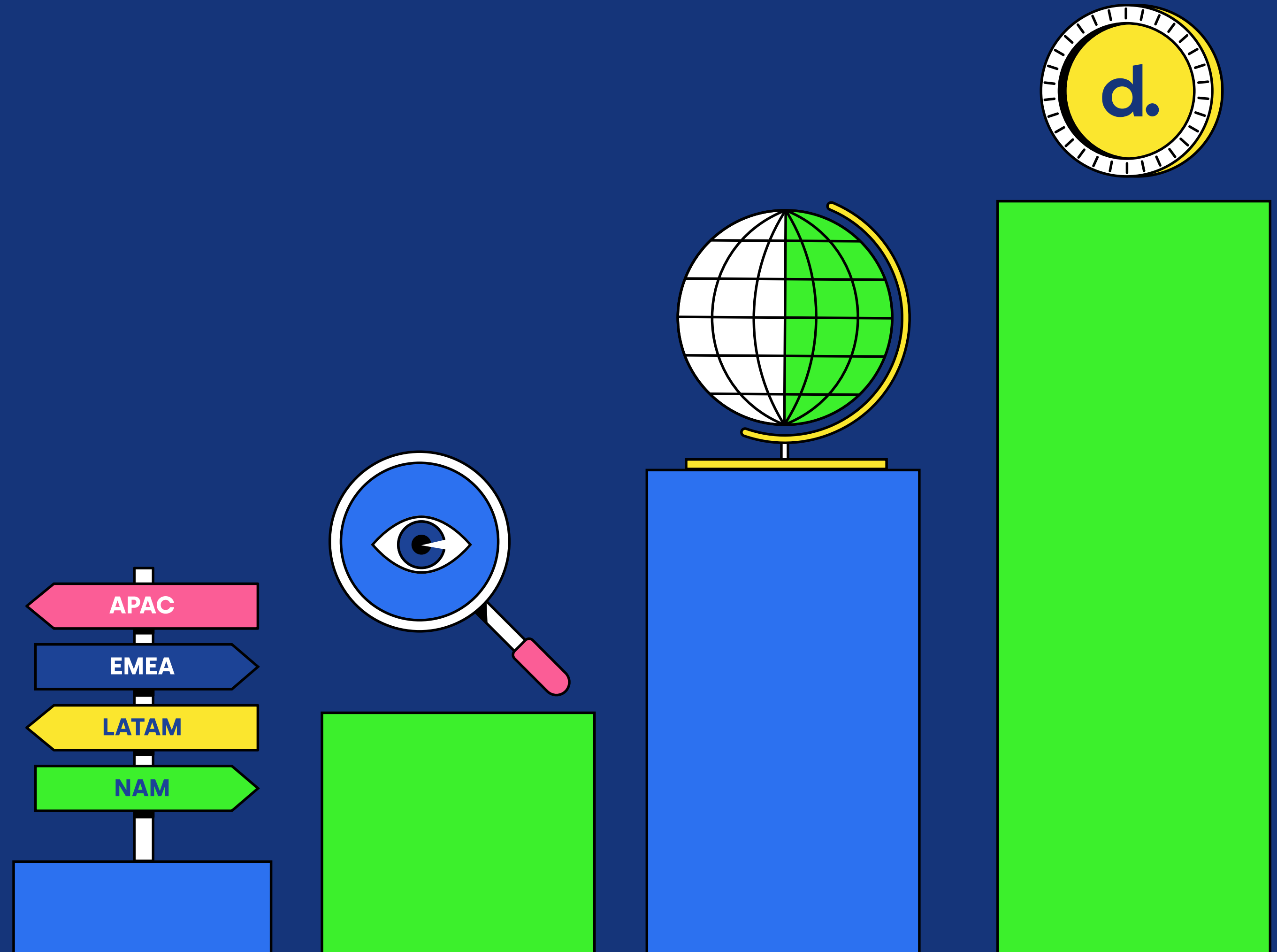


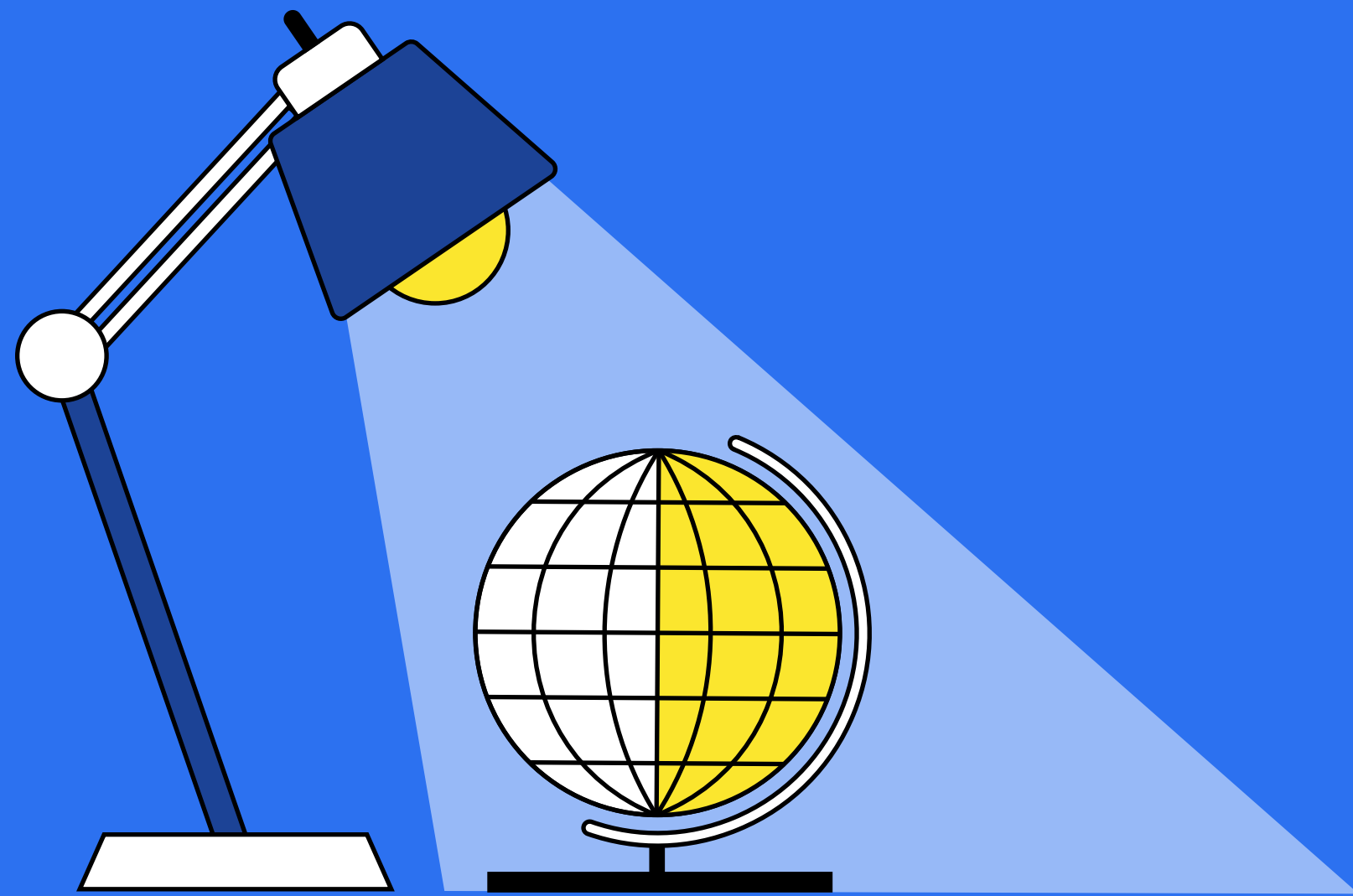
# Deel's State of Global Hiring Report

H1 2022  
January–June

deel.



# Deel's State of Global Hiring Report



## Contents

Intro	3–5
Global	6–8
APAC	9
EMEA	10
LATAM	11
NAM	12
About Deel	13
Methodology	13
Global Hiring Resources	13

# Deel's State of Global Hiring Report

Economic environment makes cross-border hiring more attractive to companies. Access to large pool of high-quality talent, plus remote work trends drive continued growth in global hiring.

**About the report:** Deel helps businesses compliantly hire, onboard, and pay people in other countries. Using data from 100k+ cross-border contracts across 150 countries and over 500k salary data points from Deel and third-party sources, Deel sheds light on what countries are hiring globally; who's being hired for what roles; and how this phenomenon is impacting global payments and salaries. Trends are tracked over six months, from January-June 2022, and countries represented all have 20+ employer-worker contracts on file at the time of the report's release. This is Deel's second report.

**The state of global hiring:** Deel's latest report covering the last six months shows that the pace of global, distributed hiring is still accelerating.

- Deel's data—pulled from 100k+ worker contracts—indicate that rates of global hiring increased 145% or more in all regions, with companies in LATAM and APAC leading the way.
- Given high demand for talent and a shortage of available candidates, companies are looking outside of higher-cost countries to find quality talent. As a result, salaries are rising around the world, in particular, Italy, Brazil, and India.
- Demand for product and design roles is shifting from the US to countries such as Argentina and India.
- London, Toronto, and Buenos Aires are the most popular cities for remote workers.
- Ukraine makes its first appearance in the top three most popular countries in EMEA to hire from, second only to the United Kingdom.

**The takeaway for employers and workers:** Finding high-quality people might require broadening the pool you're hiring from. If you want great talent that won't cut into profits, think more globally. For employees and contractors, finding the best job might require working for companies that aren't based in your home country. This shift is helping people find better opportunities, with salaries on the rise in many developing economies.

# Who's Hiring, Getting Hired, and Where



## LATAM still the fastest-growing region of companies hiring abroad, followed closely by APAC

- LATAM tops the list of regions hiring internationally, with 161% increase in organizations hiring abroad
- APAC follows closely, with a 159% increase in organizations hiring abroad

## Argentina, Philippines, India, UK, and US are most attractive countries to hire from

## Demand for product roles moving outside the US

- Product roles in countries like Argentina and UI/UX professionals in countries like India and Brazil have become more popular in last six months

## Who's Getting Paid More, and How



### **Salaries are on the rise for support roles**

- Italy, Brazil, and India top list of countries with fastest-growing salary increases
- Salaries are growing fastest for support, finance, and content roles

### **Crypto payments hold steady globally, despite crypto winter**

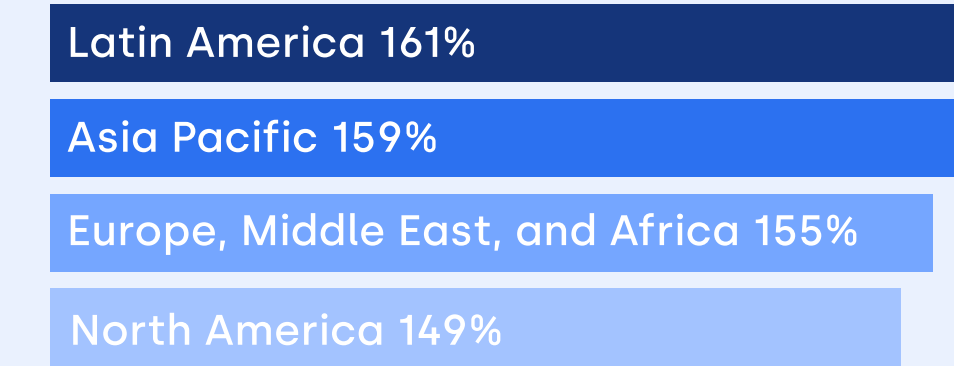
- Crypto payments remain stable at 5% of all global payments withdrawn monthly

### **Crypto payments popular in places with currency volatility**

- Countries in LATAM and EMEA more inclined to take payment in crypto

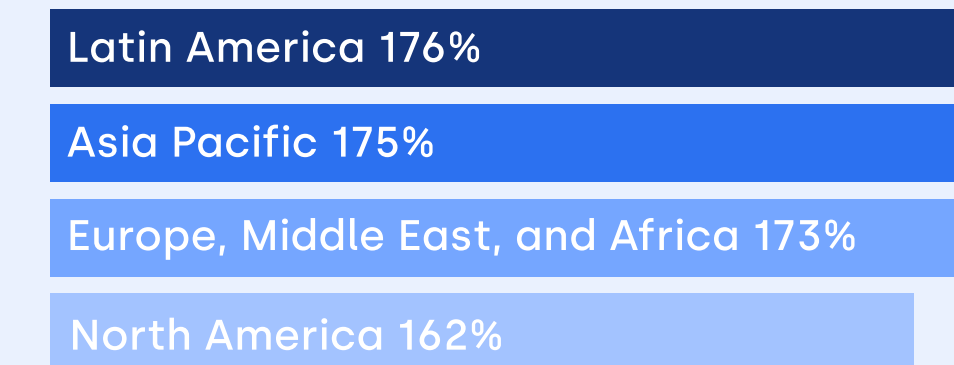
## Orgs Hiring by Region

Hiring from all global geos is up Jan-June 2022:



## Countries Getting Hired

Hiring into all global geos is up Jan-June 2022:



**Product and design roles are top roles hired for**  
(based on amount of organizations hiring for these titles)

1. Software Engineers & Developers
2. Product Designers
3. Product Managers
4. Graphic Designer
5. UI/UX Designer

**London, Toronto, and Buenos Aires top list of cities for global, remote workers** (Based on amount of workers hired there)

1. London, United Kingdom
2. Toronto, Canada
3. Buenos Aires, Argentina
4. Madrid, Spain
5. San Francisco, United States

# Who's getting hired fastest, from where, and for what roles

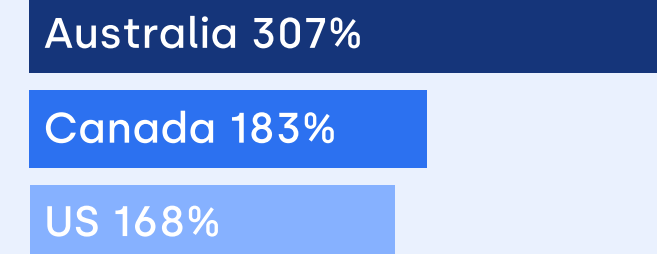
## Hottest countries to get hired from

## Countries hiring these workers fastest

(by rate of org growth, Jan–June 2022)

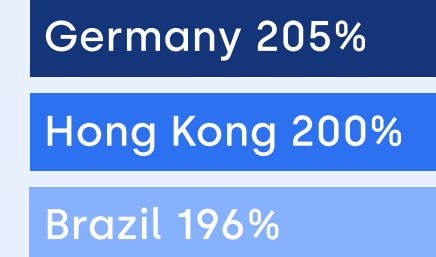
## Fastest growing roles in each country

1. Philippines



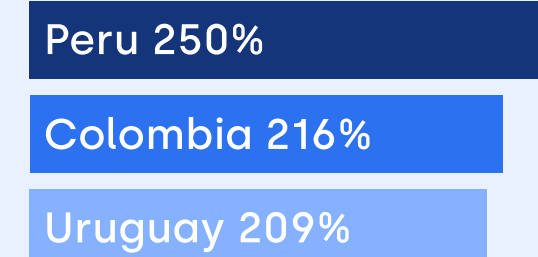
Creative Solutions Specialist, Virtual Assistant, Market Research Associate

2. United States



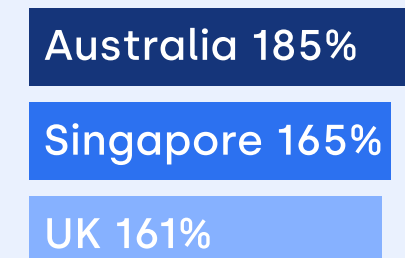
Talent Advisor, Recruiter, Sales Development

3. Argentina



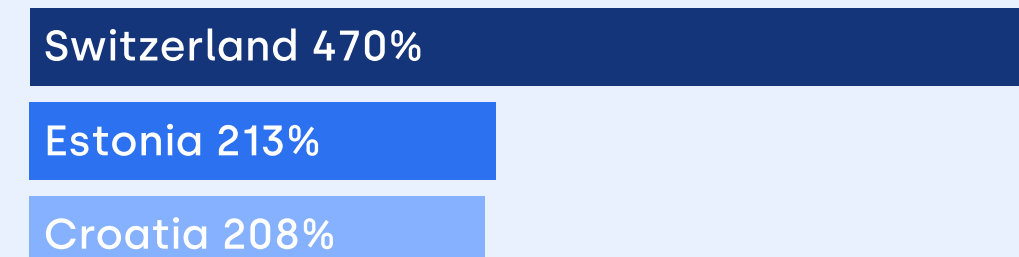
Software Engineer, Developer

4. India



Enrollment Advisor, Digital Marketing, Sales Development

5. United Kingdom

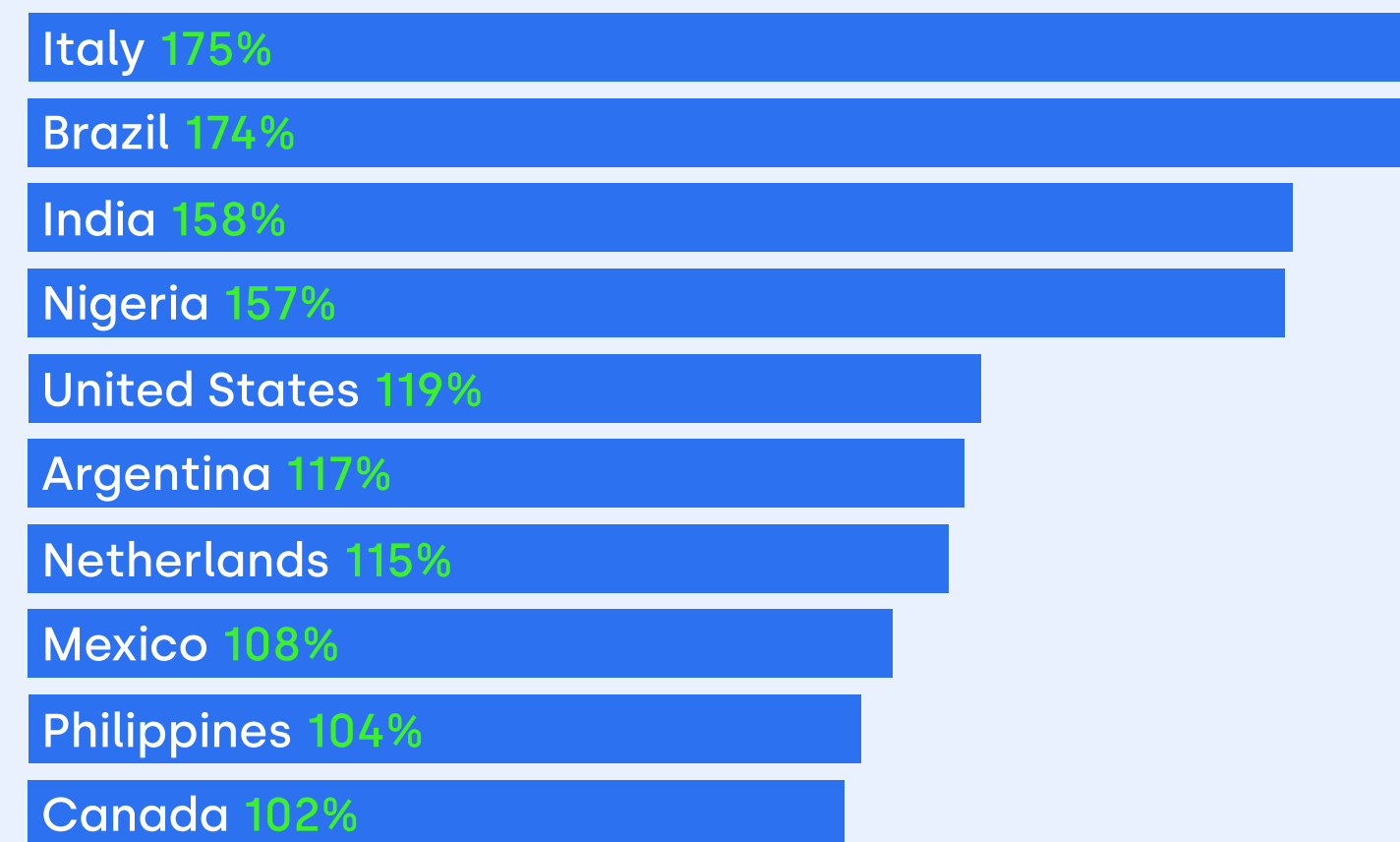


Content Creator, Business Development, Software Engineer & Developer

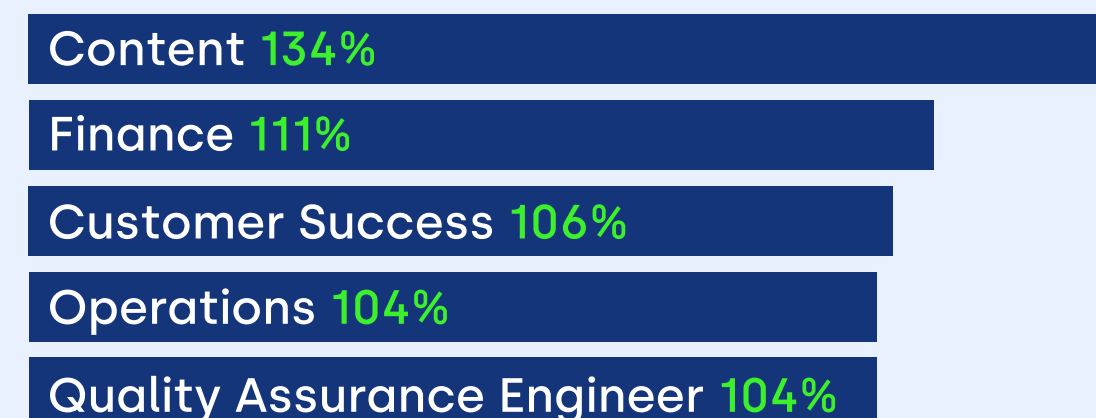
# Who's Getting Paid More, and How

## Salary

**Salaries up globally** Average salary increase, across all job titles. Countries represented have at least 50 contracts on file. Jan–June 2022.



### Job groups with the highest average salary increases



## Crypto

**Crypto withdrawals hold steady the last six months** ~5% of all payments withdrawn from the Deel platform monthly have been taken in crypto since January 2022

2% from all payments were taken in crypto July–Dec '21.

### LATAM and EMEA take majority of crypto payments

Crypto withdrawals by region:

- LATAM (67%)
- EMEA (24%)
- NAM (7%)
- APAC (2%)

### Bitcoin, USDC most popular choices for crypto payments

Global percentage of crypto withdrawals by coin type over the last six months

- 47% Bitcoin
- 29% USDC
- 14% Ethereum
- 8% Solana
- 2% Dash

## Who's Getting Hired, and Where

## Who's Getting Paid More, and How



### Who's hiring

### Who's getting hired

**Australia, Singapore, and India are fastest growing and top overall APAC countries hiring talent abroad**

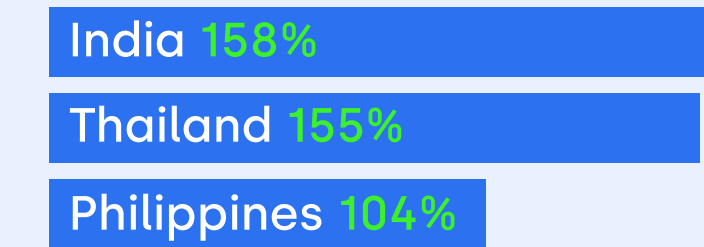
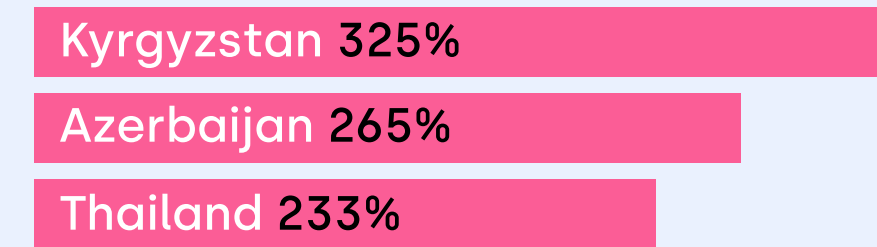
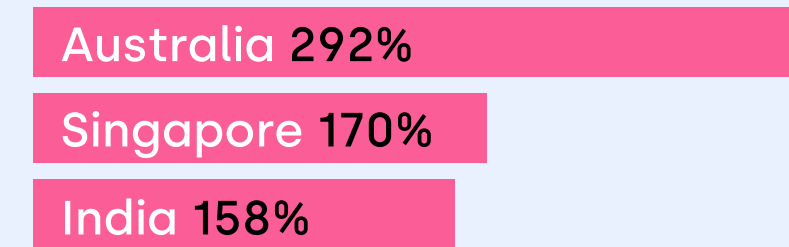
**Philippines, India, and Pakistan top list of countries where remote, global workers are located**

**India, Thailand, and Philippines see biggest average salary gains across all job titles**

Top three fastest-growing countries by organizations' rate of hiring:

Top three fastest-growing countries by number of workers being hired:

APAC countries with the biggest average salary gains across all job titles:



Top three countries by number of organizations hiring:

Top three countries by number of workers being hired:

**Biggest APAC salary gains by job group**

1. Australia
2. Singapore
3. India

1. Philippines
2. India
3. Pakistan

APAC countries with the biggest average salary gains across all job titles:

Top three most popular roles in APAC:



1. Software Engineer
2. Statistician
3. Creative Solutions Specialist



## Who's Getting Hired, and Where

## Who's Getting Paid More, and How

### Who's hiring

### Who's getting hired

**Estonia, Sweden, and Switzerland fastest growing amongst EMEA countries hiring global, remote workers**

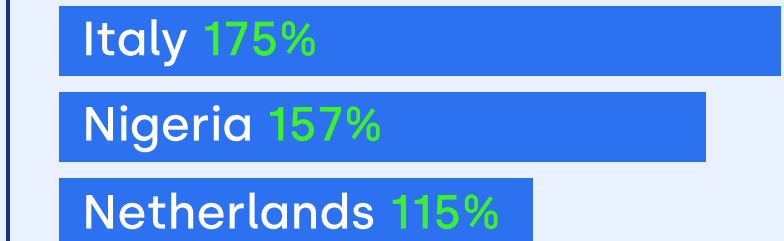
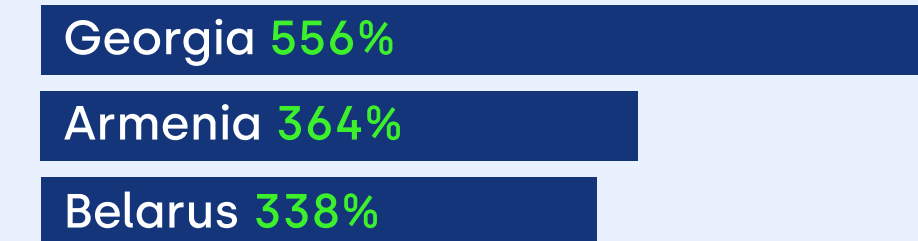
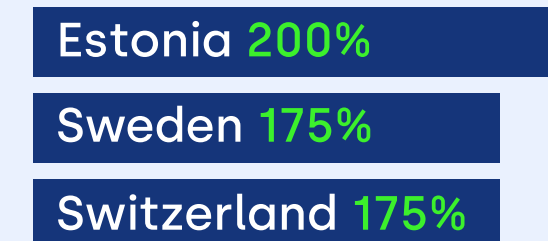
**Ukraine in top three of EMEA countries where global, remote talent lives**

**Italy, Nigeria, and Netherlands see biggest average salary gains across all job titles**

Top three fastest-growing countries by organizations' rate of hiring:

Top three fastest-growing countries by number of workers being hired:

These EMEA countries saw the biggest average salary gains across all job titles:



Top three countries by number of organizations hiring:

Top three countries by number of workers being hired:

**Biggest EMEA salary gains by job group**

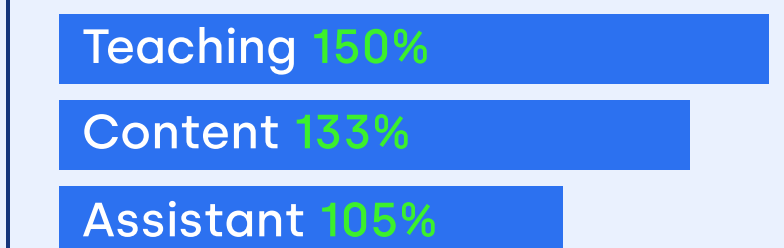
1. United Kingdom
2. Germany
3. France

1. United Kingdom
2. Ukraine
3. Spain

Job groups with the biggest average salary gains across all EMEA countries

Top three most popular roles in APAC:

1. Software Engineer & Developer
2. Product Designer
3. Product Manager



## Who's Getting Hired, and Where

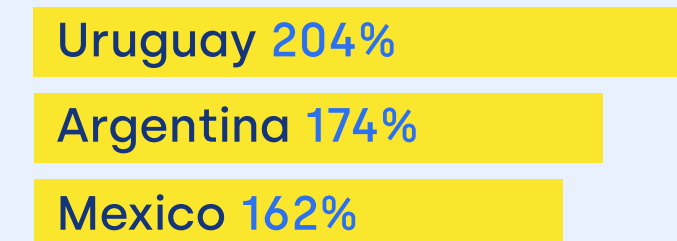
## Who's Getting Paid More, and How

### Who's hiring

### Who's getting hired

**Uruguay, Argentina, and Mexico fastest growing amongst LATAM countries hiring global, remote workers are hiring**

Top three fastest-growing countries by organizations' rate of hiring:

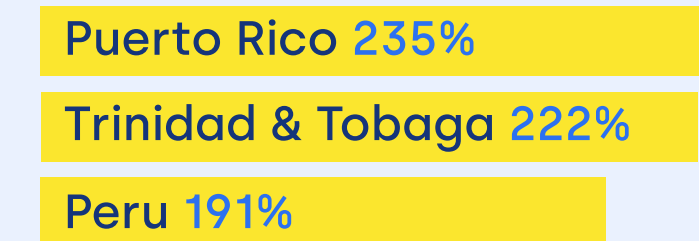


Top three countries by number of organizations hiring:

1. Mexico
2. Chile
3. Argentina

**Argentina, Brazil, and Mexico top list of countries for global, remote LATAM workers being hired predominantly for technical roles**

Top three fastest-growing countries by number of workers being hired:



Top three countries by number of workers being hired:

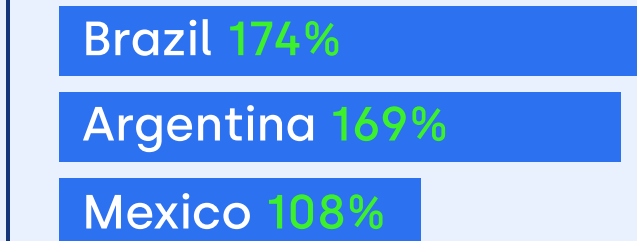
1. Argentina
2. Brazil
3. Mexico

Top three most popular roles in LATAM:

1. Software Engineer & Developer
2. Graphic Designer
3. Product Manager

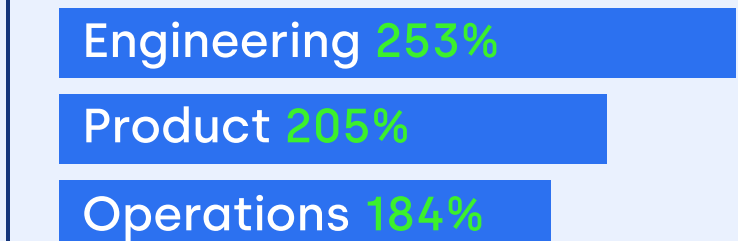
**Brazil, Argentina, and Mexico see biggest average salary gains across all job titles**

These LATAM countries saw the biggest average salary gains across all job titles:



**Biggest LATAM salary gains by job group**

Job groups with the biggest average salary gains across all LATAM countries





## Who's Getting Hired

**California, Ontario, and Florida top places for global, remote workers in North America**

**Toronto, San Francisco, and New York City top cities for US global, remote workers in North America**

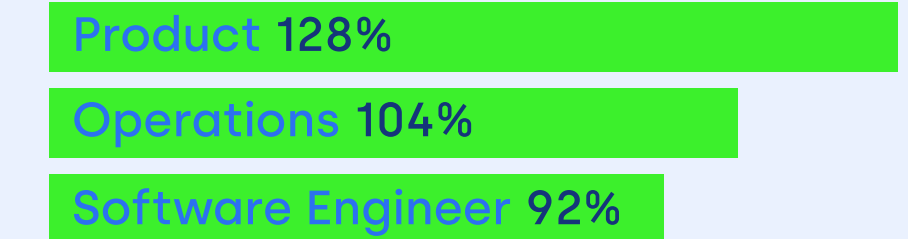
Top three most popular roles in NAM:

1. Software Engineer & Developer
2. Consultant
3. Copywriter

## Who's Getting Paid More, and How

**Biggest NAM salary gains by job group**

Job groups with the biggest average salary gains across all NAM countries



## About Deel

Deel lets companies hire teammates in different countries compliantly, with or without any of their own global hiring infrastructure like subsidiaries. Using a self-serve platform, Deel's customers can hire independent contractors and full-time employees and run payroll across 150+ countries, compliantly and in minutes. Contractors can withdraw a percentage or the entirety of their paychecks in cryptocurrency - Bitcoin, Ethereum, Solana, Dash, and USDC.

A snapshot of Deel's customer base in H1 2022 for context

Percentage breakout of contracts by industry:

- Computer Software & Internet (27%)
- Information Technology & Services (17%)
- Financial Services (7%)
- Marketing & Advertising (5%)
- E-learning (2%)
- Health, Wellness & Fitness (2%)
- Computer Games (2%)
- Real Estate (1%)

Organizations hiring internationally through Deel by region:

- NAM: (56%)
- EMEA: (29%)
- LATAM: (9%)
- APAC: (7%)

Age breakdown of worker contracts:

- 16-24 (14%)
- 25-34 (60%)
- 35-44 (21%)
- 45+ (5%)

## Methodology

Deel's report findings pull together aggregated data from Deel's 100k+ teammate contracts and 11,000-plus customers across more than 150 countries, as well as over 500,000 data points from third-party sources. All countries, states, and cities in the report have at least 20 worker contracts on file as of June 2022. Because of the war in Ukraine, Deel is not accepting new customers in Russia; we've thus excluded Russia's country data from the report.

Please note that Deel's data is currently more representative of tech and remote hiring trends. The company's data sets, while robust and growing (collected since 2019), do not yet evenly capture contracts across all industries.

Terms in the report are defined as follows: "Organizations" include any entity hiring people. "Teammates" and/or "People" refers to individuals hired for work as a contractor or employee. "Contracts" refers to the number of employee and contractor agreements between employers and workers. "Payments" refer to how contractors and employees are paid.

## Global Hiring Resources

[Global Payroll](#)

[Deel Hiring Guide](#)

[Deel Cost Calculator](#)

[Book a Demo with Deel](#)

[Deel Blog](#)

[Twitter](#)

[LinkedIn](#)

[Instagram](#)