

# State of Global Hiring Report

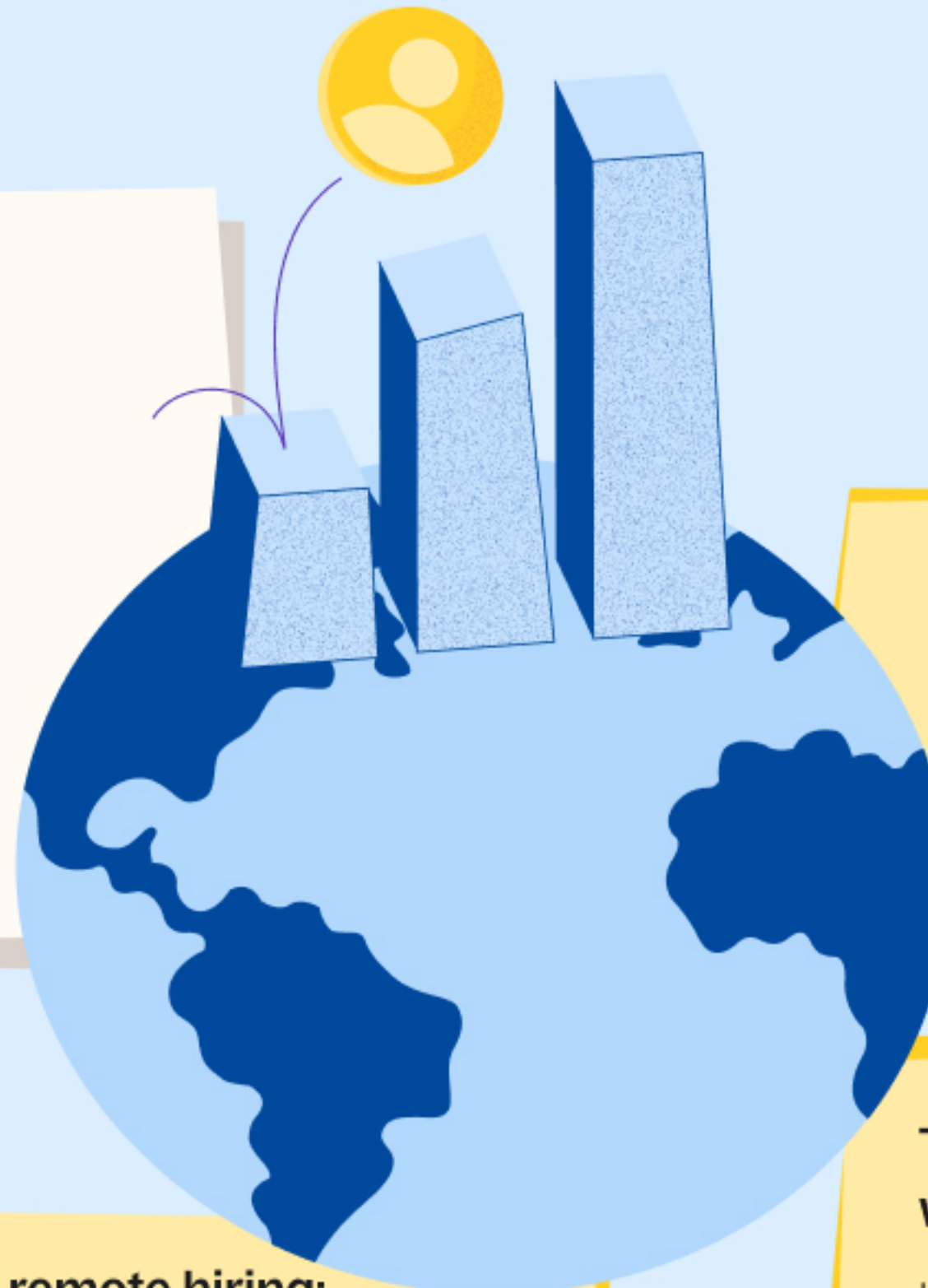
# 2023



deel.

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Deel's State of Global Hiring Report pulls insights from hundreds of thousands of global worker contracts across 2023. As we look ahead into this year, we're seeing reasons to be (cautiously) optimistic. Here's your need-to-know snapshot.



## Salaries and job demand increasing

Most regions saw salaries increase or stay flat on average through 2023.

## Global and domestic, remote hiring: alive, well, and diversifying

Despite growing return-to-office measures, distributed hiring continues to climb, expanding beyond technical roles to those like sales and content. Domestic hiring by Deel's biggest organizations in countries like the United States, Australia, and the United Kingdom also rose this year.

## Terminations declining overall; but terminations were up in the US compared to global average

Involuntary terminations saw peaks in the US throughout 2023. Globally, involuntary terminations spiked in January, but we saw 52% fewer terminations in November 2023 compared to January 2023.



### Fastest growing hiring regions

Hiring domestically and abroad

2023		2022	
1	EMEA & APAC (tie)	1	APAC
2	NAM	2	LATAM
3	LATAM	3	EMEA
		4	NAM

### Fastest growing worker regions

Hired domestically and by companies abroad

2023		2022	
1	NAM	1	LATAM
2	EMEA	2	APAC
3	LATAM	3	EMEA
4	APAC	4	NAM

### Top 5 cities for global workers

2023		2022	
1	London, UK	1	London, UK
2	Toronto, Canada	2	Toronto, Canada
3	San Francisco, United States	3	Buenos Aires, Argentina
4	Buenos Aires, Argentina	4	Madrid, Spain
5	Madrid, Spain	5	Bangalore, India

### Most popular global roles

2023		2022	
1	Software Engineers & Developers	1	Software Engineers & Developers
2	Sales	2	Design
3	Content	3	Product
4	Product	4	Quality Assurance
5	Design	5	Project Management

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

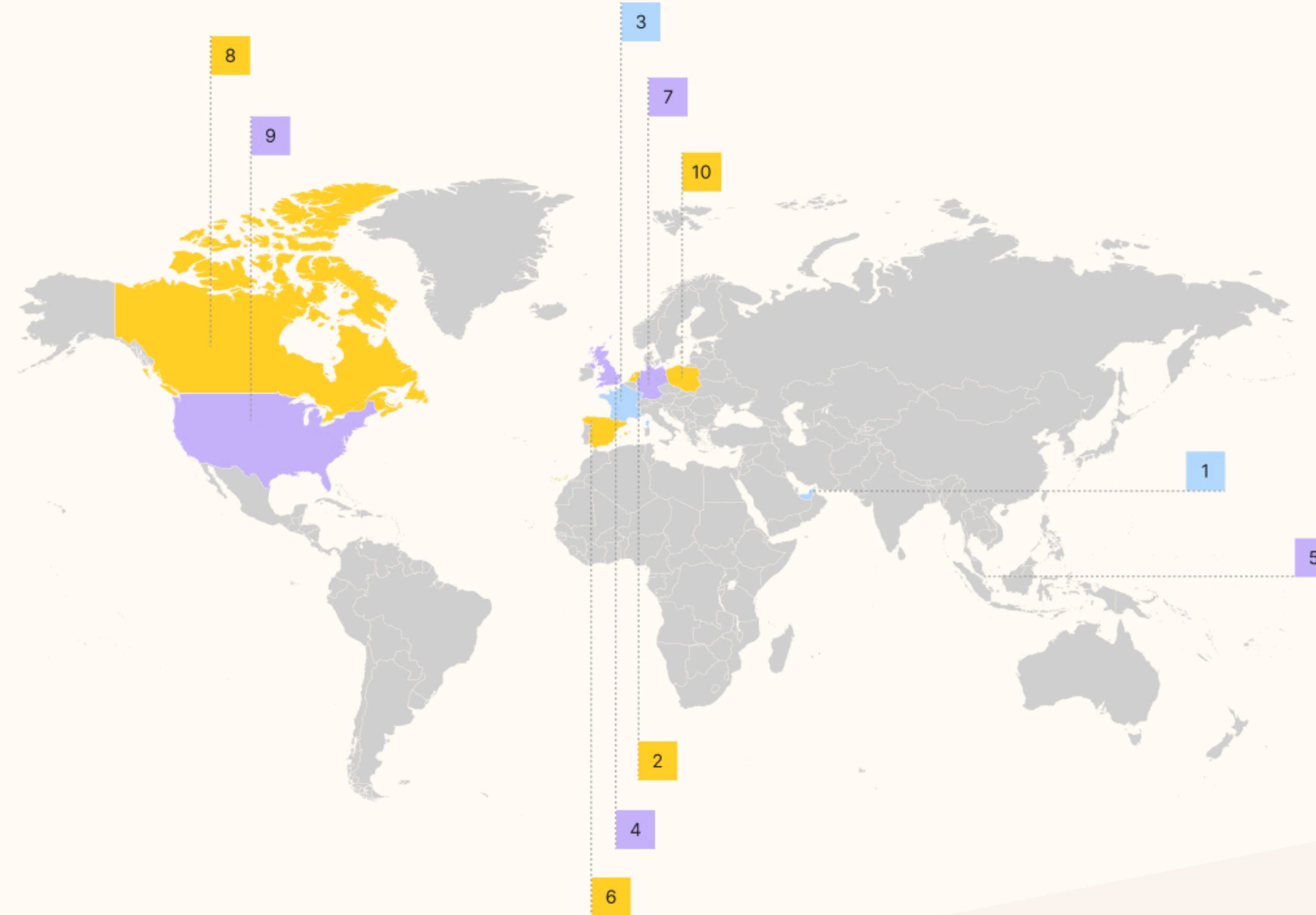
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
<b>Countries with the most workers on Deel</b>	1. Philippines	1. United States	2. United States	2. Philippines	3. Argentina	3. Argentina	4. Colombia	4. United Kingdom	5. Brazil	5. India
<b>Who is hiring from these countries the fastest</b>	<ul style="list-style-type: none"> <li>1 UK</li> <li>2 Australia</li> <li>3 United States</li> </ul>	<ul style="list-style-type: none"> <li>1 Mexico</li> <li>2 Canada</li> <li>3 Australia</li> </ul>	<ul style="list-style-type: none"> <li>1 Netherlands</li> <li>2 Japan</li> <li>3 Ireland</li> </ul>	<ul style="list-style-type: none"> <li>1 Australia</li> <li>2 United States</li> <li>3 UK</li> </ul>	<ul style="list-style-type: none"> <li>1 Spain</li> <li>2 UK</li> <li>3 Uruguay</li> </ul>	<ul style="list-style-type: none"> <li>1 Uruguay</li> <li>2 Mexico</li> <li>3 Spain</li> </ul>	<ul style="list-style-type: none"> <li>1 Spain</li> <li>2 Colombia</li> <li>3 Argentina</li> </ul>	<ul style="list-style-type: none"> <li>1 Germany</li> <li>2 France</li> <li>3 United States</li> </ul>	<ul style="list-style-type: none"> <li>1 Germany</li> <li>2 Brazil</li> <li>3 Chile</li> </ul>	<ul style="list-style-type: none"> <li>1 UK</li> <li>2 United States</li> <li>3 Canada</li> </ul>
<b>Most popular roles</b>	Assistant, Data, Accountant	Teaching, Administration, Product	Marketing, Quality Assurance Engineer, Accountant	Teaching, Accounting, Content	Teaching, Customer Success, Finance	Consulting, Marketing, Content	Teaching, Customer Support, Accountant	Sales, Consulting, Recruiting	Finance, Consulting, Data	Administration, Finance, Accounting

# Top countries hiring and who's joining their workforce

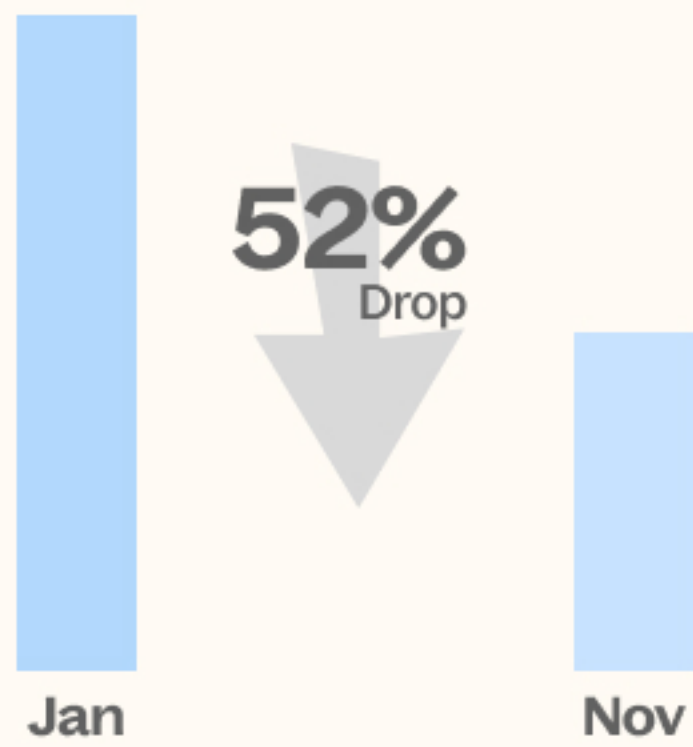


## Most popular countries to get visas for in 2023

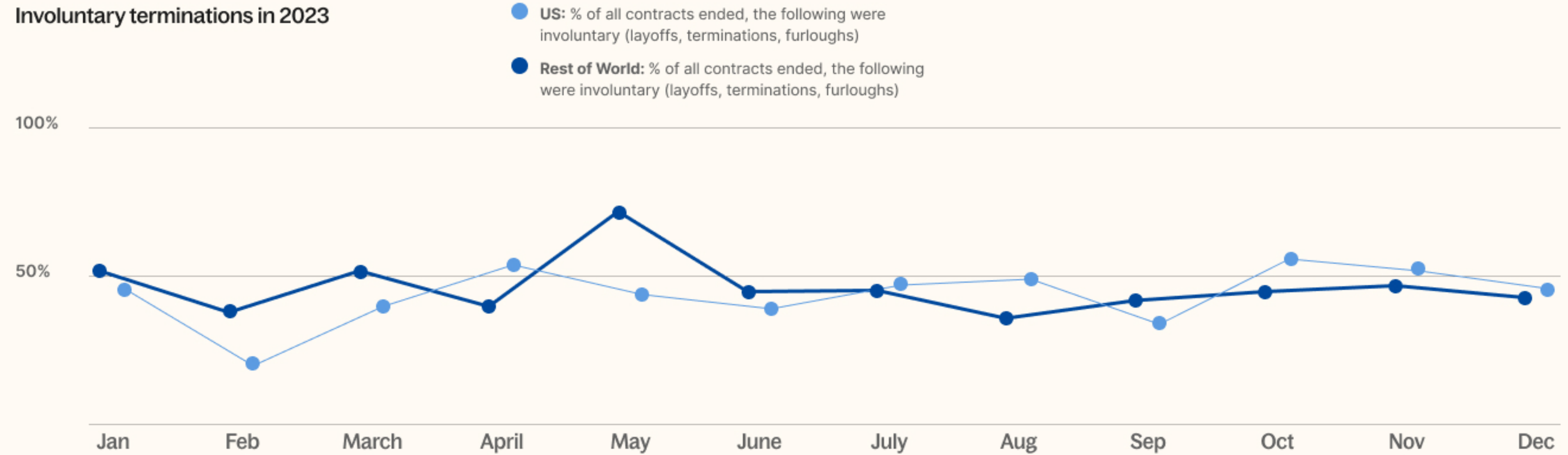
- |   |                      |    |                          |
|---|----------------------|----|--------------------------|
| 1 | United Arab Emirates | 6  | Spain                    |
| 2 | Netherlands          | 7  | Germany                  |
| 3 | France               | 8  | Canada                   |
| 4 | United Kingdom       | 9  | United States of America |
| 5 | Singapore            | 10 | Poland                   |



We saw 52% fewer involuntary terminations in November 2023 than January 2023



Involuntary terminations in 2023



**Job titles with greatest lift in involuntary terminations**

1. Social Media Manager
2. Influencer Marketing Manager
3. Business Development

**Job titles with greatest slowdown in involuntary terminations**

1. Translator
2. Backend Engineer
3. Customer Service Representative

**Industries with greatest lift in involuntary terminations**

1. Consumer Electronics
2. Pharmaceuticals
3. IT

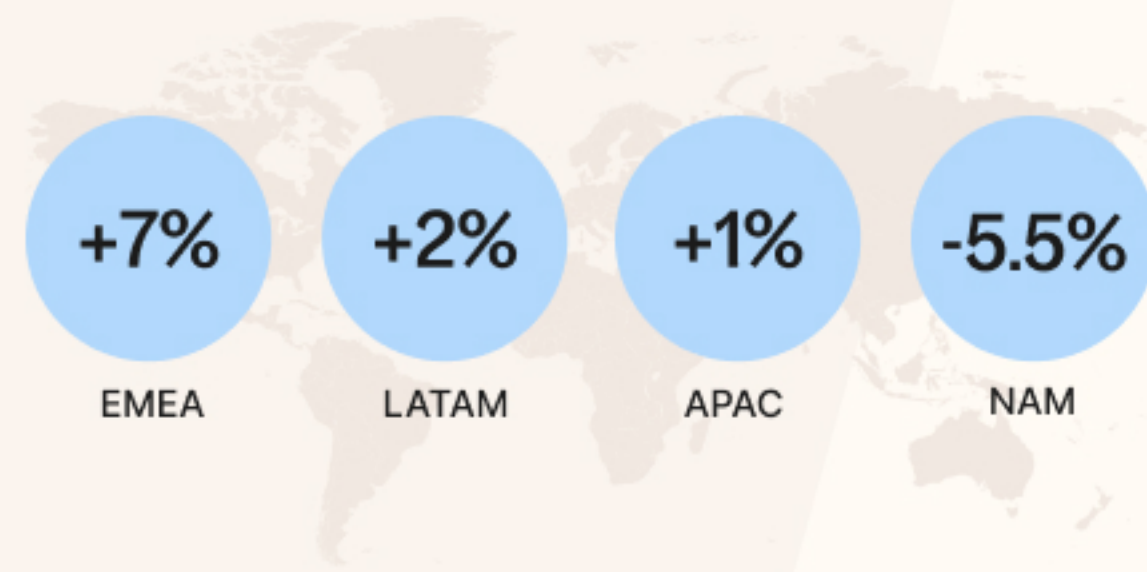
**Industries with greatest slowdown in involuntary terminations**

1. Banking
2. Design
3. Management Consulting

# Who's getting paid, and how

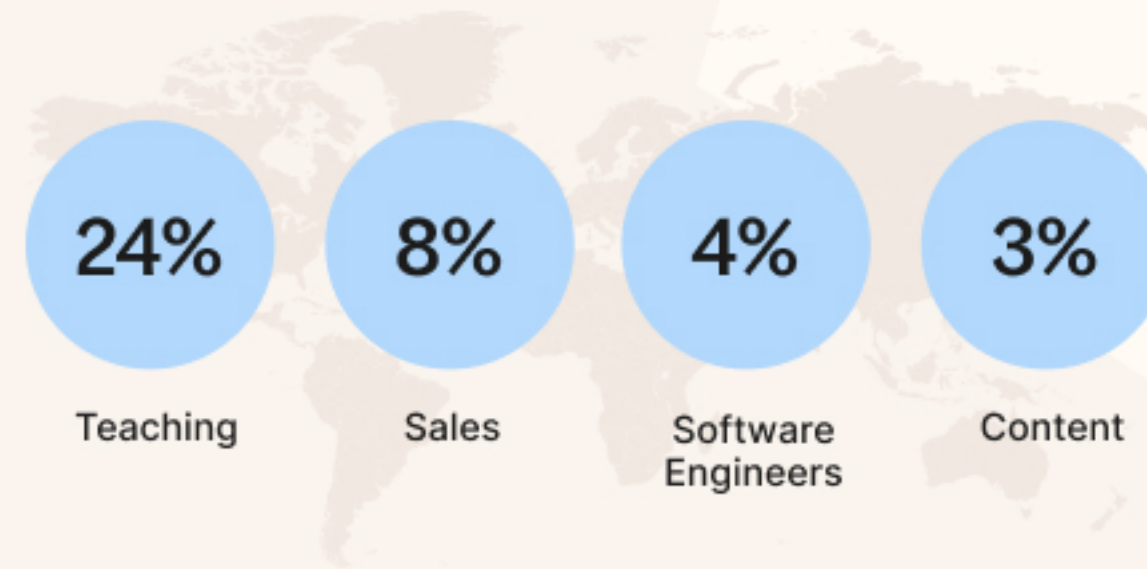
## Salary trends by region

Average salary USD across all new job contracts created



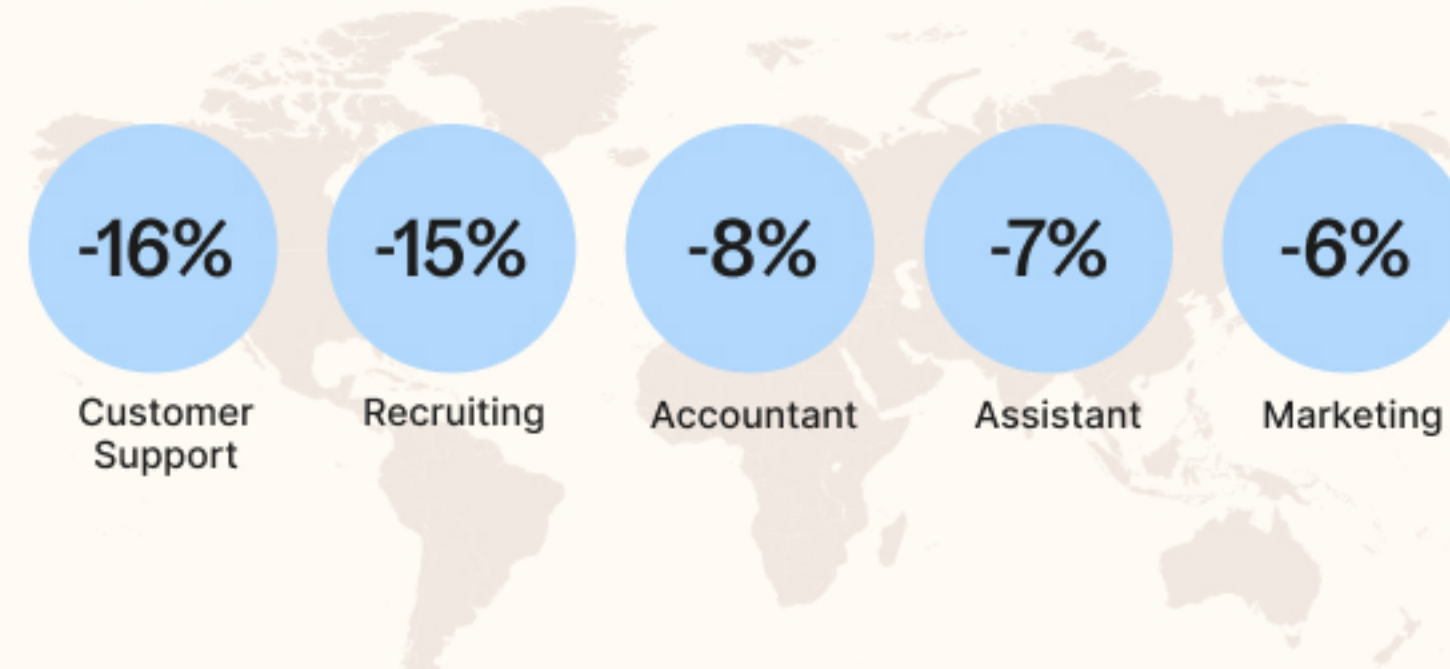
## Job roles with greatest salary increases in 2023

Average salary USD across all new job contracts created



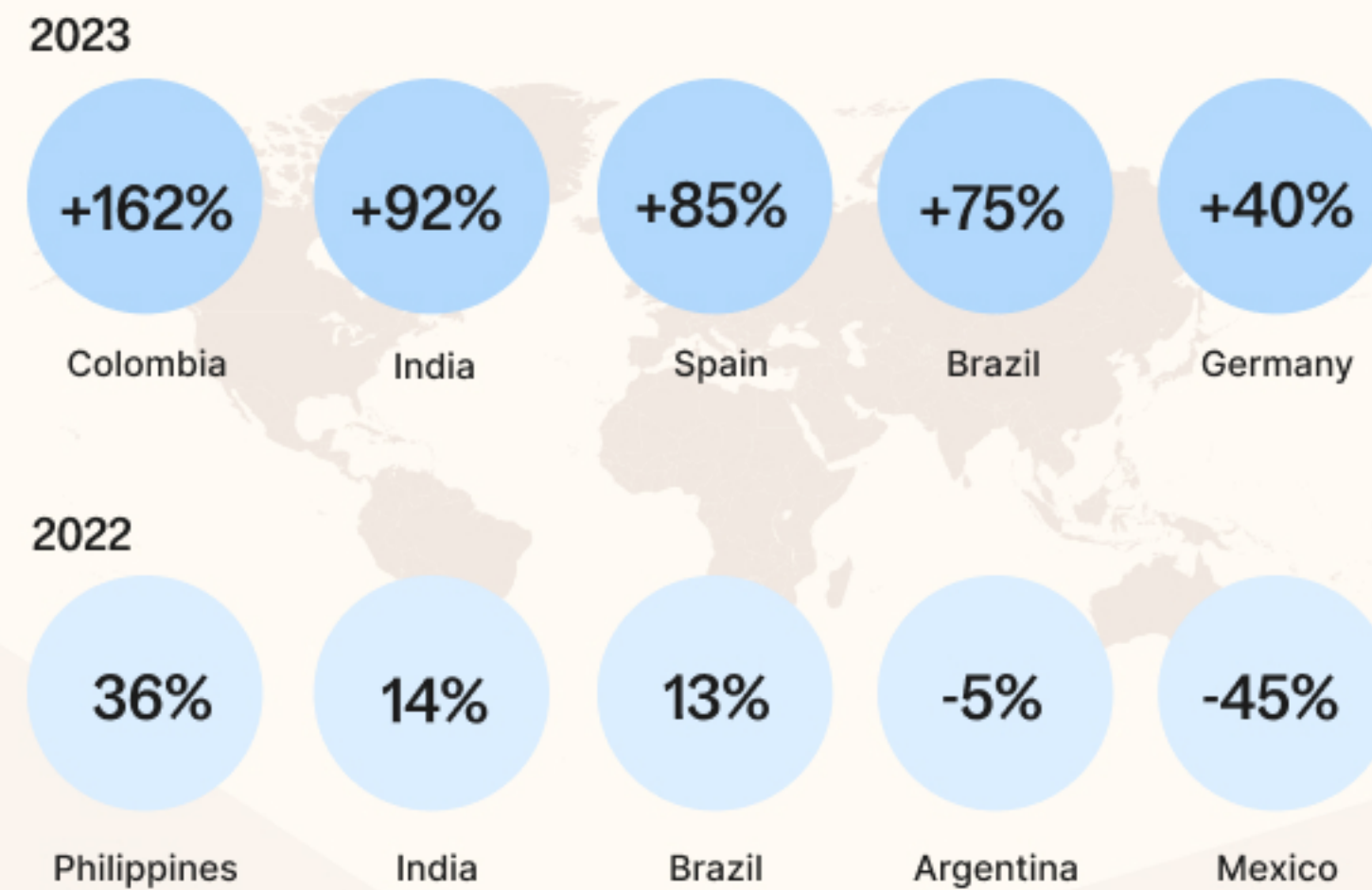
## Job groups with the biggest decline in salary in 2023

Average salary USD across all new job contracts created



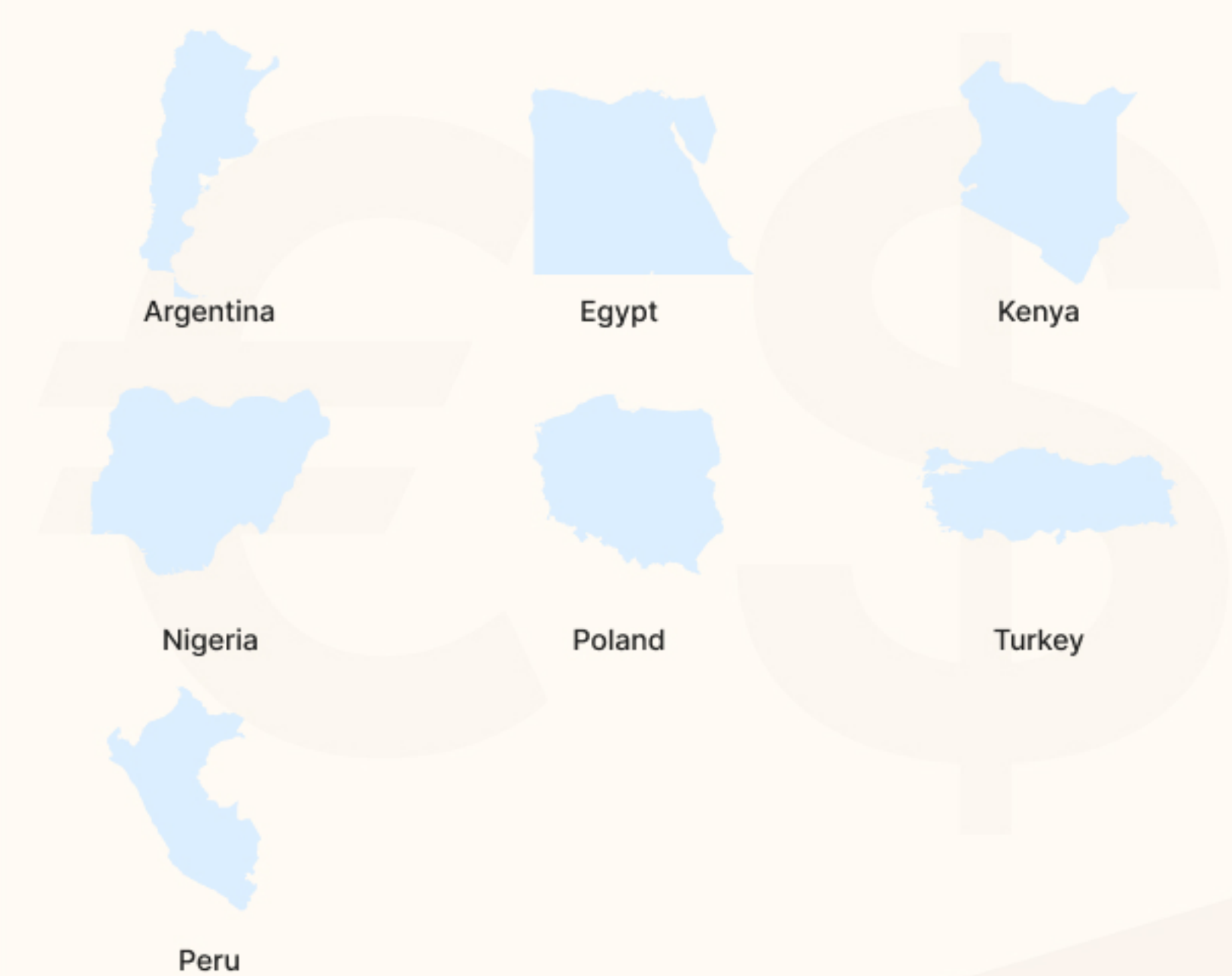
## Salary trends for countries with most new contracts added in 2023

Average salary USD across all new job contracts created



## Currencies globally

Contracts in EUR & USD offered globally through FX contracts in:





## Methodology

Deel's report aggregates data from Deel's 300k+ contracts and 20,000+ customers across more than 160 countries, as well as over 500,000 data points from third-party sources. All countries, states, and cities in the report have at least 50 worker contracts as of December 2023.

For payments data, all countries have at least 100 worker withdrawals as of December 2023, and percent changes are reflect of new contracts signed.

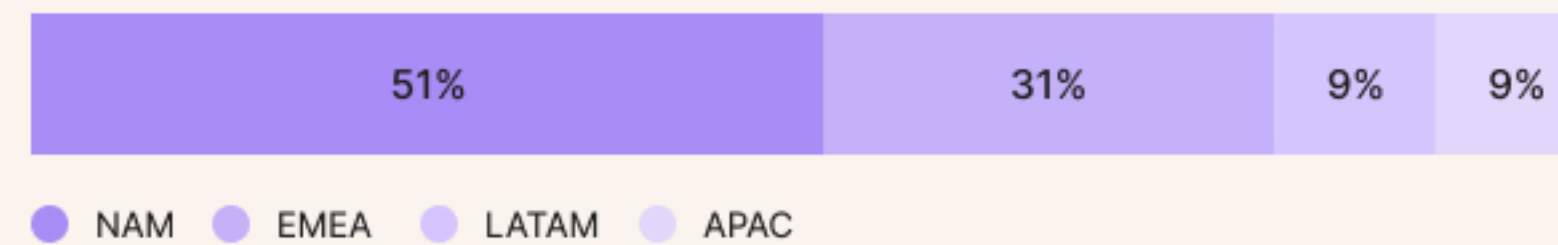
Deel's data strongly reflects technology and remote hiring trends. The company's data sets, while robust and growing (collected since 2019), do not yet evenly capture customer demographics across all industries. Terms in the report are defined broadly and generally as follows: "Organizations" include any entity hiring workers. "Teammates" and/or "People" refer to individuals hired to perform work. "Contracts" refer to the number of agreements between customers and workers. "Payments" refer to how workers are paid. "Terminations" indicate involuntary end of employment, including layoffs, for-cause termination, and furloughs.

## About Deel

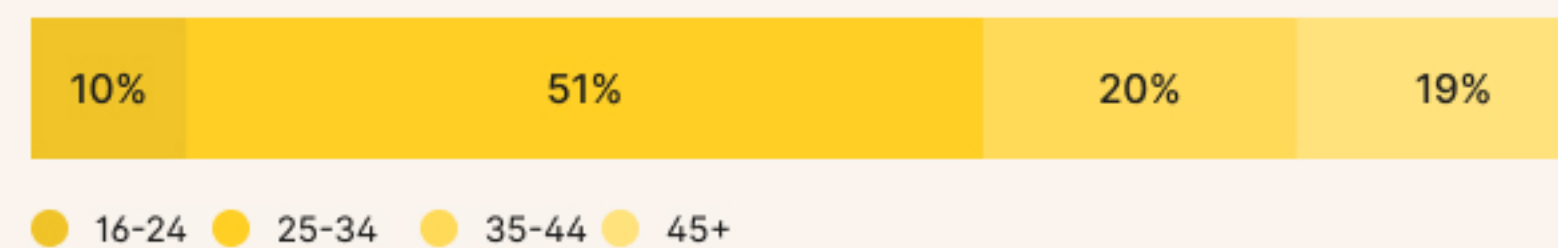
### Contracts across:

Software, Financial Services, Marketing & Advertising, Management Consulting, Real Estate, E-learning, Hospital & Healthcare, Retail and other industries.

### Organizations hiring through Deel by region:



### Age breakdown of worker contracts:



## Global Hiring Resources

- [Compliance Hub](#)
- [Global Hiring Toolkit](#)
- [Deel Blog](#)
- [LinkedIn](#)
- [X](#)
- [Instagram](#)
- [TikTok](#)