

2024 Offshore Software Development *in Numbers*



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Poland

Population	38M
Developers	401K
Hourly development rate	\$43-65
Main tech cities	Warsaw, Krakow, Łódź, Wrocław



Ukraine

Population	44M
Developers	250K
Hourly development rate	\$30-60
Main tech cities	Kyiv, Kharkiv, Dnipro, Lviv, Odesa



Romania

Population	19M
Developers	130K
Hourly development rate	\$35-55
Main tech cities	Bucharest, Cluj-Napoca, Timișoara

Our method

This guide highlights three leading technology nations in Central and Eastern Europe: **Poland, Ukraine, Romania**. We've compiled essential details about these pivotal software development centers, categorizing them under IT market overview, number of software developers, average hourly rates, favored programming languages, and the outsourcing trends that are defining the startup landscapes in these countries.

For insights into the tech workforce, we referred to The State of European Tech report. Additionally, we utilized Google Trends to analyze the popularity of major programming languages like JavaScript, Java, MySQL, Python, C#, and Flutter, aiming to identify the preferred technology stacks in each Eastern European nation.

The information regarding average software development rates was sourced from industry-relevant platforms such as PayScale, Accelerance, UpWork, and SourceSeek. This data helped us to establish the range of average hourly rates across each country. We observed that software development pricing on the lower end is generally offered by outsourcing vendors managing smaller projects, whereas higher rates are typical for larger firms that boast specialized domain knowledge.



Key facts about nearshore software development centers in Eastern Europe

Country	Poland	Ukraine	Romania
Number of software developers	401K	250K	139K
Average hourly rates	\$43-65	\$30-60	\$35-\$55
Most popular programming languages	Java, JavaScript, Python, Typescript	JavaScript, Java, C#, Python	JavaScript, Java, Python
Main IT hubs	Warsaw, Kraków, Łódź, Wrocław	Kyiv, Kharkiv, Dnipro, Lviv, Odesa	Bucharest, Cluj-Napoca, Timișoara
Famous startups	DocPlanner, Nightly	Petcube, Grammarly, DepositPhotos	ViPath, TypingDNA



Nearshore software development in Ukraine

Overview of the Software Development Sector

Over the first nine months of 2024, Ukraine's IT service exports saw a 15% increase from the year prior, reaching \$7.84 billion. This surge in revenue is attributed to the rapid expansion of the Ukrainian technology sector. The Ukrainian Tech Market Overview report highlights the IT industry's critical role in the national economy, ranking as the third-largest service export sector in Ukraine.

Population: **44 Mil**

Developers: **250K**

Hourly development rate: **\$30 – \$60**

Main tech cities: **Kyiv, Kharkiv, Dnipro, Lviv, Odesa**

Population of Software Developers in Ukraine

The tech industry website dou.ua reports that Ukraine is home to approximately 250,000 software developers. This figure is on an upward trajectory, with tech institutions in Ukraine graduating about 23,000 new specialists each year. The lion's share of these software developers is found within Ukraine's top five technological centers: Kyiv, Kharkiv, Lviv, Dnipro, and Odesa.

Pricing for Software Development in Ukraine

In Ukrainian outsourcing firms, the hourly rates for software development start from \$12 and can reach up to \$62. Engaging with a Ukrainian software development agency, clients should anticipate a lower average rate of around \$30, with the higher average rate approaching \$60.



Ukraine is home to a wealth of promising enterprises, with several achieving global recognition. Notable examples include **Petcube**, which enhances the bond between pet owners and their pets through a range of gadgets linked to a mobile application; **Grammarly**, a service dedicated to improving text quality for its users; **DepositPhotos**, a vast repository hosting over 60 million photos, images, and videos, serving as a platform connecting sellers and buyers; **Lookserly**, an app offering advanced real-time photo and video appearance simulation; and MacPaw, known for its software solutions designed to clean and optimize Apple computers. To bolster the growth of its startup ecosystem, leading Ukrainian tech companies have banded together to form IT clusters. Presently, the country features over 20 such hubs across its major cities, with the Lviv, Kharkiv, and Kyiv IT clusters standing out as the largest.

Additionally, Ukraine is dotted with more than 50 IT co-working spaces aimed at providing networking and educational opportunities for technology enthusiasts. The majority of these hubs are situated in Kyiv (such as **HUB 4.0**, **DataHub**, **Platforma**, **Projector**, among others), Lviv (including **iHUB**, **ITEA Hub**, **Startup Depot**), and Odesa (with spaces like **Impact Hub**, **Terminal 42**, **iQSpace**). The nation is also a fertile ground for business accelerators, including **GrowthUp**, **iHUB**, and **Carrot**. Furthermore, Ukraine annually hosts several major tech events, with Lviv IT Arena, iForum, and IT Weekend Ukraine being among the most prestigious.

Leading Programming Languages in Ukraine

As of 2024, the most favored programming languages in Ukraine include JavaScript, Java, and C#, with Python and PHP also receiving comparable recognition. Typescript trails not far behind these. On the other end of the spectrum, C, Scala, and Go are identified as the least favored programming languages within the country.

Ukraine's Startup Environment

Ukraine is renowned for its contributions to technological innovation. Based on assessments from StartupBlink, Ukraine occupies the 34th position globally for its vibrant startup ecosystem, marking its significance on the Eastern European tech scene.

Nearshore software development in Poland

Overview of the Software Development Market in Poland

The Polish IT industry predominantly generates its income from the sales of computer equipment, IT services, and the distribution of software. In 20223, the sector experienced a significant profit increase of 45%. The revenue potential of Poland's IT sector is on an upward trajectory, with projections indicating it could hit **€14 billion** by the end of 2024.

Poland's IT outsourcing landscape features approximately 700 business service centers, employing about 150,000 individuals. The software development segment is poised for a yearly growth rate of 7.2%, whereas the hardware sector is anticipated to expand by 3.2% annually.

Number of Software Developers in Poland

As per The State of European Tech report, Poland is home to **401,000** software developers. The country's educational system plays a crucial role in sustaining this growth, contributing around 63,000 new ICT specialists to the job market each year. Furthermore, nearly 99,500 high school students are enrolled in technical courses, acquiring IT competencies in data management, computational thinking, and graphic design.

Population: **38M**

Developers: **401K**

Hourly development rate: **\$43-65**

Main tech cities: **Warsaw, Kraków, Łódź, Wrocław**



Startup ecosystem in Poland

The Polish tech startup ecosystem has been experiencing significant momentum in recent years, with growth primarily fueled by global developments, especially from the Western world. The landscape of Polish IT startups is moving towards a more decentralized model. While Warsaw remains a central hub, cities such as Kraków, Łódź, and Wrocław are emerging as vibrant centers for technological innovation.

A common goal among Polish startups is to address societal needs, with a predominant focus on B2B collaborations. Leading examples of Polish IT startups include **AISENS**, which leverages cutting-edge technology for efficient patient rehabilitation; **CardioCube**, offering AI-driven cardiovascular health monitoring; **StethoMe**, an electronic stethoscope that enables parents to check their children's health and share results with doctors; **DocPlanner**, a comprehensive platform for finding and booking healthcare professionals; and **Nightly**, an app designed to alleviate sleep disorders through sound stimulation.

The flourishing of the IT startup sector in Poland has been supported not only by the entrepreneurial spirit of local developers but also by the extensive network of tech communities and accelerators. Key players in this supportive ecosystem include **MCI Capital**, **Inovo**, **Exporior Venture Fund**, **ReaktorX**, **Startup Hub Warsaw**, **Huge Thing**, **Hedgehog Fund**, and the **Founder Institute**, all contributing to the vibrant and innovative startup scene.

Software Development Rates in Poland

The hourly rates for outsourcing from Polish software development firms vary, starting at \$11 and going up to \$65. When engaging with top-tier software development agencies, the average starting hourly rate is around \$40, and it can rise to an average high of \$56.

Top Programming Languages in Poland

Data from Statista indicates that as of 2021, JavaScript, Java, and Python are the most favored programming languages in Poland. Following closely are TypeScript and PHP, while Scala, C, and Ruby are less commonly found in job postings, indicating their lower popularity in the Polish job market.

Nearshore software development in Romania

Overview of the Software Development Industry

Since the turn of the millennium, Romania has seen its technology sector flourish, achieving an annual growth rate of 15%. By 2024, the combined revenues of domestic IT firms had approached €8.2 billion, highlighting the software outsourcing sector as a pivotal element of the national GDP.

Romania has established a nurturing environment for the technological industry to thrive. Foreign investors hold sway over approximately 70% of the Romanian IT market, with internationally managed companies averaging revenues around €50 million annually.

Population: **19M**

Developers: **130K**

Hourly development rate: **\$35-\$55**

Main tech cities: **Bucharest, Cluj-Napoca, Timișoara, Iași**

Number of Software Developers in Romania

Romania boasts a workforce of 130,000 software engineers, with the numbers bolstered annually by around 7,000 new graduates from computer science and engineering disciplines.

Pricing for Software Development in Romania

In Romania, the hourly charges for software development services provided by various companies range from \$25 to \$60. Engaging with a technology partner in Romania means facing an average minimum hourly rate of \$35 and a potential average maximum of \$55.



Romania is currently a vibrant hub for about 1,000 active startups and annually hosts over 40 conferences and meetups, making it a bustling center for technological innovation and networking. Noteworthy Romanian tech enterprises include **TypingDNA**, which offers typing biometrics authentication to safeguard users' data and identities online; **FintechOS**, providing digital transformation solutions for the financial and banking sectors; teleportHQ, a platform that caters to user interface experts and designers with tools for automated design and code generation; **Questo**, a mobile application offering city exploration games; and **Elrond**, which delivers enhanced broadband performance to the blockchain.

The country also boasts more than 50 IT hubs and co-working spaces that play a crucial role in nurturing a culture of innovation. Among these, **NodMakerSpace** stands out as the leading co-working space in Romania, according to market recognition. Other significant hubs include **Commons**, **Hub onezero**, **TechHub**, **ImpactHUB**, **ClujCowork**, **thatdevspace**, **ClujHub**, **thinkspace**, **Demisol**, and **Hub 1317**, each contributing to the supportive ecosystem for tech startups and professionals in Romania.

Leading Programming Languages in Romania

In Romania, SQL stands out as the programming language of choice, closely trailed by JavaScript and Java, as indicated by Google Trends data. Python, PHP, and C++ also enjoy considerable popularity, whereas Scala and Ruby are less common among Romanian developers.

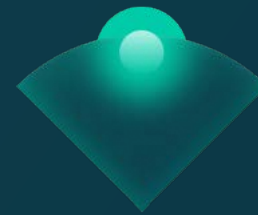
Growth of the Romanian Startup Ecosystem

Romania's startup landscape is experiencing brisk expansion, with an increasing number of startups emerging each year. UiPath, a company specializing in robotic process automation solutions for enterprises, has achieved significant milestones as Romania's first startup unicorn. This company has impressively increased its revenue from \$1 million to \$100 million in under two years.

What We Offer



Offshore & Nearshore Team Augmentation



Dedicated Team



Custom Offshore & Nearshore Software Development



SF Head office



Columbia



Brazil

Poland



Ukraine

About TATEEDA

Based in San Diego, TATEEDA is a distinguished custom software development firm and staff augmentation provider. Our impressive talent pool includes more than 100 seasoned engineers.

We specialize in assisting companies across various high-tech and business sectors in crafting impactful and scalable software solutions. Our dedicated team is committed to bringing your vision to life by leveraging the latest technologies and industry best practices.

Tateeda has consistently earned recognition as one of the Fastest Growing Private Companies by the San Diego Business Journal for five consecutive years. Additionally, we take pride in our inclusion in the Inc. 5000 list twice, underscoring our sustained growth and unwavering commitment to excellence from 2022 to 2024.

2023

Established

16

Countries Are Home to Our Engineers

100+

In-house IT Professionals

94%

Employee Retention Rate achieved in 2023

Web Development	Mobile	Desktop & Backend	DevOps
 	 		 
 		 	 
 			 docker

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