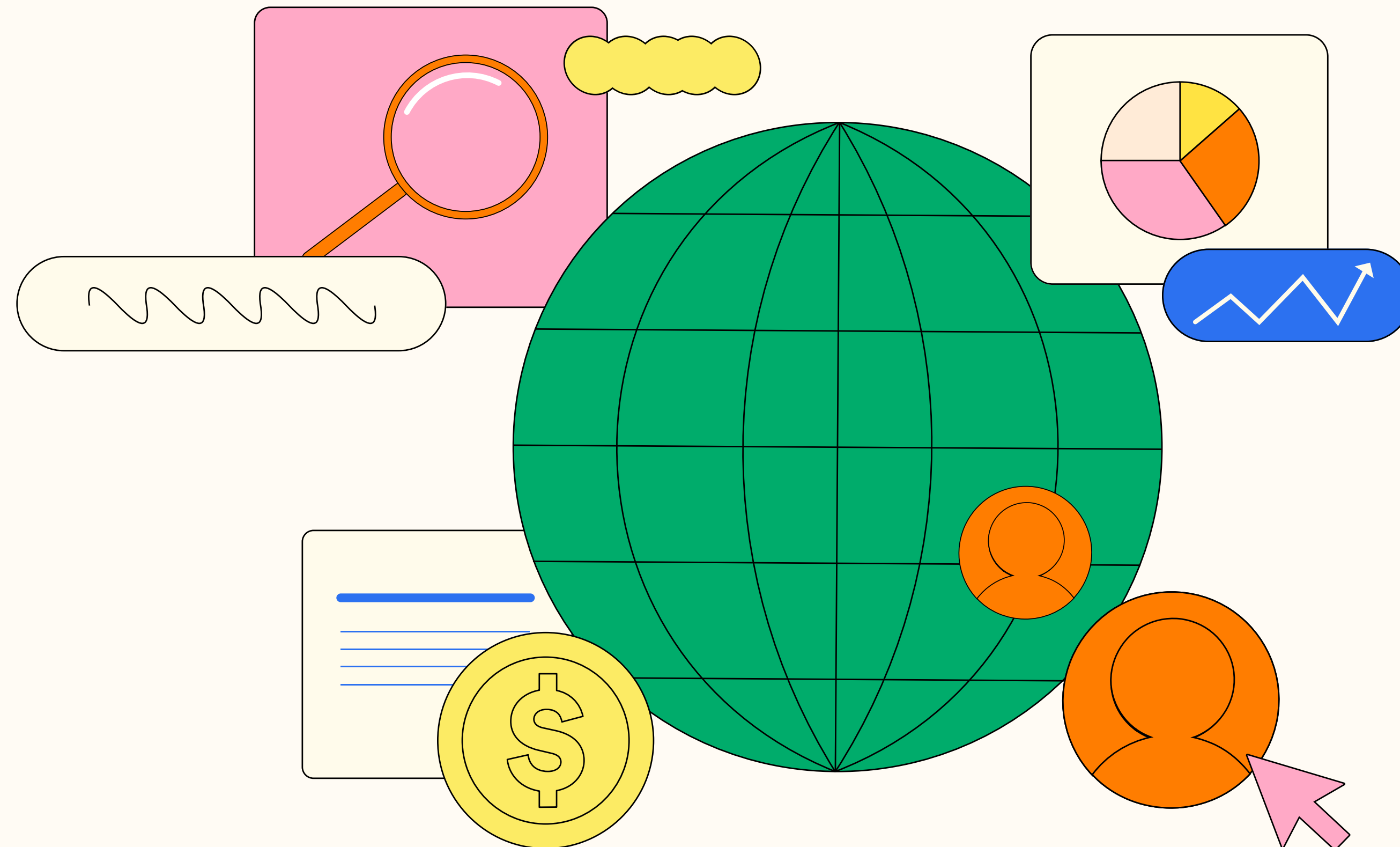


# State of Global Hiring Report

January  
December 2022

by Deel Lab



deel.

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**Professor Samuel Dahan**  
Chair, Deel Lab for Global Employment

Summarizing the state of global hiring in 2022 is no easy task. As economies have slowed down around the world in 2022, terminations and lower average starting salaries have had a negative impact on many global workers.

Even while the outlook of the economy has dimmed, hiring across borders has continued to grow, far outpacing any downsizing trends. Content roles and countries like the Philippines saw higher average starting salaries during 2021–2022. And it is not only tech workers that are being hired overseas; global hiring is becoming more diversified across industries, including fields such as education, financial services, and real estate.

The following is a snapshot of Deel's State of Global Hiring Report, the third semi-annual report and the first edition that provides a full-year overview of trends in the global workforce. This report offers the following observations regarding the period from January to December 2022:

- **Global hiring sustained its momentum throughout the year. Of all 2022 contracts, 89% were for remote workers.**
  - **Worker growth was observed in countries with a broad range of average pay rates. For example, the United States now has the most global workers on Deel, overtaking the Philippines, but Bangalore, India replaced San Francisco, US as the most popular city for global workers.**
  - **Average starting salaries for roles in content creation, operations, and finance increased the most in the Philippines, India, and Brazil.**
- **Terminations<sup>1</sup> increased toward the end of the year. In January 2022, terminations accounted for 28% of all contracts ended, and by December, that number grew to 42%.**
  - **Workers in the UK, Mexico, Spain, Portugal and the US, as well as workers in software, product, and marketing roles saw the greatest percent increase in terminations throughout 2022.**
  - **Compensation rates also suffered. Data show reductions in new worker salaries for accountants, customer support agents, consultants, designers, and software engineers.**
  - **Given the state of the crypto market, the global workforce has lost some interest in receiving payment in cryptocurrency. Total withdrawals at the end of 2022 are at 4%, down from 5% in the first half of the year.**

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<sup>1</sup> "Termination" here refers to the ending of an employment relationship between an employee and an employer. Termination may be voluntary, as when workers leave of their own accord. Involuntary termination occurs when a company downsizes, makes layoffs, or fires an employee. In this report, "termination" means involuntary termination, that is, when the employer ends the employment relationship. In this category, we include various forms of termination, including termination for cause and for termination economic reasons (known as "layoffs" in the US).

A note: "layoff" does not have the same meaning in every jurisdiction. We refer here to the American concept of "layoff", which is defined here as a worker that loses their job due to changes that the company has decided to make on its end. In other countries, "layoff" has a different meaning. For instance, in Canada, a layoff is a temporary hold on work. It occurs when an employee's workload is reduced or suspended, but the employment agreement itself is not terminated.

## Foreword—continued



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What stands out in the data is that the global worker model is resilient, and is evidently the preferred option for many organizations, even in uncertain economic times. Organizations seem to like the ability to hire from a wider talent pool at pay levels that accommodate the needs of their businesses.

At the same time, workers are also seeking more opportunities from global companies, an undertaking that is now easier thanks to remote/global work solutions. Furthermore, this report suggests that a new group of workers—including accountants, therapists, teachers and lawyers, to name a few—represents a key driving force for countries seeking economic growth.

Accordingly, there is a need for a global policy infrastructure to facilitate global hiring, but also to recognize the existence of this emerging workforce and formalize its legal status, along with universal workers' rights and benefits.

Lastly, a note on the data we explored. Our findings bring together aggregated data from Deel's 260k+ teammate contracts, \$5 billion in worker payments, and 15,000+ customers across more than 160 countries, as well as over 500,000 data points from third-party employment data sources.

While we are confident in the strength of our data, we offer the following caveats: first, as Deel is four years old, percentage increases might reflect a rapidly growing customer base; and second, trends are likely to skew towards the tech industry, as they are early adopters of Deel's platform. (We even expanded on global software engineer employment trends in this iteration, thanks to new data from the coding education platform Microverse.)

As Deel matures, we look forward to bringing you even more granular insights into the ever-growing global workforce.

With that, I invite you to read the report.

— **Professor Samuel Dahan**  
Chair, Deel Lab for Global Employment

# Who's Hiring, Getting Hired, and Where

Key Data Points  
From January to December 2022

**APAC** companies hired globally at the fastest rate of all regions; **LATAM** is the hottest region to hire from.

**Product positions** continue to dominate the top roles hired list, but **project managers** are climbing.

**Teachers** are becoming more in demand across all regions. It's now popular to hire **English teachers** from the **US**, especially from countries like **Mexico**. The **US**, on the other hand, is sourcing educational expertise from places like the **Philippines**.

**Bangalore** bumps **San Francisco** from the list of most popular cities for **remote workers**.

Global workers suffered a 107% increase in involuntary terminations in 2022. **In January 2022, terminations accounted for 28% of all contracts ended, and by December, that number grew to 42%.**

**UK, Mexico, Spain, Portugal** and the **US** suffered the greatest percent increase in terminations through 2022.

Terminations amidst **software, product, and marketing professionals** picked up the most in 2022.

# Who's Getting Paid, and How

Key Data Points  
From January to December 2022

Of our top 10 most popular countries for remote workers, only four saw average salary increases across all new job contracts created in 2022; the **Philippines, India, Brazil, and Italy**.

- A few roles saw slight salary upticks: **content, operations, finance, quality assurance engineers, and customer success**.

**Nigeria, Mexico, Netherlands, US, and Argentina** saw a decline in overall average starting salaries.

- **Accountants, customer support, consulting, product, and design roles** saw the biggest salary decreases across new worker contracts globally.
- **Software engineers** saw a 7% drop in average salary over 2022.

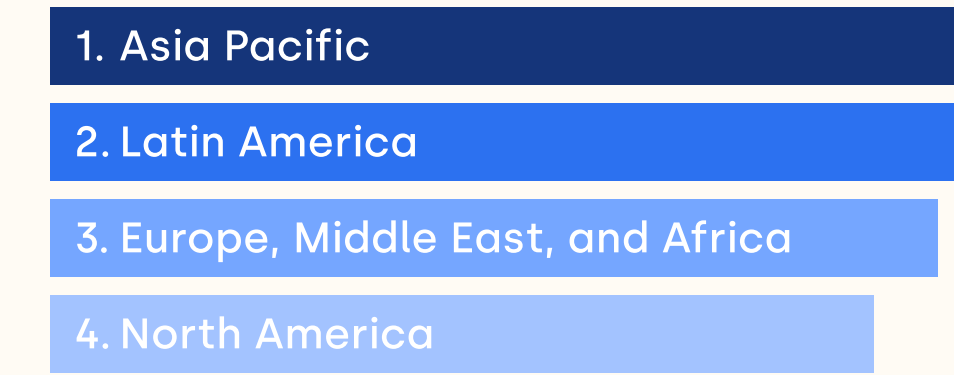
On average, **software engineers** in developing countries make ~28% more working for international organizations versus domestic ones.

Globally, USD withdrawals were up <2% in 2022. Some workers leaned on the strong dollar more than others, with biggest jumps in USD withdrawals across **Georgia, Bolivia, Belarus, Kazakhstan, and Turkey**.

**4% of all withdrawals were taken in crypto** in 2022, down from 5% in the first half of 2021.

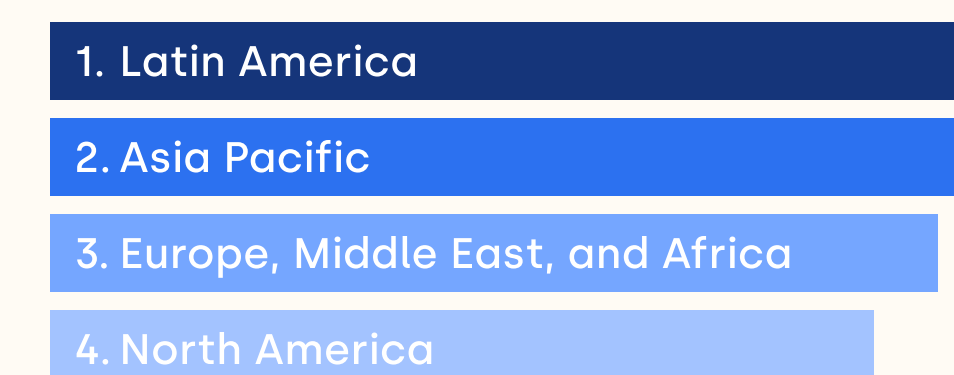
## Countries Hiring

Hiring from global geos, ordered by fastest growing (Jan-Dec 2022)



## Countries Getting Hired

Hiring into global geos, ordered by fastest growing (Jan-Dec 2022)



### Project manager joins R&D on top global roles list

(based on amount of organizations hiring for these titles)

1. Software Engineers & Developers
2. Product Designers
3. Product Managers
4. Quality Assurance Engineer
5. Project Manager

### Bangalore makes top cities for remote workers list, bumping San Francisco

(based on amount of workers hired there)

1. London, United Kingdom
2. Toronto, Canada
3. Buenos Aires, Argentina
4. Madrid, Spain
5. Bangalore, India

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



## Good to know: Global terminations

Laws and regulations around terminations vary drastically by country. A country can dictate the very legality of a termination. [Deel's termination guide](#) breaks down country-specific intricacies, so you can re-org as smoothly and compliantly as possible, always bearing in mind that concrete situations may lead to different scenarios.

### Terminations

We saw a 107% increase in terminations in 2022 across all roles.

**In January 2022, terminations accounted for 28% of all contracts ended, and by December, that number grew to 42%.**

## Hottest countries to get hired from

↓ ↑ indicated spot change since last report

## Countries hiring these workers fastest

(% increase in hiring between Jan-Dec 2022)

## Hottest roles in each country

1. United States	<ul style="list-style-type: none"> <li>1. Mexico 143%</li> <li>2. Canada 110%</li> <li>3. Australia 107%</li> </ul>	Teaching (primarily English), Accounting, Content
2. Philippines	<ul style="list-style-type: none"> <li>1. Australia 200%</li> <li>2. US 111%</li> <li>3. UK 106%</li> </ul>	Teaching, Administration, Product
3. Argentina	<ul style="list-style-type: none"> <li>1. Uruguay 225%</li> <li>2. Mexico 124%</li> <li>3. US 93%</li> </ul>	Consulting, Marketing, Content
4. United Kingdom ↑ 1	<ul style="list-style-type: none"> <li>1. Germany 110%</li> <li>2. France 103%</li> <li>3. US 93%</li> </ul>	Sales, Consulting, Recruiting
5. India ↓ 1	<ul style="list-style-type: none"> <li>1. UK 160%</li> <li>2. US 116%</li> <li>3. Canada 87%</li> </ul>	Administration, Finance, Accounting

# Who's Getting Paid, and How



## Good to know: Global compensation data

Total compensation goes beyond salary, and it changes—depending on the worker country—what you owe your team. [Global Salary Insights](#) and [Take-Home Pay Calculator](#) are part of [Deel's Global Hiring Toolkit](#), designed to inform your global compensation strategy.

## Salary trends

Jan-Dec 2022

### Salary trends for countries with the most new contracts in 2022

1. Philippines (36%)
2. India (14%)
3. Brazil (13%)
4. **Argentina (-5%)**
5. **Mexico (-45%)**

Average salary increase, across all job titles for new contracts. Countries represented have at least 50 contracts on file.

### Salary trends by top 5 growing job groups on Deel

1. Content (53%)
2. **Software Engineers (-7%)**
3. **Sales (-31%)**
4. **Product (-10%)**
5. **Design (-9%)**

Average salary increase, across all job titles for new contracts. Countries represented have at least 50 contracts on file.

### Some workers favor the strong US dollar in 2022

- Globally, USD withdrawals were up <2% in 2022.
- Some workers leaned on the strong dollar more than others, with the biggest jumps in USD withdrawals across **Georgia, Bolivia, Belarus, Kazakhstan, and Turkey.**



# Who's Getting Paid, and How



## Good to know: Currency flexibility as a perk

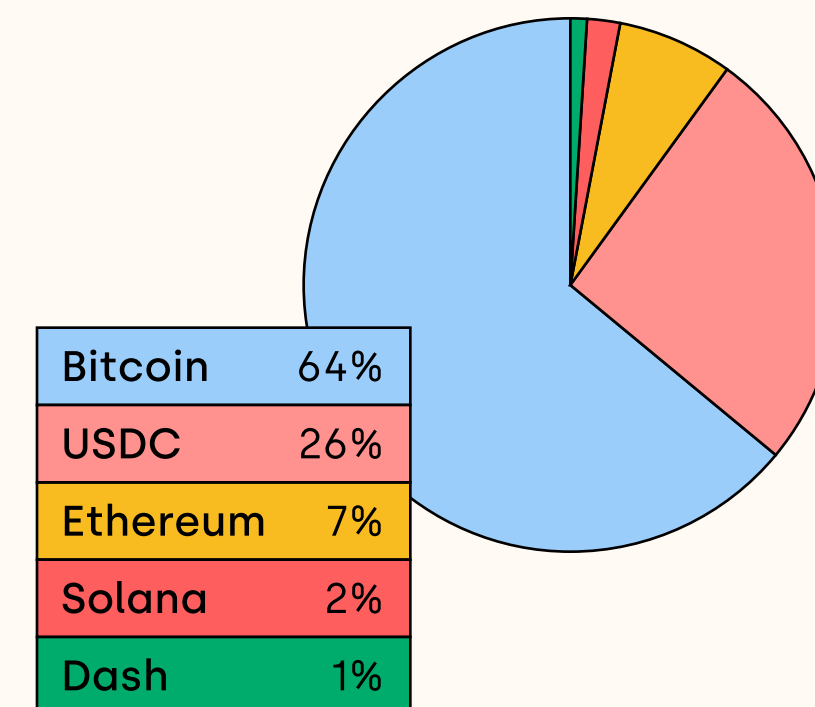
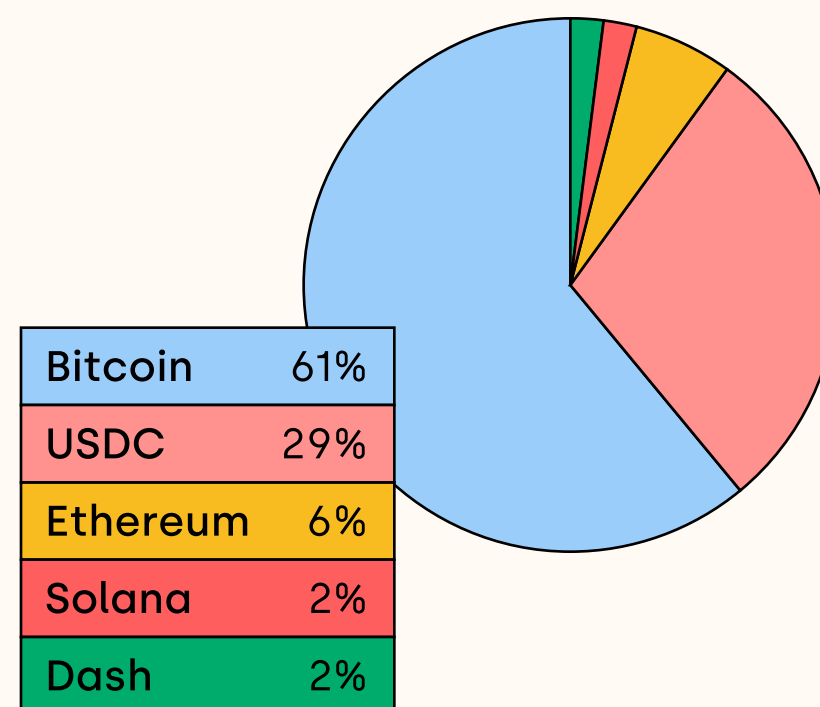
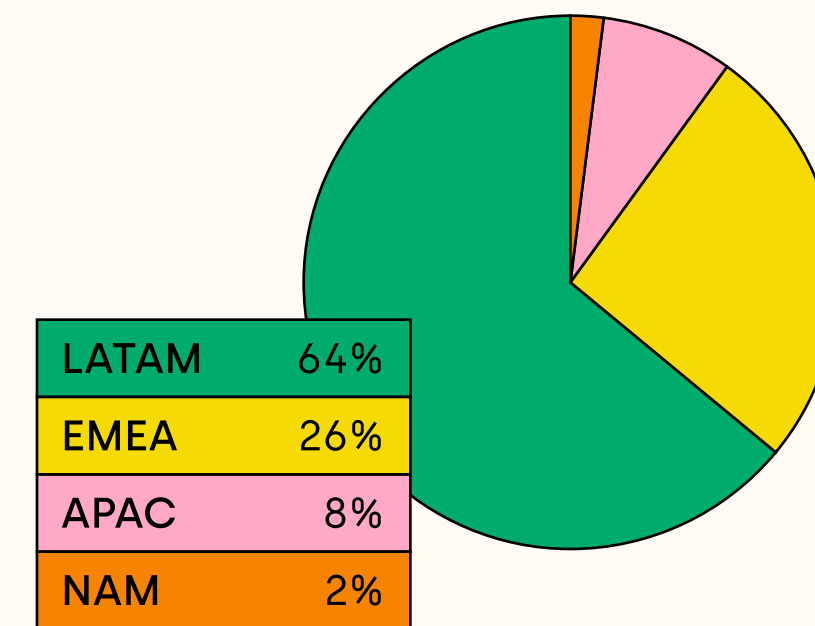
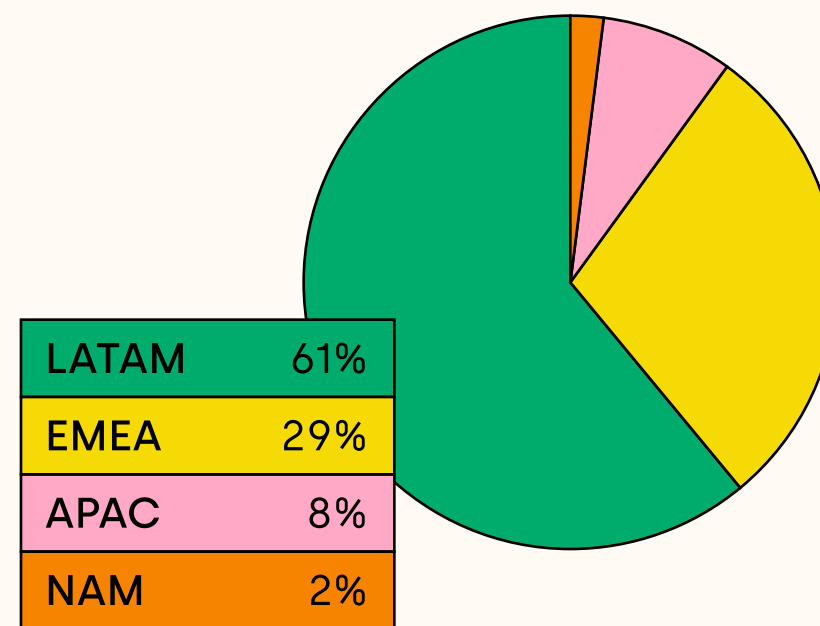
Because Deel has over 100 entities, we know a thing or two about paying in different currencies. Offer your contractors flexibility to withdraw payments in 120 currencies.

## Currency trends

Crypto withdrawals by region, as % of total withdrawals

January 2022

December 2022



## Crypto withdrawals end year on a low note

~4% of all payments withdrawn from the Deel platform in 2022 were taken in crypto. The first half of the year, that number was 5%.

# Who's Getting Paid, and How



## Good to know: Hiring software engineers?

Microverse cultivates and places global tech talent with more than 550 organizations. 100% of their talent pool is remote. [Learn more.](#)

# Software Snapshot, with help from Microverse

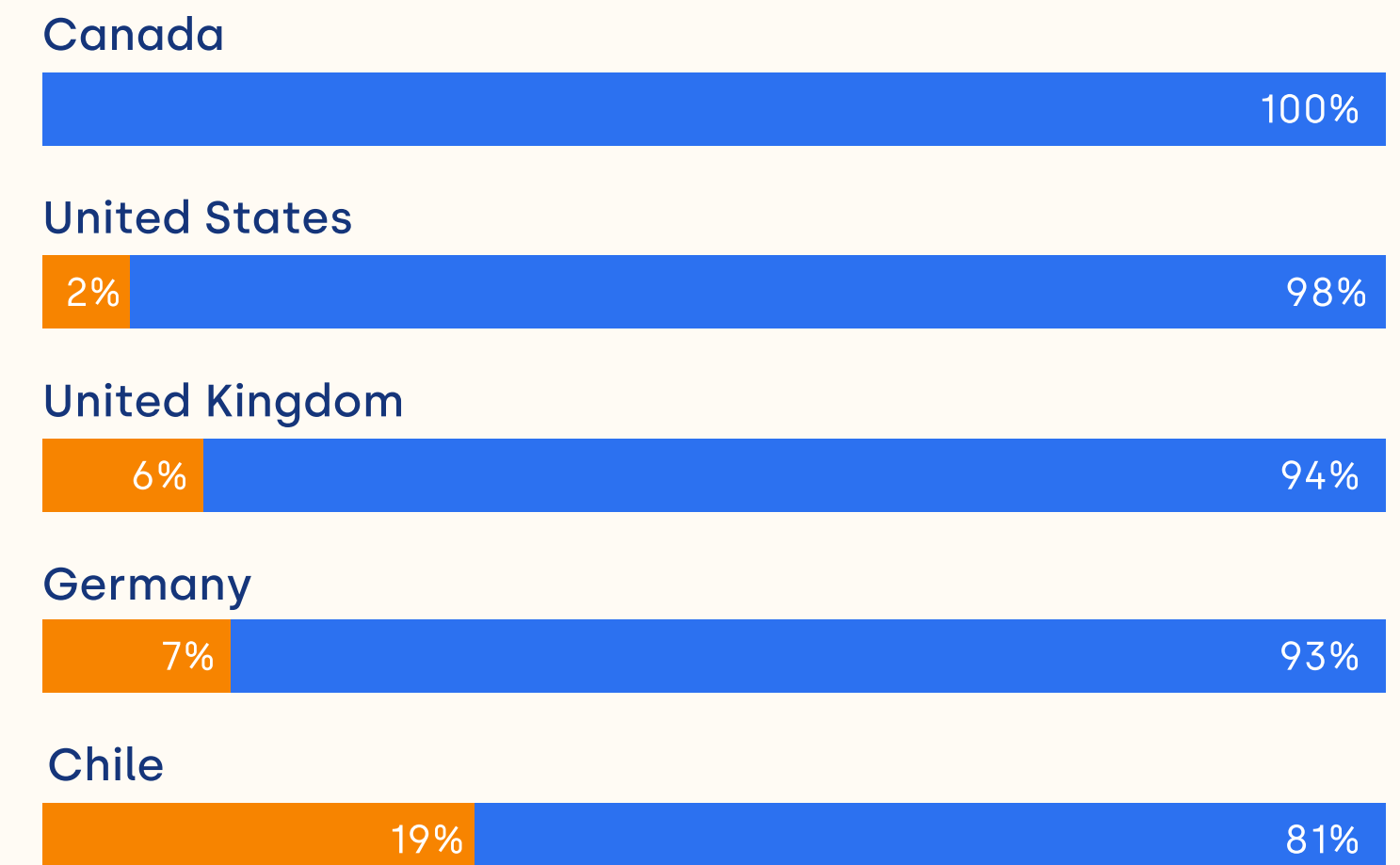
Shaping up to be the world's first truly global worker, software engineers were the most hired role on Deel this year, even despite an increase in tech terminations.

Microverse trains and places global tech talent in countries like Nigeria, India, Colombia, and Brazil. Remote work has unlocked opportunities both at home, and abroad. Across the board, those employed by international companies make more than domestic ones.

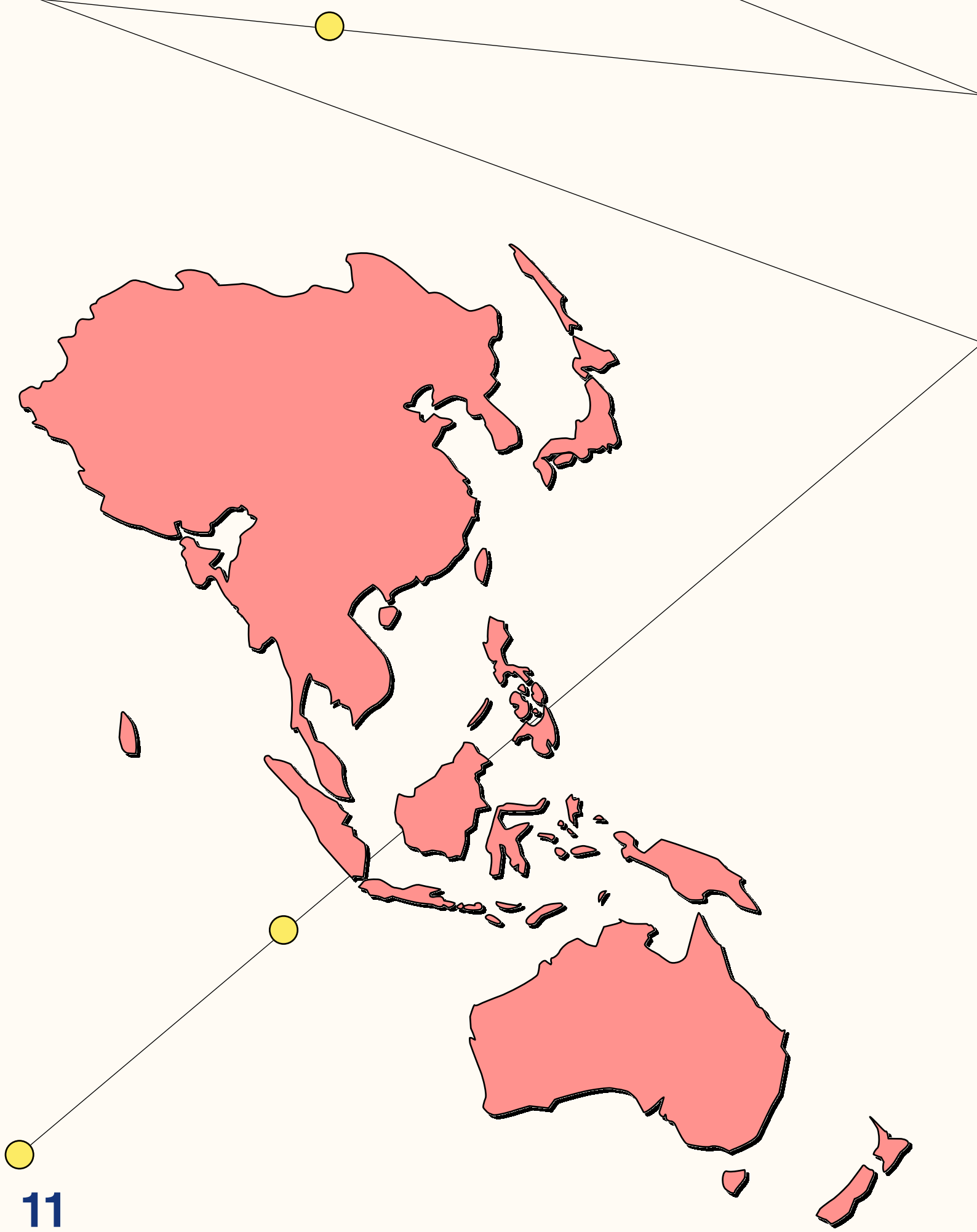
- **On average, software engineers in developing countries make ~28% more working for international organizations versus domestic ones.**
- **When compared to 2021 salaries, software developers in Ghana made 29% more working for international companies in 2022. Salaries were also higher in Paraguay (9%), Saudi Arabia (6%), Uganda (6%), and Ecuador (2%).**

## Who's hiring software talent abroad

 % of offers made to Microverse talent abroad  
 % of offers made to Microverse talent domestically



# APAC Snapshot



## Who's Getting Hired, and Where

### Who's hiring

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

- 1. Australia
- 2. Hong Kong
- 3. India

#### Top three countries by number of organizations hiring:

- 1. Australia
- 2. Singapore
- 3. India

### Who's getting hired

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

- 1. Thailand
- 2. Uzbekistan
- 3. Kyrgyzstan

#### Top three countries by number of workers being hired:

- 1. Philippines
- 2. India
- 3. Pakistan

#### Top three most popular roles in APAC:

- 1. Software Engineer
- 2. Sales
- 3. Product

## Who's Getting Paid, and How

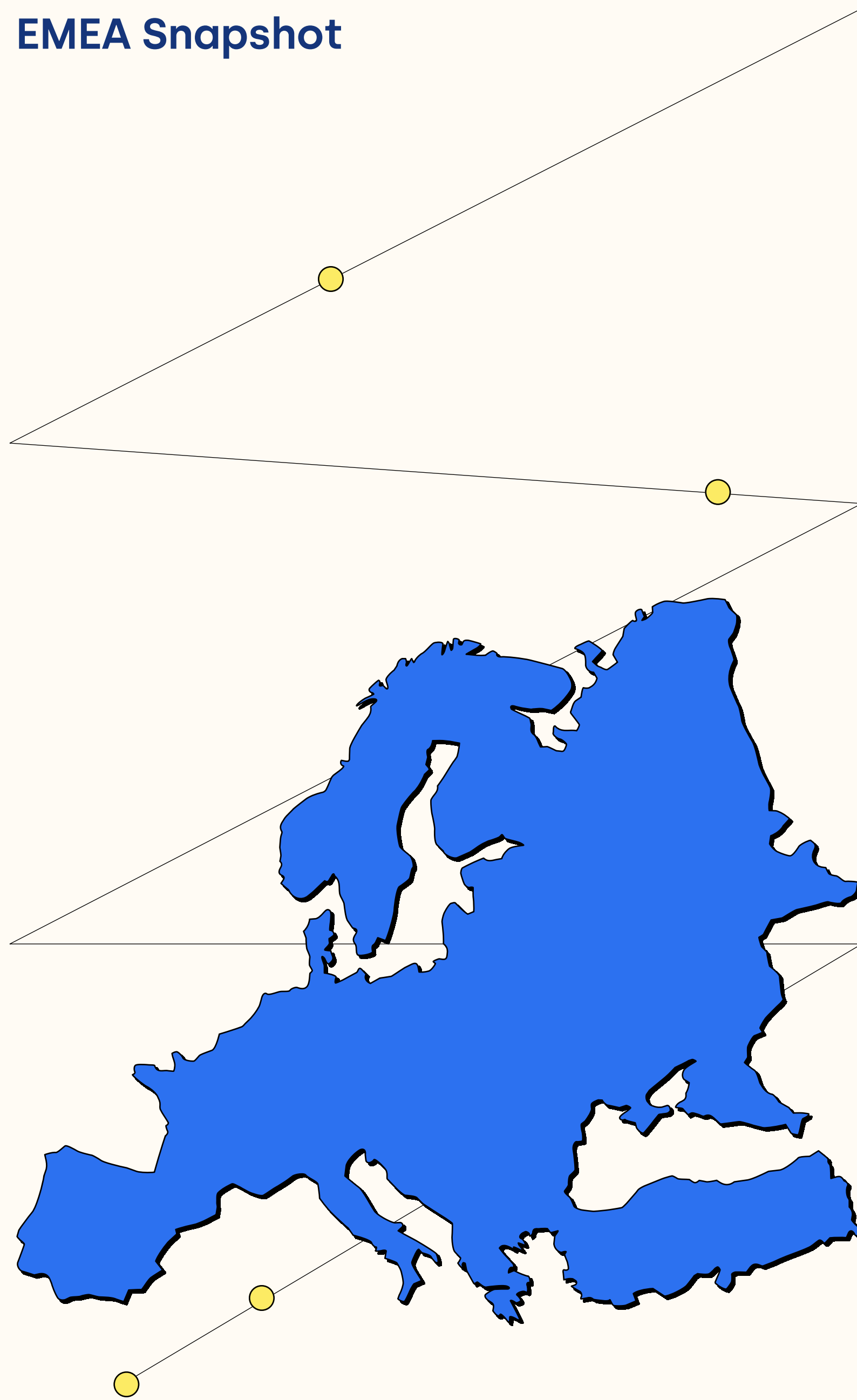
#### Biggest average salary gains across all job titles:

- Taiwan
- Thailand
- Korea

#### Biggest salary gains across APAC:

- Operation
- Customer support

# EMEA Snapshot



## Who's Getting Hired, and Where

### Who's hiring

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

- 1. Sweden
- 2. Denmark
- 3. Estonia

#### Top three countries by number of organizations hiring:

- 1. United Kingdom
- 2. Germany
- 3. France

### Who's getting hired

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

- 1. Georgia
- 2. Armenia
- 3. Belarus

#### Top three countries by number of workers being hired:

- 1. United Kingdom
- 2. Spain
- 3. France

#### Top three most popular roles in EMEA:

- 1. Software Engineer & Developer
- 2. Sales
- 3. Content

## Who's Getting Paid, and How

#### Biggest average salary gains across all job titles:

- Croatia
- Greece
- Serbia

#### Biggest salary gains across EMEA:

- Content
- Teaching
- Administration

# LATAM Snapshot



## Who's Getting Hired, and Where

### Who's hiring

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

1. Uruguay
2. Argentina
3. Mexico

#### Top three countries by number of organizations hiring:

1. Mexico
2. Chile
3. Argentina

### Who's getting hired

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

1. Puerto Rico
2. Bolivia
3. Trinidad & Tobago

#### Top three countries by number of workers being hired:

1. Argentina
2. Brazil
3. Colombia

#### Top three most popular roles in LATAM:

1. Software Engineer & Developer
2. Sales
3. Product

## Who's Getting Paid, and How

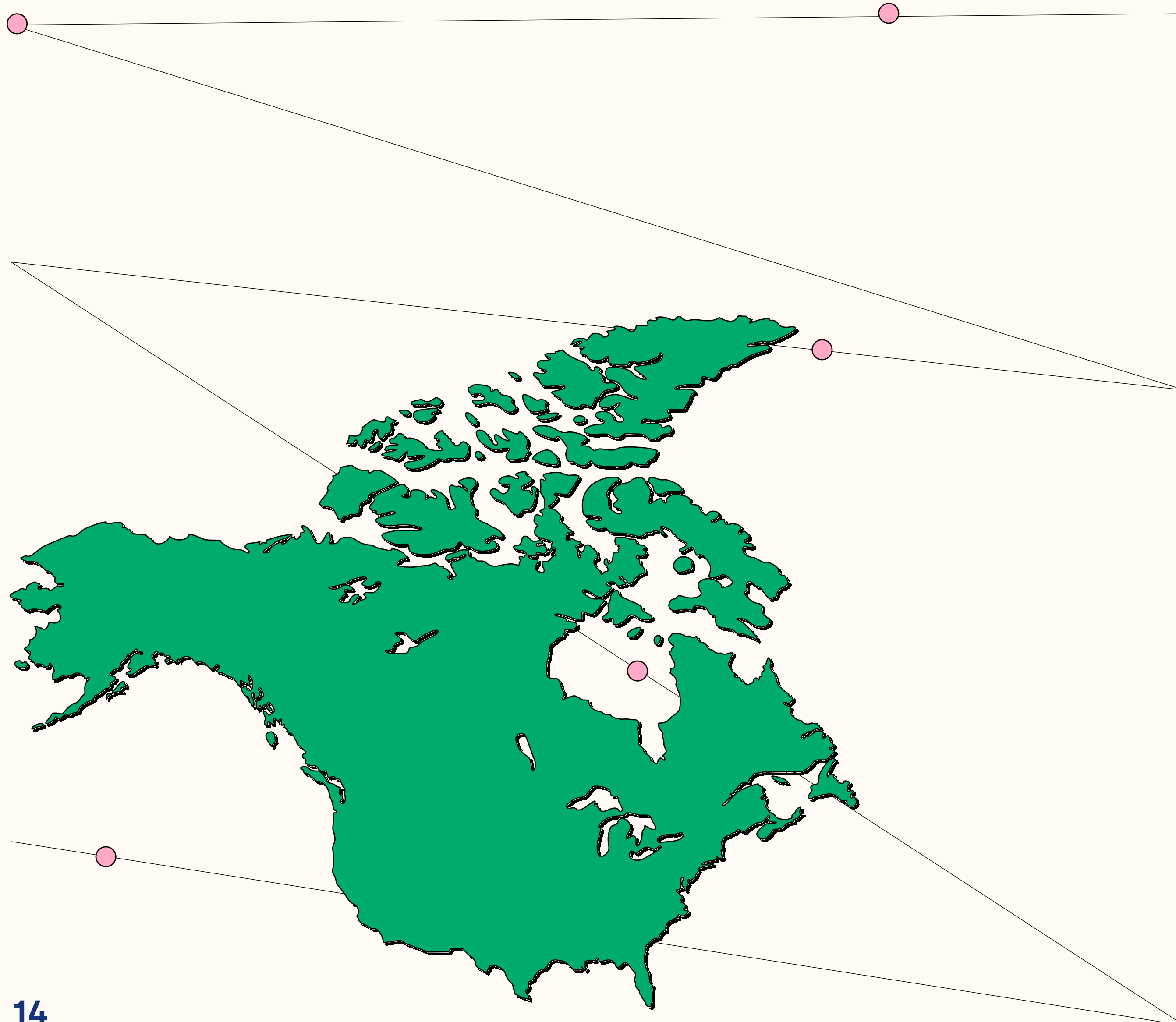
#### Biggest average salary gains across all job titles:

- Chile
- Guatemala
- Honduras

#### Biggest salary gains across LATAM:

- Accounting
- Teaching
- Content

## NAM Snapshot



## Who's Getting Hired

## Who's Getting Paid, and How

### Largest number of global, remote workers in North America:

- California
- Florida
- Ontario

### Most popular cities for remote workers in North America:

- Toronto
- San Francisco
- New York

### Most common amidst remote NAM workers:

- Software Engineer
- Content
- Sales

**No roles in NAM saw salary gains for new worker contracts ending in 2022.**

### Largest average salary decreases for new roles created through Deel:

- Marketing
- Software
- Sales

## About Deel

Deel is the all-in-one HR platform for global teams. It helps companies simplify every aspect of managing an international workforce, from culture and onboarding, to local payroll and compliance. Deel works for independent contractors and full-time employees in more than 150 countries, compliantly. Contractors can withdraw a percentage or the entirety of their paychecks in cryptocurrency—Bitcoin, Ethereum, Solana, Dash, and USDC.

### A snapshot of Deel's 2022 customer base:

#### Contract breakout by top industries served:

- Software (44%)
- Financial Services (5%)
- Marketing & Advertising (5%)
- E-learning (2%)
- Health, Wellness & Fitness (2%)
- Computer Games (2%)
- Real Estate (1%)

#### Organizations hiring internationally through Deel by region:

- NAM: (55%)
- EMEA: (29%)
- LATAM: (9%)
- APAC: (7%)

#### Age breakdown of worker contracts:

- 16-24 (15%)
- 25-34 (55%)
- 35-44 (27%)
- 45+ (3%)

## Methodology

Deel's report findings pull together aggregated data from Deel's 260k+ teammate contracts and 15,000+ customers across more than 160 countries, as well as over 500,000 data points from third-party sources including Microverse. All countries, states, and cities in the report have at least 50 worker contracts on file as of December 2022. For payments data, all countries have at least 100 worker withdrawals as of December 2022, and percent changes are reflective of new contracts signed. 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. "Terminations" indicate involuntary end of employment, including layoffs, for-cause termination, and furloughs, and are only accounted for employees-of-record.

## Global Hiring Resources

[Deel Hiring Guide](#)

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