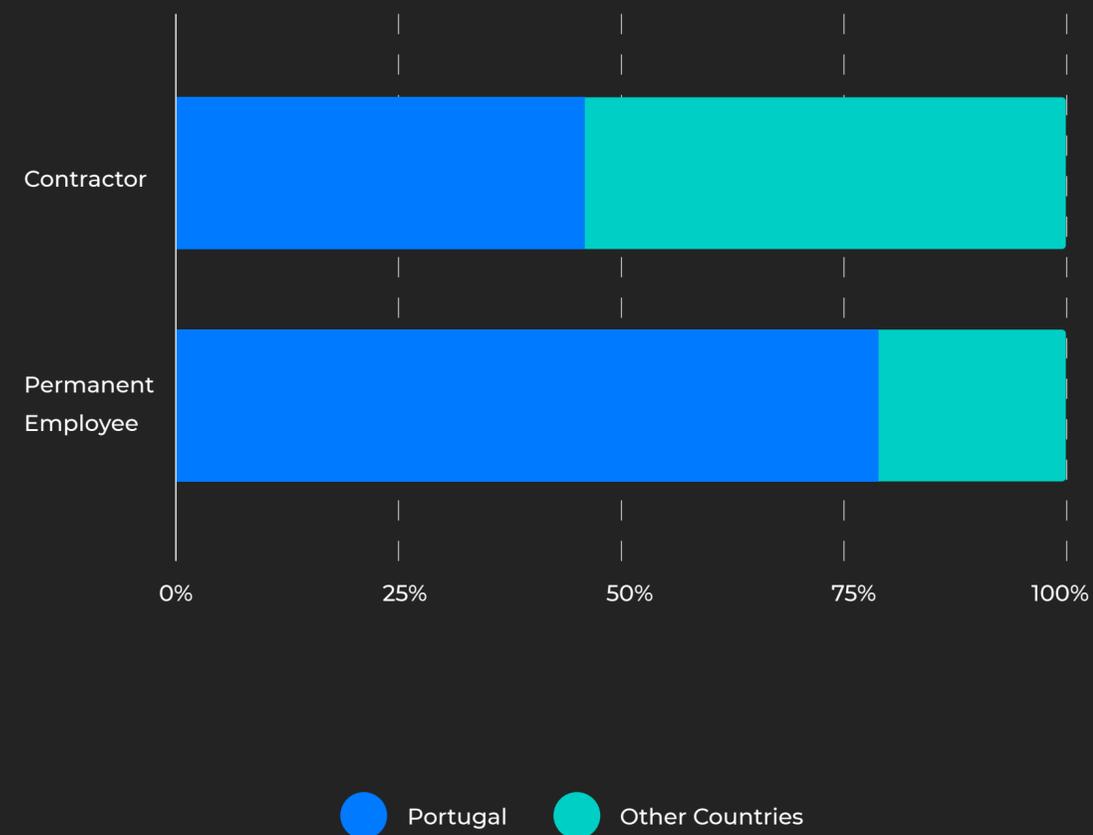
EMPLOYER COMPANY

What's the location of the company you work for? *(Portugal vs International)*

· Portuguese tech professionals working for companies abroad is trending up.

22.08%

77.92%

● Portugal ● Other Countries

Portugal / International working company distribution by Employment Type

● Portugal ● Other Countries

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EMPLOYER COMPANY

In which continent are the companies respondents work for located?

(International companies only)
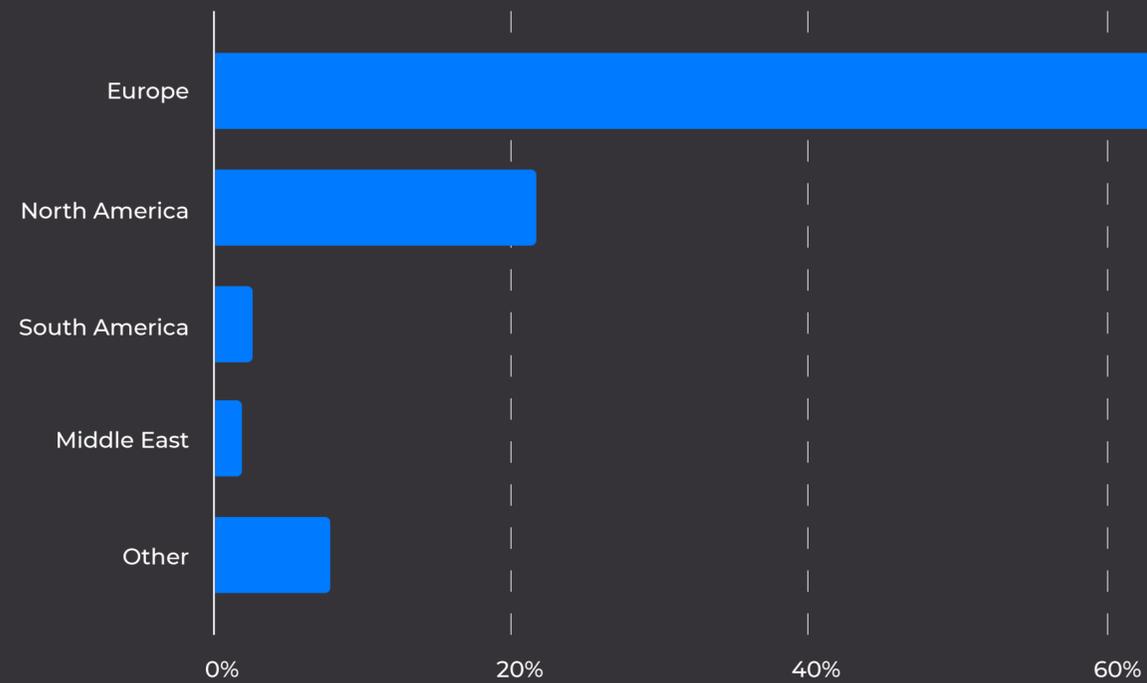
In which country are the companies respondents work for located?

(International companies only)

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TECH & JOB ROLES

What is the professional category respondents identify with? *(Job Role)*

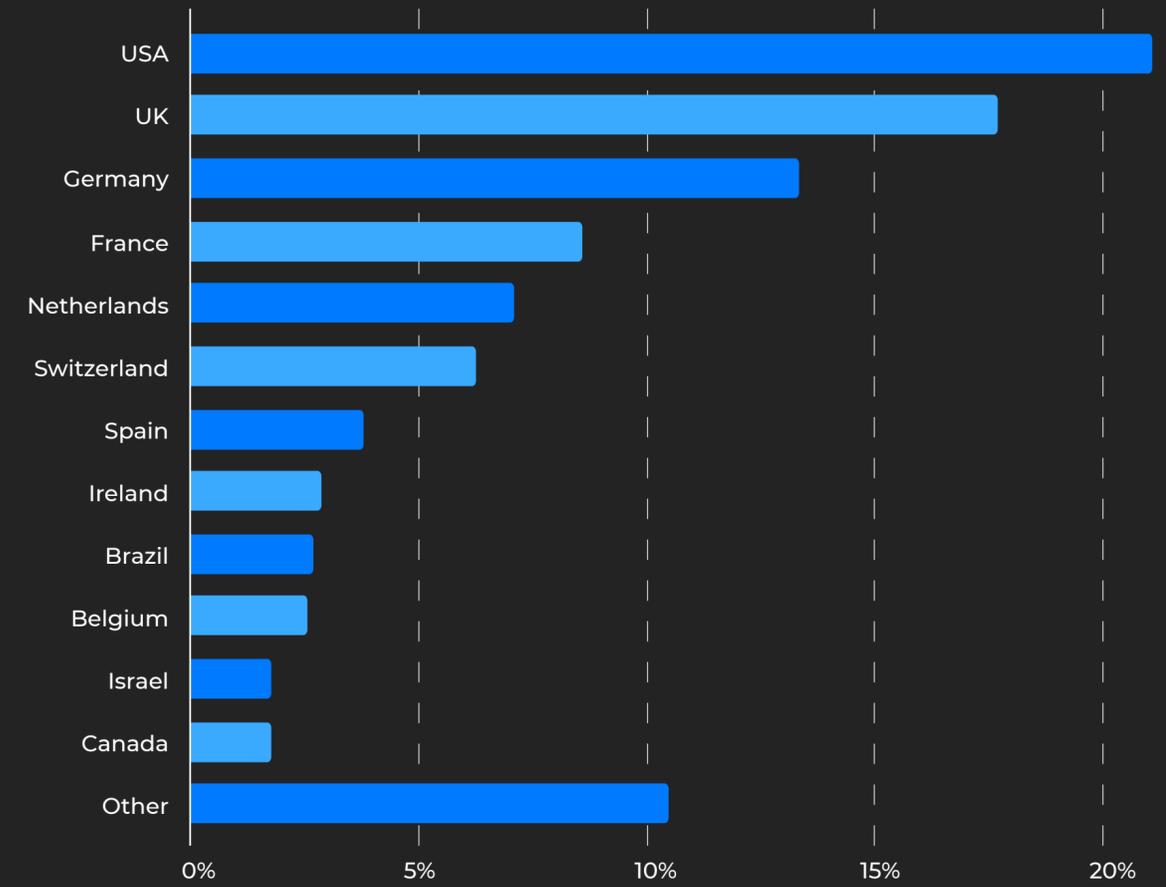**Not surprisingly Full-stack + Back-End + Front-End Developer are (still) in the top places of this list, totalling around 49% (41% in 2020).**

· These are the more standard roles, and also the most searched profiles by companies.

· 'Managerial' roles (Technical Team Leader, Project Manager, Product Owner/Product Manager, Scrum Master, CTO) sum up to 25% (23% in 2020), denoting a good structuring of IT teams in Portugal.

· The other job role categories haven't had dramatic changes from last year's report, with UX/UI Designer having the biggest drop.

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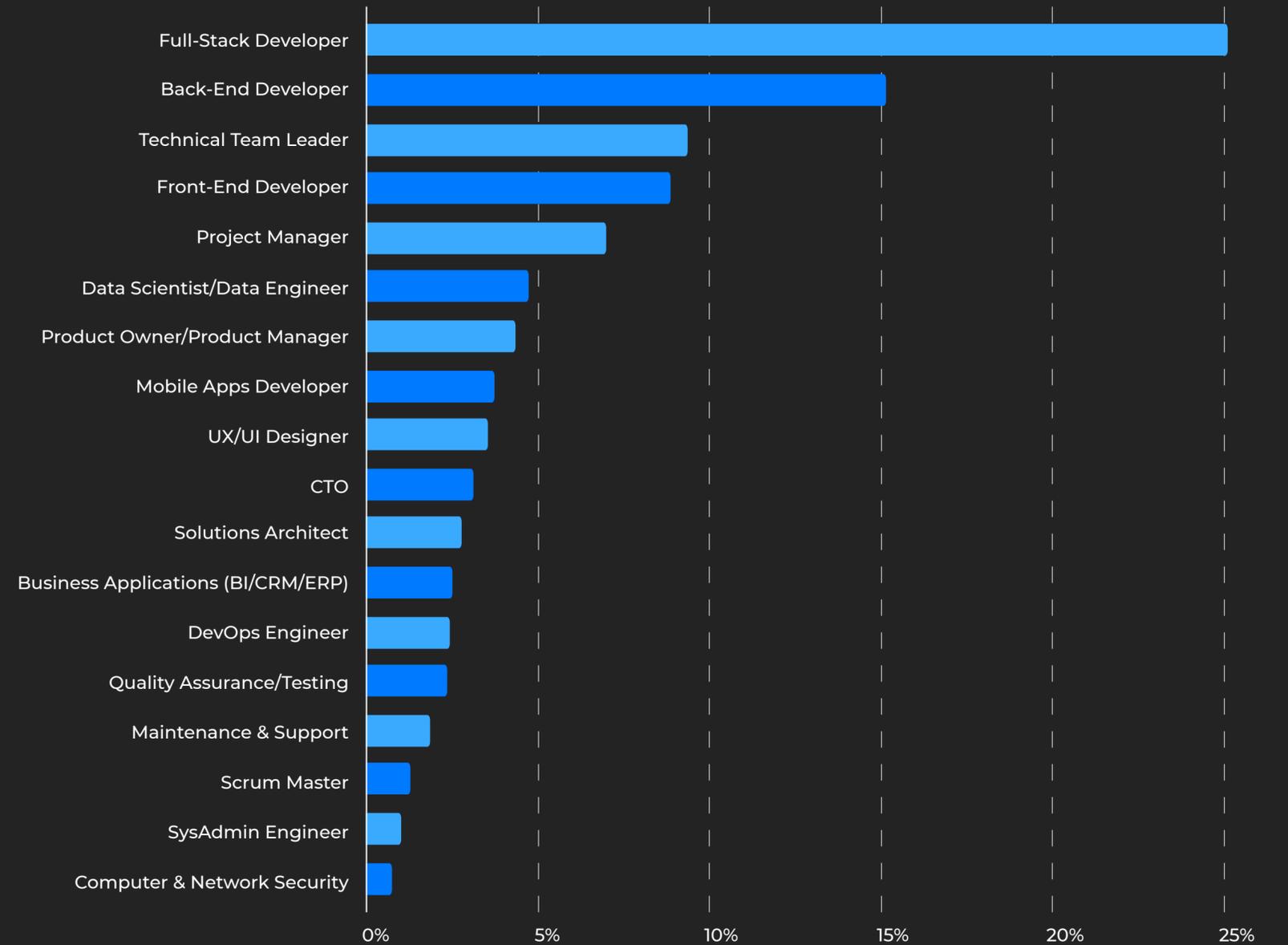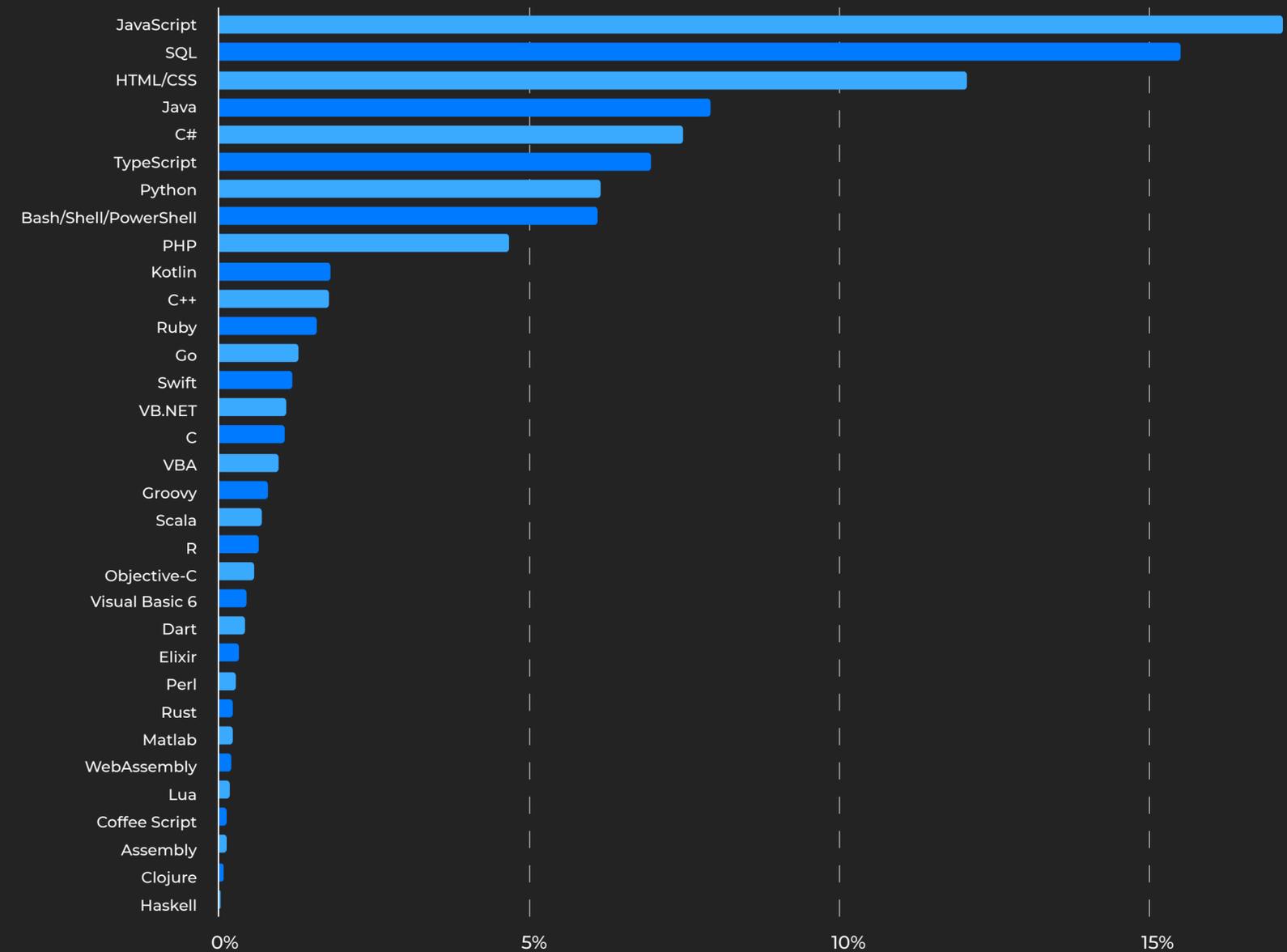
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TECH & JOB ROLES

Most popular languages

And the winner continues to be, without surprise, JAVASCRIPT

· This language remains the world's most popular as well as one of the most versatile tools a developer might have.

· HTML/CSS and SQL are also naturals here, as tech stacks used everywhere.

· The more 'standard enterprise' languages (JAVA, C#) still make a go at the top rank, showing its heavy usage not only in large companies but also in some smaller organizations. Python is still a challenger, but looses the 'revelation growth' trophy to Typescript.

· The rest of the chart shows some year-on-year stability, worth mentioning Go, Swift and VB.Net passing the 'C' psychological barrier.

Chart: Most popular languages (percentages, 0% to 15%):
JavaScript, SQL, HTML/CSS, Java, C#, TypeScript, Python, Bash/Shell/PowerShell, PHP, Kotlin, C++, Ruby, Go, Swift, VB.NET, C, VBA, Groovy, Scala, R, Objective-C, Visual Basic 6, Dart, Elixir, Perl, Rust, Matlab, WebAssembly, Lua, Coffee Script, Assembly, Clojure, Haskell

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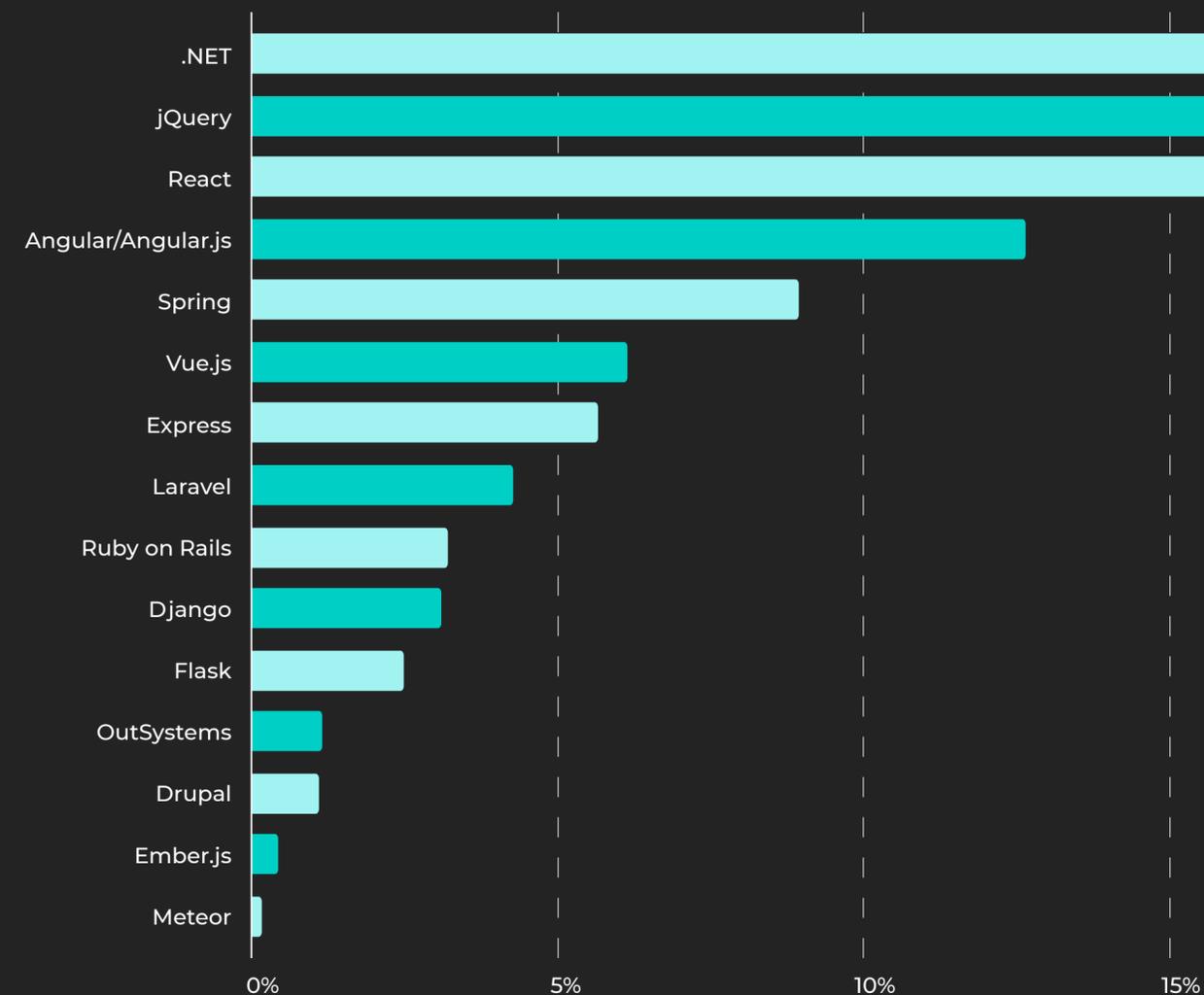
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TECH & JOB ROLES

Most popular frameworks

.NET has beaten JQuery!

- The old and wise 'king of frameworks' was dethroned by the Big Corp friendly contender (exaggerating here, obviously).

- But React has grown and will probably beat both top rankers next year, aided by its 'cousin' Angular.

- Javascript-based frameworks (including JQuery) continue to dominate the market, with almost 60% representativeness.

- Frameworks like Spring, Laravel, Ruby on Rails or Django are pretty much following the trends of the languages they are built to.

- And we have a new contestant: Outsystems, still at a low rank, but with a huge growing potential.

- Please keep in mind that frameworks' popularity tends to be a lot more volatile than programming languages, so result are always highly debatable.

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SALARY

Salary per Gender

The gender pay gap still persists. This years report show men earn, on average, 16% more than women.

· The good news is this gap's value was 23% last year.

· It's a positive sign, and we hope this difference diminishes progressively more.

· Also of notice is the increase in gap between the 'I prefer not to say' gender category to the other two. We hope the Data Science Challenge we proposed to the tech community will help bring more light on this.

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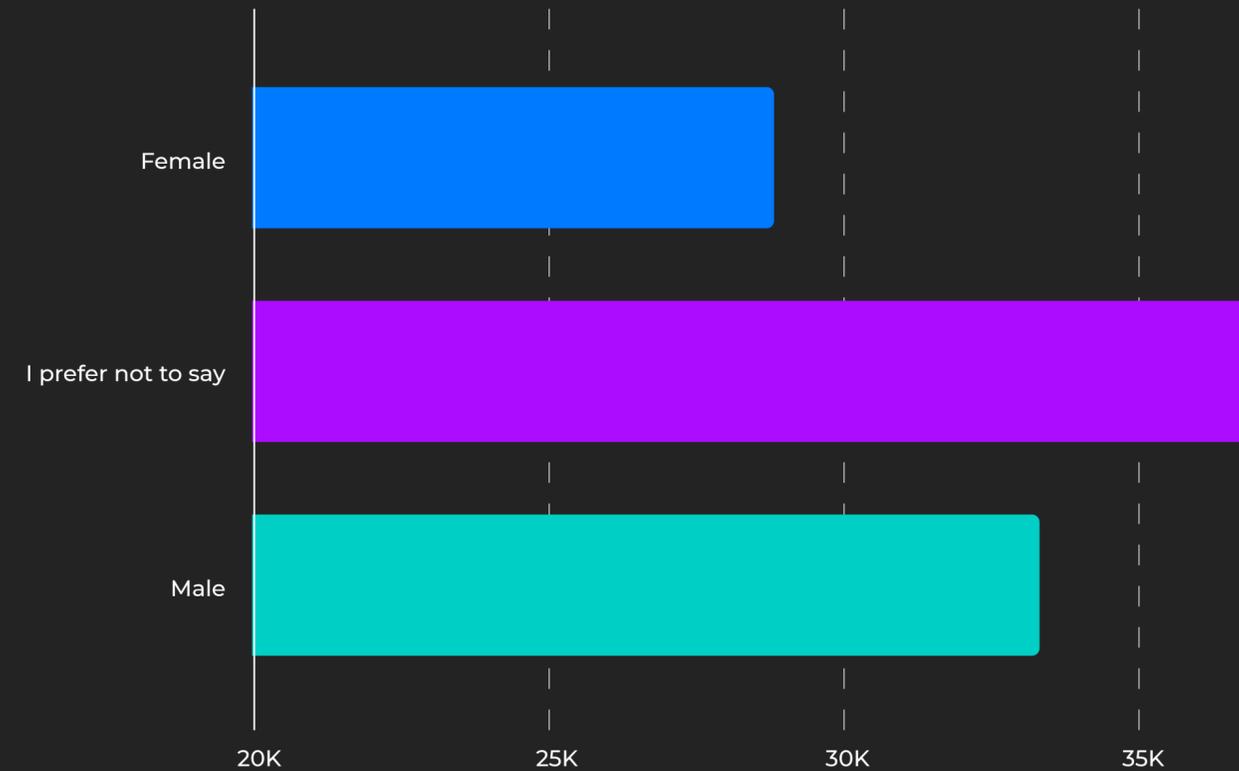
SALARY

Salary by Employment Type
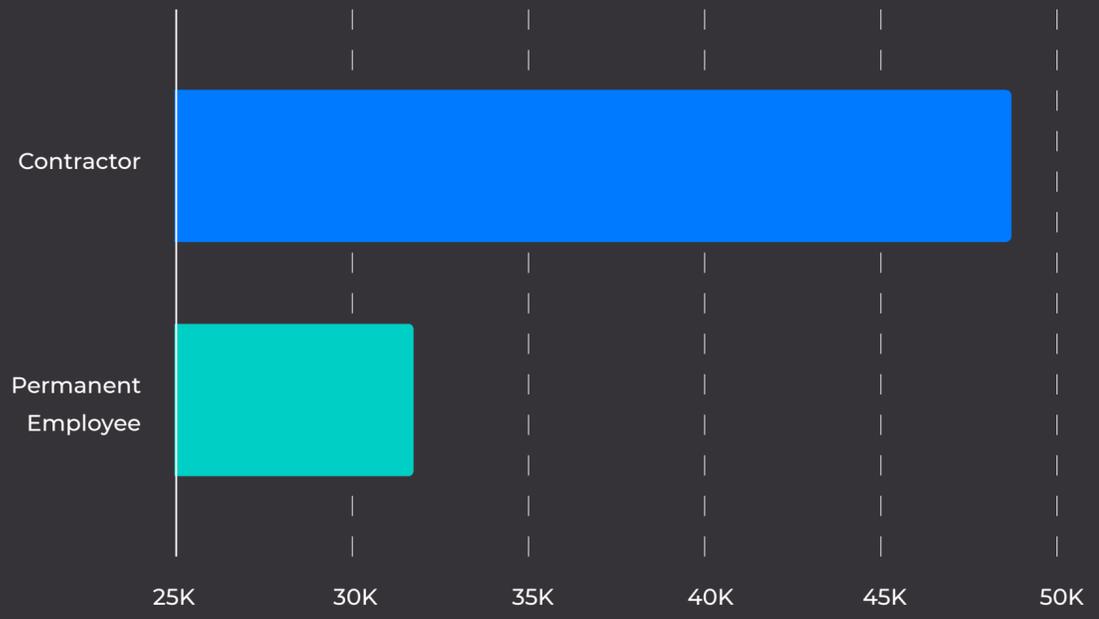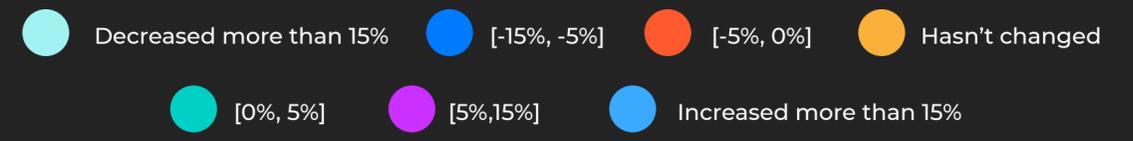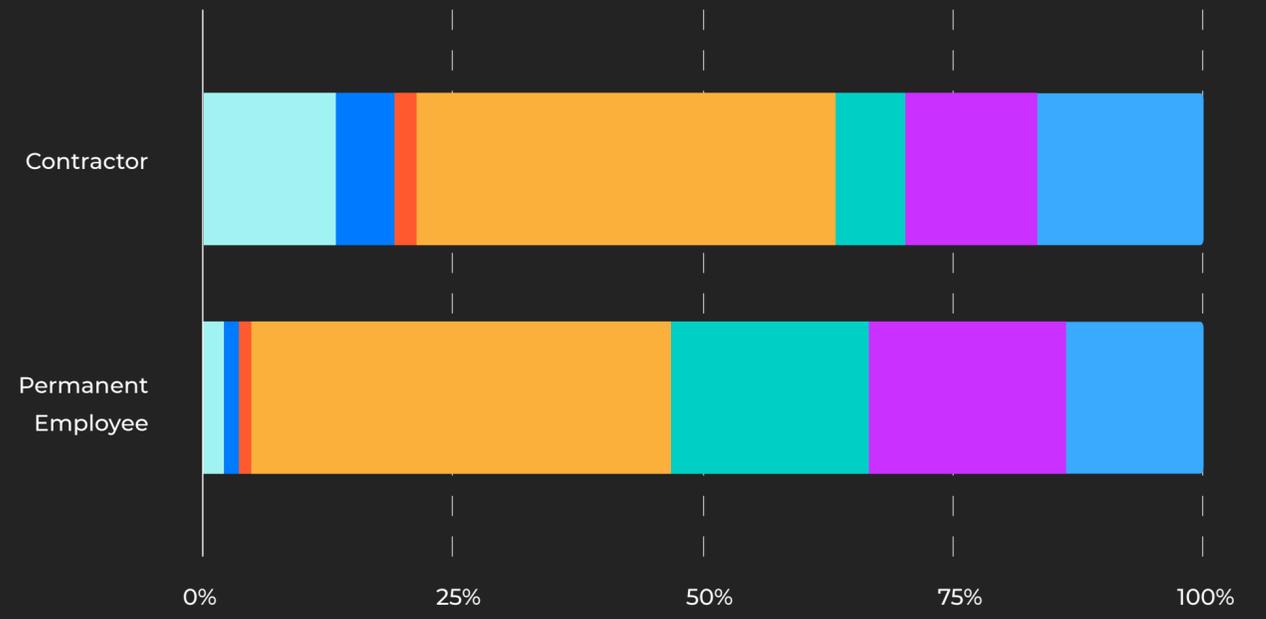
· Contractors earn on average 54% more (!) than Permanent Employees.
  This is stable from previous year's report.

Salary variation in last 12 months by Employment Type

● Decreased more than 15%   ● [-15%, -5%]   ● [-5%, 0%]   ● Hasn't changed

● [0%, 5%]   ● [5%,15%]   ● Increased more than 15%

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SALARY

Perceived Fairness in Remuneration by Employment Type

Who would tell working as a Contractor or Freelancer brings a higher sense of fair salary treatment?

· Usually this employment type has been associated with insecurity, high-risk and a lot of trouble.

· Apparently this is changing, and it starts to become a clear option for those Tech professionals who want to strip off corporate shackles and make their own path, earning more and having a higher degree of work flexibility.

· Not everything is sweet and blue, for sure, but the rewards are clear enough for talent.

Legend:
● 1 - Not at all ● 2 ● 3 ● 4 ● 5 ● 6 ● 7 - Totally satisfied

Chart axis: Contractor, Permanent Employee; 0% 25% 50% 75% 100%

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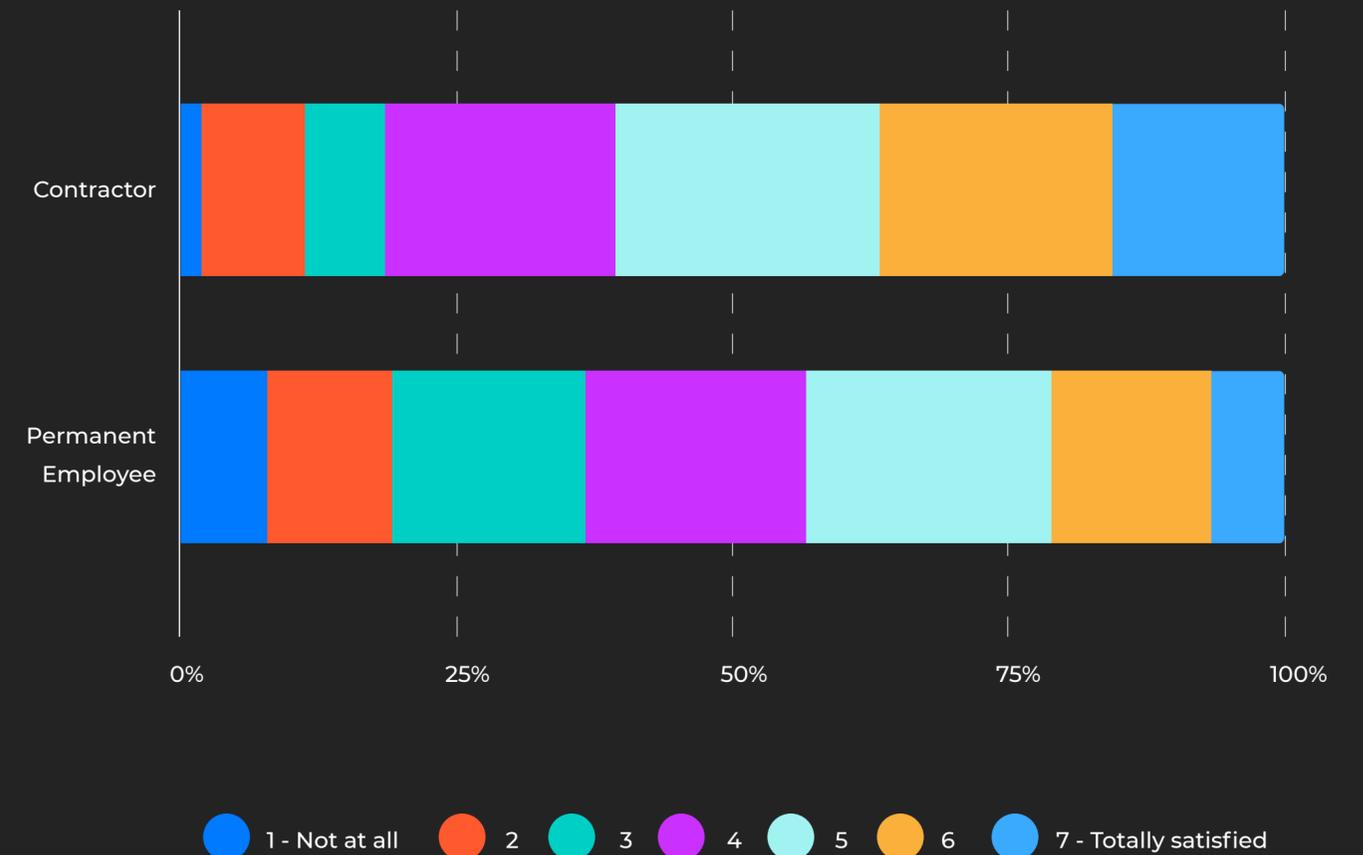
SALARY

Salary per Education Level

Having a PhD is starting to compensate more and more.

- University drop-outs continue to do fairly well, and Basic Education respondents are clearly a surprise. Might this be a data glitch?

- On the lower side the 'Trade / technical / vocational training' category is still last in the rank. Is this correlated to the work quality of these tech professionals, or is there some kind of payment prejudice here?

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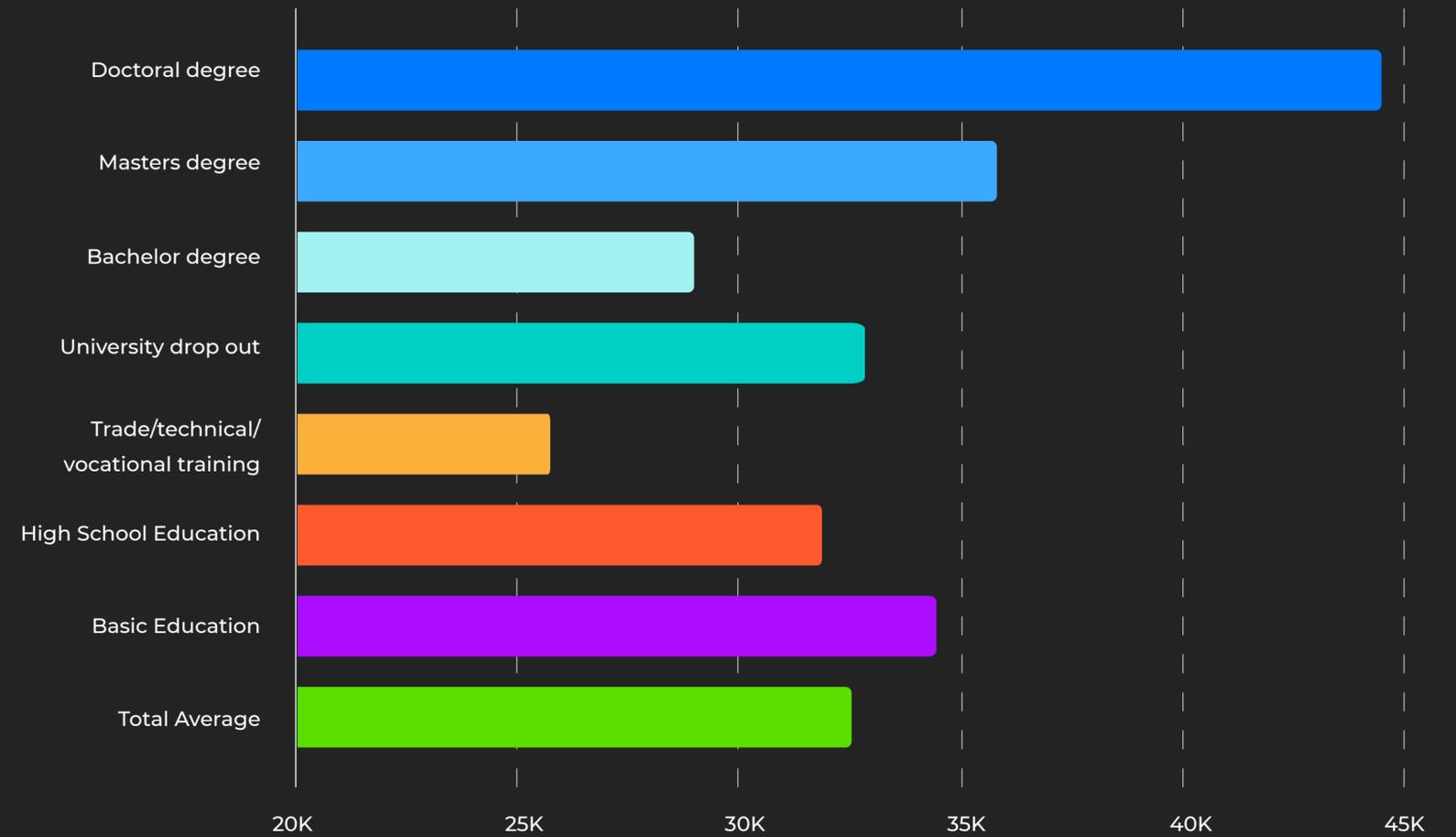
SALARY

Salary by Residing Area

- Residing in or near Lisbon pays on average 18,4% more
  salary than the total average.
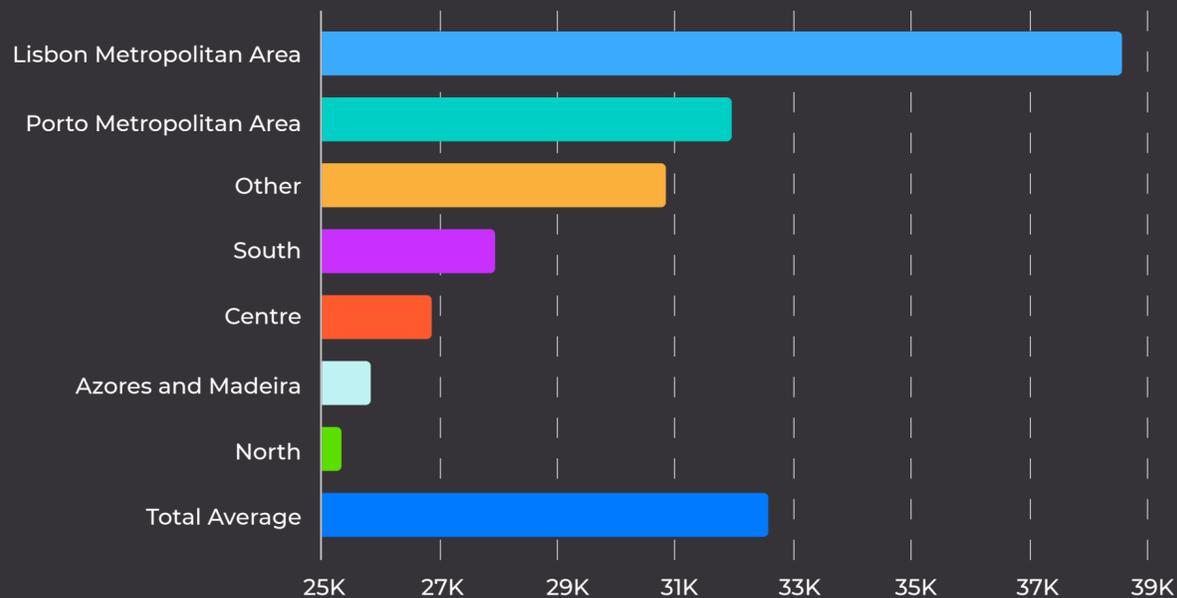
Salary variation in last 12 months per Residing Area

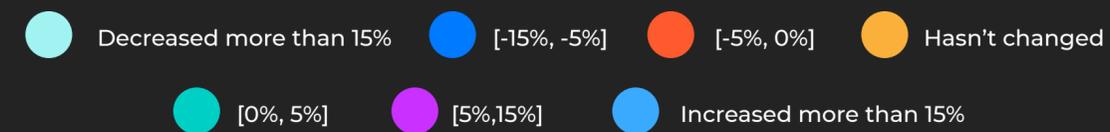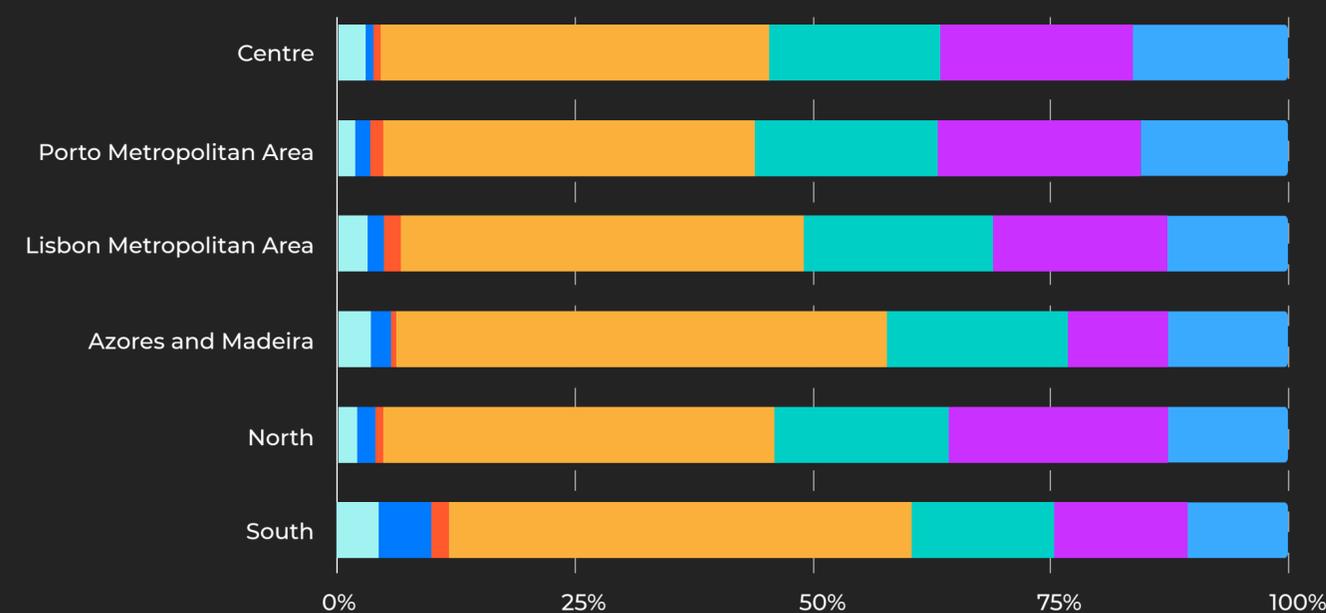- Porto, North and Centre had a higher percentage of salary raises.

Legend:
- Decreased more than 15%
- [-15%, -5%]
- [-5%, 0%]
- Hasn't changed
- [0%, 5%]
- [5%,15%]
- Increased more than 15%

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Salary by Job Role

The old way of thinking you, as a developer, need to go for management positions if you want to earn more is (re)confirmed by this chart.

• Being a solo developer hero without any other responsibilities, comfortable as it might be, will, generally speaking, limit your salary progression. Time to sharpen your soft skills and try new challenges.

• SysAdmin Engineers and UX/UI Designer had a very positive bump on average salaries. Mobile dev and DevOps are paying well.

• On the downside, Full-stack developers saw a substancial decrease on the average salary (it's average, don't forget). Business Applications continues to decrease average salary (suits and ties are probably out of fashion).

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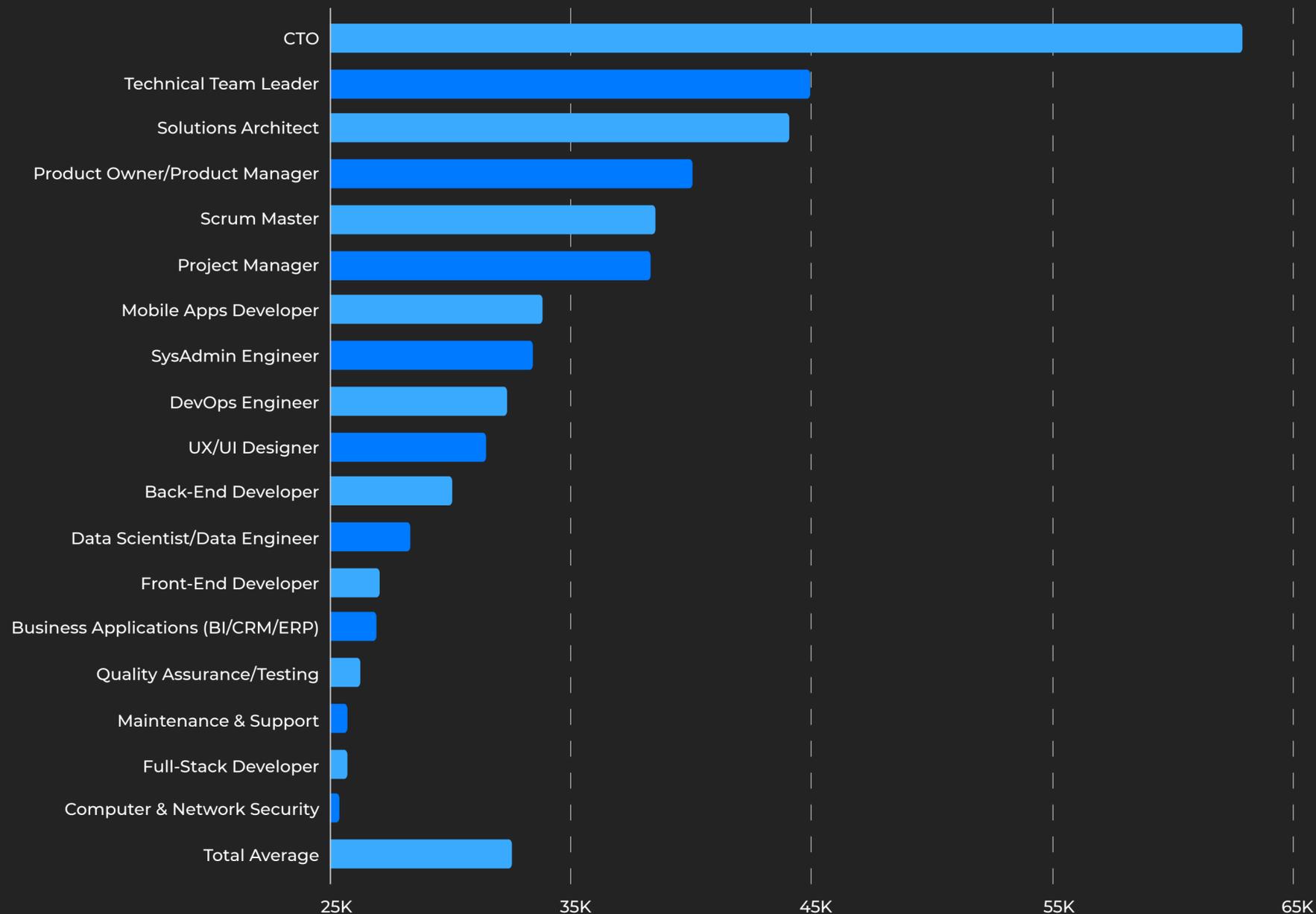
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Salary by Job Role vs Employment Type

The high difference between Contractors and Permanent Employees average salary (+43,2%) can be seen in more detail here.

· Job Roles with higher differences are Mobile Developer (+91,6%), Solutions Architect (+71,4%) and Full-stack Developer (+67%).

· There's only one Job Role category where the average salary is lower for Contractors than for Permanement Employees: 'Product Owner/Product Manager'.

Note: due to a low number of cases, to prevent values with low statistical confidence, some Job Role values for Contractors are not show.

● Contractor   ● Permanent Employee

Horizontal bar chart showing salary by job role comparing Contractor (blue) and Permanent Employee (orange). X-axis ranges from 20K to 70K.

- CTO
- Technical Team Leader
- Solutions Architect
- Product Owner/Product Manager
- Scrum Master
- Project Manager
- Mobile Apps Developer
- SysAdmin Engineer
- DevOps Engineer
- UX/UI Designer
- Back-End Developer
- Data Scientist/Data Engineer
- Front-End Developer
- Business Applications (BI/CRM/ERP)
- Quality Assurance/Testing
- Maintenance & Support
- Full-Stack Developer
- Computer & Network Security
- Total Average

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Salary by Remote/Office Job
(independently of pandemic situation)

· Oh yeah, Full Remote Jobs (not just because of Covid-19) pay on average
  more 35,4% than Full Office Jobs.
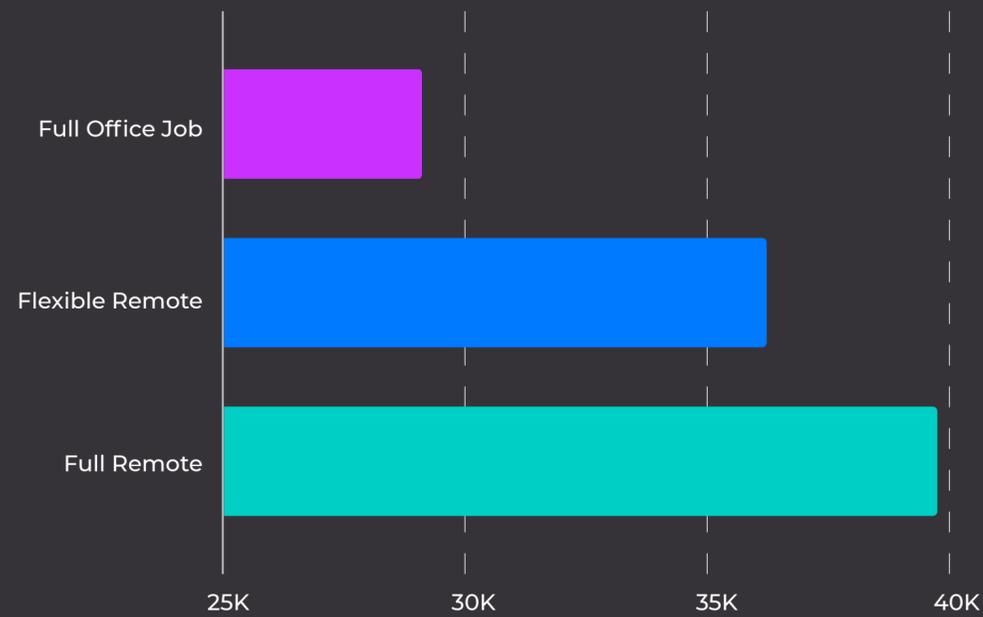
Salary by Work Situation During Covid-19 Pandemic, for Full Office Job only

· It seems companies that enforce employees on Full Office Work even
  amidst this pandemic pay worse. (Bad) culture at work?

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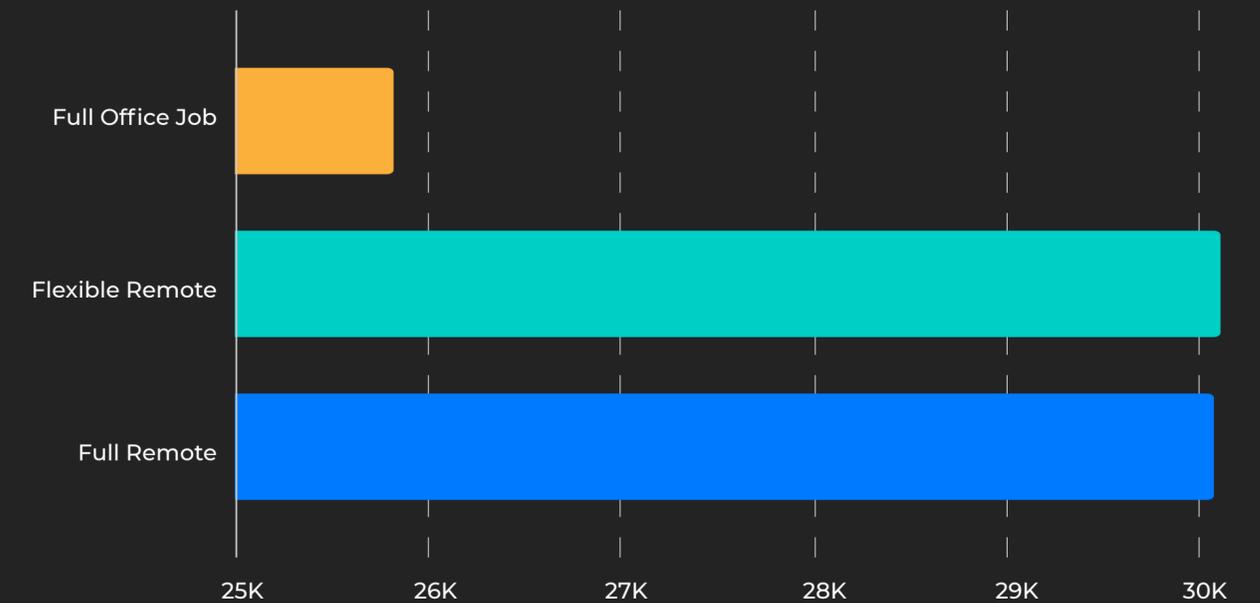
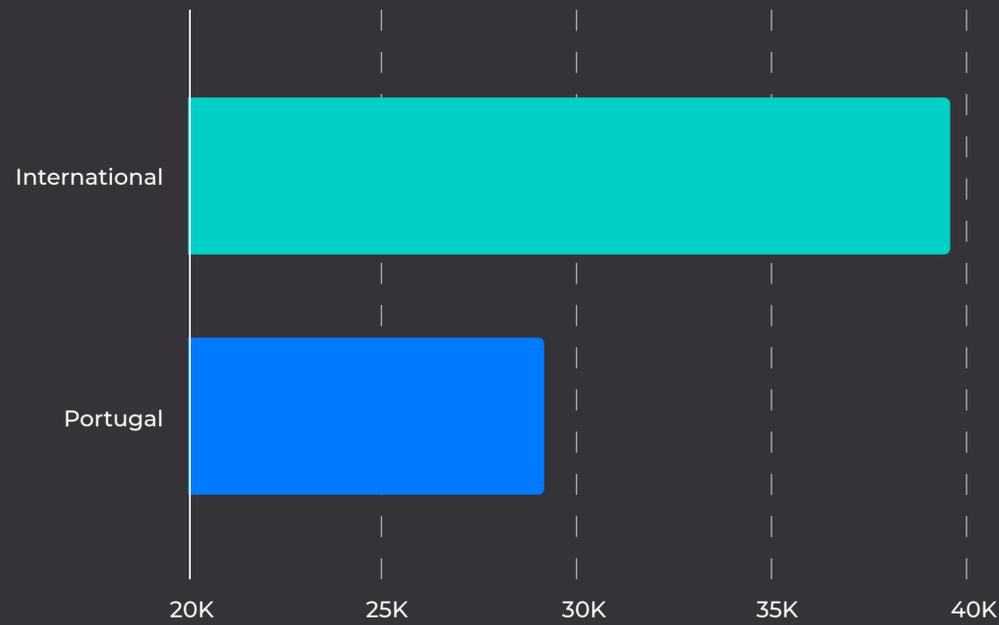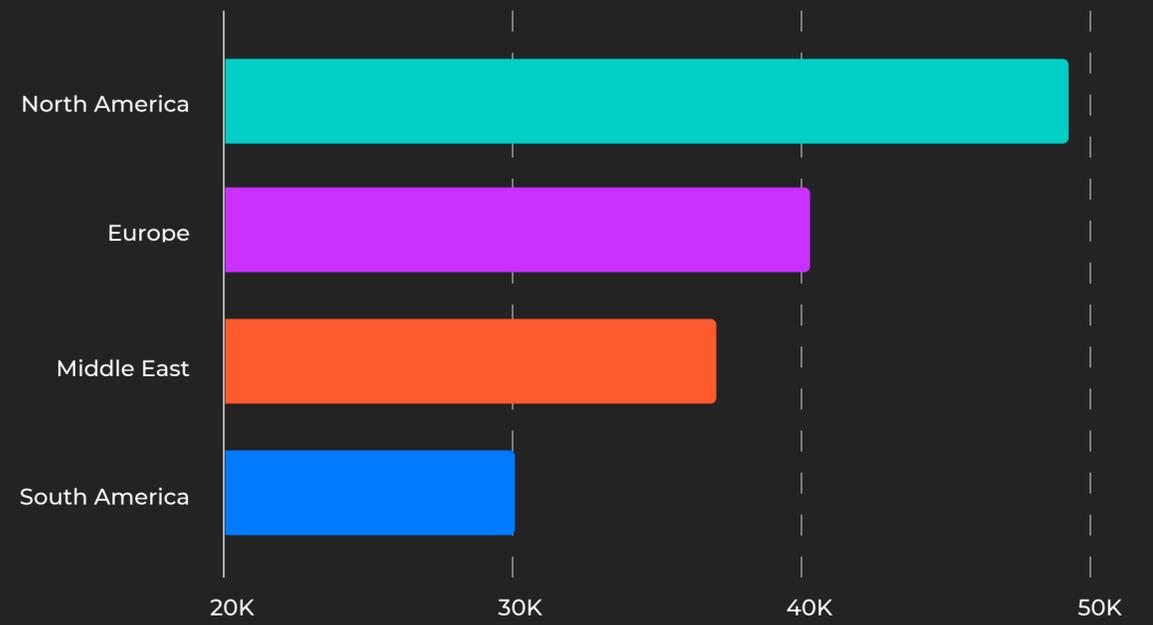**SALARY**

Salary per Portugal / International working company

- It seems working for companies outside Portugal has a 33% prize on average salary.

International

Portugal

20K   25K   30K   35K   40K

Salary per working company continent
(for International Companies Only)

North America

Europe

Middle East

South America

20K   30K   40K   50K

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Salary for Job Role vs Work Experience

(for Permanent Employees only)

Variations in percentage relative to 2020 Report

Managerial Job Roles	0 - 3 years	3 - 6 years	6+ years
CTO	*	43,125€ (+43.8%) [30K€ - 56K€]	63,477€ (+25.5%) [44K€ - 83K€]
Technical Team Leader	23,750€ (-1.7%) [21K€ - 26K€]	32,738€ (+0.4%) [29K€ - 36K€]	46,103€ (+3.8%) [33K€ - 59K€]
Product Owner/ Product Manager	15,833€ (-0.0%) [15K€ - 17 K€]	25,119€ (-19.3%) [23K€ - 28K€]	44,273€ (+6.2%) [31K€ - 58K€]
Project Manager	16.833€ (-30.9%) [16K€ - 18K€]	25,259€ (+2.0%) [22K€ - 28K€]	40,701€ (+11.5%) [28K€ - 53K€]
Scrum Master	*	35,000€ (-2.3%) [30K€ - 40K€]	40,071€ (-8.5%) [29K€ - 51K€]

* not enough datapoints for a good statistical degree of confidence

Technical Job Roles	0 - 3 years	3 - 6 years	6+ years
Mobile Apps Developer	19,936€ (+7.1%) [18K€ - 22K€]	32,130€ (-0.3%) [25K€ - 40K€]	41,200€ (+4.8%) [31K€ - 51K€]
Back-End Developer	20,696€ (-4.2%) [18K€ - 23K€]	29,538€ (-1.1%) [25K€ - 34K€]	36,751€ (-1.7%) [30K€ - 44K€]
DevOps Engineer	18,056€ (-24.3%) [17K€ - 19K€]	31,618€ (-1.9%) [28K€ - 36K€]	35,793€ (-17.5%) [27K€ - 45K€]
UX/UI Designer	19,750€ (+9.1%) [15K€ - 24K€]	22,727€ (+6.7%) [20K€ - 25K€]	35,346€ (+11.9%) [25K€ - 46K€]
Front-End Developer	18,306€ (-7.8%) [17K€ - 20K€]	26,359€ (-9.2%) [23K€ - 30K€]	35,053€ (+10.4%) [28K€ - 42K€]
Data Scientist/Data Engineer	21,535€ (-5.8%) [20K€ - 23K€]	28,750€ (-14.3%) [25K€ - 33K€]	34,038€ (-14.5%) [24K€ - 44K€]
SysAdmin Engineer	20,500€ (+28.1%) [18K€- 23K€]	24,500€ (+8.9%) [23K€ - 26K€]	33,214€ (+12.8%) [25K€- 42K€]
Full-Stack Developer	17,866€ (-12.1%) [17K€ - 19K€]	24,821€ (-7.3%) [21K€ - 28K€]	31,581€ (-8.2%) [25K€ - 38K€]
Business Applications (BI/CRM/ERP)	16,786€ (-8.0%) [16K€ - 18K€]	25,000€ (+8.6%) [23K€ - 27K€]	31,524€ (-4.6%) [26K€ - 37K€]
Quality Assurance/Testing	20,833€ (+11.7%) [18K€ - 23K€]	23,289€ (-15.3%) [21K€ - 25K€]	30,789€ (+4.3%) [25K€ - 37K€]
Maintenance & Support	16,136€ (-10.6%) [15K€ - 17K€]	24,583€ (+4.6%) [19K€ - 30K€]	28,750€ (+7.8%) [23K€ - 34K€]
Computer & Network Security	19,643€ (-9.8%) [19K€ - 21K€]	27,500€ (-4.3%) [24K€ - 31K€]	28,750€ (-14.0%) [25K€ - 32K€]

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Salary for Job Role

(for Contractors only)

Note 1: Contractors salary data don't have enough datapoints for Work Experience lower than 6+ Years, and also for some Job Roles.

Note 2: Annual Contractors salary values were calculated by multiplying the hour value rate reported by the respondents by 10 months by 160h monthly work hours [rate x 10 months x 160 h/month]

Job Roles	6+ years	
CTO	77,867€ (49€/h)	**[56K€ - 100K€]**
DevOps Engineer	67,200€ (42€/h)	**[63K€ - 71K€]**
Technical Team Leader	66,311€ (41€/h)	**[46K€ - 86K€]**
Mobile Apps Developer	66,100€ (41€/h)	**[46K€ - 86K€]**
Project Manager	56,152€ (35€/h)	**[40K€ - 73K€]**
UX/UI Designer	51,000€ (32€/h)	**[36K€ - 66K€]**
Full-Stack Developer	49,492€ (31€/h)	**[41K€ - 58K€]**
Back-End Developer	44,800€ (28€/h)	**[35K€ - 55K€]**
Data Scientist/Data Engineer	43,886€ (27€/h)	**[39K€ - 49K€]**
Front-End Developer	39,723€ (25€/h)	**[33K€ - 46K€]**
Business Applications (BI/CRM/ERP)	39,360€ (25€/h)	**[31K€ - 48K€]**
Product Owner/ Product Manager	38,550€ (24€/h)	**[27K€ - 50K€]**

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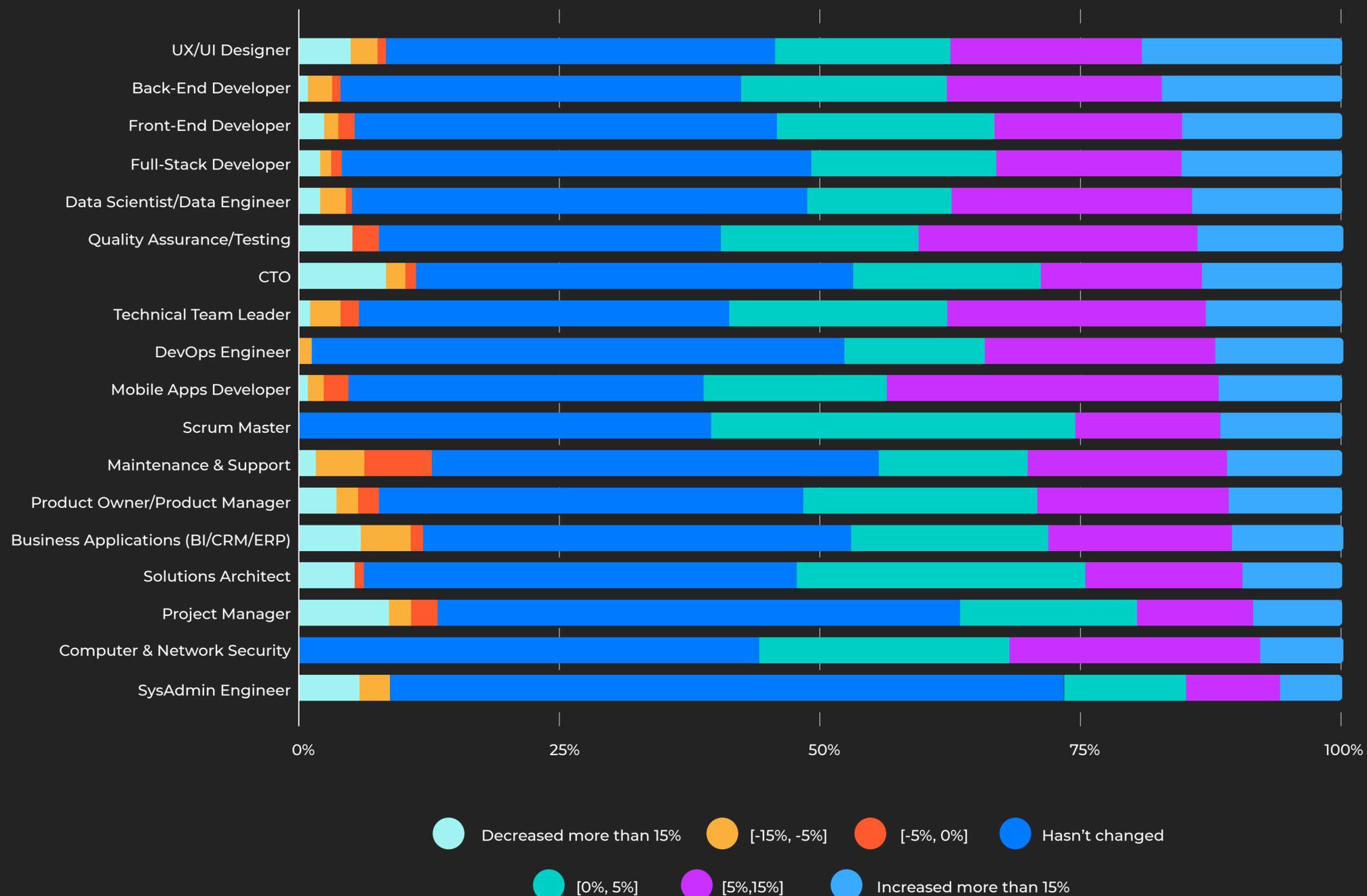Data Sheet

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SALARY

Salary variation by Job Role in the last 12 months

42% of total respondents stated they hadn't a salary change in the last 12 month (up from 36% in the last report).

· Around 6% of respondents had their pay reduced.

· 2020 brought the pandemic, and with it a lot of uncertainties for both tech talent and companies. This might have had an negative impact on salary raises.

· Regarding the different Job Roles, the top 3 categories with more people having salary raises are Mobile Apps Developer, Quality Assurance/Testing and Scrum Master.

· Worst Job Role categories are Project Manager and SysAdmin Engineer, with less than 40% of respondents with a salary raise.

Legend:
- Decreased more than 15%
- [-15%, -5%]
- [-5%, 0%]
- Hasn't changed
- [0%, 5%]
- [5%,15%]
- Increased more than 15%

Chart categories (top to bottom): UX/UI Designer, Back-End Developer, Front-End Developer, Full-Stack Developer, Data Scientist/Data Engineer, Quality Assurance/Testing, CTO, Technical Team Leader, DevOps Engineer, Mobile Apps Developer, Scrum Master, Maintenance & Support, Product Owner/Product Manager, Business Applications (BI/CRM/ERP), Solutions Architect, Project Manager, Computer & Network Security, SysAdmin Engineer

X-axis: 0%, 25%, 50%, 75%, 100%

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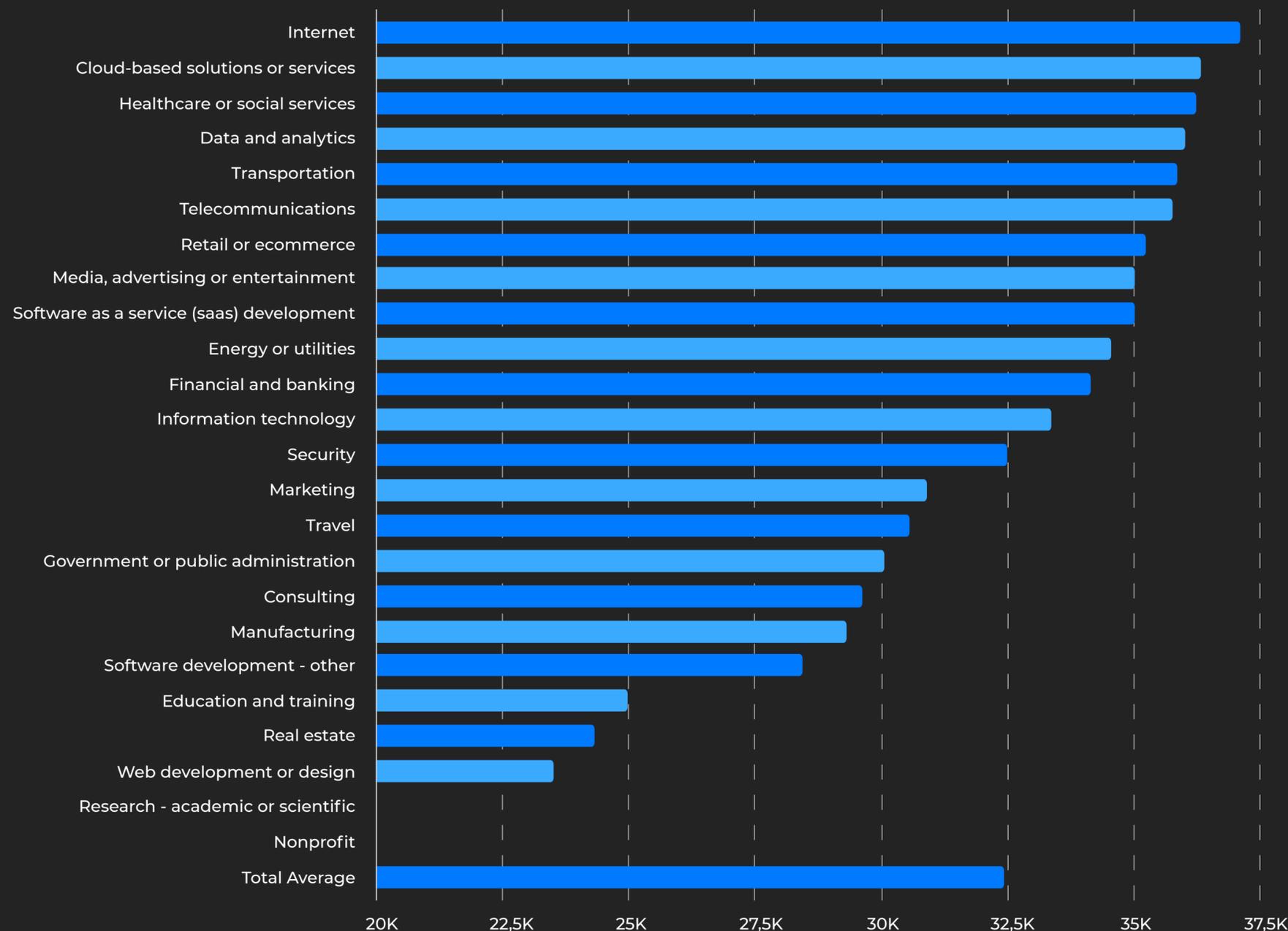
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SALARY

Salary per Company Industry

Even though Consulting and Software Development are the company industries with more respondants, these companies are also in the lower ranks of the average salary.

· These are mostly 'IT Services' companies, usually developing low tech solutions for other companies, and most of the times fighting for man/hour rates over the existing projects. This naturally brings both project costs and salaries down.

· On the other hand, still on the segment of companies providing solutions for other companies, we have Cloud-based solutions, Data and Analytics and SaaS high on the average salary spectrum. We'd hypothesize these categories are trending over more 'traditional' IT Companies, and need to fight more for tech talent, thus paying more.
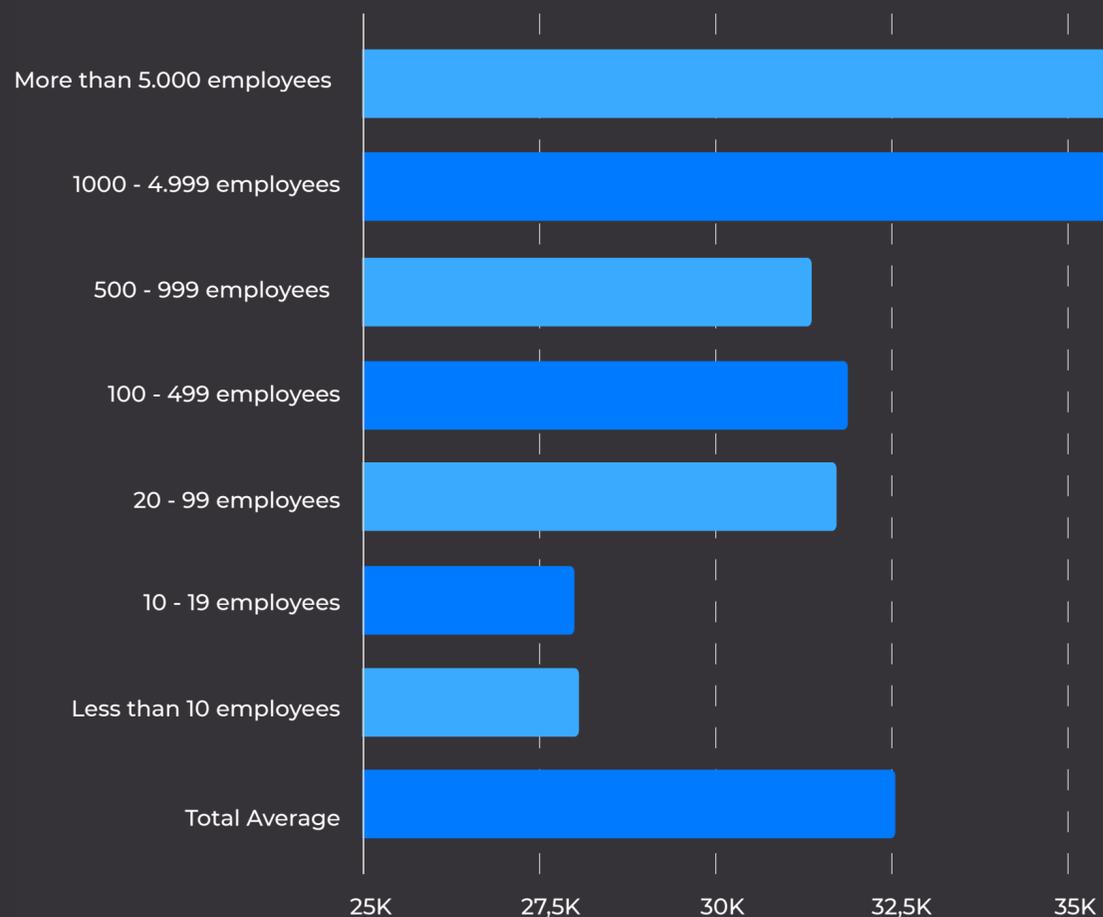
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Chart: Salary per Company Industry (horizontal bar chart, X-axis from 20K to 37,5K)

- Internet
- Cloud-based solutions or services
- Healthcare or social services
- Data and analytics
- Transportation
- Telecommunications
- Retail or ecommerce
- Media, advertising or entertainment
- Software as a service (saas) development
- Energy or utilities
- Financial and banking
- Information technology
- Security
- Marketing
- Travel
- Government or public administration
- Consulting
- Manufacturing
- Software development - other
- Education and training
- Real estate
- Web development or design
- Research - academic or scientific
- Nonprofit
- Total Average

X-axis: 20K, 22,5K, 25K, 27,5K, 30K, 32,5K, 35K, 37,5K

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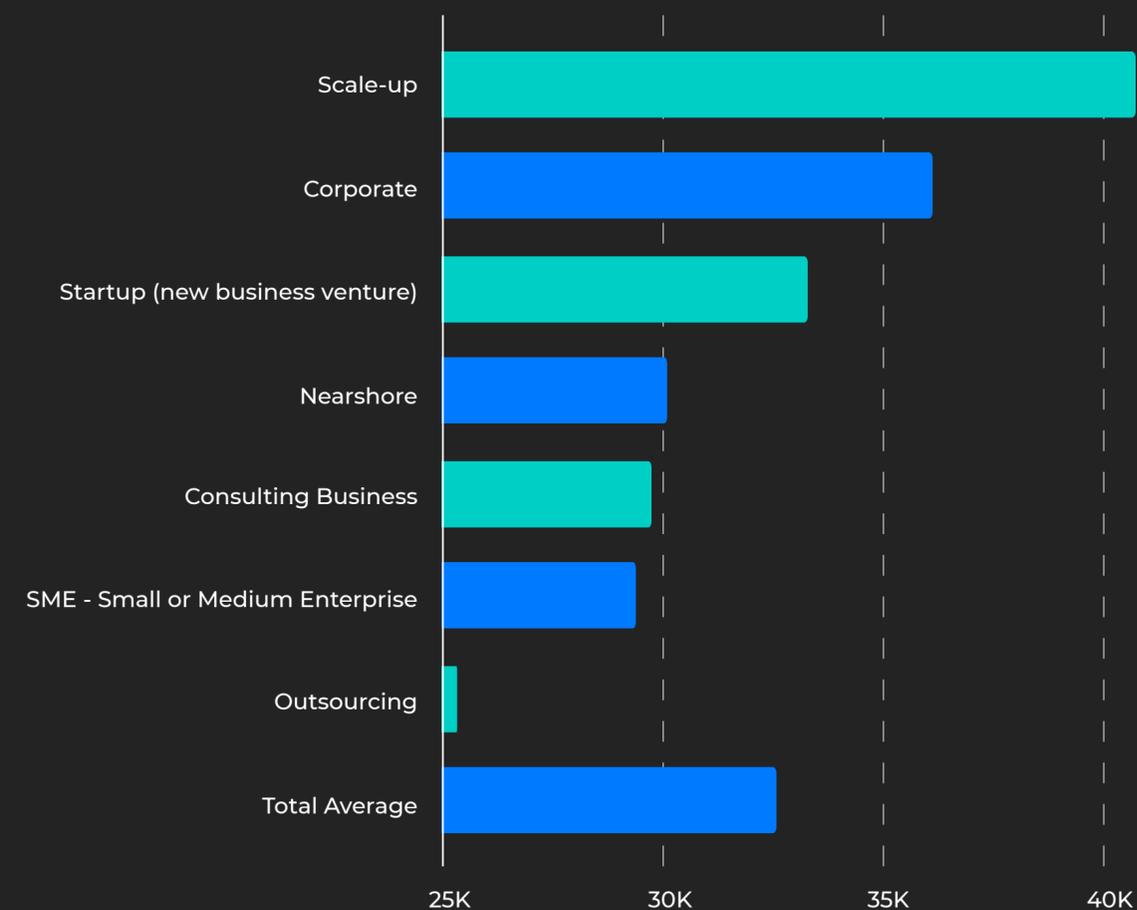
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Salary per Company Size

- Salary values rise, on average, with the number of employees, with steep differences below 20 employees and over 1.000 employees.

Salary per Company Type

- Scale-ups are all the rage, and Outsourcing doesn't seem too attractive.
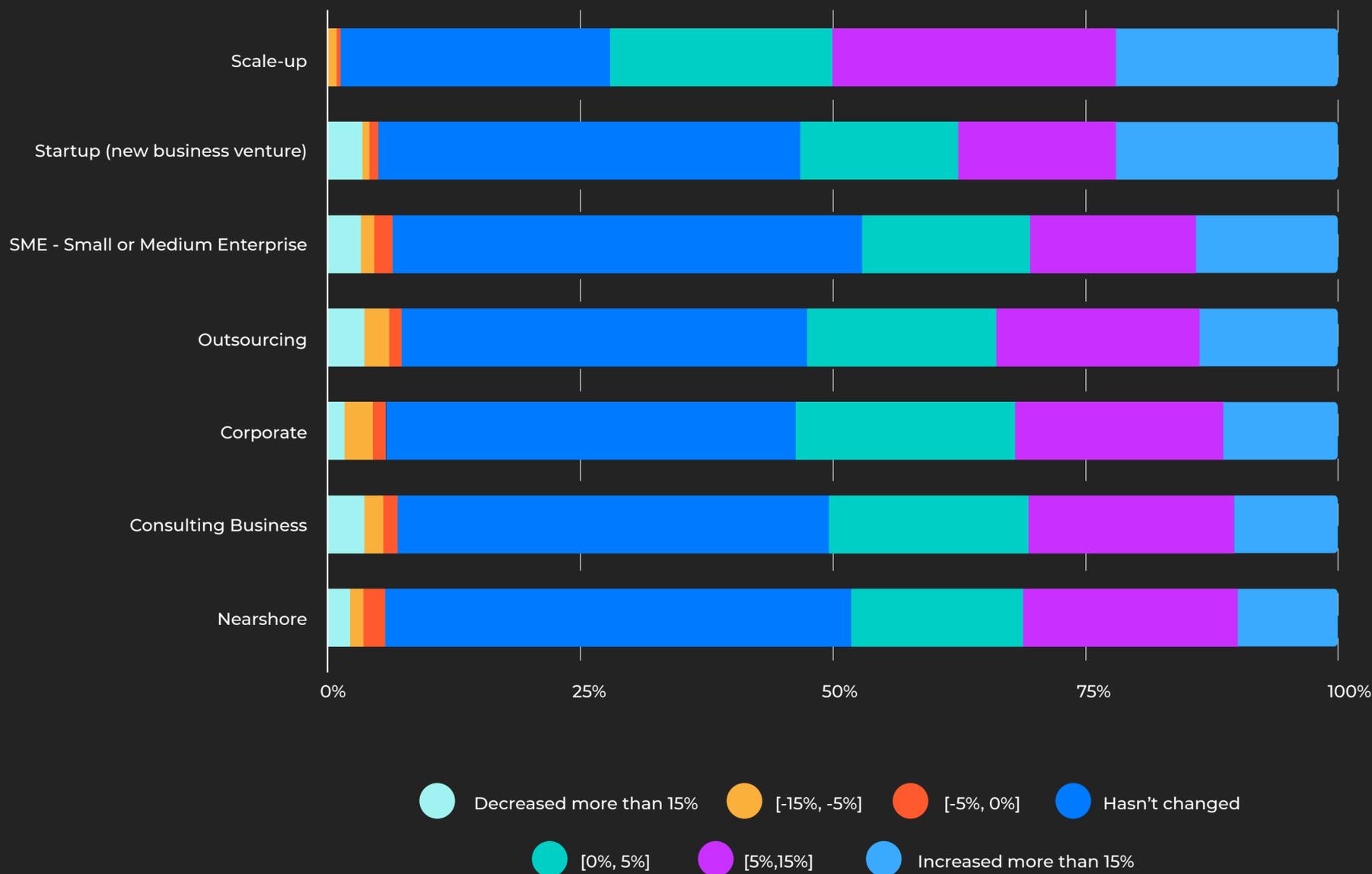
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Salary Variation by company type

Again, Scale-ups are booming, with 72% of respondents stating they had a salary raise.

· Following the line of lower salaries, company types with more salary downgrades are Outsourcing (7,5%) and Consulting Business (7,1%). Again, not a good prospect for those company types in terms of talent attraction.

Legend:
- Decreased more than 15%
- [-15%, -5%]
- [-5%, 0%]
- Hasn't changed
- [0%, 5%]
- [5%,15%]
- Increased more than 15%

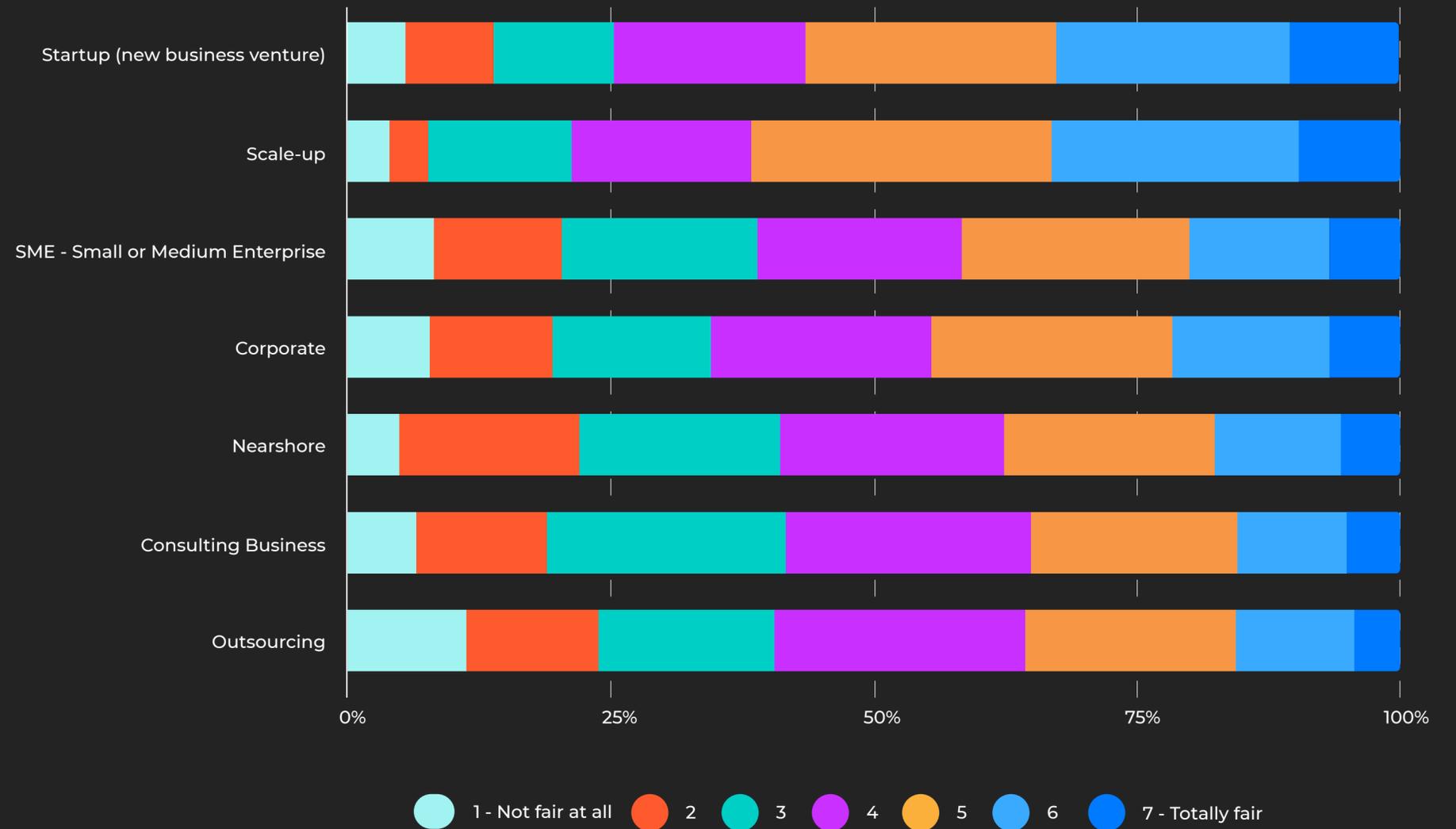Sponsored by

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SALARY

Salary Fairness Perception by Company Type

When it comes to salary fairness perception, Startups and Scale-ups rank on the top.

· This might mean the salaries are good or have increased, or that people feel really well working in these companies (or a combination of all of the above reasons).

· Facts are facts, and perceptions count as hell when attracting and retaining top talent.

· Running the risk of generalizing, it seems Outsourcing, Consulting Business and Nearshore companies may be at the bottom of the choices of the Tech Talent Pool. They need to step up their employee satisfaction game if they want to compete with other companies.

Legend:
1 - Not fair at all | 2 | 3 | 4 | 5 | 6 | 7 - Totally fair

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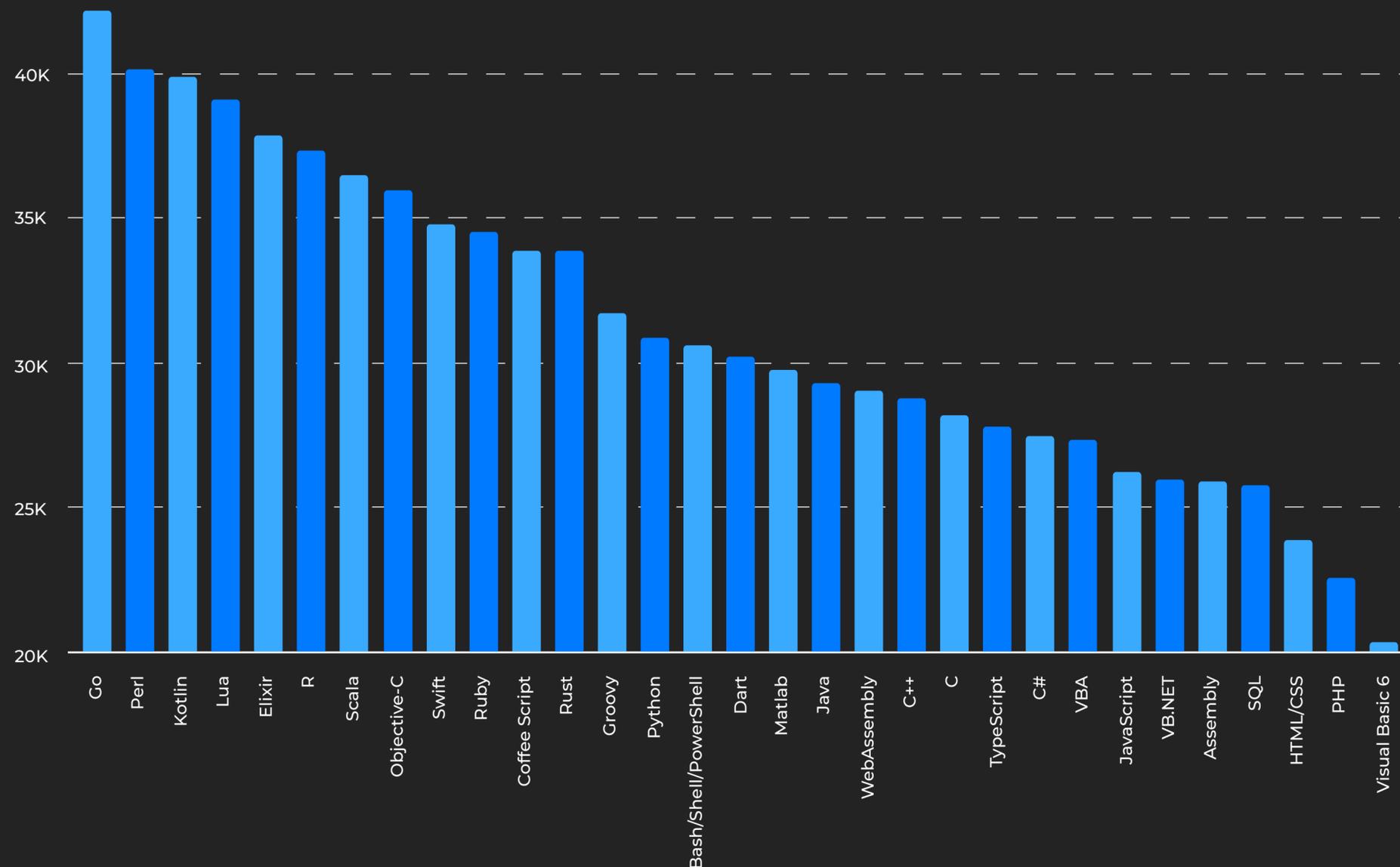**Landing.Jobs**
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SALARY

Salary per Language

Go, Perl and Kotlin are the top 3 paying languages. VBA and PHP translate to low wages.

- Mobile dev languages (Kotlin, Swift and Objective-C) are in a very good salary moment.

- But you know what else: all of these still make way more than the average worker of other industries. Tech is good for your wallet.

- If you're a company, understand that languages matter. Choose the ones you'll use wisely. A sign of the times.

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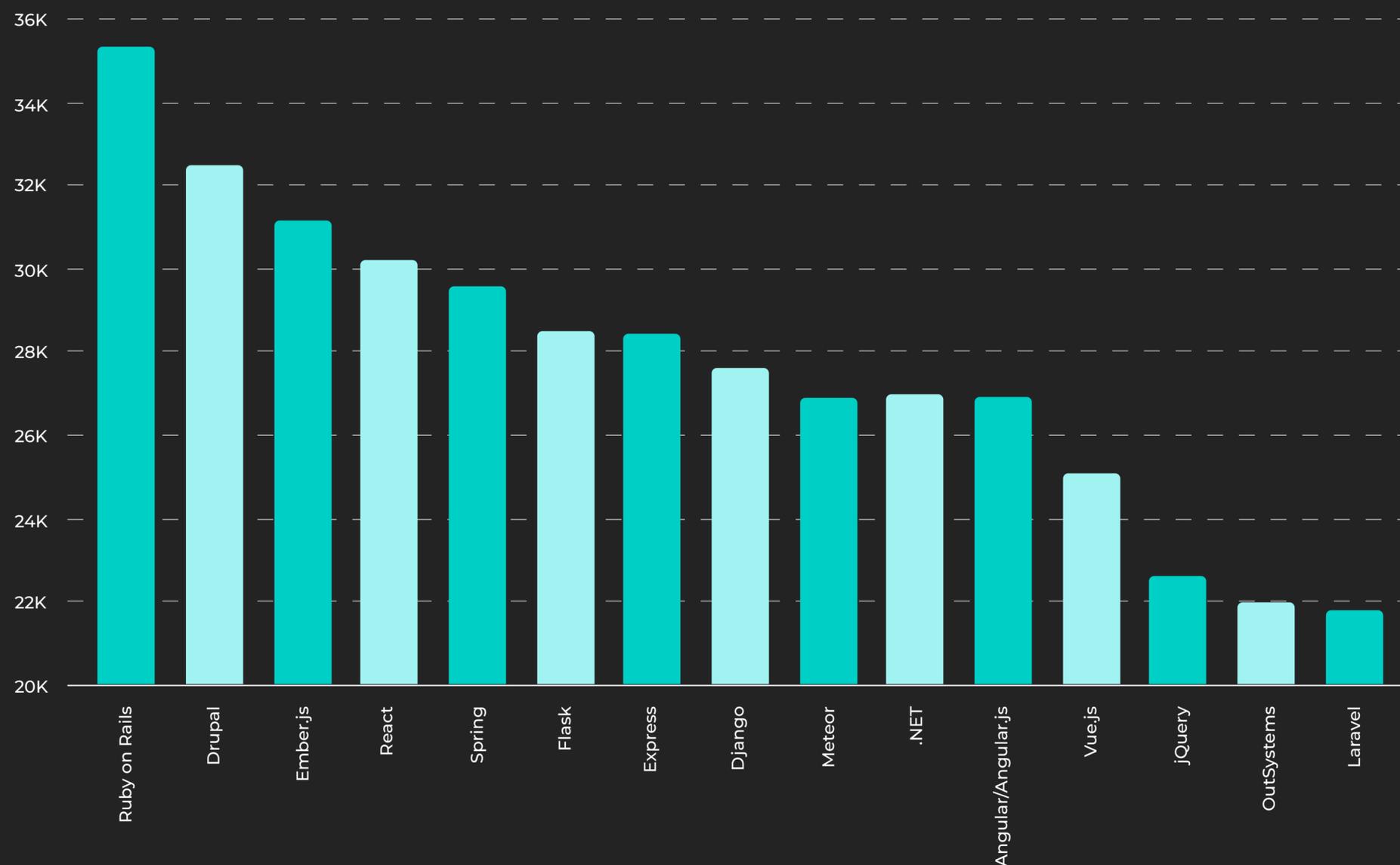
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Salary per Framework

As development frameworks go, there is one clear winner: Ruby on Rails. Rails has not lost its charm.

- On second place, Drupal is an interesting contender, followed by Ember.js, apparently the most well paid Javascript based dev framework.

- The widely used React comes in fourth place, followed by a plateau of most of the other frameworks under scrutiny.

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SALARY

Average Salary per Remote/Office, Contractor/Permanent Employeer and PT/ International Company

The combination Contractor + Remote Job + International company tops, not surprisingly, the salary rank.

· Worth noting that Permanent Employees working remotely for an international company fares on 2nd place.

· On the downside, the worst salary combination is Permanent Employee with a Full Office Job in a Portuguese company.
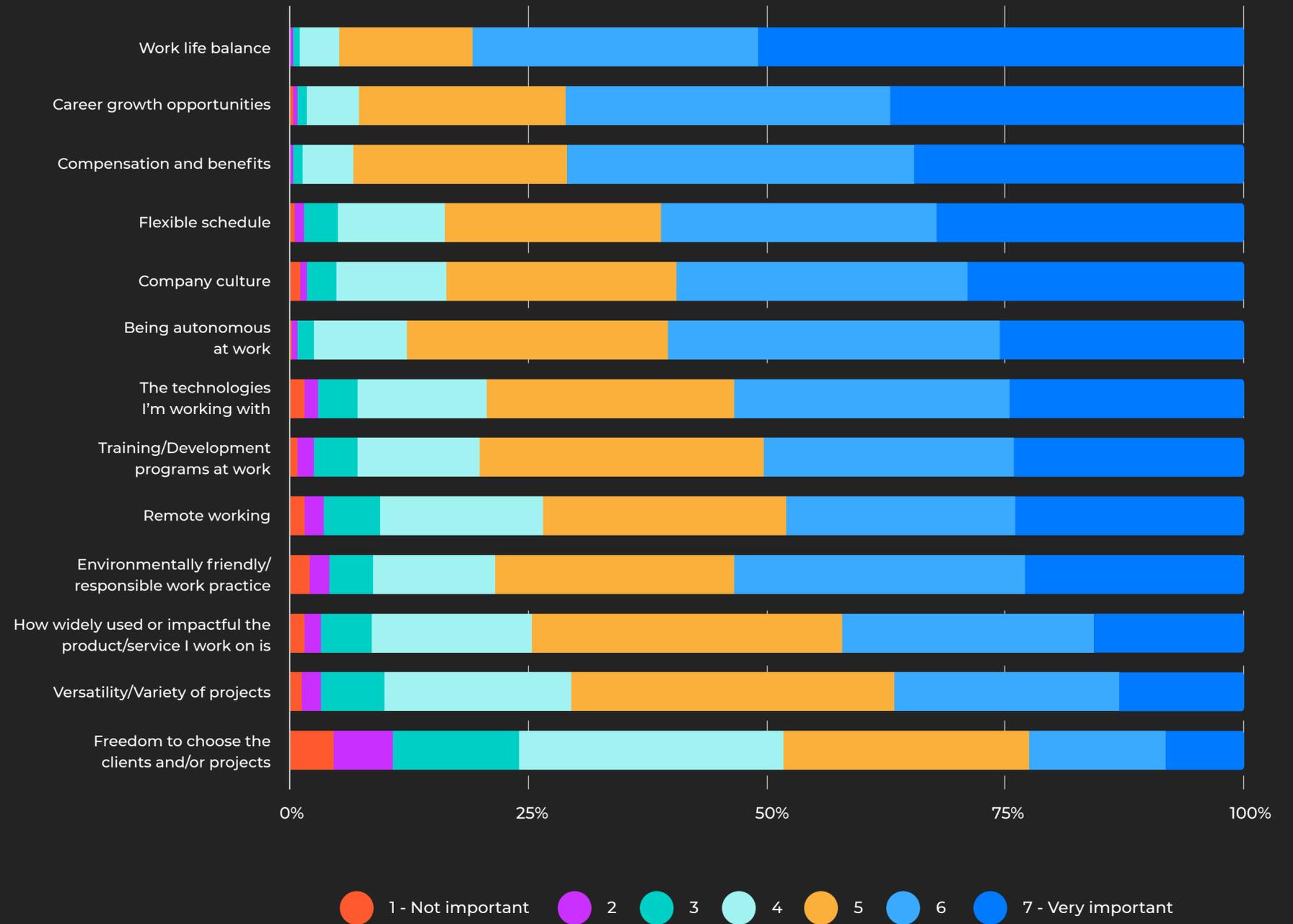
· A lot to debate over this simple chart.

● International Company   ● Portuguese Company
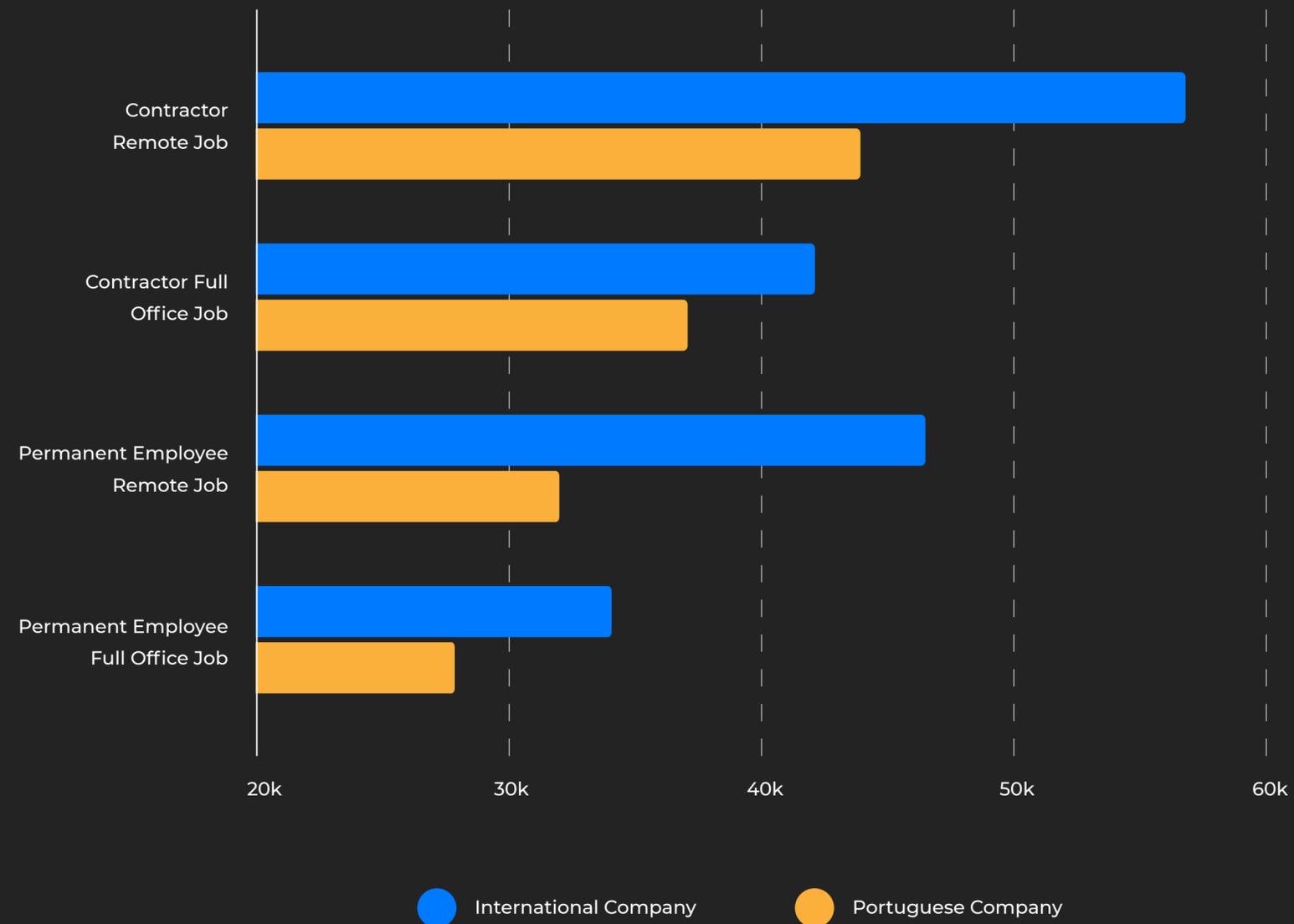
MOTIVATORS & PERKS

Job Motivators

Work Life Balance keeps its #1 place in the Motivator ranking, clearly showing a strong preference over more 'material' aspects like Career Growth Opportunities and Compensation and Benefits (even though these are obvisouly very relevant).

Flexible Schedule, Culture and Autonomy are also highly valued topics.

On the downside, impact, variety and freedom to chose the projects to work on are clearly less valuable to the IT crowd.
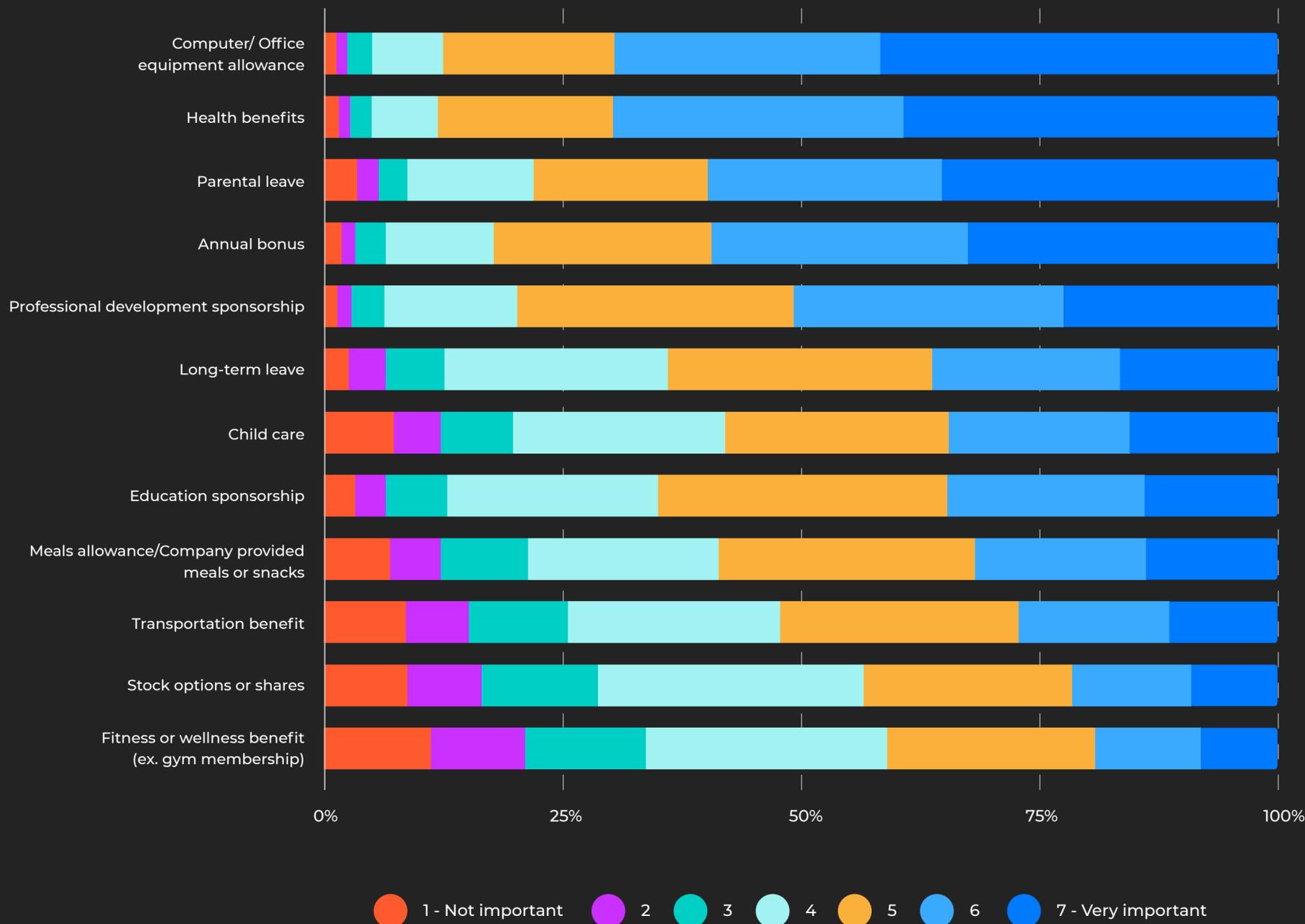
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MOTIVATORS & PERKS

Jobs Perks

This year's big surprise is the rise to the #1 position of Computer / Office equipment allowance (was #4 last year).

· It's fairly possible this has something to do with the pandemic context, and tech professionals having gone to work from their homes.

· Same as last year, Stock Options are clearly a no-go for tech professionals. Companies, please don't assume everyone wants to be a shareholder.

· Remaining perk categories remained more or less the same.

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CONCLUSION

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· A total of 4.050 tech professionals responded to this survey (2.578 in 2020). Of these, only 3.540 were considered for producing the results in this report, the ones residing in Portugal and that were not 'Students' or 'Not working right now' (2.556 in 2020).

· The respondants are both Landing.Jobs users and other Tech Professionals.

· This survey was open to the public from 07/January/2021 to 14/February/2021.

Methodological notes:

· Annual Contractors salary values were calculated by multiplying the hour value rate reported by the respondents by 10 months by 160h monthly work hours [rate x 10 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 under-sampling bias;

For inquiries or comments about this survey, or to obtain the base data, please reach us at letstalk@landing.jobs.

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