

## 2018 Guide To Software Outsourcing In Eastern Europe

## OUTSOURCE BETTER. FASTER. SMARTER.

Done right, searching on your own for a qualified software outsourcing partner that perfectly aligns to your needs can take 5 months or more. Accelerance partner selection services guide your company to the top software companies in Eastern Europe that are fully-investigated and proven to deliver.

**Qualified software development teams are everywhere.** How do you know which parts of the world are best? Which regional talent pools are overfished, which are overpriced? What business and political conditions create great opportunity and which ones should be avoided? Which regions offer great travel experiences - and which ones don't?

As the leading authority on global software outsourcing, Accelerance monitors regional landscapes for political and economic circumstances that create or diminish software outsourcing conditions.

#### **IN THE GUIDE**

- Up-to-date insights for software outsourcing in Eastern Europe
- Overviews of 4 Eastern European regions
- Top countries for software outsourcing
- Education and English proficiency levels, political stability assessment, economic standing, global competitiveness scores, timezone and travel information.

## THE ACCELERANCE GLOBAL NETWORK

Accelerance searches the world for top software outsourcing companies. We set the standard in due diligence for global team assessments. Our research team has reviewed more than 8,000 software companies around the world. We eliminate unqualified companies (which is most of them) and the remaining ones that meet our high standards of excellence, trustworthiness and business maturity are considered for partnership in the Accelerance Global Network. As a final step to certified partnership, Accelerance travels the world to conduct deep on-site assessments so you can outsource with confidence.

#### THE ACCELERANCE GLOBAL NETWORK IN EASTERN EUROPE

- COUNTRIES: 8
  - LOCATIONS: 15
- TOTAL ENGINEERS AT ACCELERANCE PARTNERS: 2,000
- **\$ HOURLY RATES:** \$25 TO \$77\*

\*Note: US Dollars (\$) Blended Rate for a typical full stack Scrum team

### SOFTWARE OUTSOURCING IN EASTERN EUROPE

Eastern Europe is a refreshing outsourcing destination with a solid software outsourcing pedigree. Strong universities, proximity to Western Europe and a close cultural affinity with the West make it a favorite outsourcing destination. Culturally, the region is similar to North America, and except for the varied languages, those who travel there find the direct communication style familiar.

Eastern Europe holds a great deal of respect for American technical innovation. Many software engineers feel that their skills and knowledge are best used in the Western world and rather than immigrate to the United States, they make use of their talents by working in the outsourcing industry.

Newcomers to outsourcing in Eastern Europe are delighted to discover a deep talent pool and the availability of higher-end, innovation-oriented developers and are surprised at how fast they can establish a partnership and bring a new team up to speed.

Four subregions of Eastern Europe:

- 1. Far Eastern Europe (Armenia, Belarus, Moldova, Russia, Ukraine)
- 2. Central Europe (Czech Republic, Hungary, Poland, Slovakia)
- 3. The Baltics (Lithuania, Estonia, Latvia)
- 4. The Balkans (Serbia, Bosnia, Romania, Bulgaria, Slovenia)

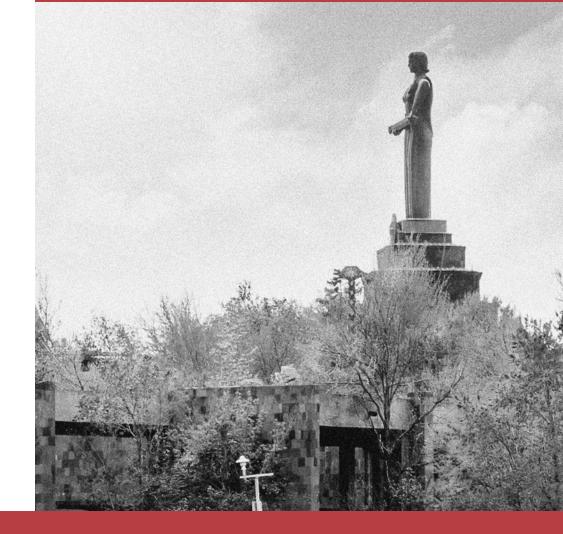


### FAR EASTERN EUROPE

### RUSSIA, UKRAINE, ARMENIA, BELARUS, AND MOLDOVA

Much of Far Eastern Europe comprises former satellite states of the Soviet Union. Following the dissolution of the USSR, those satellite countries largely considered themselves to be European, though Belarus retains a strong kinship with Russia. A strong bond remains among these Eastern European countries as a result of Soviet rule.

The former Soviet Union placed emphasis on educational programs rich in engineering and the sciences. Because of this, the region today has many highly-skilled professionals in technology and computer science, but at much lower labor costs than Western Europe.



#### OUTSOURCING READINESS BY COUNTRY AVERAGE HOURLY RATE: **\$25-\$35**



### THE ACCELERANCE GLOBAL NETWORK IN FAR EASTERN EUROPE

Accelerance has reviewed software outsourcing companies in Far Eastern Europe to identify highly qualified companies you can trust to deliver. We've traveled to Russia, Belarus, Armenia, and Ukraine to conduct deep, on-site assessments of the companies that qualify for partnership in the Accelerance Global Network. At the time of this writing, Accelerance does not have Partners in Moldova.

Country	Population	GDP		English Proficiency		Outsourcing Readiness	Higher Education & Training		Technological Readiness	
	(Thousands)	(\$MM)	(\$US)	Rating	Rank	(1 = High, 2 = Med, 3 = Low)	Rank	Score	Rank	Score
Armenia	2,930	10,547	8,818	NA	NA	1	71	4.38	71	4.01
Belarus	9,468	47,433	18,060	NA	NA	1	NA	NA	NA	NA
Russian Federation	143,990	1,283,162	23,163	Low	38	1	32	5.09	62	4.30
Ukraine	44,223	93,270	8,272	Low	47	1	33	5.08	85	3.58

## RUSSIA 🧼

#### AT A GLANCE

Software Outsourcing Readiness: High Higher Education and Training Rank:  $\frac{32}{138}$ English Proficiency Score:  $\frac{52}{100}$ Global Competitiveness Score:  $\frac{4.6}{7}$ 

**SINCE** the introduction of a free-market economy, Russia has gradually become an outsourcing destination with strong programming resources and is considered a strong and stable outsourcing location. Russian workers are a good choice for research and development (R&D) and innovative technology expansion. Historically, intellectual property (IP) laws are not always respected, but the country has been making progress in this area. Ultimately, you'll need to rely on the integrity of the service firm you choose.

#### TALENT POOL & EDUCATION

Russia offers highly-skilled IT workers who take pride in their technical experience; they're creative, smart and imaginative, often doing more than asked for. Russia has one of the world's best education systems. Most programmers have a formal science degree and work in complex defense programs and industries. Agile project management is available and widely known. Technical Readiness Rank: $\frac{62}{138}$ Hourly rates:\$25-\$35

Timezone: 8 hrs ahead of US Eastern Standard Time

Travel: 13 hr flight from NYC

#### LANGUAGE

Russian is the national language. English is recognized as a required language for technical work, and while most programmers have a heavy accent when speaking, written English is typically very good and an effective means of communication by email and instant messaging.

#### ECONOMIC OUTLOOK

Deflated prices in oil production are a key drag on Russia's hopes for economic growth. In spite of tight fiscal practices in place by Putin's government, GDP is only expected to grow around 1.8% in 2018 and around 1.9% in 2019.

#### POLITICAL CONDITIONS

The Russian government supports technology growth. Governmentbacked cyber attacks have placed a new cloud of suspicion on the Russian business climate.

## UKRAINE

#### AT A GLANCE

Software Outsourcing Rea	dines	s: Hig	h				
Higher Education and Training Rank:							
English Proficiency Score:	<u>50.91</u> 100		<u>33</u> 138				
Global Competitiveness So	core:	<u>4.1</u> 7					

**UKRAINE** gained independence after the collapse of the Soviet Union in 1991 and now vacillates between seeking closer integration with Western Europe and being drawn into the orbit of Russia (which is threatened by a Western-leaning Ukraine.) As Europe's second largest country, Ukraine is a land of economic growth, specifically in the IT sector. The National Academy of Sciences supports more than 100 scientific research institutes and eight technoparks, which focus on the commercialization of high-technology research.

#### TALENT POOL & EDUCATION

The number of engineers (one of the highest levels of education) in Eastern Europe, and the relatively low cost of outsourcing in Ukraine, are the main reasons for choosing the country as an outsourcing destination. A strong scientific and mathematical education system allows programmers to advance into roles as collaborative and innovative technical leaders as opposed to functioning as body-shop programmers. Technical Readiness Rank: $\frac{85}{138}$ Hourly rates:\$25 - \$35

Timezone: 7 hrs ahead of US Eastern Standard Time

Travel: 15 hr flight from NYC

#### LANGUAGE

In Eastern Ukraine, Russian is spoken more than Ukrainian and the English skills of Ukrainian engineers are adequate, but not as good as in other outsourcing destinations. It's often best to rely on written English as a means of communication, which is usually sufficient for most outsourcing projects.

#### ECONOMIC OUTLOOK

The economy faltered in 2017, but is expected to rebound next year. GDP growth forecasts 2.9% in 2018, and then an additional 3.2% in 2019.

#### POLITICAL CONDITIONS

Territorial disputes between Ukraine and Russia and fighting on the southeastern border have lingered since 2013 with no resolution in sight.

## ARMENIA 🥥

#### AT A GLANCE

Software Outsourcing Readiness: High

Higher Education and Training Rank:  $\frac{71}{138}$ 

English Proficiency Score: N/A

Global Competitiveness Score:  $\frac{4.2}{7}$ 

**NESTLED** in the Caucasus mountain region, bordering Turkey and Georgia, Armenia has been emerging as a prime outsourcing location. Armenia does not sacrifice quality of work for cost savings. Over the past several years, the IT sector has grown by 22%, making it the fastest growing sector in the country.

#### TALENT POOL & EDUCATION

With highly-skilled workers that are proficient in English, the post-Soviet engineering workforce has ignited renewed growth in the country's IT sector and economic stability. Armenia, has a well-developed education system and offers strong university programs with specializations in IT and related sciences.

#### LANGUAGE

Armenians are multi-fluent in global languages such as English, Russian, Arabic, German, Farsi, Spanish and French. The country's English proficiency makes it a positive place to outsource software development and conduct business around the world.

Technical Readiness Rank:  $\frac{71}{138}$ Hourly rates: \$25 - \$35

Timezone: 9 hrs ahead of US Eastern Standard Time

Travel: 15 hr flight from NYC

#### ECONOMIC OUTLOOK

Currently, the economy is strong and stable. The near-term future is bright for Armenia, with GDP expected to grow around 3.5% in 2018 and even higher in 2019, at 3.6%. The cost of living in Armenia is lower than most outsourcing countries with a high-quality of living in Armenia's central business districts.

#### POLITICAL CONDITIONS

Armenia has a vibrant democracy with opinions displayed publicly in street protests around major issues and a free press. The country is a signatory to the Russian sponsored Eurasian Customs Union. It's relationships with Turkey and Azerbaijan to the West and East are strained; with the former tying back to Turkey's civil war at the turn of the last century and Armenian genocide and the latter due to a border dispute that since the breakup of the Soviet Union.

## BELARUS



#### AT A GLANCE

Software Outsourcing Readiness: High

Higher Education and Training Rank: Unavailable

English Proficiency Score: Unavailable

Global Competitiveness Score: Unavailable

**TUCKED** away just north of Ukraine is the country of Belarus. Formerly part of the Soviet Union, Belarus was the manufacturing center for most of the computers and computer components in the former USSR. Belarus is one of the most technologically-advanced countries in Eastern Europe.

The creation of Hi-Tech Park, a 123.5-acre home for IT companies in Minsk, has helped pave the way towards Belarus becoming the Silicon Valley of Eastern Europe. Hi-Tech Park inspires an environment teeming with innovation and offers reduced taxes and minimal bureaucratic oversight.

The competitive advantages of Belarus make it an attractive outsourcing area with a strong software outsourcing industry and a great education system.

#### TALENT POOL & EDUCATION

Approximately 2,000 highly-qualified IT programmers and engineers graduate from the country's technical universities each year.

Technical Readiness Rank: Unavailable

Hourly rates: \$25 - \$35

Timezone: 9 hrs ahead of US Eastern Standard Time

Travel: 16 hr flight from NYC

#### LANGUAGE

Russian is the official language, but Belarusian is spoken at home. Unlike neighboring Russia, Belarusians have a very high rate of English proficiency country-wide.

#### ECONOMIC OUTLOOK

GDP is stable with continued growth. President Lukashenko's probusiness policies are creating optimism for Belarus' economic outlook. GDP is expected to increase by 1.7% in 2018 and to 1.9% in 2019.

#### POLITICAL CONDITIONS

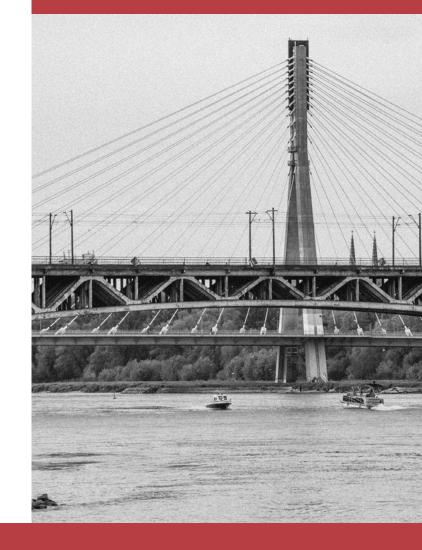
Belarus has a strong and protective legal system, as well as a close alliance with Russia. The Belarusian government actively supports IT outsourcing and has begun opening up to Western markets in recent years. The country has been run as a "Managed Democracy" with a strong leader, Alexander Lukashenko, having won his fifth term as President in 2015 with no significant opposition.

### **CENTRAL EUROPE**

### CZECH REPUBLIC, POLAND, HUNGARY AND SLOVAKIA

Long divided by the ambitions of warring empires and Cold War tension, Central Europe has been heavily influenced and affected by a violent past. Fortunately, we no longer see walls and barbed wire, but a thriving and bustling region nestled in the center of Europe. With lingering ties to the USSR, the education system puts exceptional emphasis on STEM (science, technology, engineering, mathematics) areas. This allows the IT services market to grow exponentially, thus providing a highly-skilled IT workforce available for outsourcing efforts. This region is a highly prized location to live, visit and even outsource to.

Central Europe is one of the most popular destinations for outsourcing software development. With three countries in the top 10 of the Hackerrank (Poland, Hungary, and the Czech Republic), you can find top developers in this region. Combined with a high skill set and relatively low rates, Central Europe is a serious competitor for global outsourcing. Companies that opt to outsource to Central Europe find themselves at ease knowing their partners are technically skilled, easily accessible, due to timezone overlap, and fluent in multiple languages.



#### OUTSOURCING READINESS BY COUNTRY AVERAGE HOURLY RATE: **\$54-\$64**



### THE ACCELERANCE GLOBAL NETWORK IN CENTRAL EUROPE

Accelerance has reviewed software outsourcing companies in Central Europe to identify highly qualified companies you can trust to deliver. We've traveled to the Czech Republic, Hungary and Poland to conduct deep, on-site assessments of the companies that qualify for partnership in the Accelerance Global Network. At the time of this writing, Accelerance does not have Partners in Slovakia.

Country	Population	GDP		English Proficiency		Outsourcing Readiness	Higher Education & Training		Technological Readiness	
	(Thousands)	(\$MM)	(\$US)	Rating	Rank	(1 = High, 2 = Med, 3 = Low)	Rank	Score	Rank	Score
Czech Republic	10,618	192,925	34,711	High	20	1	27	5.20	29	5.54
Hungary	9,722	124,343	28,681	High	19	1	72	4.36	54	4.52
Poland	38,171	469,509	27,811	High	11	1	37	5.03	46	4.76
Slovakia	5,448	89,552	30,632	High	21	2	61	4.54	44	4.79

## CZECH REPUBLIC 🥥

#### AT A GLANCE

Software Outsourcing Readiness: High Higher Education and Training Rank:  $\frac{27}{138}$ English Proficiency Score:  $\frac{57.87}{100}$ Global Competitiveness Score:  $\frac{4.8}{7}$ 

**THE** Czech Republic, once a communist-occupied country, has made a successful transition to capitalism and has become economically well-integrated with the rest of the European Union. The Czech Republic's positive economy and strong economic development offers a stable environment for outsourcing initiatives. Strong economic development results in higher price points and software development options from our Certified Partners. Companies like Google, Microsoft, Oracle, IBM, CA, and RedHat are already outsourcing to the Czech Republic because of its cost-effective workforce, prime location at the heart of Europe, and its stable track record of research and development innovation.

#### TALENT POOL & EDUCATION

The Czech Republic is an excellent country to find highly-skilled programmers and a well-educated workforce. IT professionals are familiar with Western business practices and are easy to work with, which makes it a hot destination for software outsourcing. Technical Readiness Rank:  $\frac{29}{138}$ 

Hourly rates: \$55 - \$65

Timezone: 6 hrs ahead of US Eastern Standard Time

Travel: Easy to travel to; 19 hr flight from NYC

#### LANGUAGE

The official language is Czech, but English is widely spoken, especially in business practices.

#### ECONOMIC OUTLOOK

Although many economic indicators in 2017 were positive for the Czech Republic, there are clouds of concerns from a mired controversy over claims of fraud from the EU. If these issues are settled - or are minimized from an economic impact perspective, the economy is expected to show GDP growth of 3.2% in 2018 and 2.8% in 2019.

#### POLITICAL CONDITIONS

The Czech government offers tax subsidies to software development service centers, which proves that it strongly supports IT and technology businesses.

## HUNGARY 🧔

#### AT A GLANCE

Software Outsourcing Readiness: High Higher Education and Training Rank:  $\frac{72}{138}$ English Proficiency Score:  $\frac{58.61}{100}$ Global Competitiveness Score:  $\frac{4.3}{7}$  Technical Readiness Rank:  $\frac{54}{138}$ 

Hourly rates: \$55 - \$65

**Timezone:** 6 hrs ahead of US Eastern Standard Time

Travel: 14 hr flight from NYC

**HUNGARY** has made a smooth transition from a communist economic system to a free-market economy, and was quick to modernize its telecom infrastructure. Yet employment costs and payroll taxes often make hiring Hungarian programmers cost-prohibitive compared to outsourcing destinations like Poland.

#### TALENT POOL & EDUCATION

There's a high-level of education in Poland - most of the programmers there are senior software engineers and architects. Since there are a limited number of engineers, they only take on the most difficult technical challenges that are best solved by a small team of experts.

#### LANGUAGE

Hungarian is the official language, however, they are highly-proficient in English, which makes conducting business there easy.

#### ECONOMIC OUTLOOK

Hungary's current economic outlook is viewed positively by analysts. GDP is expected to grow around 3.4% in 2018 and 2.8% in 2019.

#### POLITICAL CONDITIONS

Hungary was under Communist rule for decades; however it's currently a liberal democracy and member of the European Union. Hungary remains a stable country for software outsourcing initiatives.

## POLAND

#### AT A GLANCE

Software Outsourcing Readiness: High Higher Education and Training Rank $\frac{37}{138}$ English Proficiency Score: $\frac{62.07}{100}$ Global Competitiveness Score: $\frac{4.6}{7}$  Technical Readiness Rank:  $\frac{46}{138}$ 

Hourly rates: \$60 - \$70

**Timezone:** 6 hrs ahead of US Eastern Standard Time

Travel: 17 hr flight from NYC

**POLAND** officially the "Republic of Poland", is considered a unitary sovereign state in Central Europe and is the sixth most populous member state of the European Union. Poland continues to express a desire for US-based companies to open technology development centers and create jobs. Large US companies, such as IBM, Intel, Google and Motorola, have already set up operations in Poland. Overall, Poland is positioned to compete very well in the global market for software development talent.

#### TALENT POOL & EDUCATION

In terms of their education system, about 40,000 workers in Poland graduate each year in information and communication technologies (about the same number as in Russia).

#### LANGUAGE

The official language is Polish, but English is widely spoken.

#### ECONOMIC OUTLOOK

Government tax incentives for special economic zones (SEZ), make Poland a top choice for software outsourcing. The economy has performed well in recent years and continued growth is anticipated. GDP is expected to grow to 3.6% in 2018 and 3.3% in 2019.

#### POLITICAL CONDITIONS

Poland has a good relationship and respect for Western countries, including the US.

## THE BALTICS

#### ESTONIA, LATVIA AND LITHUANIA

Formed in 1918, The Baltics remained independent republics until their involuntary incorporation into the USSR in 1940. After five decades of Soviet rule, The Baltics regained their independence in 1991. Recognized as one of the most economically stable locations in Europe, with a climate conducive to European and American business styles, the Baltics are a well-educated and technically capable region. The Baltics house the Research and Development (R&D) centers for Microsoft, SAP, Acronis, Parallels, Google, AIG, Nasdaq, Uber, IBM, Wix, Siemens and HP.

Estonia was named 'the most advanced digital society in the world' by Wired Magazine in 2017. Estonians also built an efficient, secure and transparent ecosystem unlike any other and it seems as though this small post-Soviet nation found the way of the future. The "E Residency" program started in 2014 and gave global entrepreneurs access to online tools (management, signatures, identities, payments, etc.) This initiative attracted over 30,000 businesses from 139 countries. This is just a small taste of the skill set of Baltic IT professionals.

Despite their economic strengths, Latvia and Lithuania are still in the process of ramping up their software development teams. This results in a smaller and more select talent pool than other European countries.

#### THE ACCELERANCE GLOBAL NETWORK IN THE BALTICS

Accelerance has reviewed software outsourcing companies in The Baltics, however, currently we do not have any partnerships in the region, largely because of a limited talent pool and high pricing.

### THE BALKANS

#### SERBIA, BOSNIA, ROMANIA, BULGARIA AND ALBANIA

Once dominated by the Soviet Union, The Balkans retained a STEM (science, technology, engineering, mathematics) focused education system. This education system allows for a highly creative and skilled workforce resulting in the production of customized software.

According to Kearney Global Services Location Index (2017), two Balkan countries are listed in the top 20: Bulgaria (#15) and Romania (#18). This indicates that their financial attractiveness, people skills/availability and their overall business environment is highly-favorable. Moreover, these countries are competitive in providing better cost locations, reasonable salaries, an experienced workforce and a vetted business environment. The combination of a Soviet influenced education system, a long history of outsourcing, and established connections allow The Balkans to be an active and thriving area for outsourcing efforts.



#### OUTSOURCING READINESS BY COUNTRY AVERAGE HOURLY RATE: **\$45**



### THE ACCELERANCE GLOBAL NETWORK IN THE BALKANS

Accelerance has reviewed software outsourcing companies in the Balkans to identify highly qualified companies you can trust to deliver. We've traveled to Romania and Bulgaria to conduct deep, on-site assessments of the companies that qualify for partnership in the Accelerance Global Network. At the time of this eBook, Accelerance does not have Partners in Serbia, Bosnia or Albania.

Country	Population	GDP		English Proficiency		Outsourcing Readiness	Higher Education & Training		Technological Readiness	
	(Thousands)	(\$MM)	(\$US)	Rating	Rank	(1 = High, 2 = Med, 3 = Low)	Rank	Score	Rank	Score
Bosnia / Herzegovina	3,507	16,560	10,958	NA	NA	1	92	4.02	76	3.88
Bulgaria	7,085	52,395	19,199	Moderate	22	1	56	4.64	38	5.14
Croatia	4,189	50,425	23,596	NA	NA	1	49	4.70	47	4.72
Romania	19,679	186,691	23,626	High	17	1	67	4.45	48	4.71
Serbia	8,791	37,745	14,152	High	16	1	69	4.40	70	4.05
Slovenia	2,079	43,991	32,885	NA	NA	2	22	5.42	35	5.19
Albania	2,930	11,927	11,929	NA	NA	3	42	4.90	82	3.66

## ROMANIA 🍥

#### AT A GLANCE

#### Software Outsourcing Readiness: Moderate

Higher Education and Training Rank:  $\frac{59.13}{138}$ English Proficiency Score:  $\frac{57.34}{100}$ Global Competitiveness Score:  $\frac{4.3}{7}$  Technical Readiness Rank:  $\frac{48}{138}$ Hourly rates: \$35 - \$45

Timezone: 7 hours ahead of US Eastern Standard Time

Travel: 12 hour flight from NYC

**AS** a member of the European Union, Romania has one of Europe's largest populations of IT professionals. Due to Romania's location, they've been able to establish themselves as the Eastern European country most culturally aligned with the United States. The country's entrepreneurial environment is a hotspot for tech companies, specifically contact centers, software outsourcing, app development and research.

#### TALENT POOL & EDUCATION

Romania has one of Europe's largest populations of IT professionals.

#### LANGUAGE

The official language is Romanian and a very high percentage of the Romanian workforce speak English, French, German or Italian.

#### ECONOMIC OUTLOOK

Romania's economy is giving off mixed signals. While growth was strong in 2017 (over 6%), there's an alarming rise in inflation and government spending. These factors are being monitored closely by global analysts, but the current forecast is GDP growth of 4.0% in 2018 and 3.4% in 2019.

#### POLITICAL CONDITIONS

Stable and positive; Post-WWII Romania was under Communist rule, however, it's now part of the European Union.

## BULGARIA 🍥

#### AT A GLANCE

Software Outsourcing Readiness: High

Higher Education and Training Rank:  $\frac{56}{138}$ English Proficiency Score:  $\frac{57.34}{100}$ Global Competitiveness Score:  $\frac{4.5}{7}$ 

**BULGARIA** combines a highly technical talent pool and strong IT presence making it a strong outsourcing location. Half of the country is recorded as having a university level degree, with an estimated 60,000 graduates yearly, with the majority of individuals focusing on a technical field. Bulgarian rates can be quite expensive and standard software programming may be cheaper elsewhere.

#### TALENT POOL & EDUCATION

With an education system focused on engineering and computer science, Bulgaria is churning out a highly technical talent pool of university educated developers. Bulgaria's strong IT presence and excellent workforce make it a great place to outsource software.

Technical Readiness Rank:  $\frac{38}{138}$ Hourly rates: \$45 - \$55 Timezone: 7 hours ahead of US Eastern Standard Time

Travel: 17 hour flight from NYC

#### LANGUAGE

While the national language is Bulgarian, Bulgaria makes multilingualism a necessity for their students. A reported 85% students study English and 45% speak multiple languages.

#### ECONOMIC OUTLOOK

Bulgaria is reported to have a strong and stable economy, with the GDP continuing to increase. In 2017, Bulgaria experienced GDP growth of around 3.6%. In 2018 and 2019, GDP growths are expected to be around 3.3% and 3.0%, respectively.

#### POLITICAL CONDITIONS

Bulgaria has been undergoing a slow and painful transition to a market economy since the end of Communist rule in 1991. Currently, Bulgaria is part of the EU and NATO.

## ABOUT ACCELERANCE

Accelerance helps technology leaders create effective strategies for global software outsourcing through better planning, better partner selection and better ongoing management. Unlike do-it-yourself outsourcing, which can be a hit-or-miss venture, Accelerance delivers a proven methodology for outsourcing that identifies and manages risk and optimizes results so that your company gains all the benefits of high performance global partnerships.

Talk to an Accelerance Advisor about software outsourcing today.

#### SOURCES:

- English EF EPI Proficiency
- Global Competitiveness Score
- World Economic Forum Global Competitiveness Report 2016 2017. Table 4, 132 countries ranked: USA: Higher Education and Training - 8 / 5.91; Technological Readiness - 14 / 6.02
- Hungary, BBC
- Romania, BBC



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#### © ACCELERANCE THE 2018 GUIDE TO GLOBAL SOFTWARE OUTSOURCING RATES

### THE 2018 GUIDE TO GLOBAL SOFTWARE OUTSOURCING RATES

The lack of tech talent in the United States and the high salaries engineers command are legitimate reasons to outsource software development. For many companies that struggle to hire software resources, there's not much choice but to seek talent outside the US. With domestic talent shortage as a driver, the deep global pool of engineering talent at lower costs make software development outsourcing very attractive.

Download the 2018 Guide to Global Software Outsourcing Rates and discover blended hourly rates as reported to Accelerance by more than 700 software development companies around the world.

#### Download the Guide

# Outsource with Confidence.

Accelerance has reviewed more than 8,000 software companies around the world to ensure our clients work with the most qualified, reputable and trustworthy global teams. Only the top 3% are qualified to join the Accelerance Global Network.

Want to know which ones to trust?

#### Talk to us