

What does a junior developer really cost?

Sweden vs Nepal — the all-in monthly cost of one university-educated junior developer (illustrative 2026 estimates).

The same profile, three ways to get it

The comparison below assumes the same profile in every column: a junior developer with a Bachelor's degree in IT or computer science from university, 0–2 years of professional experience, working full-time in your team.

	Hire in Sweden	Swedish consultancy	Himalaya Talents
Monthly salary / rate	~38 000 SEK salary	700–1 000 SEK/hour	From ~3 000–5 000 SEK salary + fixed monthly parts
Employer overhead	+ ~40% social fees, pension, insurance, equipment, office	Included in rate	Included — office, HR, equipment and support in Kathmandu
All-in monthly cost	~53 000–58 000 SEK	~115 000–165 000 SEK	~16 000–19 000 SEK
One-time recruitment	50 000–150 000 SEK (agency or internal time)	None	From 5 000 SEK — charged only when you approve a candidate
Time to start	3–6 months	Days–weeks (if available)	Typically 4–6 weeks
English & education	Varies by candidate	Varies by consultant	Always: BSc or higher in IT, educated 100% in English
Commitment	Permanent employment	Framework agreement	Swedish agreement, 6-month minimum

Roughly 70% below the all-in cost of a Swedish junior hire

A dedicated Himalaya consultant typically lands at around one third of the total cost of employing a junior developer in Sweden — and well under a fifth of a Swedish consultancy engagement — while you keep full direction of the work. The difference is structural: Nepali salary levels combined with our managed office, not lower standards. Every consultant is university-educated in English, works in your time zone (Nepal is 3:45–4:45 ahead of Sweden), and is employed long-term with HR, development and wellbeing support handled by us in Kathmandu.

Transparent by design

Our pricing is public and split into clear parts: salary and benefits, a management fee that decreases with team size, a fixed add-on cost, and a 5% social responsibility contribution that you direct to one of our three initiatives in Nepal. Full details: himalayatalents.com/pricing. For a calculation on your specific role, write to info@himalayatalents.com — we reply personally within one business day.