

Ants Tech Recruiters

Salary statistics within the tech industry 2022

Are you up-to-date with the latest salary statistics for software developers and architects in Sweden? Discover how you can ensure competitive compensation and attract the most talented candidates by reading Ants Tech Recruiters' salary report 2023.





This report presents salary statistics for 201 backend, frontend and full stack developer and architect hires performed by Ants Tech Recruiters in 2022. The statistics are also compared to data from 2021 to illustrate changes in salary levels from previous years.

The report presents:

- The average salary for backend, frontend, and fullstack developers
- The average salary for architects
- Differences in salary between backend, frontend, and fullstack developers
- The average salary in relation to experience, role and gender

The purpose of the report is to present salary statistics to give an indication of salary levels within Sweden. For this reason, placements located outside of Sweden are excluded.

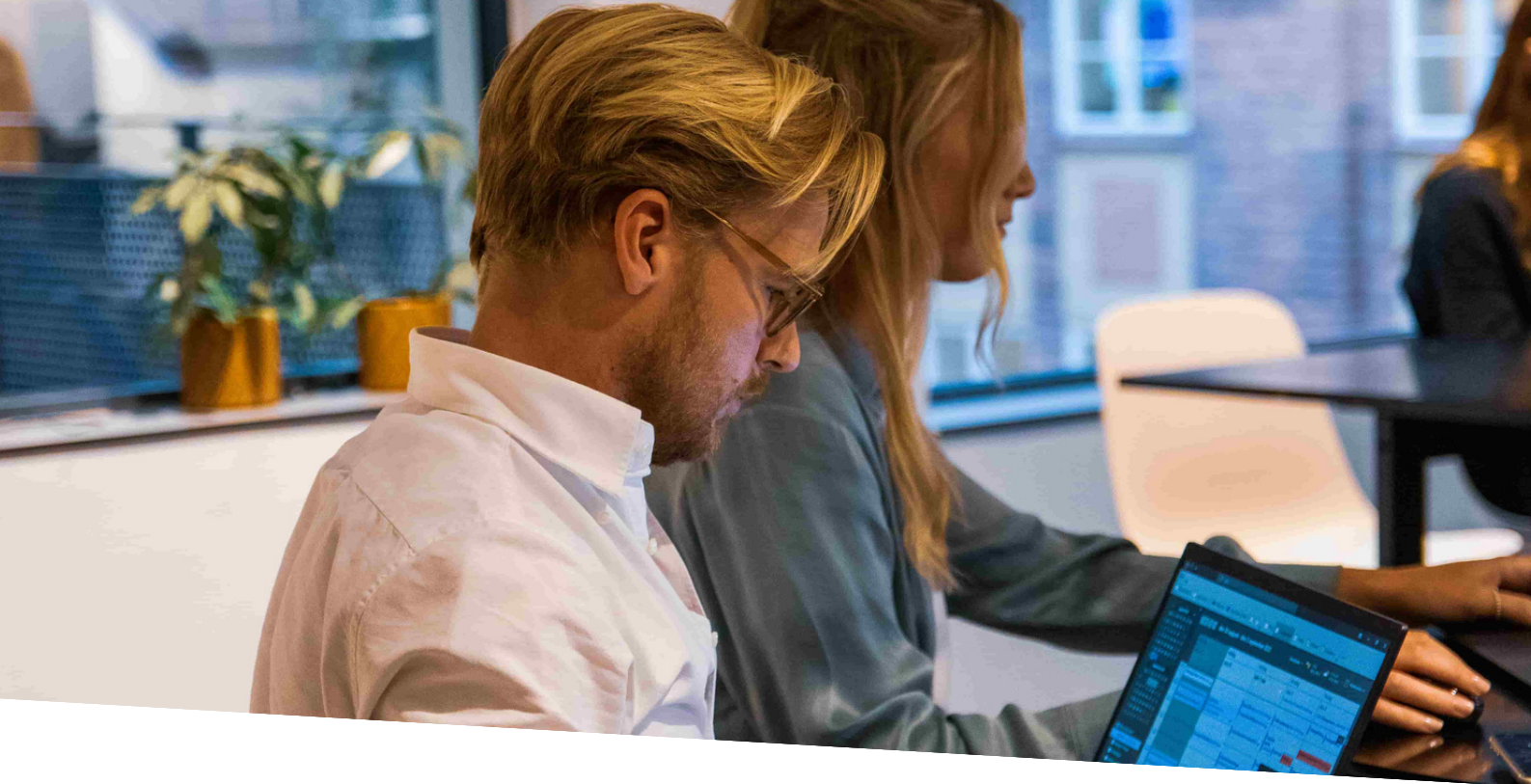
Selection

Backend developers include developers who work with backend development technologies, such as .NET, Java, C, and Python.

Frontend developers include developers who work with frontend development technologies and frameworks, such as JavaScript, React, and Angular.

Fullstack developers include developers who work with techniques and frameworks for both backend and frontend development, like those mentioned above.

The architect section includes roles such as solution architect, cloud architect, system architect and information architect.



How Ants works with recruitment and salaries for our customers

At Ants Tech Recruiters, we do end-to-end recruitments for our clients. In our collaborations, the goal is to become as integrated as possible. It includes getting to know the client's business, culture and recruitment needs to match them with the best candidates.

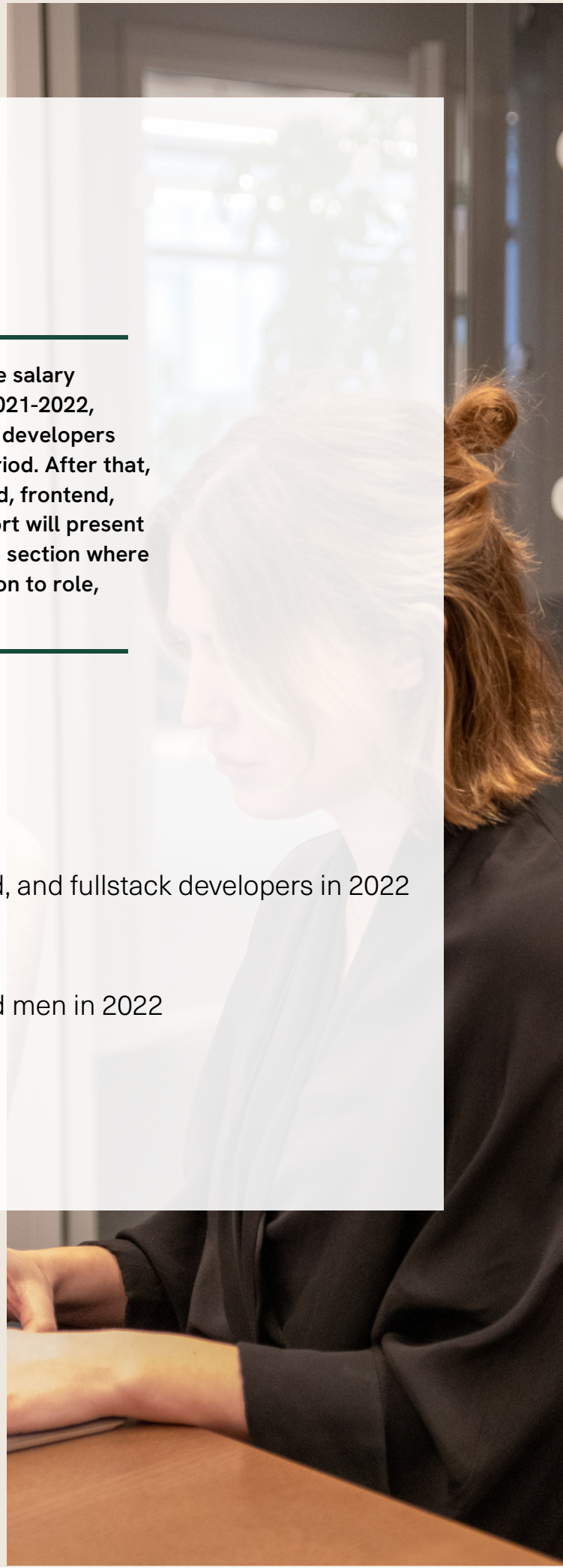
This report consists of a selection of the approximately 1200 recruitments Ants Tech Recruiters has made for various clients between 2021 and 2022. The data presented include recruitments where the company and candidate have agreed on a final salary. After that, Ants Tech Recruiters has been able to take part of the salary data. Therefore, this report does not reflect those candidates whose salary claims did not match the companies' salary ranges.

Ants Tech Recruiters is not involved in determining the client's salary budget.

Content

The first section of the report will present the salary statistics for backend developers between 2021-2022, followed by the salary statistics for frontend developers and fullstack developers during the same period. After that, we will compare the salary levels for backend, frontend, and fullstack developers. After that, the report will present the salary levels for architects, followed by a section where a presentation of the average salary in relation to role, experience and gender will be illustrated.

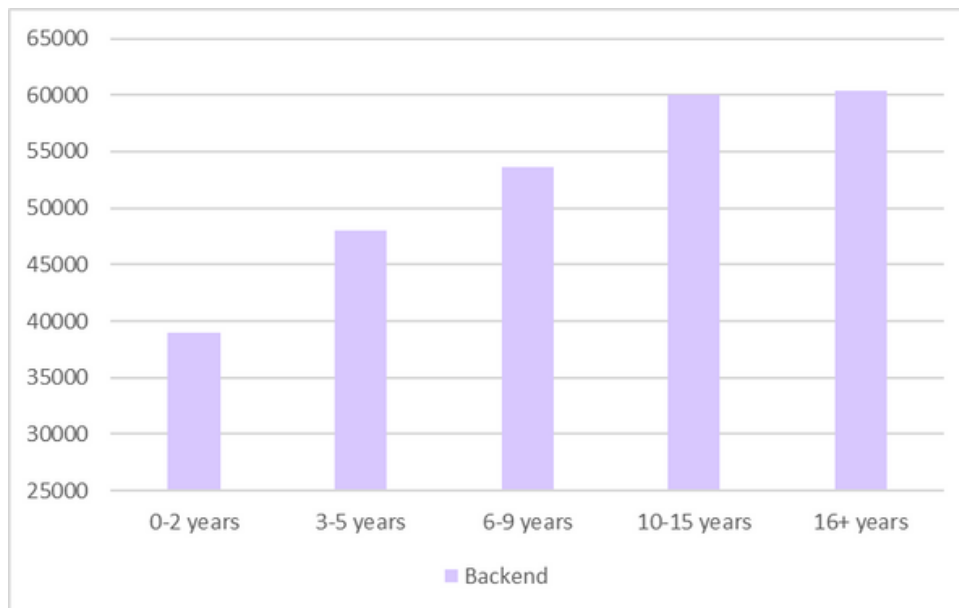
- 01** Backend developer 2021-2022
- 02** Frontend developer 2021-2022
- 03** Fullstack developer 2021-2022
- 04** Comparison of backend, frontend, and fullstack developers in 2022
- 05** Architects 2021-2022
- 06** Salary differences for women and men in 2022
- 07** Conclusion & summary



Backend developer

In this section, the salary statistics for backend developers recruited in 2022 will be presented, as well as a comparison with statistics from 2021.

Diagram 1 Average salaries 20



Data set

The data set for backend developers in 2022 consists of 112 recruitments. Of these, 77 people have 0-10 years of experience, which constitutes 68% of the data set.

The diagram shows that the average salary for backend developers with 0-10 years of experience increases significantly at first but then reaches a point where it stops increasing.

Diagram 1

Diagram 1 presents the average salary for all backend developers based on years of experience. The diagram shows that the average salary for backend developers with 0-10 years of experience increases significantly at first but then reaches a point where it stops increasing. In our experience, we often see a steep development curve regarding how independent a developer is in the first years. This means there is a big difference between a developer with 3-5 years of experience and one with 0-2 years of experience.

Furthermore, the average salary for backend developers with 16+ years of experience differs marginally from those with 10-15 years of experience. Therefore, based on the data, this can be analysed as a less steep development curve after 10+ years of experience.

Diagram 2 **Individual salaries 2022**

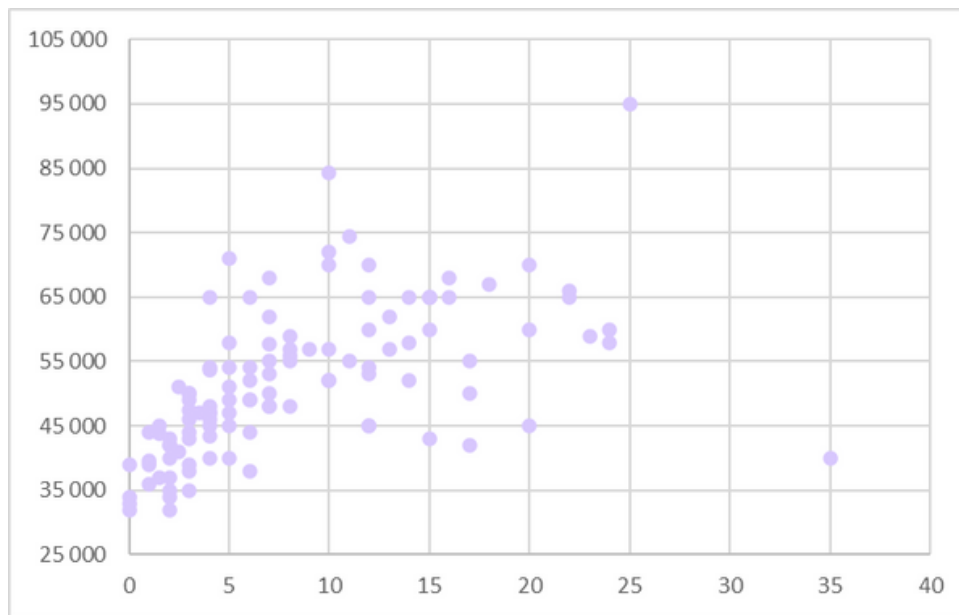


Diagram 2

Diagram 2 presents each backend developer's salary and number of years of experience. The diagram illustrates that the spread in salary is relatively small for people with between 0-4 years of experience. While for the more senior developers, there is a greater spread in salary, for the same number of years of experience.

The diagram also shows that the average salary levels out after ten years, but the spread between salaries is large. Therefore, one may argue that experience longer than ten years is less important and that other factors influence the salary setting for these candidates. Hence, based on our experience, such a factor could be excellence in a niche and business-critical area. For example, it could be an experience in cloud services, application development or architecture.

Another factor can be qualities that make a candidate suitable for leading a team, such as "lead backend developer".

Highest salary

SEK 95 000

Lowest salary

SEK 32 000

Diagram 3 Average salaries 2021-2022

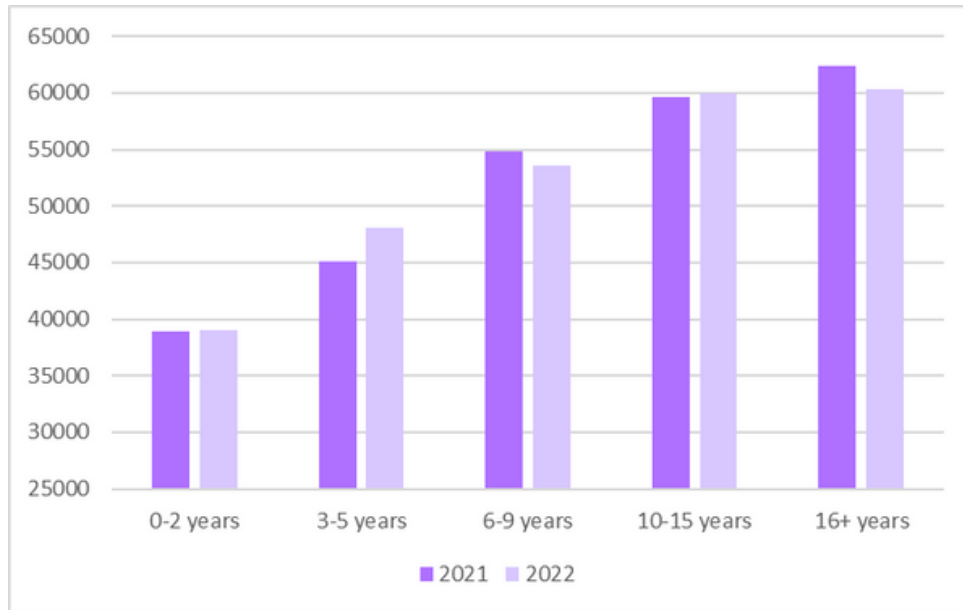


Diagram 3

Diagram 3 presents the average salaries for backend developers in 2021 and 2022. The statistics are grouped based on the number of years of experience. The diagram shows that the average salary for developers with 0-2 years and 10-15 years of experience is in line with each other in 2021 and 2022. However, the average salary for backend developers with 6-9 years and 16+ years of experience has decreased from 2021 to 2022. It is only for backend developers with 3-5 years of experience that the average salary has increased in 2022 compared to 2021.

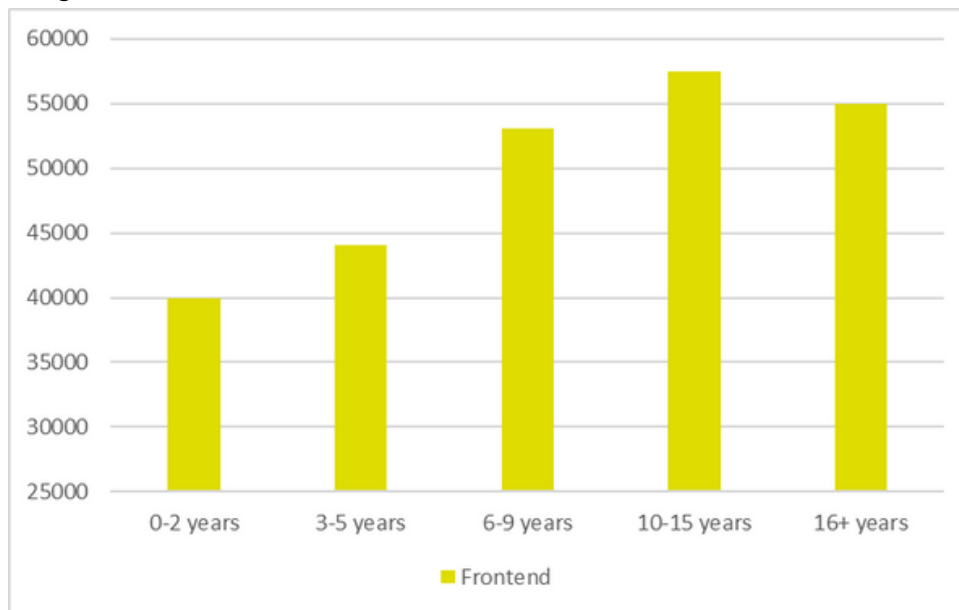
Looking at the data set of backend developers, the average salary has decreased 1% compared to the previous year. That the average salaries decreased rather than increased for backend developers from the year 2021 to the year 2022 can be interpreted against the background of the current volatile market sentiment. During 2022, for example, interest rates have increased significantly, which has affected a large part of the technology industry and may have led to a more restrained wage setting. More about this will be discussed in the concluding chapter.



Frontend developer

In this section, the salary statistics for frontend developers recruited in 2022 will be presented, as well as a comparison with statistics from 2021.

Diagram 4 Average salaries 2022



Data set

The data set for frontend developers in 2022 consists of 33 recruitments. Of these, 20 people have 3-9 years of experience, constituting 61% of the data set.

"A frontend developer with 6+ years of experience seems to be highly valued on the job market, but after 10+ years of experience, we don't see the same tendencies towards a salary increase."

Diagram 4

Diagram 4 presents the average salary for all frontend developers based on years of experience. We find the most significant difference in average salary between the groupings 3-5 years experience and 6-9 years experience.

A frontend developer with 6+ years of experience seems highly valued in the labour market. Still, after 10+ years of experience, we don't see the same tendencies towards a salary increase. This can be equated with a backend developer, where the development curve is steep in the first professional years and then reaches a point where it stops increasing.

Diagram 5 **Individual salaries 2022**

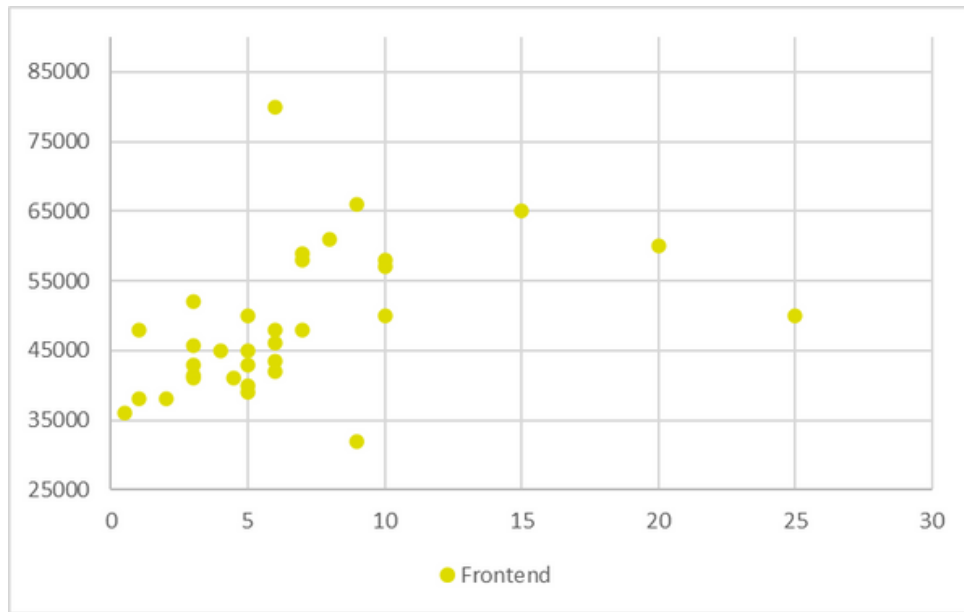


Diagram 5

Diagram 5 presents each frontend developer's salary and experience. The diagram illustrates that frontend developers with 0-10 years of experience increase in salary in line with the number of years of experience.

Similar to diagram 2 in the section on backend developers, the data for frontend developers shows a levelling of the salary development after ten years of experience.

Highest salary

SEK 80 000

Lowest salary

SEK 32 000

Diagram 6 Average salaries 2021-2022

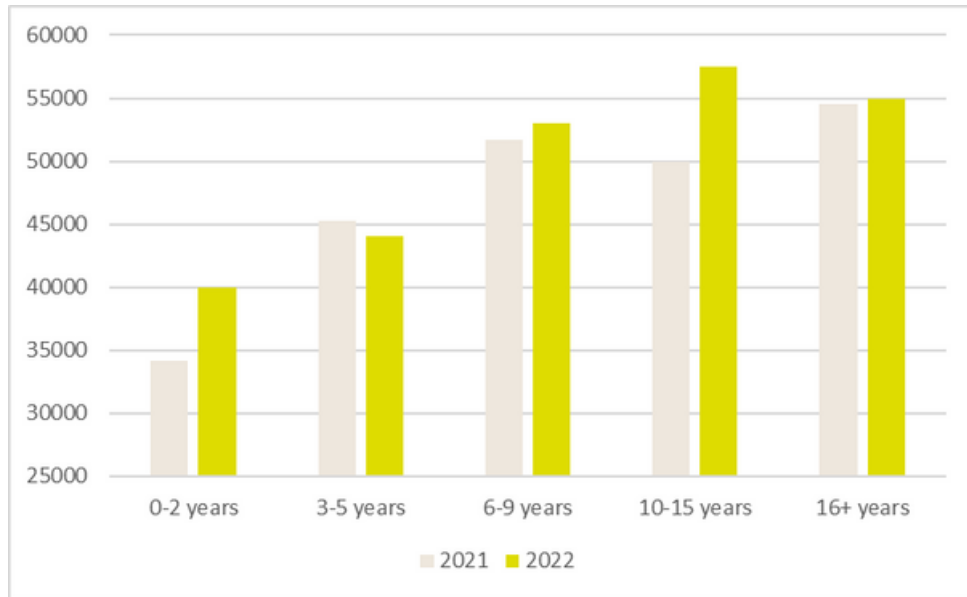


Diagram 6

Diagram 6 presents the average salaries for frontend developers in 2021 and 2022. The statistics are grouped based on years of experience. The diagram shows that the average salary for developers with 3-5 years of experience is the only one that decreased in 2022 compared to 2021. For all other groups, the average salary has increased from the previous year, showing a general salary increase for frontend developers in 2022 compared to 2021.

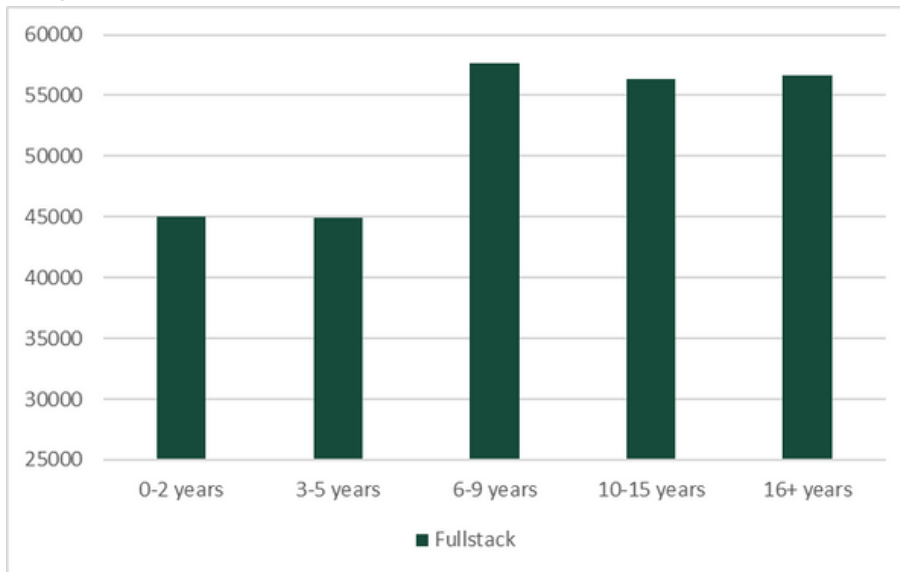
For the entire data set of frontend developers, the average salary has increased 6% compared to the previous year. This can be compared to the average salary for backend developers, which decreased 1% from 2021 to 2022. Generally, backend developers' average salaries are higher than frontend developers. Still, with this result, we can see tendencies that they would become closer to equal in the future. Further comparison between frontend and backend developer salaries will be analyzed on pages 10-12.



Fullstack developer

In this section, the salary statistics for fullstack developers recruited in 2022 will be presented, as well as a comparison with statistics from 2021.

Diagram 7 Average salary 2022



Data set

The data set for fullstack developers in 2022 consists of 34 recruitments. Of these, 21 people have 0-5 years of experience, constituting 62% of the data set.

Diagram 7

Diagram 7 presents the average salary for all fullstack developers, grouped based on years of experience. The average salary for fullstack developers with 16+ years of experience is marginally different from those with 10-15 years of experience.

Like frontend developers, there is the most significant difference in average salary between 3-5 years of experience and 6-9 years of experience. A fullstack developer with 6+ years of experience seems to be highly valued in the labour market. Still, after 6+ years of experience, we don't see the same tendencies towards a salary increase.

The diagram also shows that the average salary for fullstack developers with 0-2 years of experience is equivalent to the ones with 3-5 years of experience. The average salary for 0-2 years of experience for fullstack developers is high compared to frontend and backend developers with the same experience level.

This tendency may indicate that the broad experience that a fullstack developer possesses is highly valued, especially at the beginning of the career. It can also be interpreted that fullstack developers are good at presenting their broad competence in salary-setting dialogues.

Diagram 8 Individual salaries 2022

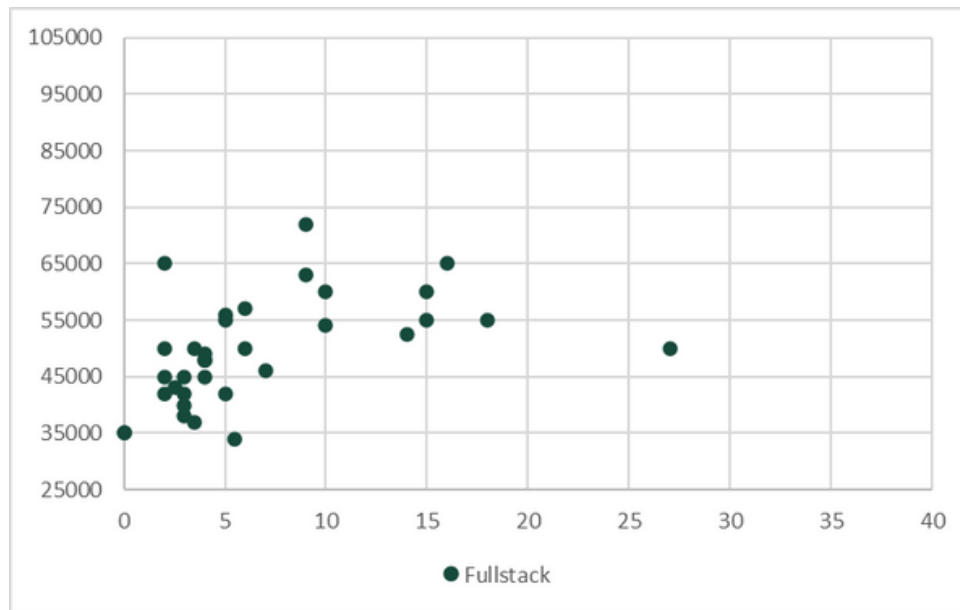


Diagram 8

Diagram 8 presents each fullstack developer's salary and years of experience. The diagram illustrates that developers with 0-10 years of experience increase in salary, in line with years of experience. Similar to average salaries for frontend and backend developers, the average salary for fullstack developers levels out after 10 years of experience.

Highest salary

SEK 72 000

Lowest salary

SEK 34 000

Diagram 9 Average salaries 2021-2022

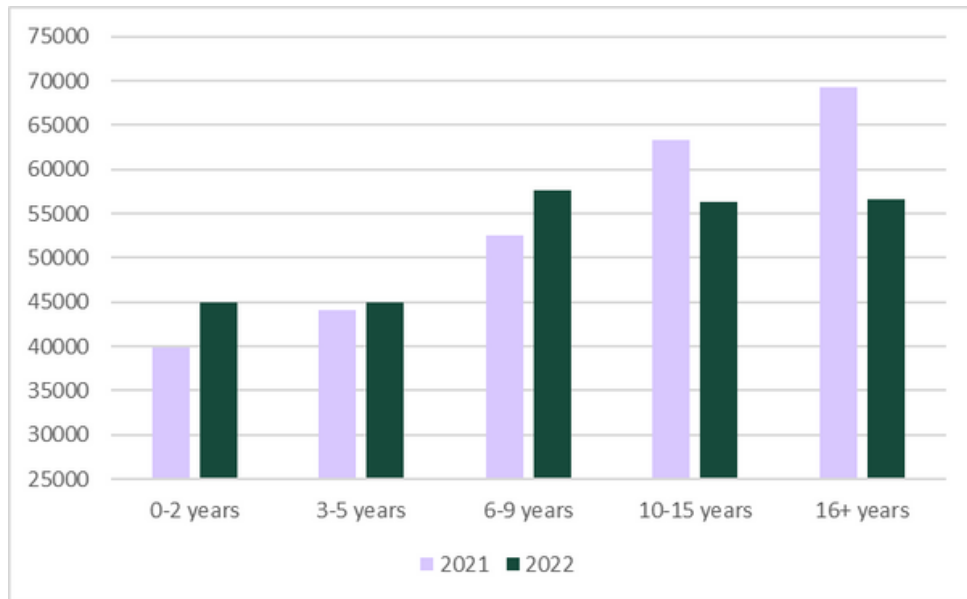


Diagram 9

Diagram 9 presents the average salaries for fullstack developers in 2021 and 2022. The statistics are grouped based on years of experience. The diagram shows that the average salary for fullstack developers with 3-5 years of experience is in line with each other in 2021 and 2022.

The diagram further shows that the average salary for fullstack developers with 0-2 years and 6-9 years of experience increased in 2022 compared to the previous year. On the other hand, the average salary for developers with 10-15 years and 16+ years of experience has decreased from 2021 to 2022.

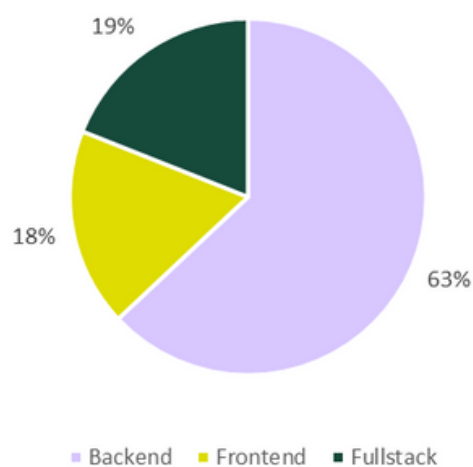
For the entire data set of fullstack developers, the average salary has decreased by 3% compared to the previous year.



Comparison of backend, frontend, & fullstack developers

In this section, we will compare the salary statistics for backend, frontend and fullstack developers recruited in 2022.

Diagram 10 Role Distribution



Data set

The data set for this comparison is based on the following:

- 2021: 181 recruitments (123 with 0-10 years of experience, which constitutes 70% of the data set)
- 2022: 179 recruitments (135 with 0-10 years of experience, which constitutes 75% of the data set)

Diagram 10

Diagram 10 presents the data set of backend, frontend, and fullstack developers. The diagram shows that the data set is significantly larger for backend developers than for frontend and fullstack developers.

The diagram shows that the data set is significantly larger for backend developers than for frontend and fullstack developers.

Diagram 11 Individual salaries 2022

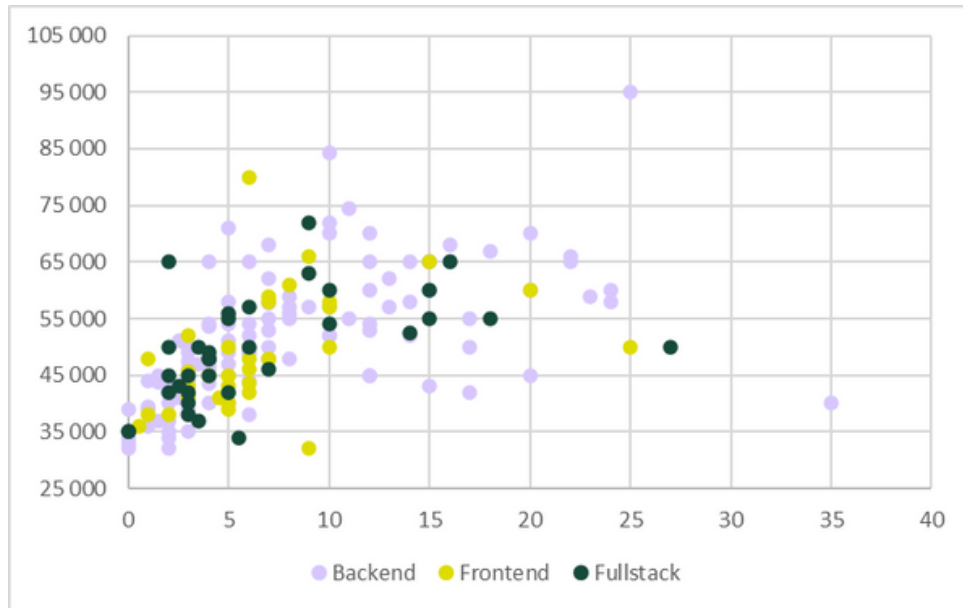


Diagram 11

Diagram 11 presents each backend, frontend, and fullstack developer's salary and years of experience. The diagram illustrates a steep salary trend for all types of developers in the first ten years before it levels out. The levelling effect of average salaries is also discussed in the respective sections for backend, frontend, and fullstack developers.

The curve for the average salaries increases significantly for developers with 0-10 years of experience. It could be explained by the fact that more people tend to change jobs during the first professional years. By changing jobs more often, you have the opportunity to raise your salary further, compared to people who stay at the same company for a more extended period.

Furthermore, Ants Tech Recruiters also hires more developers with 0-10 years of experience percentage-wise, which could also indicate this. Another explanation could be that salary tends to be an essential factor up to a certain level. For developers with 10+ years of experience, other factors, such as work-life balance, vacation days and additional benefits, may be valued higher.



Diagram 12 **Average salaries 2022**

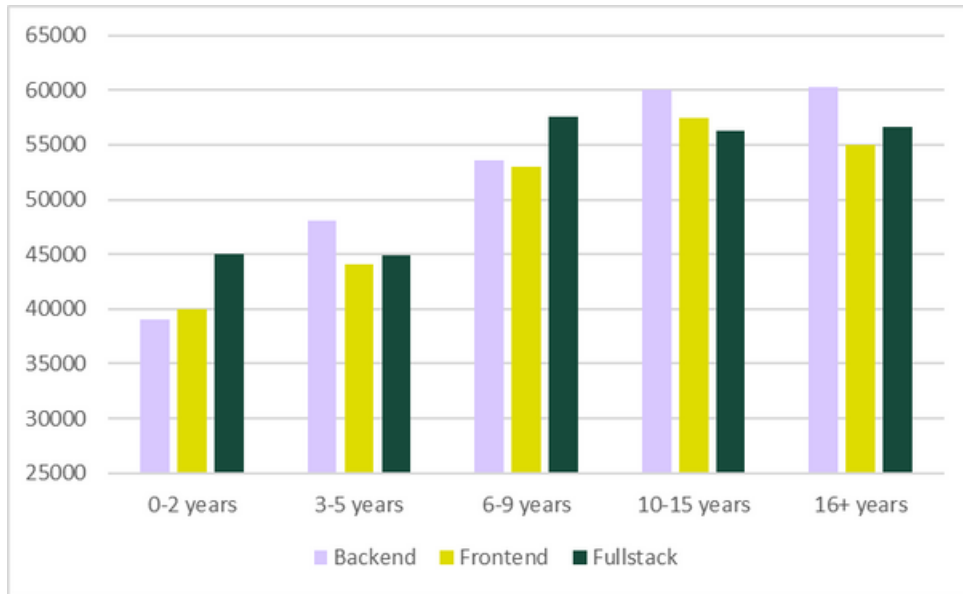


Diagram 12

Diagram 12 presents the average salary for all hired backend, frontend, and fullstack developers in 2021–2022, grouped based on years of experience. The diagram shows that fullstack developers with 0-2 years and 6-9 years of experience have a higher average salary than the corresponding years of experience for frontend and backend developers. It is, however, limited data available for fullstack developers in the categories of 0-2 years and 6-9 years of experience. On the other hand, the average salary for fullstack developers does not differ significantly from frontend developers' average salaries for different categories.

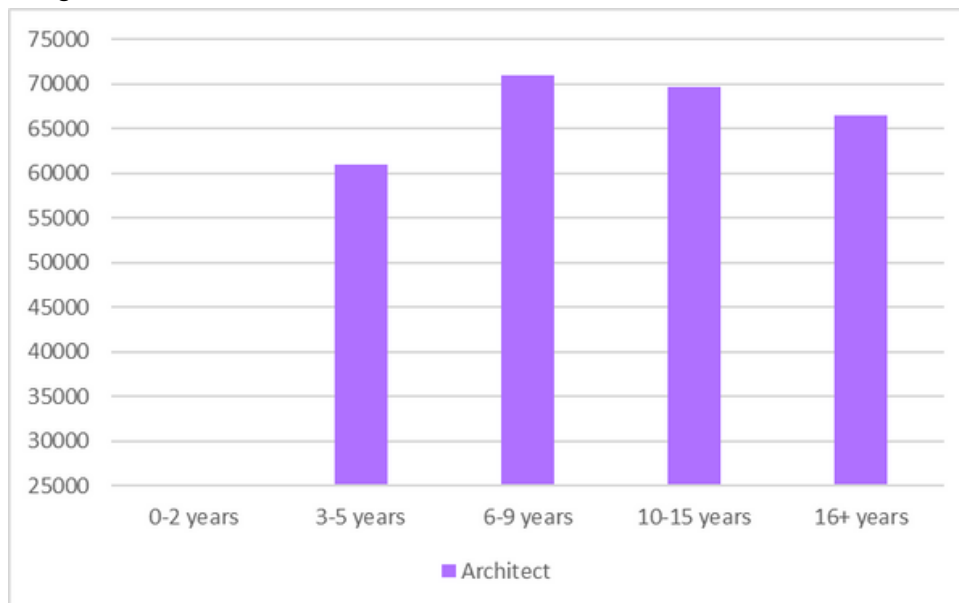
The average salary for backend developers is 6% higher than frontend developers and 4% higher than fullstack developers. If the demand for frontend and fullstack developers is generally lower, this may also mean fewer of them are in the market. That could explain the skewed data set in diagram 10.

The diagram also shows that the average salary for backend developers with more than three years of experience is higher than for frontend developers. However, for those with 0-2 years of experience, there is no significant difference in the average salary for backend and frontend developers. This can be explained by the fact that the demand for backend developers is generally higher than for frontend developers among our customers.

Architects

In this section, the salary statistics for architects recruited in 2022 will be presented, as well as a comparison with statistics from 2021.

Diagram 13 Average salaries 2022



Data set

The data set for architects in 2022 consists of 22 recruitments. Of these, 15 people have 10+ years of experience, constituting 68% of the data set.

The diagram shows that those with 10-15 years of experience have a marginally lower average salary than those with 6-9 years of experience.

Diagram 13

Diagram 13 illustrates the average salary for all architects based on years of experience. The highest average salary for architects is represented by those with 6-9 years of experience, an average salary of SEK 10 000 more than for architects with 3-5 years of experience.

The diagram shows that those with 10-15 years of experience have a marginally lower average salary than those with 6-9 years of experience. This tendency is also illustrated by the fact that those with 16+ years of experience have a lower average salary than those with 10-15 years of experience. The development of salaries over time is illustrated more clearly in diagram 15.

Diagram 14 Individual salaries 2022

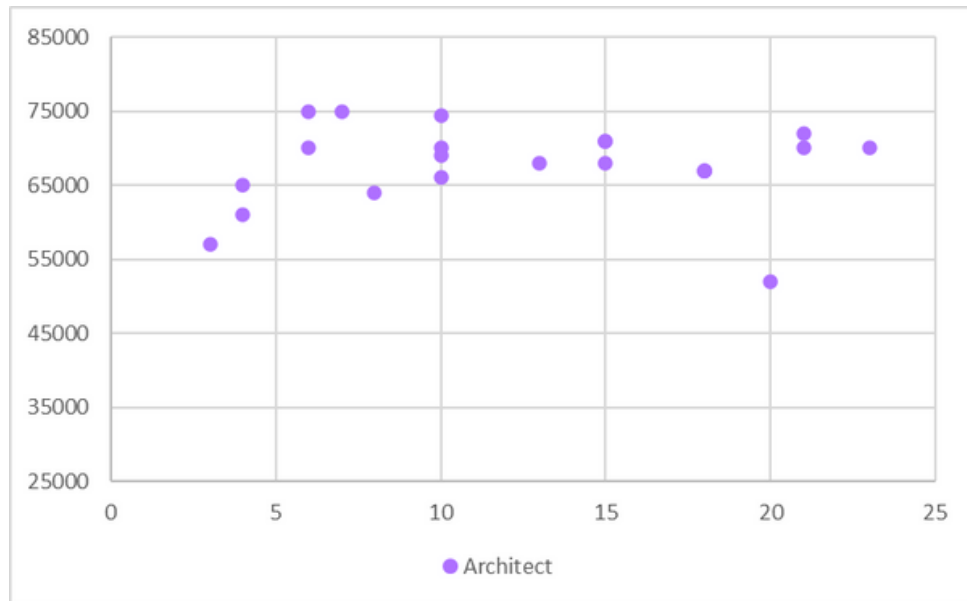


Diagram 14

Diagram 14 presents each architect's salary and years of experience. The diagram illustrates that, regardless of experience level, there is relatively little difference in salary within the category of architects. For example, most architects with 5+ years of experience can be found within SEK 65 000-75 000.

The role of an architect includes significant variations regarding the type of architect, for example, cloud, solution or enterprise architect. Even though we did not appoint any architect in 2022 with a salary of over SEK 75 000, there are certainly architect roles on the market with significantly higher salary levels than that.

Highest salary

SEK 75 000

Lowest salary

SEK 52 000

Diagram 15 **Average salaries 2021-2022**

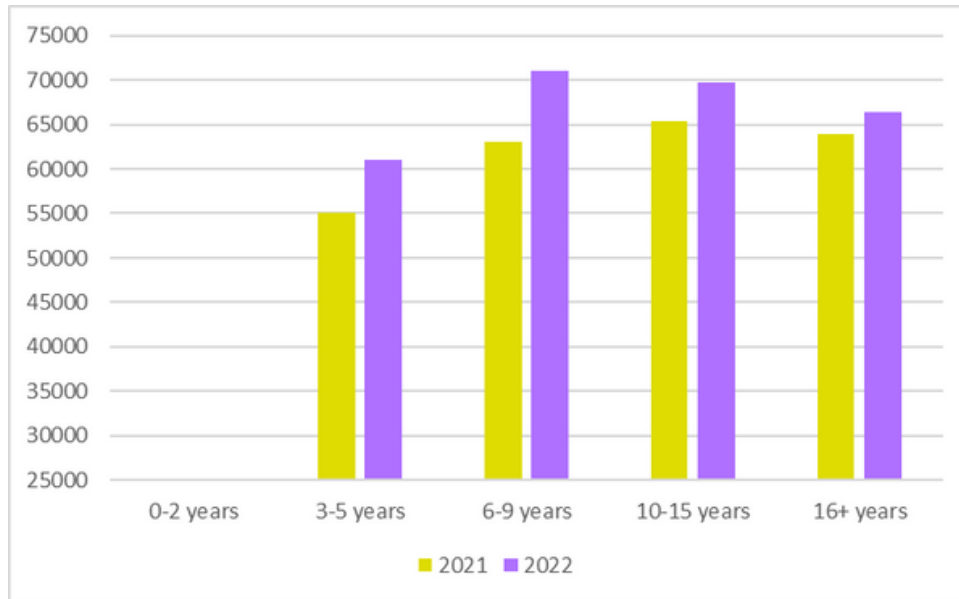


Diagram 15

Diagram 15 presents the average salaries for architects in 2021 and 2022. The statistics are grouped based on the number of years of experience. The diagram shows that the average salary for architects has consistently increased from the year 2021 to the year 2022. The average salary for architects with 6-9 years of experience has increased more than for the other experience levels.

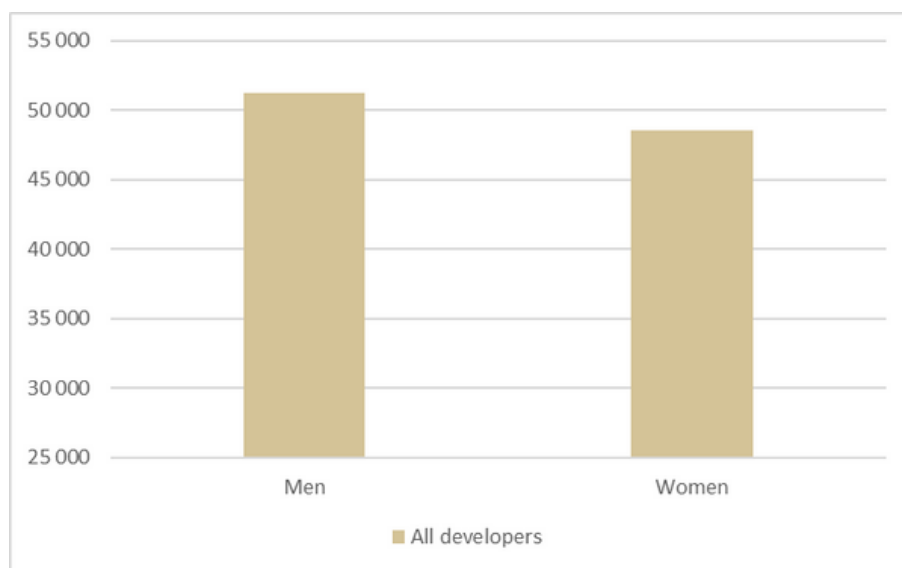
Furthermore, it is interesting that the average salary for architects has increased significantly, which is different for backend, frontend, and fullstack developers. We can see that in the sections above. According to the data set, architect salaries have increased in line with inflation, unlike developer salaries. A possible explanation could be that the supply of architects on the market is smaller than for developers. In addition, an architect generally has more influence than a developer regarding major work-related decisions. Against this background, one explanation for the difference in salary development could be that, despite the world situation, companies are more willing to meet architects' high salary demands than developers.



Gender distribution

This section presents differences in salary among the male and female developers recruited in 2022.

Diagram 16 Average salaries 2022



Data set

In 2022, the salary data consisted of 16% female developers (28 recruitments). The same percentage represented female developers the previous year, which means that we see neither an increase nor a decrease in the number of hired female developers in the data set. None of the recruitments in the data set for this salary report within the architect's category is a woman.

Diagram 16

Diagram 16 shows that the female developers in the data set have a 5% lower average salary than their male industry colleagues in 2022. That women have a lower average salary than men is a result that we also find in Ants Tech Recruiter's salary report for both 2021 and 2020.

Average salary men

SEK 51 242

Average salary women

SEK 48 507

Diagram 17 **Average salaries 2022**

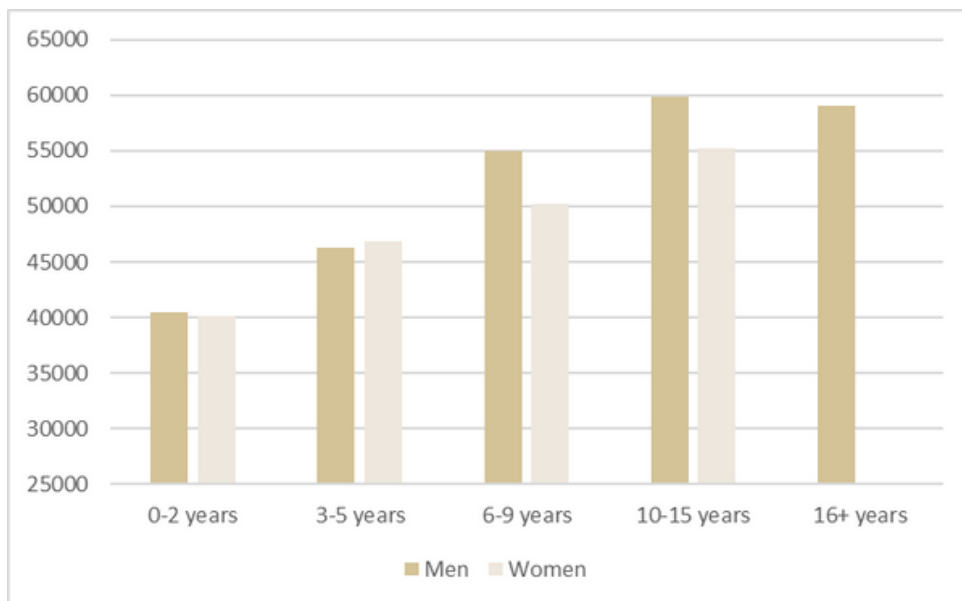


Diagram 17

Diagram 17 shows that the difference in average salary between females and men with 0-2 years and 3-5 years of experience is marginal. However, if we look at the experience span of 6-9 years and 10-15 years, the difference between women and men becomes greater. The men's average salary is 9% and 8%, respectively, higher than the women's.

There is no documentation for female developers with 16+ years of experience, which was also the case in the 2021 salary report.



Conclusion & Summary

It is possible that the size of the data set is the reason for the deviations found in the statistics. But, at the same time, the size is also directly linked to the changed market situation and reflects the situation in the labour market during the past year.

During 2022, several significant circumstances and other factors have probably affected the salary report's basis. For example, rising inflation, the war in Ukraine and a looming recession may have caused companies to apply a more cautious strategy when it comes to recruitment.

The levelling effect after ten years

The salary statistics for developers consistently show a solid upward curve the first ten years, which then levels out. Junior developers are generally more likely to change jobs, which often means a salary increase. That may explain why salary levels increase significantly up to 10 years of experience. The fact that salaries level out after ten years can also be interpreted against the background that the more senior developers may focus more on other benefits than the monthly salary.

The fact that most of the data set consists of recruitments with 0-10 years of experience can affect the validity.

It is possible that a larger number of developers with 10+ years of experience would give a different result. But, at the same time, the lack of these developers can also say something about the state of the market.

The result can also be affected by the company's salary budget. The data set in this report consists of recruitments where the company and candidate have agreed on the final salary. The data set does not report the candidates not considered for the position due to a high salary claim.

Differences between females and men

The result from the year 2022 shows that the female developers in the data set have a consistently lower average salary than their male industry colleagues, more precisely 5% lower. These differences were also identified in Ants Tech Recruiter's salary report from 2021. Furthermore, we see neither an increase nor a decrease in the number of hired female developers in the data set in 2022 compared to 2021.

While male developers make up the majority, women are often sought after by companies. With the number of female developers being so much lower than the number of male developers, this should mean that the women would be able to match the salary levels of their male industry colleagues, but this is not the case. A more extensive data set would provide a further understanding of the market and possible differences in average salary between women and men.

Differences in average salary from 2021 to 2022

The data set showed that the average salary for architects increased significantly from 2021 to 2022. In other words, the average salary for architects has increased with inflation, which is not the case for developers. This is explained on the basis that the number of architects is lower than developers, and that an architect generally has more influence than a developer in work-related decisions.

In summary, one explanation for the difference in salary development may be that, despite the world situation, companies are more willing to meet architects' high salary demands than developers.

Other reading

For more insight into the salary situation for developers and IT specialists in Sweden, see Ants Tech Recruiter's salary report from the year 2021. In addition, our latest statistical report for the year 2022 also contains our latest key figures linked to tech recruitment.

