



2022 Netherlands Report

# State of the Software Developer Nation

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# Introduction



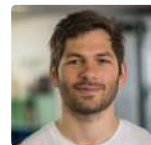
The Netherlands' tech industry has grown considerably in the past few years: The combined value of Dutch tech companies reached €296B in 2021 and VC funding in Dutch startups is higher than ever. As a software developer job marketplace, we've seen record numbers of companies hiring software developers on OfferZen, rising developer salaries, and more appetite for remote work from both candidates and employers.

The data of this year's annual report confirms this global trend: Over two thirds of the survey respondents are foreigners now working in the Netherlands and remote work options have become table stakes. Despite this, 2 in 3 developers don't receive a budget for their work from home setup, and 8% receive no monetary benefits in their current roles at all.

In a competitive hiring market, not offering the basics could mean missing out on talent or losing team members to competitors. I'm very grateful that we're able to bring you this annual report for the second time. It wouldn't be possible without the support of the over 500 software developers in the Netherlands who contributed to this report by sharing their career aspirations and experiences in our survey.

I hope you find the report as insightful as I did. If you have any feedback or questions, give me a shout [@PhilipJoubert](#) on Twitter.

I'm looking forward to the discussions!



**Philip Joubert**  
OfferZen Co-founder & CEO

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# Skills and Tech Trends

Developers in the Netherlands are excited about Cryptocurrency and Python. AWS is winning the cloud wars.



Skills and Tech Trends

# AI, Cloud Technology, Cybersecurity & Cryptocurrency are the future of tech



## Developers in the Netherlands see a bright future for the blockchain

### Most exciting industries according to developers

47.8% AI

32.5% Cloud Technology

29.8% Cybersecurity

26.9% Crypto

25.5% FinTech

We asked software developers in the Netherlands which industries they thought were up and coming in 2022. AI is still software developers' most promising industry, followed by Cloud Technology, and Cybersecurity. The shift to a remote-first world shows no signs of slowing down and most essential services are going digital, which makes these industries as relevant as ever.

Crypto is closing in on the top 3: Since our [2021 report](#), Crypto's desirability has more than doubled. In fact, less than 3% separates Crypto from Cybersecurity in third place.

**Are you looking for a dev job in an industry that excites you?** 🏆

Sign up to OfferZen, where over 2000 tech companies reach out to you with upfront role and salary info.

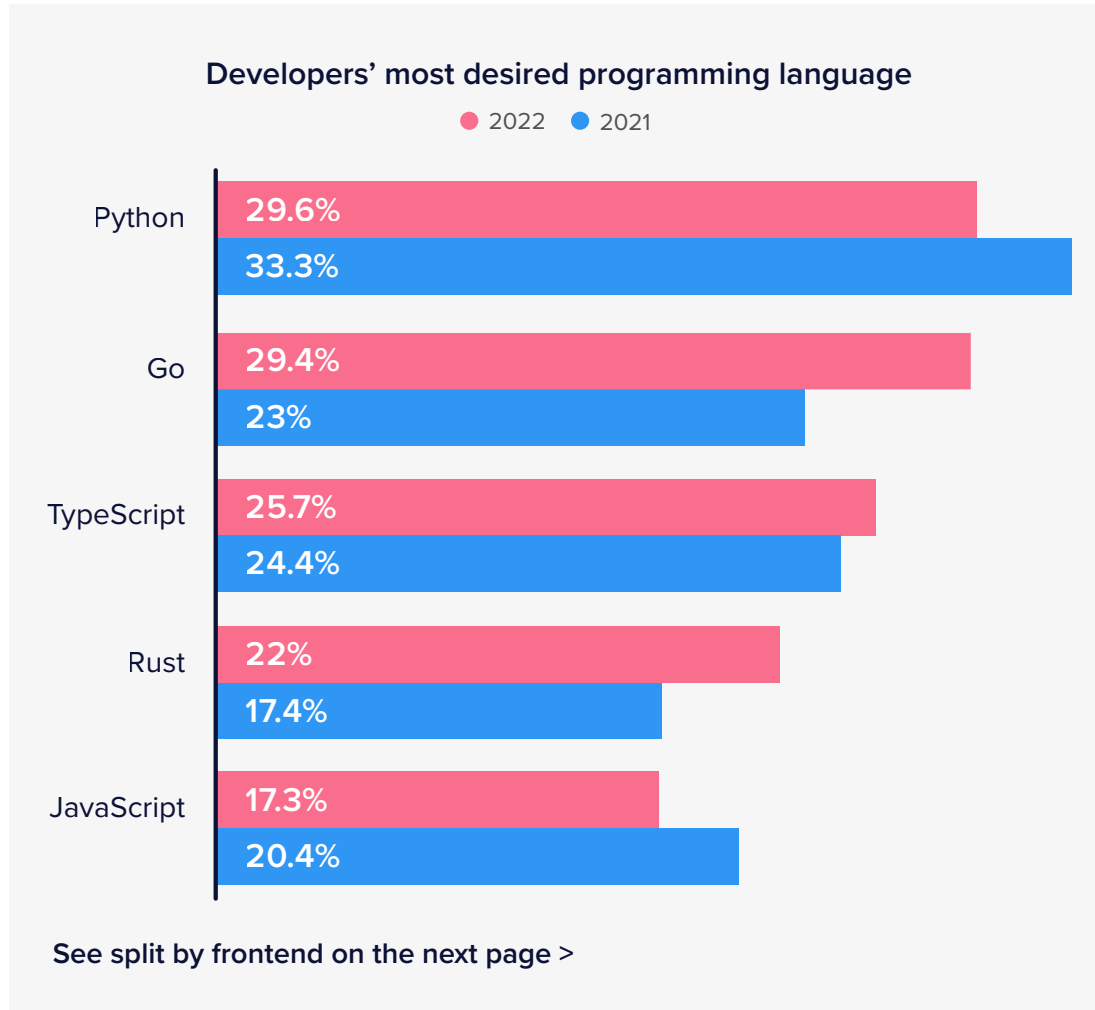
[Find your dream dev job](#)

Skills and Tech Trends

# Python and Go are on the rise — JavaScript is losing ground



# Python is still the Netherland's most wanted programming language in 2022



While Python is still the most wanted programming language among software developers in the Netherlands, Go is closing the gap fast. Go's popularity increased by 28% since last year's report.

The language leapfrogged TypeScript into a very tight second place. Given developers' focus on AI, this comes as little surprise: Go and Python are two commonly used languages for machine learning and artificial intelligence.

Rust and Kotlin are the other big movers in the rankings. Rust, whose security features make it a great choice for cybersecurity applications, overtakes JavaScript in 4th place.

[Kotlin moves from 8th to 6th.](#)



# Python is still the Netherland's most wanted programming language in 2022

Most desired programming language by frontend developers

48.1% TypeScript

31.2% JavaScript

23.4% Python

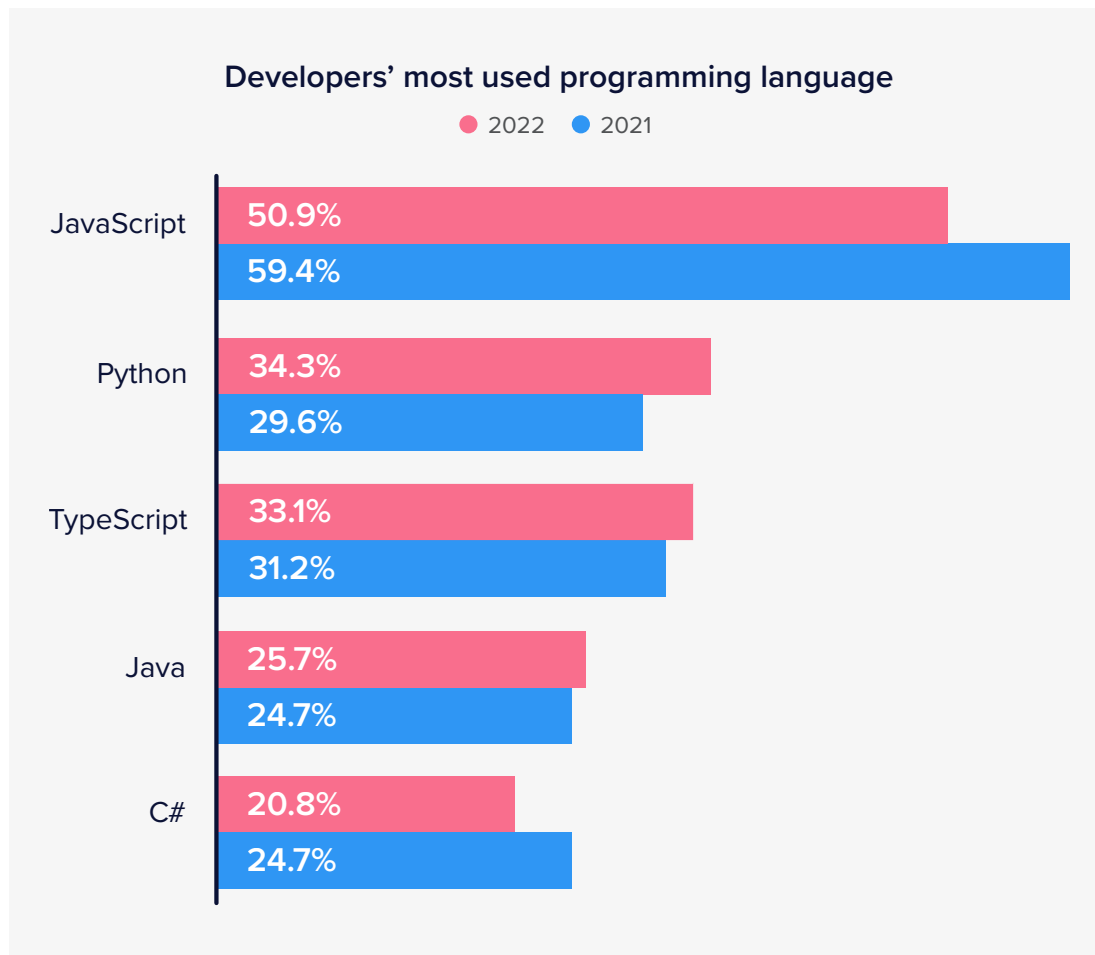
20.8% Rust

14.3% Go

But how does this picture change across the different developer roles? Given its surge in popularity, it's no surprise to see that Go is the most wanted programming language among [backend and full stack developers](#) in the Netherlands.

While TypeScript and JavaScript lead the list of frontend developers' wanted languages, the languages rounding out their top five are all backend programming languages!

# Python overtakes TypeScript as the second most used programming language in the Netherlands



Developers in the Netherlands are not just excited about Go and Python, they are also getting to work more with the two languages. Python's usage increased by 16% to claim second place from TypeScript.

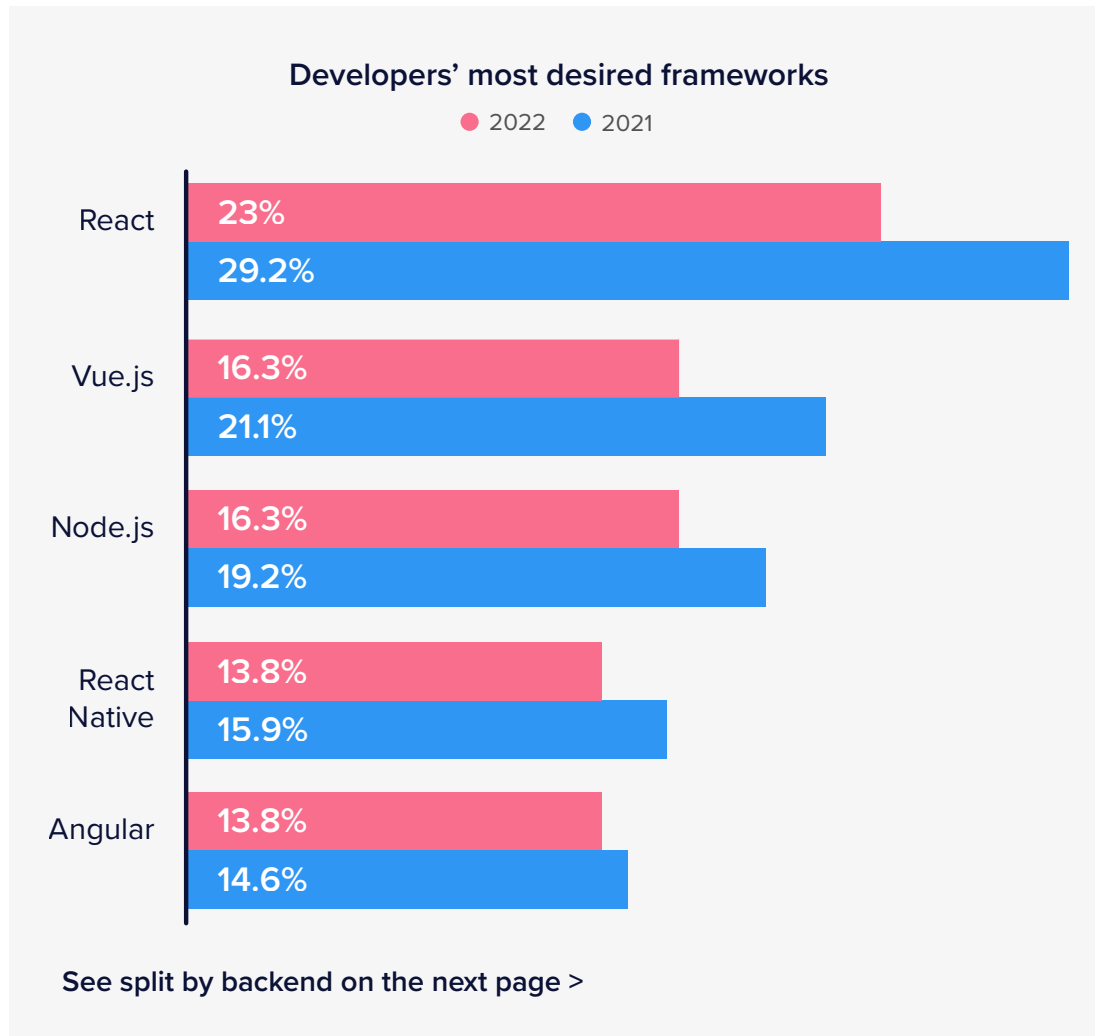
JavaScript is losing both popularity and usage. While it remains the most widely used programming language by software developers in the Netherlands in 2022, its usage has dropped by 14%.

Skills and Tech Trends

# JavaScript frameworks are leading the pack



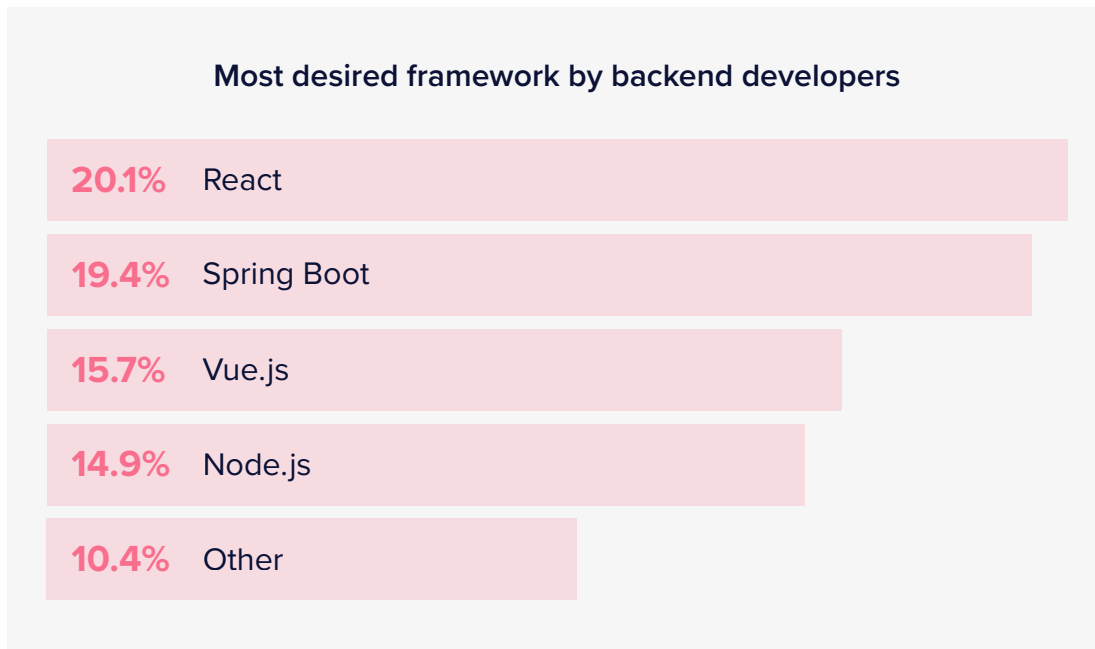
# 1 in 5 backend developers in the Netherlands want to work with React



More developers might want to work with Python and Go, but among the frameworks, JavaScript frameworks still holds the reins in the top 5. While React remains developers' most desired framework in the Netherlands, Google-backed Flutter is the biggest mover since our 2021 report. It has moved from [8th to 6th place](#), overtaking frameworks like Django.

The biggest surprise emerges when looking at the most desired frameworks across developer roles: 1 in 5 backend developers in the Netherlands want to work with React, a frontend framework!

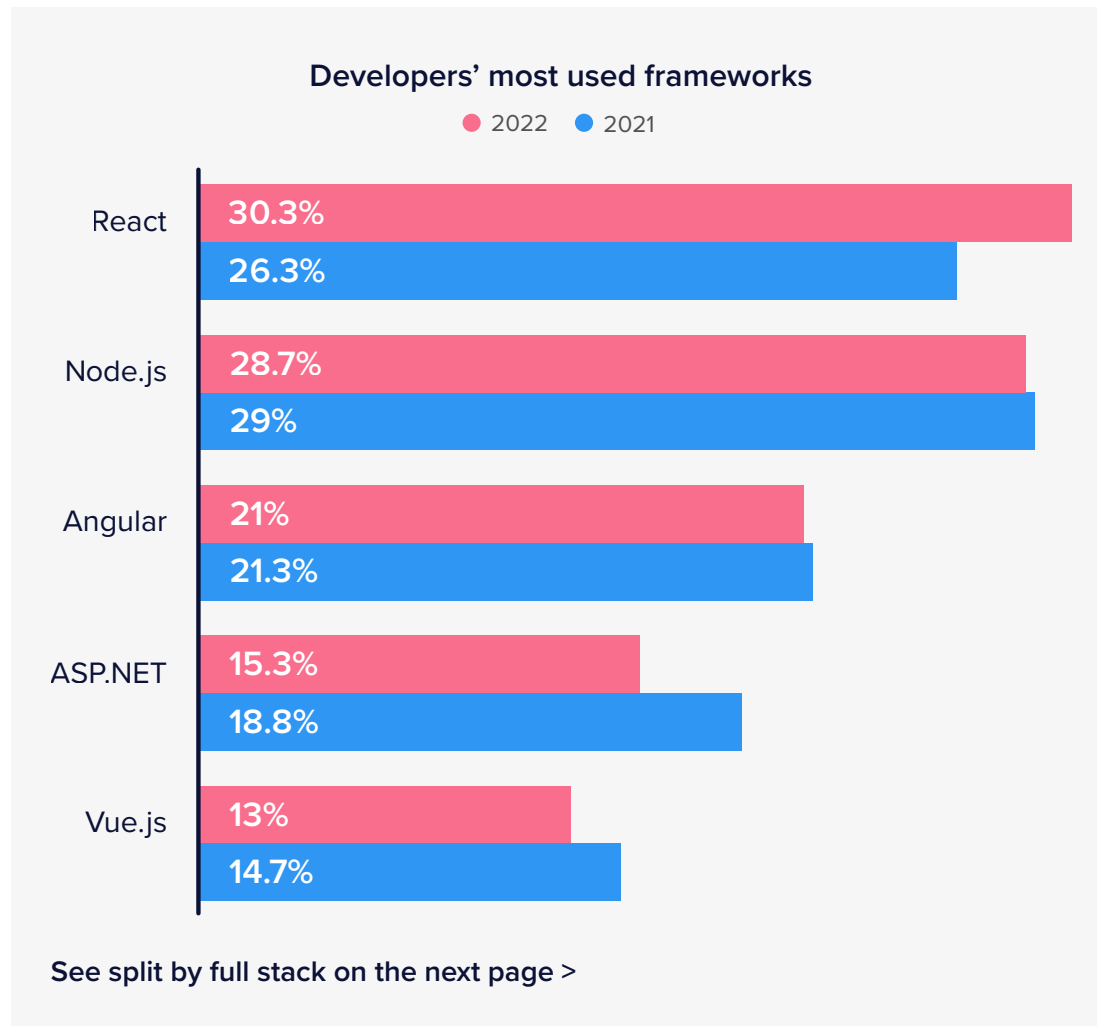
# 1 in 5 backend developers in the Netherlands want to work with React



15% of backend developers in the Netherlands want to work with frontend JavaScript framework Vue.js. This suggests that these backend developers are keen to take on full stack roles in the near future.

On the other end, React Native beats Vue.js as the most wanted framework among **frontend developers** in the Netherlands. Svelte, a new entrant to the list, ties for fourth place with Flutter.

# React overtakes Node.js as developers' most used framework in the Netherlands



Developer-favourite React overtakes Node.js to become the most widely used framework by software developers in the Netherlands.

Spring Boot, a Java-based framework, is the most used framework by [backend developers](#) in the Netherlands, followed by JavaScript framework Node.js.

## React overtakes Node.js as developers' most used framework in the Netherlands

Most used frameworks by full stack developers

38.5% React

35.3% Node.js

28.2% Angular

23.7% Spring Boot

23.1% ASP.NET

JavaScript frameworks dominate among the most used frameworks by [frontend](#) and full stack developers.

So what does this mean for developers? Despite its loss in popularity and usage, JavaScript is not going anywhere and it's still one of the most important programming languages in any developer's toolkit.

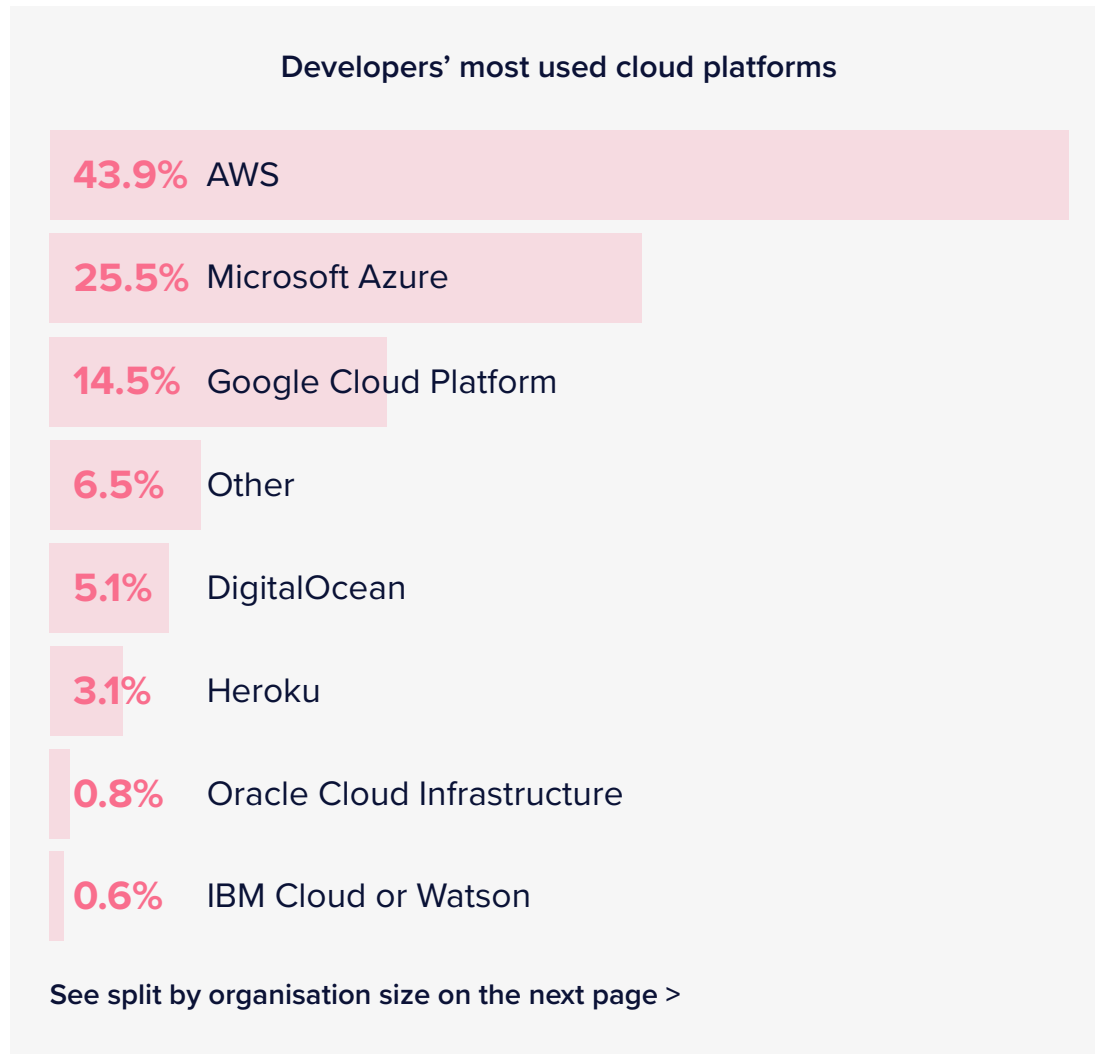
Skills and Tech Trends

# AWS is winning the cloud wars





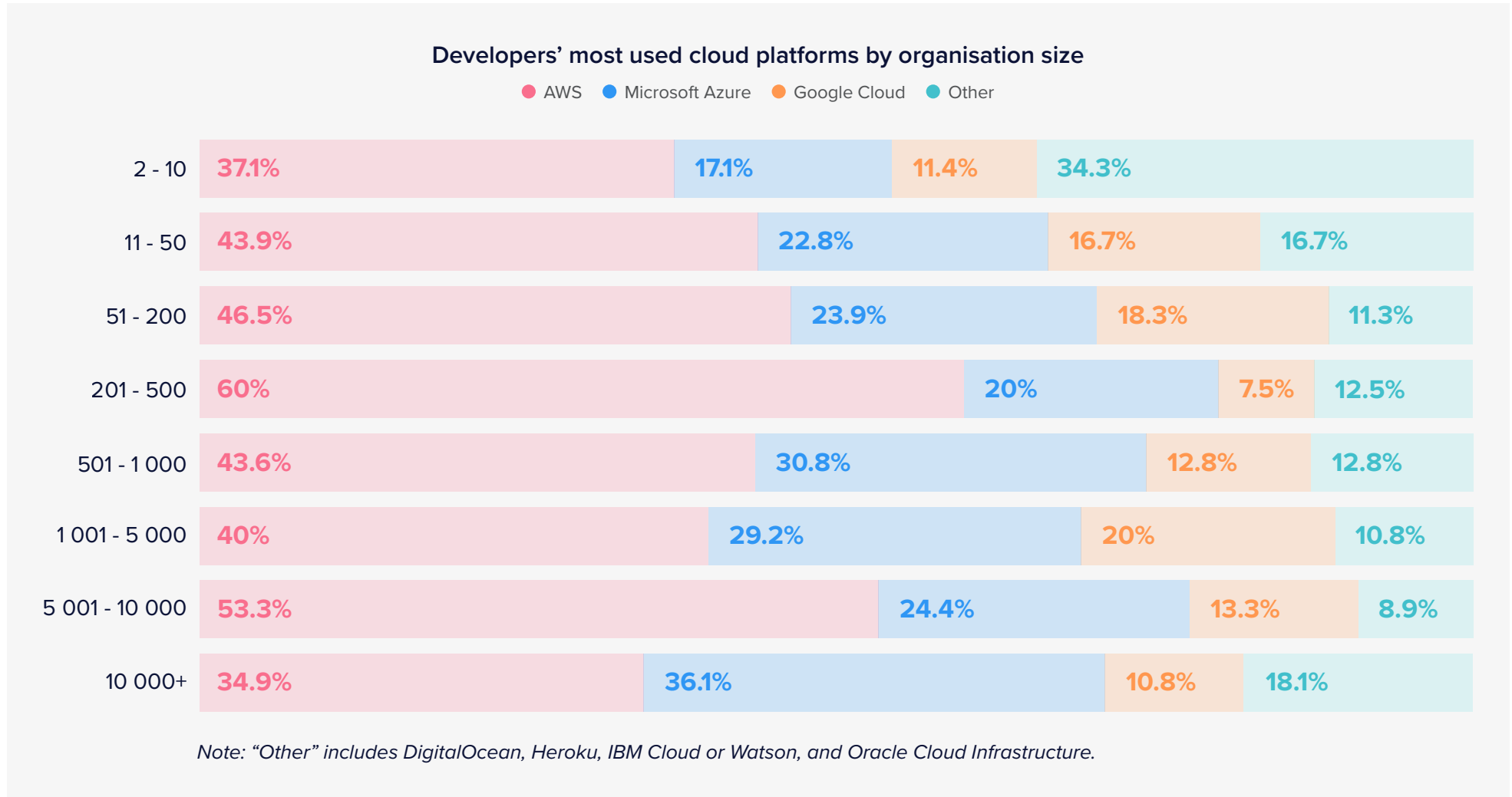
## AWS is winning the cloud wars in the Netherlands



An increasing number of companies are using the cloud, because it's a reliable and cost-effective way to deliver a multitude of services and benefits. Whichever cloud provider takes the lead in the cloud wars will dominate the rest of the pack and claim the lion's share of customers in this industry.

Among developers in the Netherlands, the battle to become the top cloud platform has a clear winner: AWS is the most used cloud platform by software developers in the Netherlands, followed by Azure and Google Cloud Platform. Azure only takes the top spot among enterprise companies. It's the most used cloud platform by developers at companies with more than 10,000 employees. This makes sense, as Microsoft tools are widely used and trusted in enterprises.

# AWS is winning the cloud wars in the Netherlands



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# Careers

Hybrid is now the dominant work set-up in the Netherlands — 1 in 5 developers want to start their own companies.

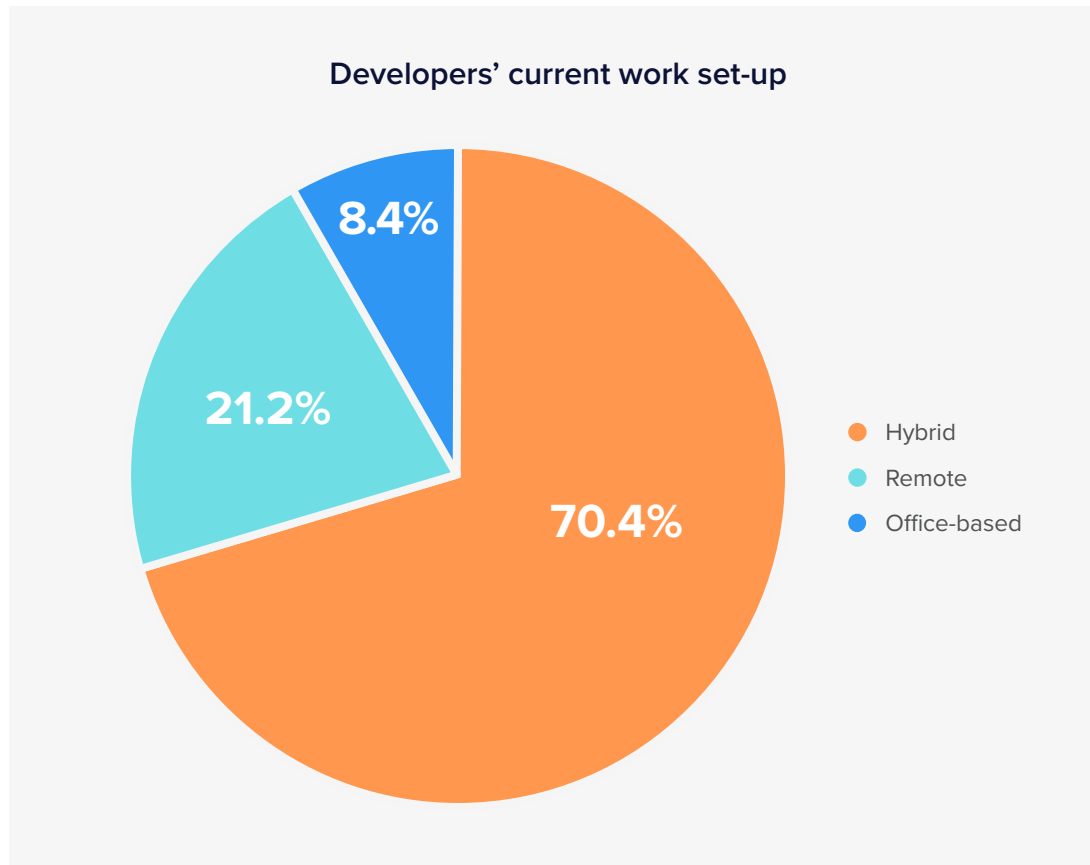


Careers

# Hybrid is now the Netherlands' dominant work set-up



## 9 in 10 developers in the Netherlands now work in a remote set-up

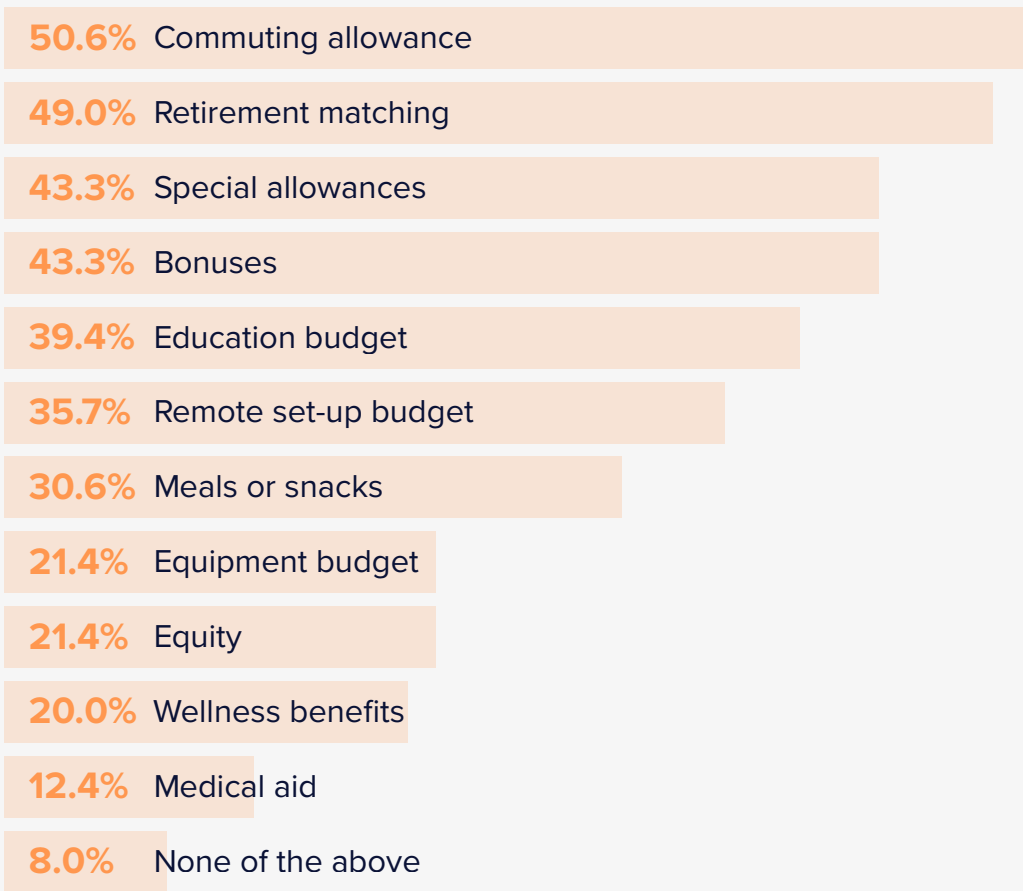


In the tech industry, remote went from niche to table stakes very fast. 9 out of 10 developers in the Netherlands are now in some kind of remote set-up: 70.4% are doing hybrid work from the office as well as from home, and 21.2% are working fully remotely.

That means only 8.4% of developers in the Netherlands are still working in a traditional office set-up!

# Only 1 in 3 developers in the Netherlands gets a budget for their remote set-up

## Monetary benefits developers receive in their current jobs



Given the dominance of remote set-ups in the Netherlands, it's quite surprising to see that only 1 in 3 developers get a budget to support them.

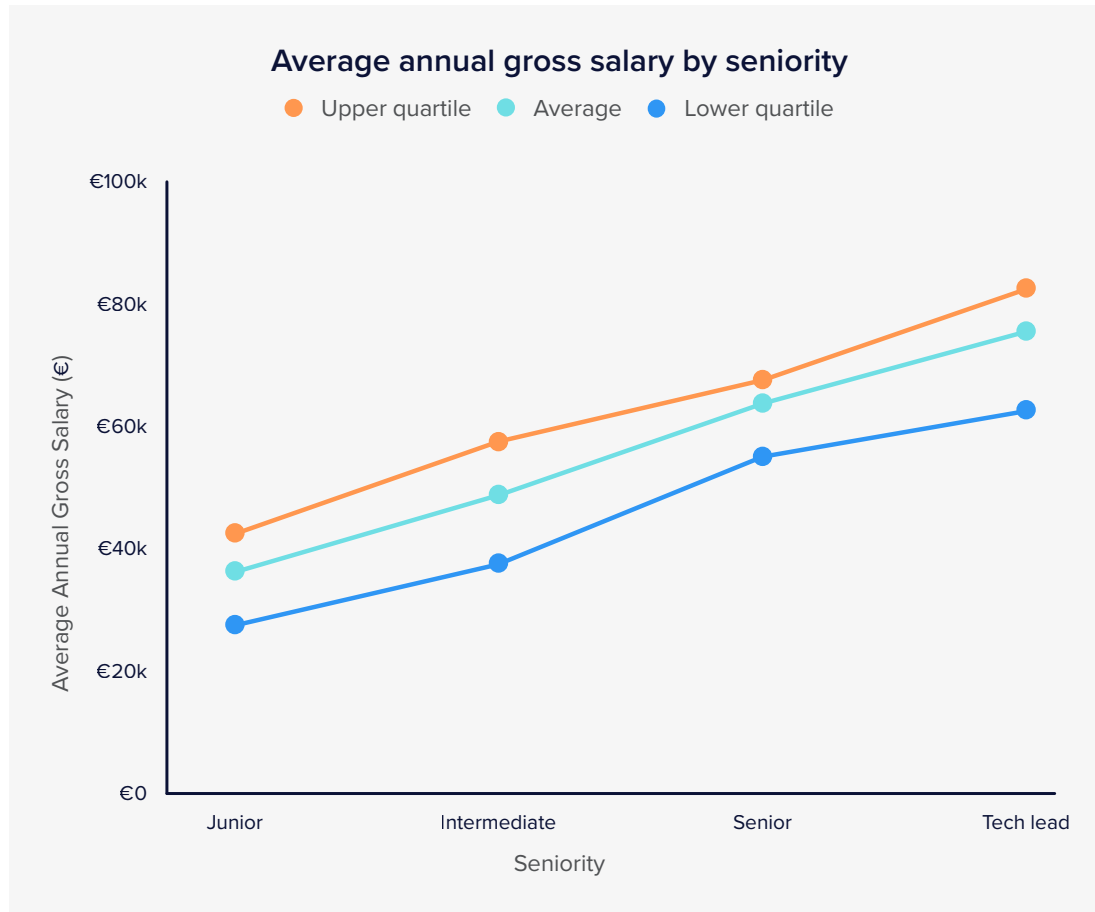
Even more shocking is that 8% of software developers in the Netherlands receive none of the common monetary benefits in their current roles. In a competitive hiring market for software developers, companies who are not offering standard benefits are bound to lose out on key team members.

Careers

# Salary benchmarking: Where do you stand?



# Seniors in the Netherlands earn an average monthly salary of €5330



2021 was a record-breaking year for tech IPOs and demand for software developers, especially seniors, has skyrocketed to unprecedented highs. As a consequence, we've seen trends like the "great resignation" and global salary increases for senior developers, because they can take their pick of opportunities. Thanks to remote work, the choice has now also become global.

Senior developers in the Netherlands are earning €64 000 per year, which will likely increase further since demand for senior developers is at an all-time high. This means that companies have to switch gears. If they can't afford to match the seniors' market-related salaries, they will have to focus on building out seniority from within by hiring less experienced software developers and by offering more of the other things that matter to developers.

In order to give further context on the distribution of the 2022 salary data for software developers in the Netherlands, we've also included the 25th and 75th percentile salaries in this graph.

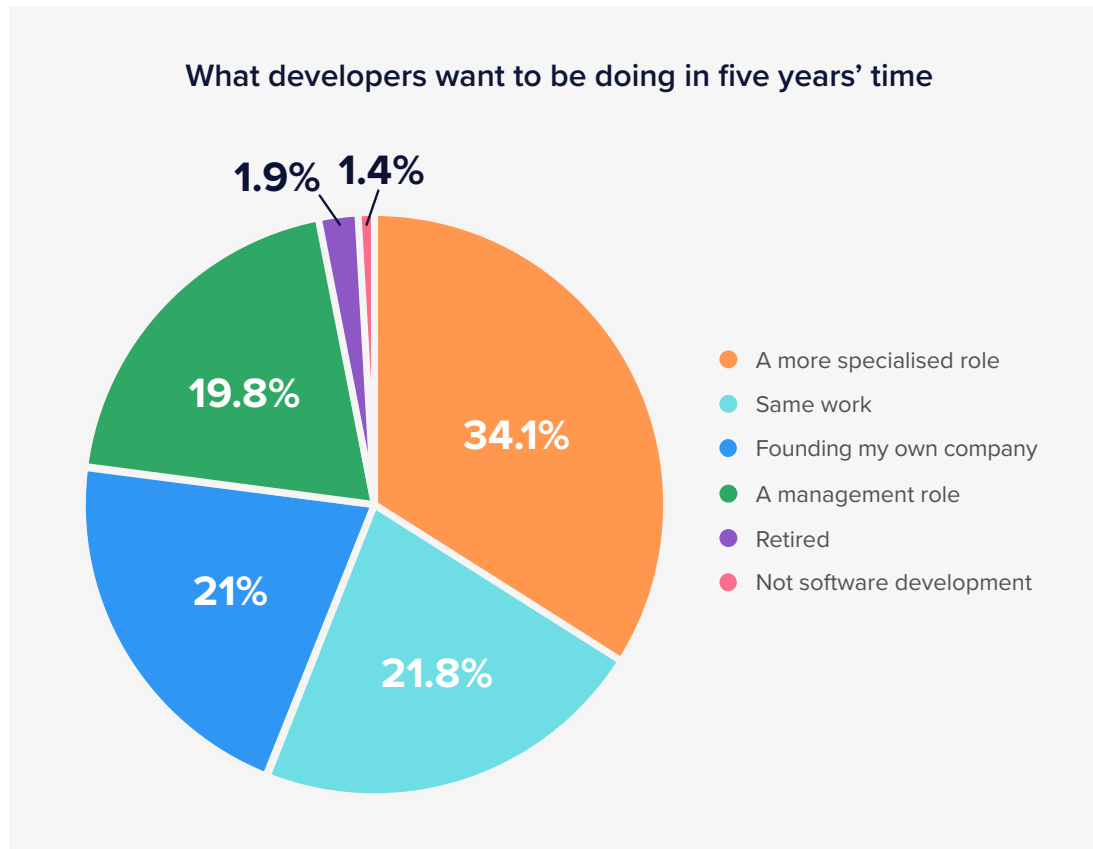


Careers

# Developers in the Netherlands are looking to make their mark as founders



## 1 in 5 developers in the Netherlands want to start their own company within 5 years



It's easy to see why software developers in the Netherlands are excited to make their mark as founders: The Netherlands is a global tech hub that has experienced ever-increasing VC investments in startups over the past three years. This makes it one of the best places to launch a startup in Europe.

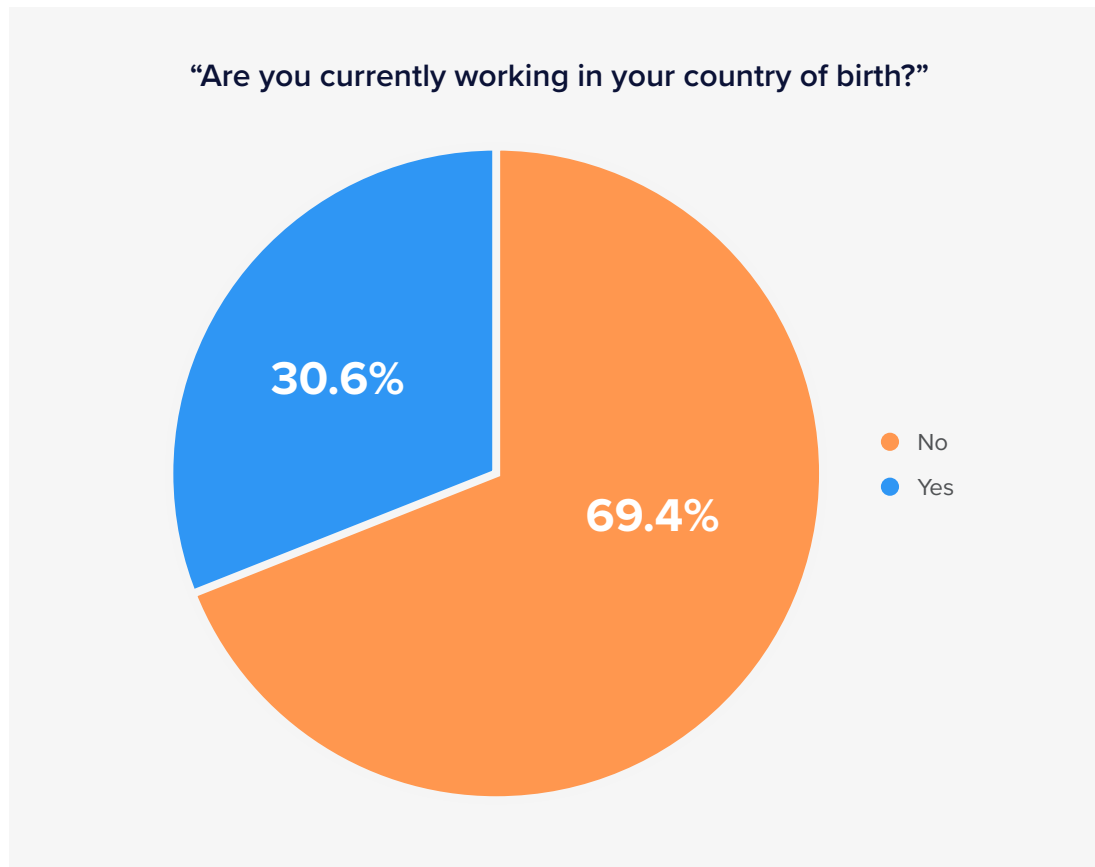
It's also interesting to see that software developers in the Netherlands seem to prioritise specialising within their roles over taking on managerial roles.

## Careers

**69.4% of survey respondents currently working in the Netherlands are not Dutch-born**



## Less than a third of survey respondents were born in the Netherlands



The Netherlands is a global tech hub attracting investment and workforce from across the globe. Looking at software developers’ countries of origin is a great example of just how global the tech industry has become: More than two thirds of our survey respondents currently working in the Netherlands are not Dutch-born.

Note that OfferZen’s community of software developers is distributed throughout Europe and Africa. Due to the nature of our business and audience, it’s likely that this data reflects our focus on sourcing survey responses from our community of developers currently working in the Netherlands.

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# Job Search

More developers are leaving due to a lack of remote opportunities — A good work-life balance is still the number one reason they're staying.

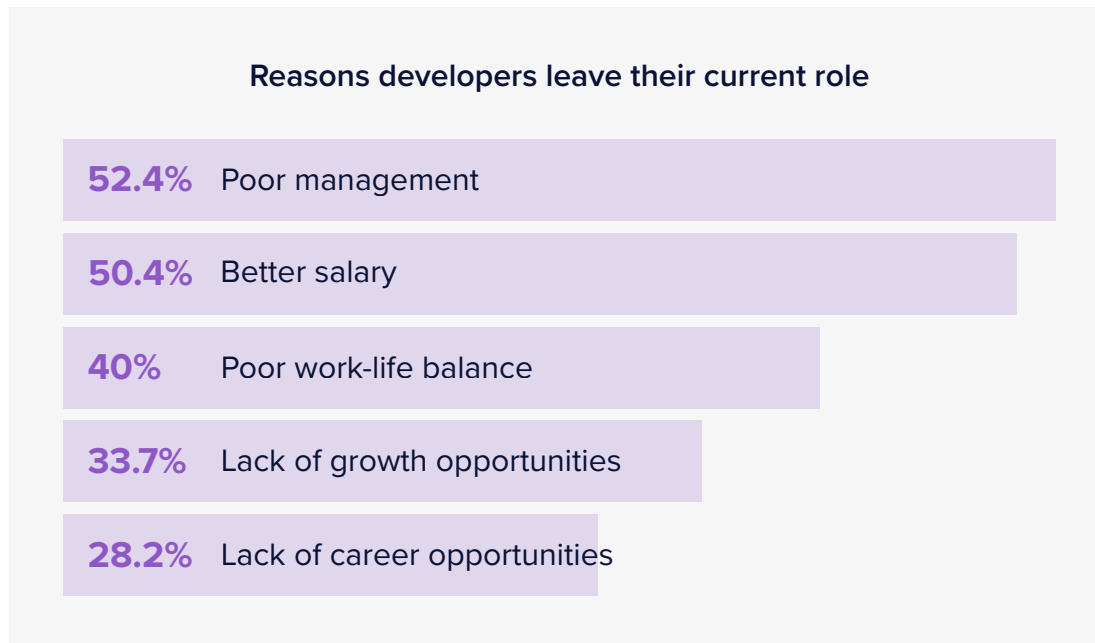


Job Search

# Developers want good management and a strong culture



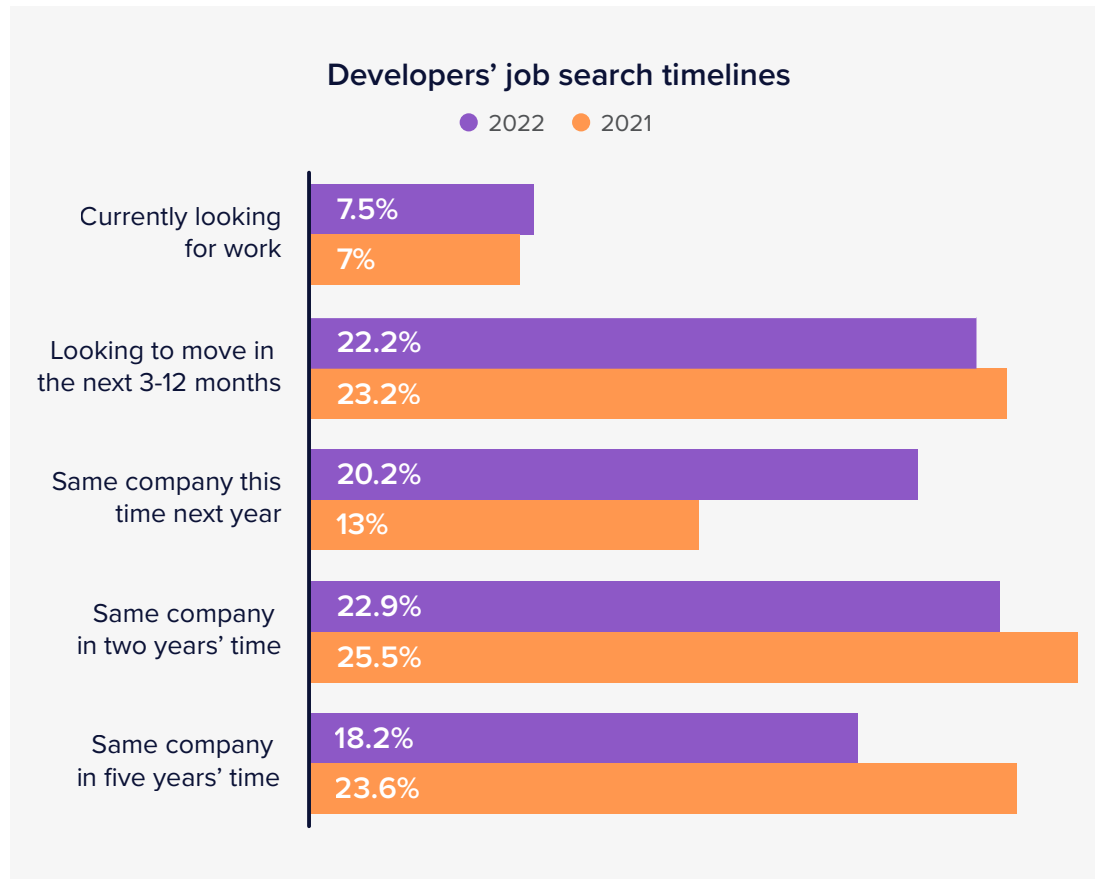
## Developers in the Netherlands are leaving because of poor management and for better salaries



We asked software developers in the Netherlands for their top 4 reasons to leave a job. Poor management is [still number one](#).

In fact, apart from a better salary in spot two, the top five reasons for a developer to leave all have to do with a company's culture. Work environments that don't prioritise professional support, work-life balance, opportunities for growth, or avenues for career progression are at risk of losing their best people.

## 30% of developers in the Netherlands are looking to move roles within the next 12 months



Another signal that the “great resignation” is not over: 30% of software developers in the Netherlands are looking to move jobs this year. The percentage of software developers currently looking for a new role has increased by 7% since last year.

The data also shows just how important growth is to software developers: **More than half of developers** who don't believe they can grow at their current companies are either actively looking for a new role or will start looking within the year.

On the other hand, 90.4% developers who believe that they can continue growing at their current company are most likely to stay for at least 5 more years.



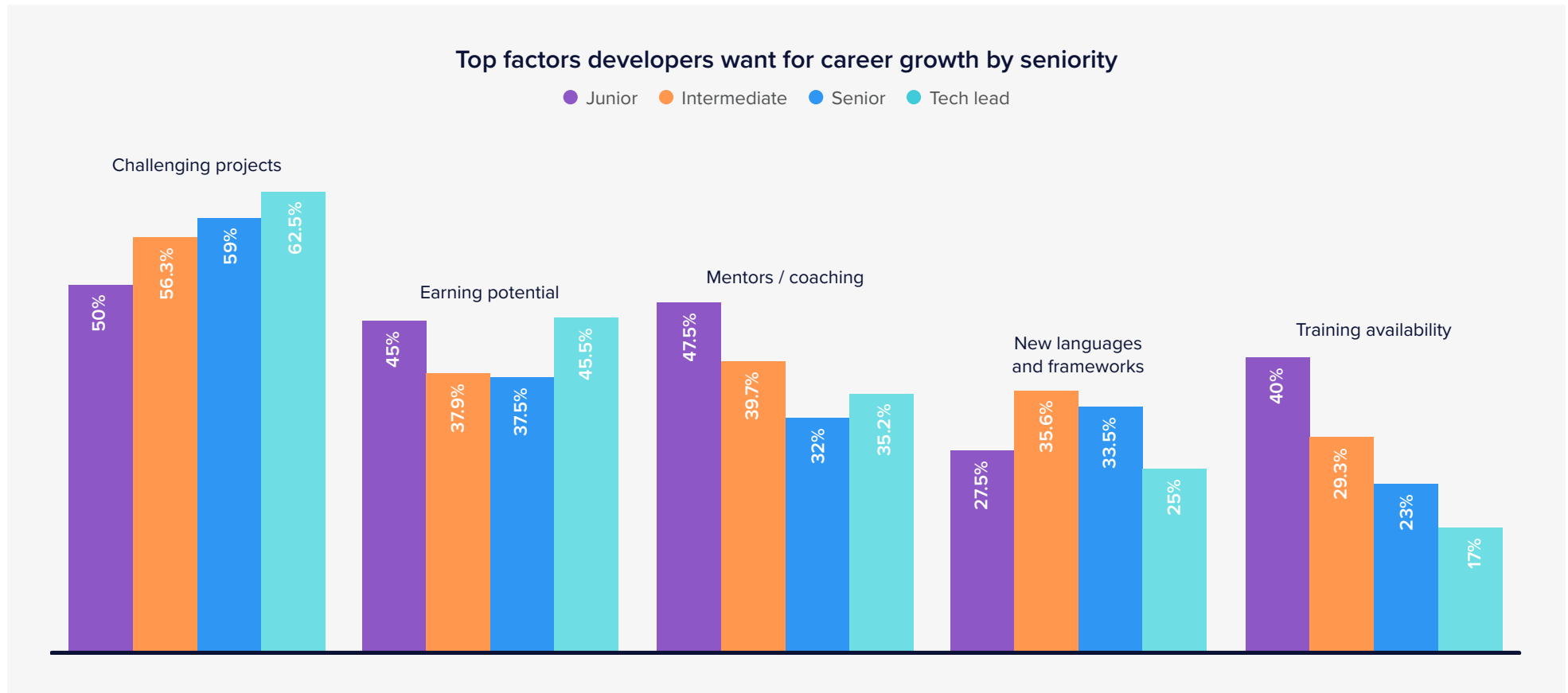
# Developers in the Netherlands want challenging projects and earning potential to grow



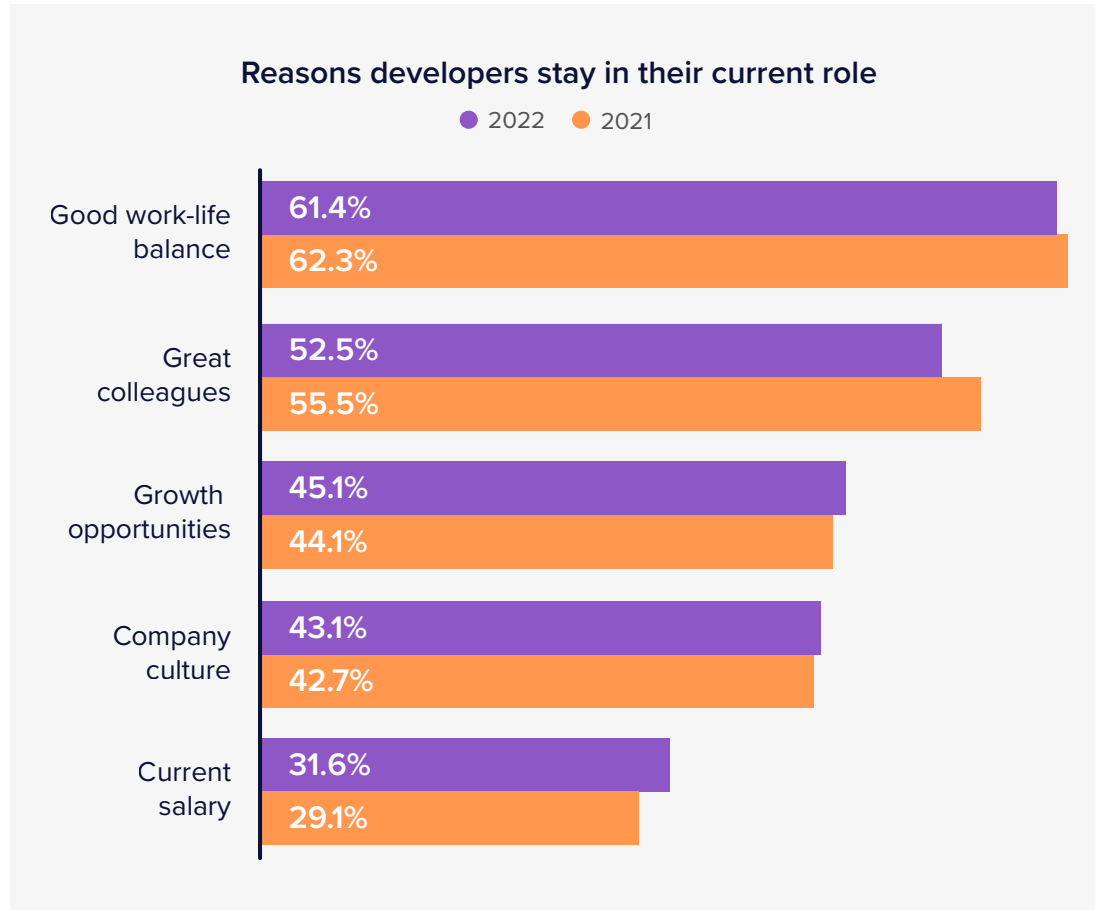
A lack of growth opportunities is one of the major reasons why software developers in the Netherlands leave their roles. But what does growth actually mean to them?

Developers of all seniorities see working on challenging projects as the most important factor for career growth, followed by a solid earning potential. Interestingly, tech leads are more likely to prioritise challenging projects as the top factor for career growth than their less experienced peers.

# Developers in the Netherlands want challenging projects and earning potential to grow



## Developers stay in roles with a great company culture



So what makes developers stay in a job? The data says it's a great company culture.

While company culture is developers' fourth most likely reason for staying in a role, their top 3 point to the crucial elements of a desirable culture: A good work-life balance, great team members, and solid career growth. Moreover, culture outweighs both current and future salary potential when deciding to stick with a job.

However, that's not to say that money doesn't matter. In fact, both current and future salary potential have increased in importance since our [2021 report](#).

### Spotlight Report: Software Engineering Hiring Trends in the Netherlands 🇳🇱

Download this bonus report to find out why developers discontinue interview processes, change jobs, and choose certain opportunities over others.

[Download hiring report](#)

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# Education and Learning

1 in 4 developers in the Netherlands have a Master's degree — 1 in 3 still use books to level up as coders.

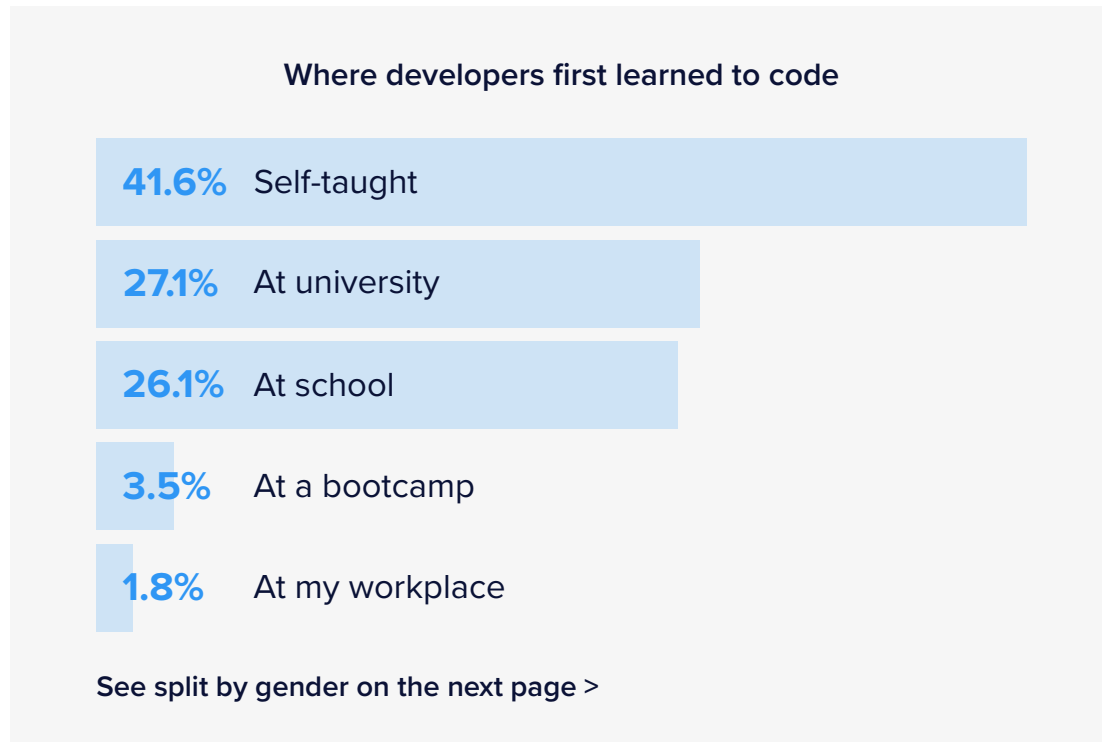


Education and Learning

# A developer's education is what they make of it

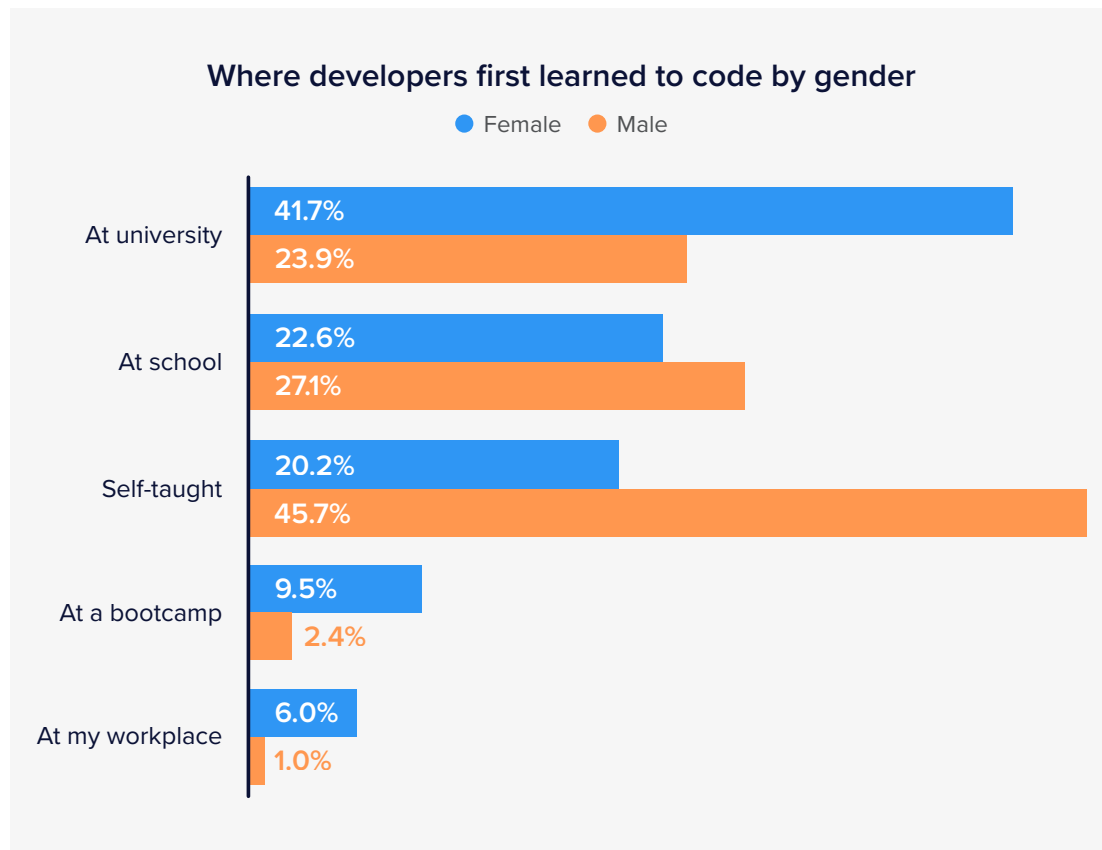


## Female software developers are more likely to have learned to code at university



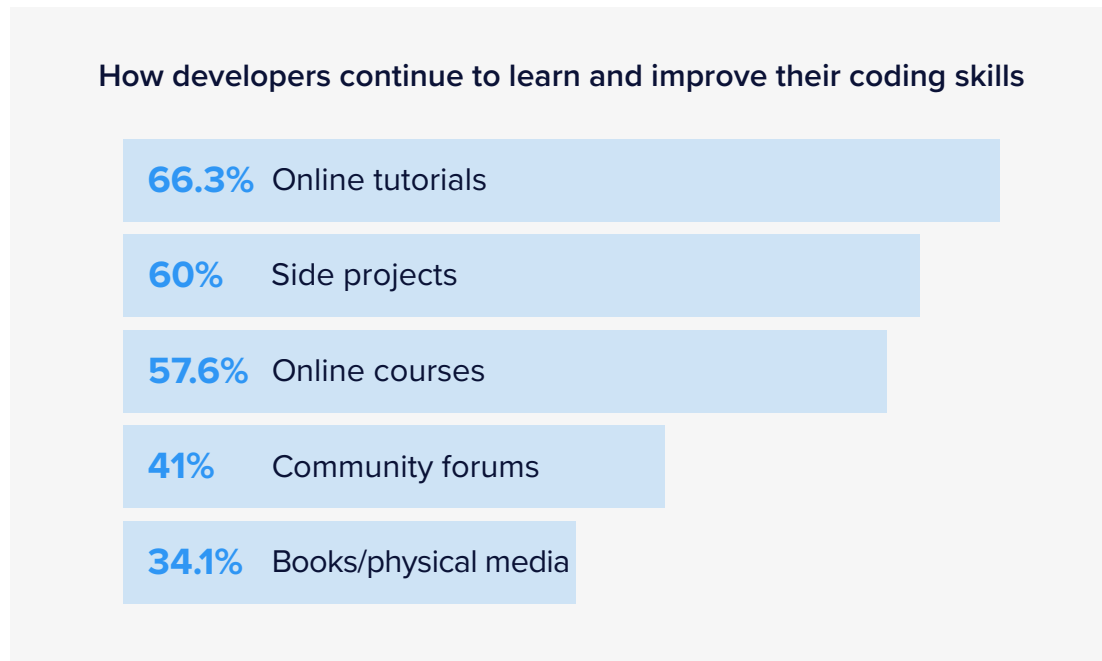
Learning to code is not restricted to the classroom. In fact, 41.6% of software developers in the Netherlands initially learned to code by teaching themselves.

## Female software developers are more likely to have learned to code at university



Men are twice as likely as women to have first taught themselves to code. Female software developers are, on average, more likely to have learned to code at university.

## 1 in 3 developers in the Netherlands still use books to level up their coding skills



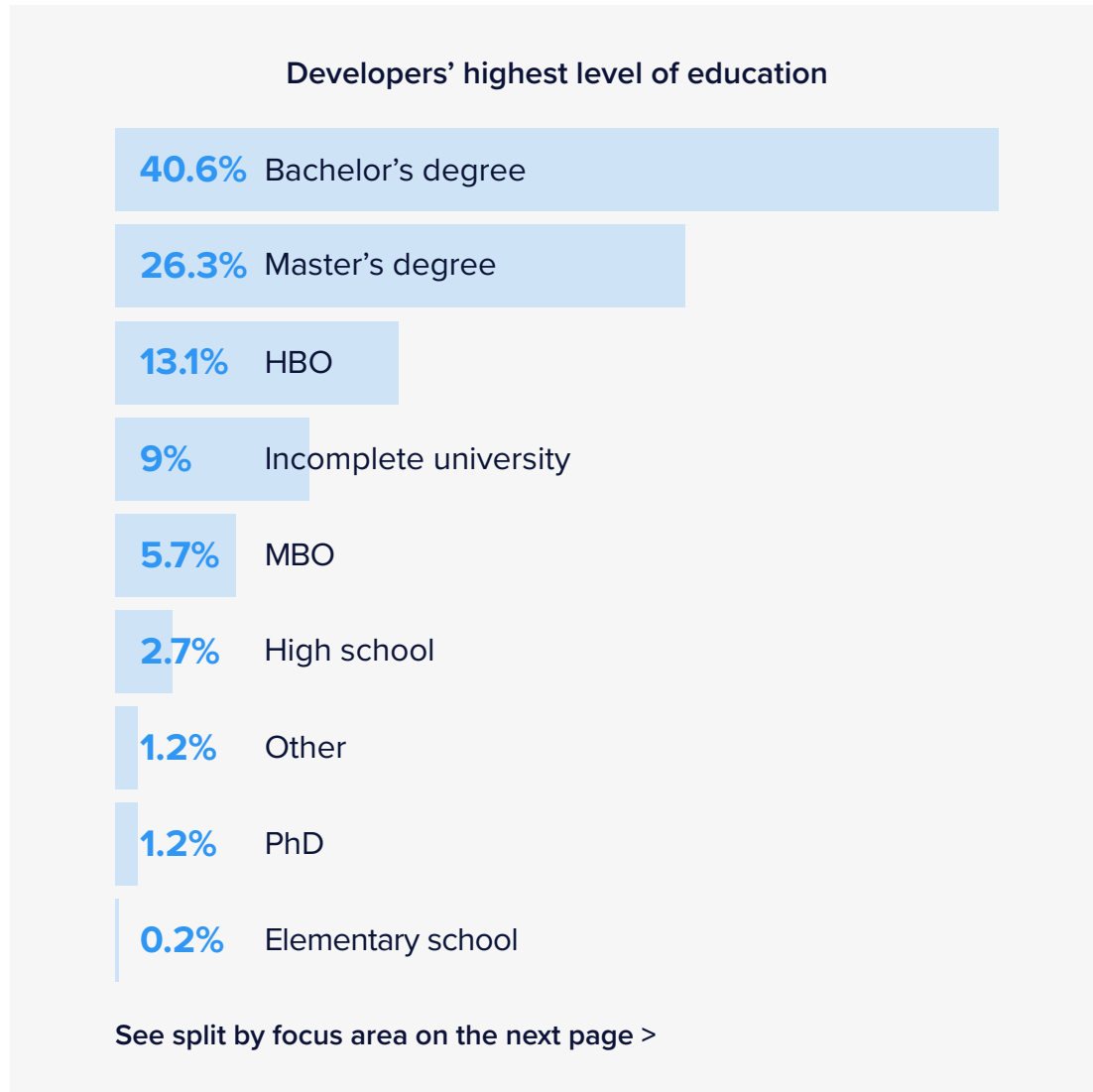
As we've seen throughout the report, developers are committed to growing as coders. But how do they develop their skills? We asked developers for the most important ways they keep their skills sharp.

Online tutorials are the most popular way for developers in the Netherlands to improve their coding skills. 66.3% use them to stay on the cutting edge of their field. A further 60% spend time working on side projects. This is unsurprising given that the [majority of developers in the Netherlands spend time coding as a hobby](#).

The real surprise? 1 in 3 developers are still using books and physical media as resources for keeping their skills sharp.

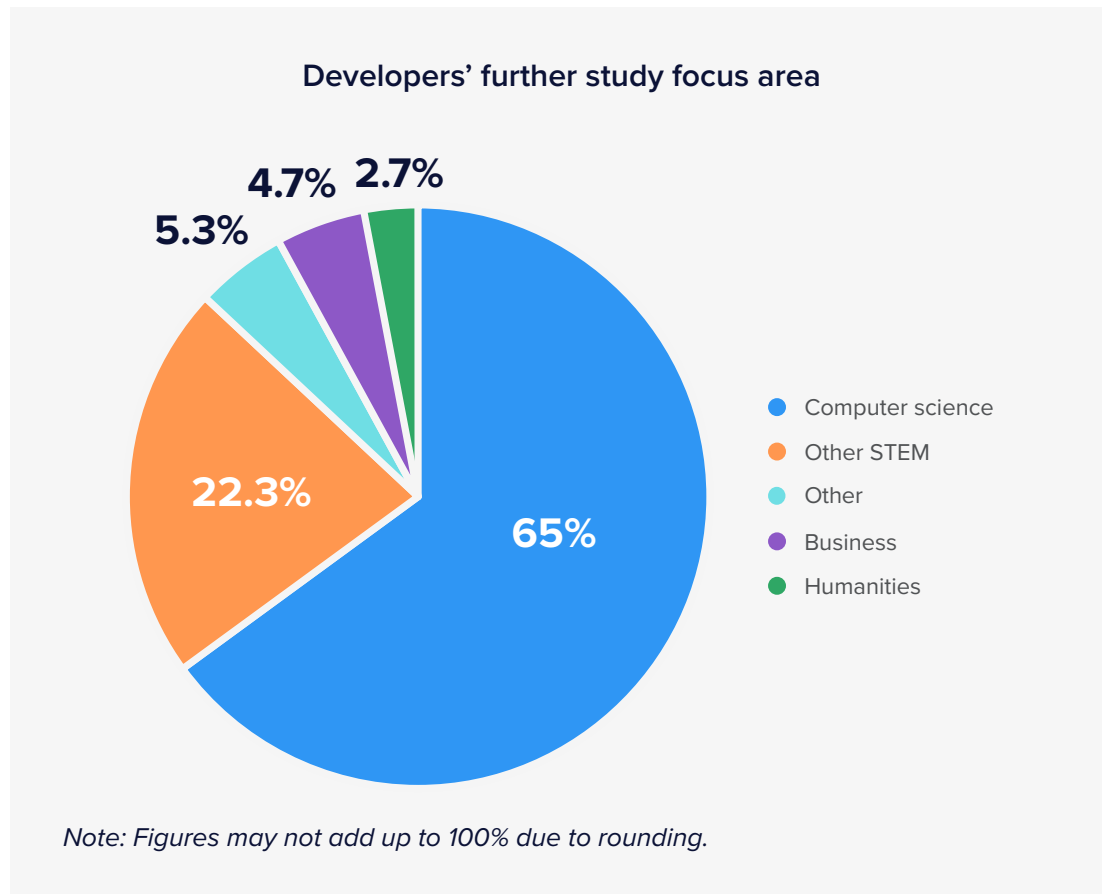


# 1 in 4 developers in the Netherlands have at least a Master's degree or higher



Learning to code may not be restricted to the classroom, but developers in the Netherlands don't shy away from formal education. More than two thirds of developers have a Bachelor's degree or higher. In fact, 1 in 4 software developers have a Master's degree.

## 1 in 5 developers in the Netherlands studied a STEM field degree



Unsurprisingly, the majority of developers with a university degree chose Computer Science as their field of study. What's more interesting is that 1 in 5 studied another STEM field.

[Education and Learning](#) | A developer's education is what they make of it

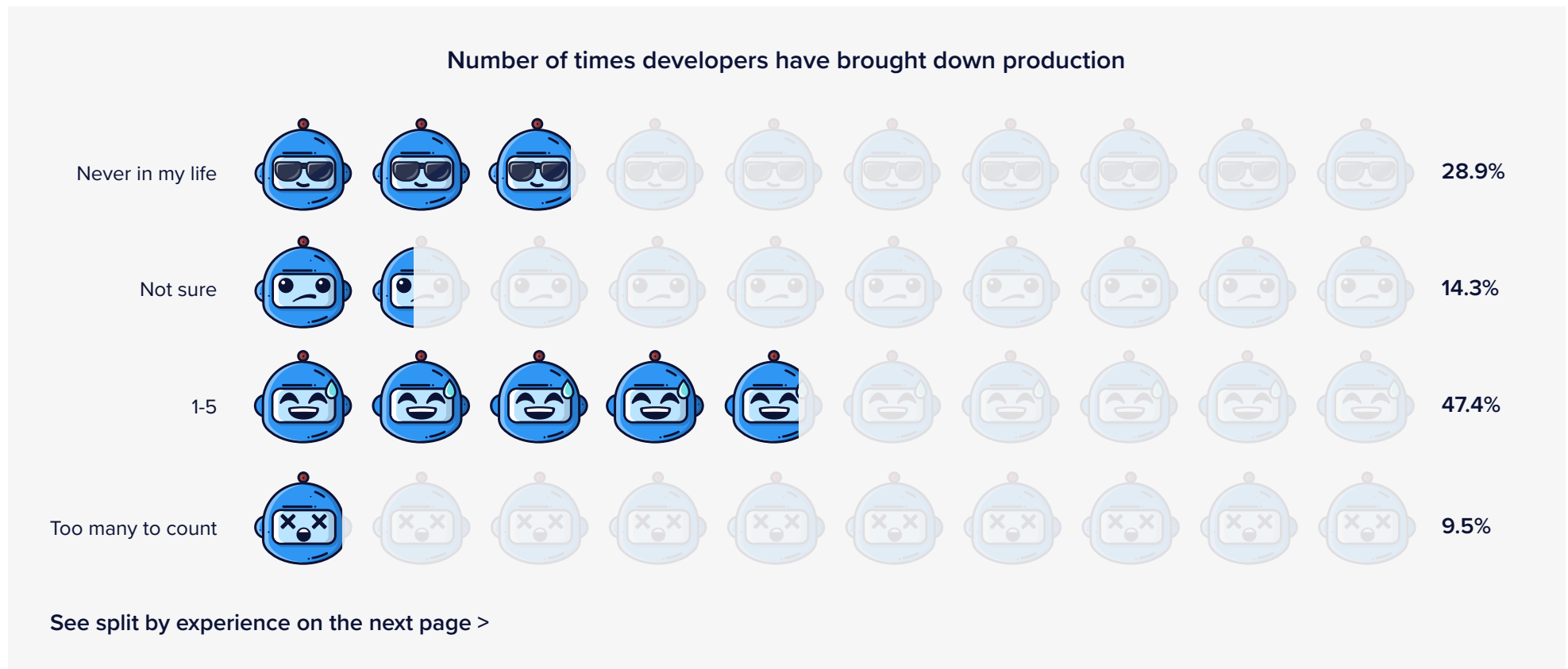
## The majority of developers in the Netherlands have brought down production at least once

Practical experience is the best teacher and making mistakes is a key part of any developer's education. Bringing down production is one such opportunity for learning.

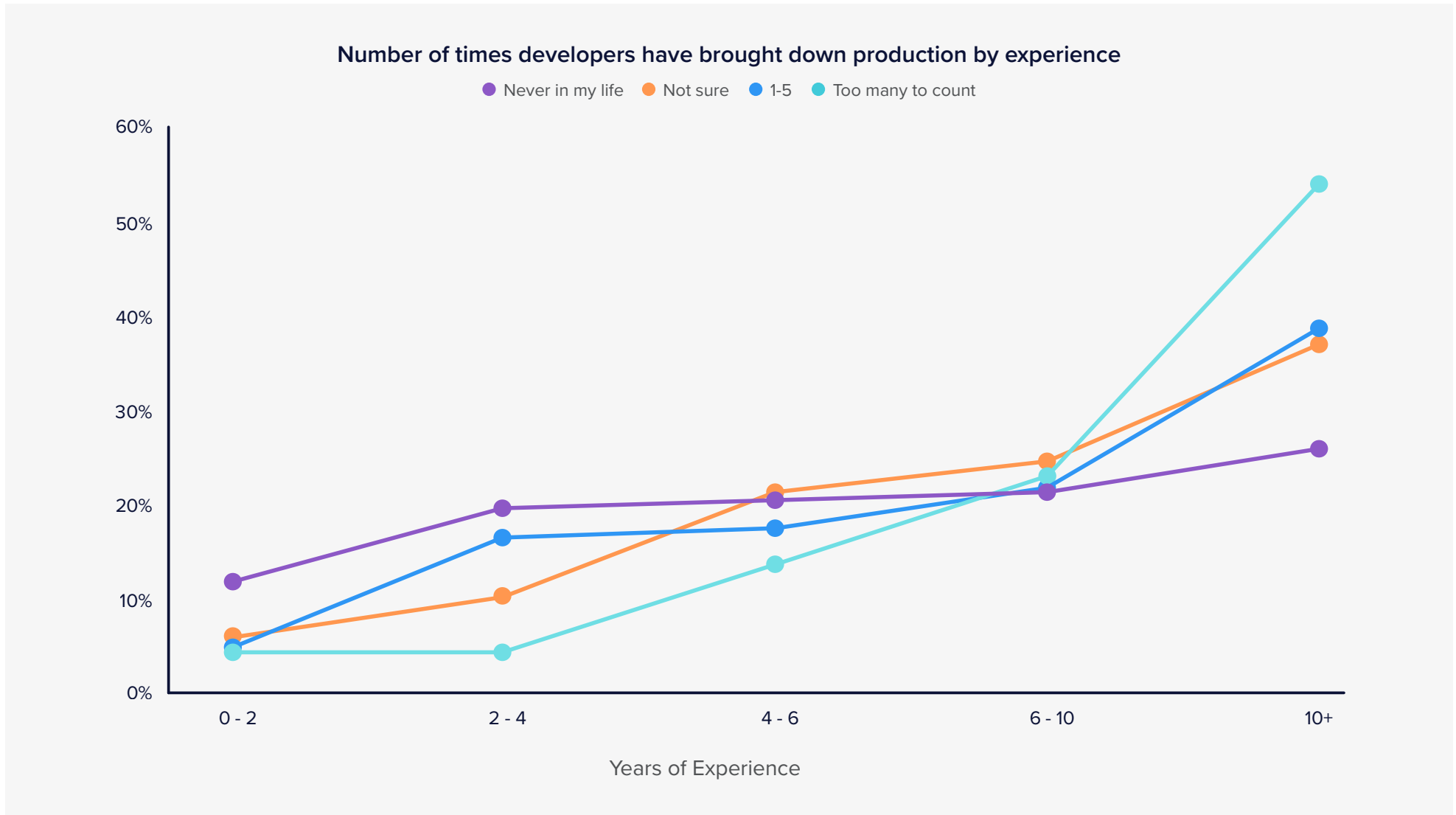
The majority of developers in the Netherlands have brought down production at least once during their careers!

[See graphs on the next page >](#)

# The majority of developers in the Netherlands have brought down production at least once



# The majority of developers in the Netherlands have brought down production at least once



# Get involved in the OfferZen community



## Create articles with our editorial team

Write your own article on your learnings or projects with the help of our Source editorial team.

[Get started](#)



## Join our mentorship programme

Sign up to the Thrive programme to pay-it-forward as a senior developer or level up as a junior developer.

[Read more](#)



## Watch the Laravel Origins documentary

Our new documentary brings to life the evolution of Laravel in the last ten years as told by Taylor Otwell and many others.

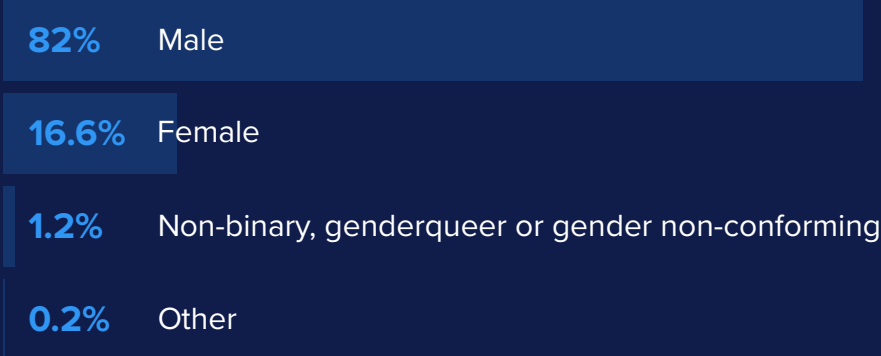
[Watch documentary](#)

# Demographics

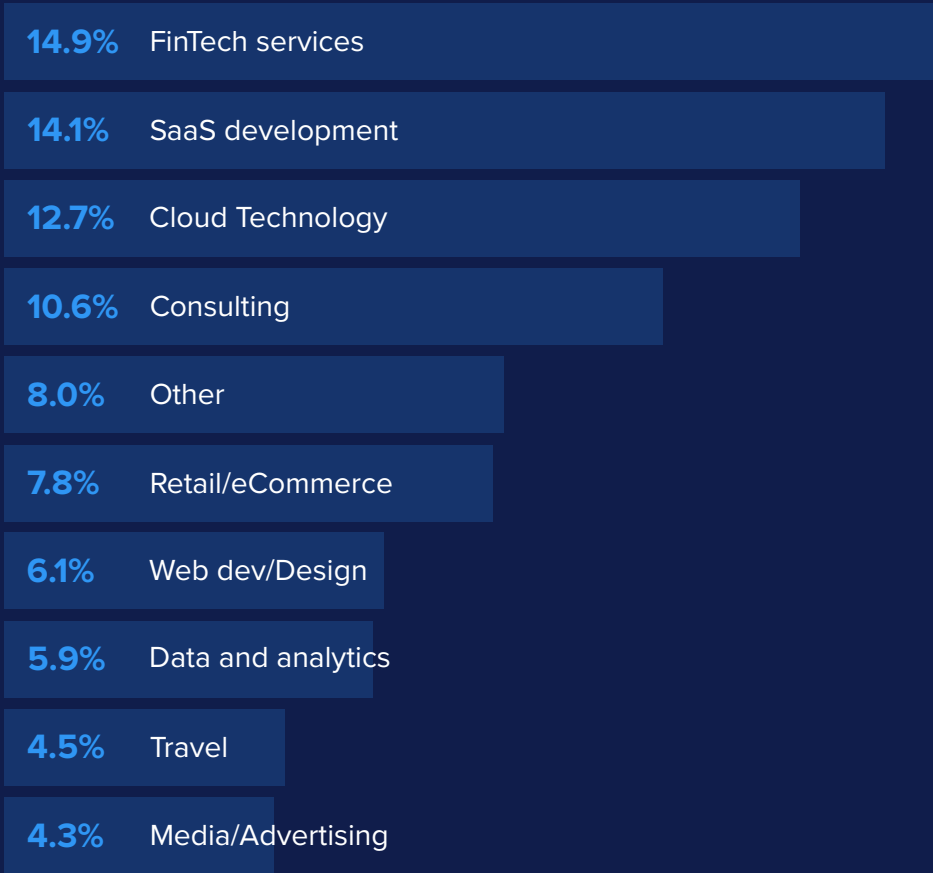
The data in this report does not claim to be representative of the entire developer population in the Netherlands. Whenever the word ‘developer’ is used, it refers to the group of developers who took our #DevNationSurvey in 2021.

In cases where no data slicing occurs, all 510 valid responses were included. In order to shed light on survey participant characteristics, we’ve included the demographic breakdown of all 510 valid responses below. In some cases, we decided to exclude insights on gender and ethnicity because we felt that we could not do these important topics justice in the short-form format of this report.

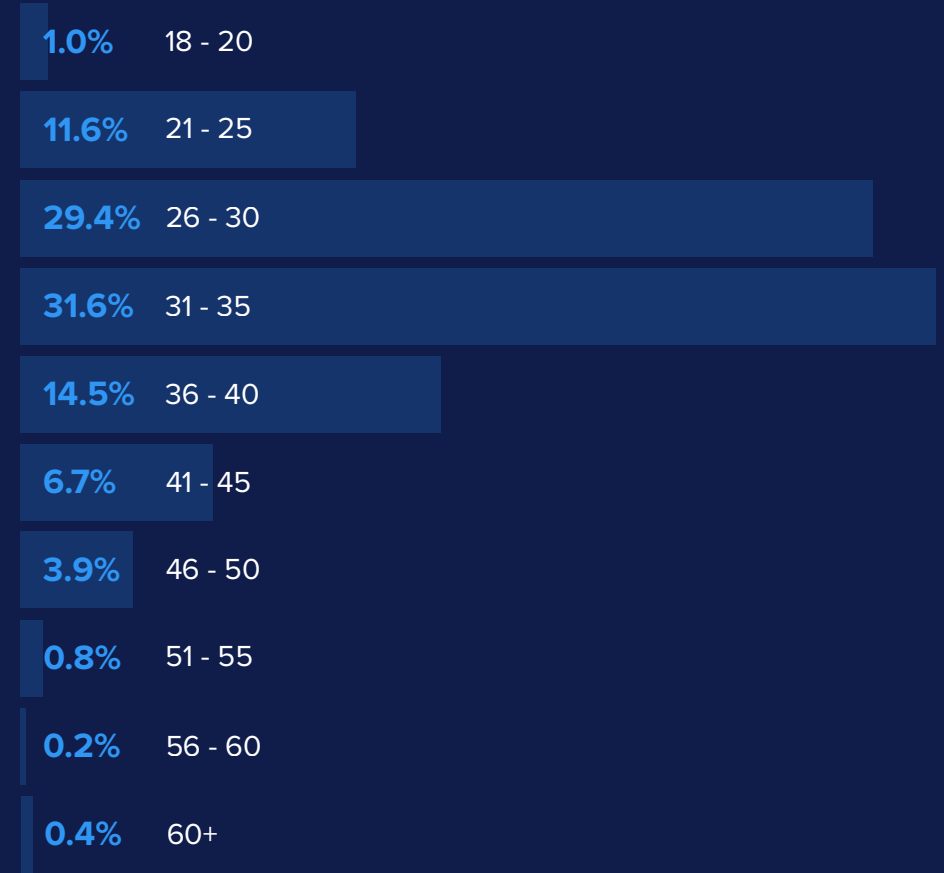
## Gender



### Industries developers currently work in

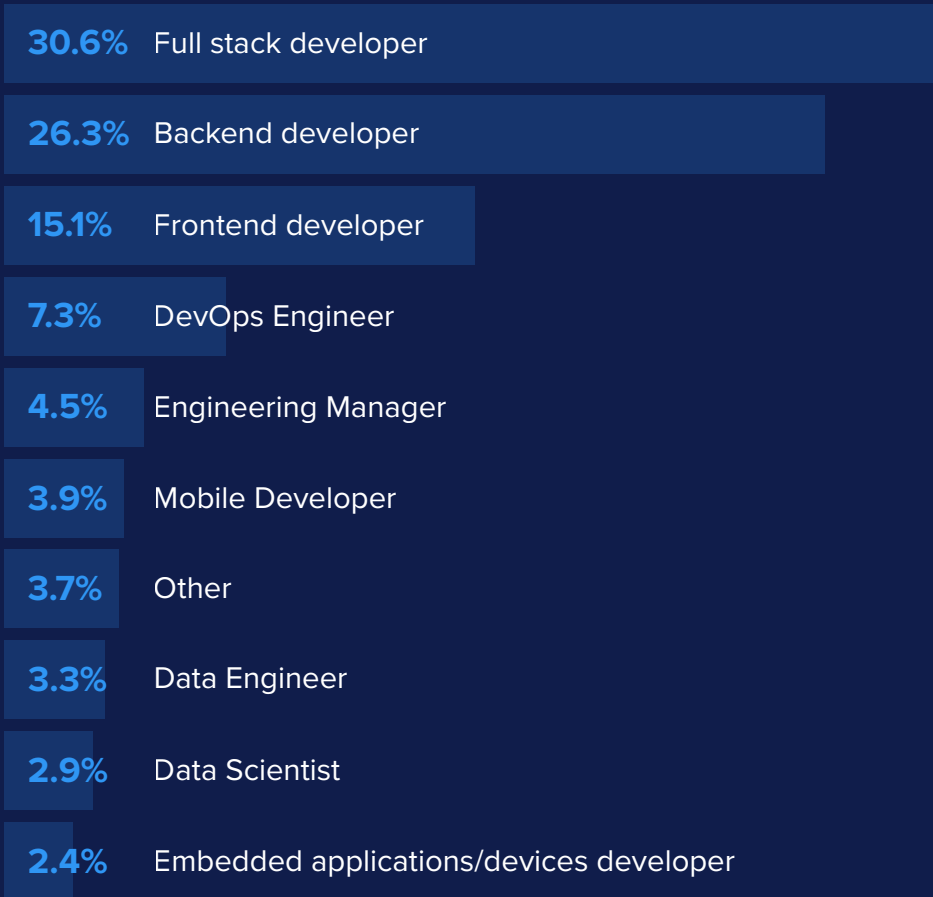


### Age (years)





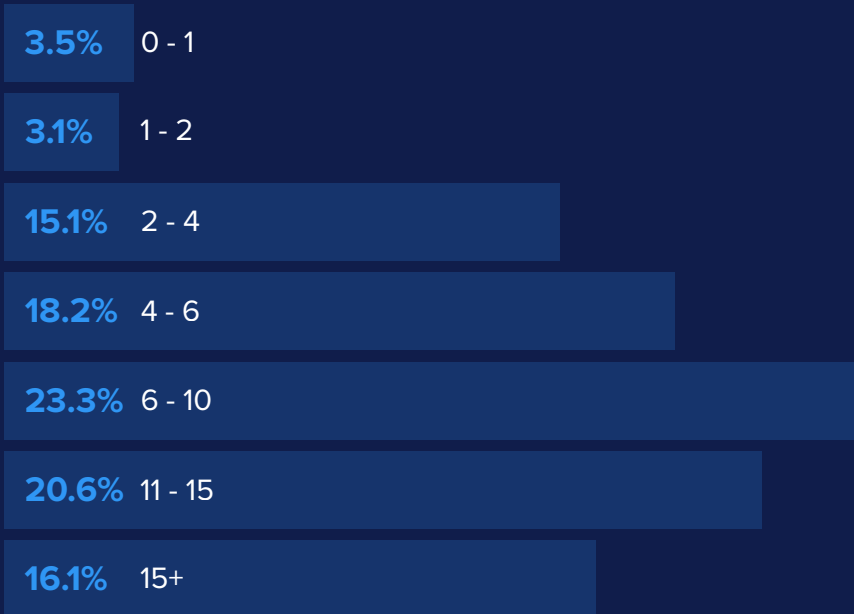
### Role



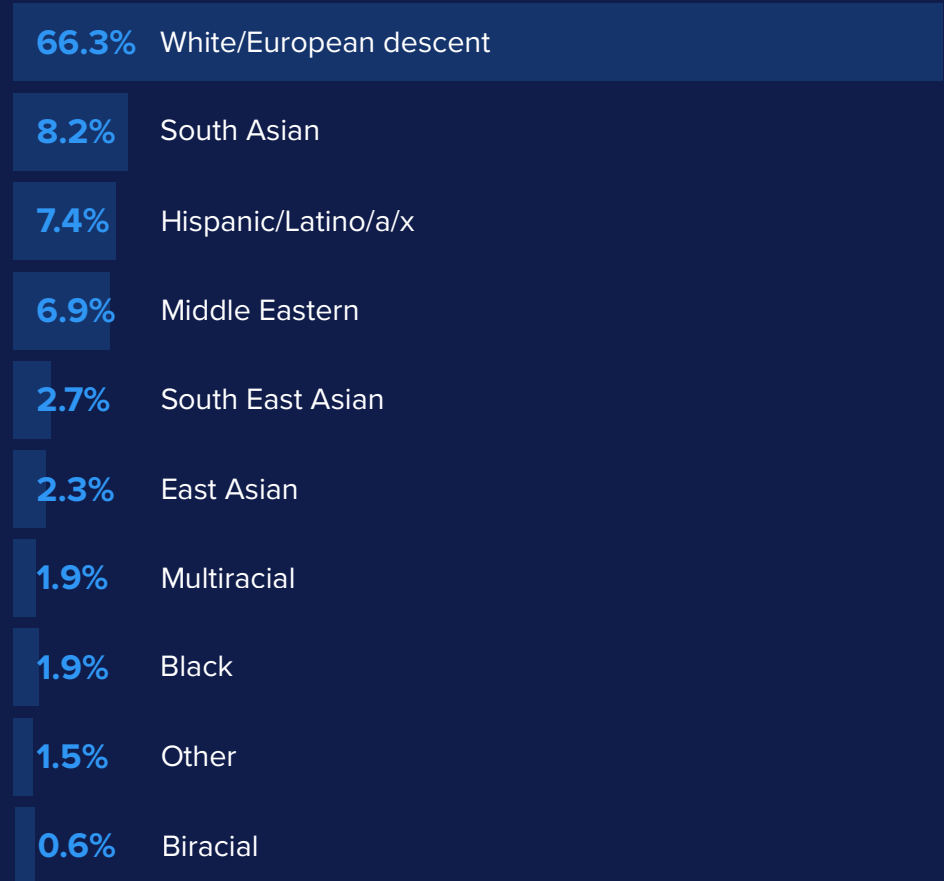
### Organisation size by employees



### Coding experience (years)



### Race



# Methodology



OfferZen conducted a survey to find out more about the skills, work experience and job search behaviour of developers. The survey itself was hosted on Typeform. Respondents were contacted via emails sent to software makers in the OfferZen community and social media posts to the public.

A total of 860 people took the online survey between 18 October 2021 and 21 January 2022. Of these responses, 510 responses were counted as valid because they were from developers who are currently employed or have work experience in the Netherlands.

Data was anonymised in accordance with GDPR guidelines and is housed separately to any and all of OfferZen's platform data. Percentages may not always add to 100% due to rounding or where multiple choices were offered.

The midpoint of a salary range has been taken for all insights where salary information is included. Salary in this report refers to gross salary before tax and excludes other benefits. We conducted statistical significance testing to verify insights regarding salaries. We have only included claims where we have at least 95% confidence.

# About OfferZen



OfferZen is a developer talent marketplace by developers for developers. Our platform matches top software talent with exciting opportunities at companies, but this effort actually encompasses a much wider mission: To help developers and their teams thrive in the tech ecosystem.

Over the last five years, this mission has manifested in a multitude of ways from our core business of helping software makers find awesome new jobs, to hosting local maker evenings and tech events or helping makers share their experiences on our blog. We want to help build an inclusive, transparent, and thriving tech ecosystem.



Sign up to OfferZen to [Find a dev job](#) or [Hire tech talent](#)

