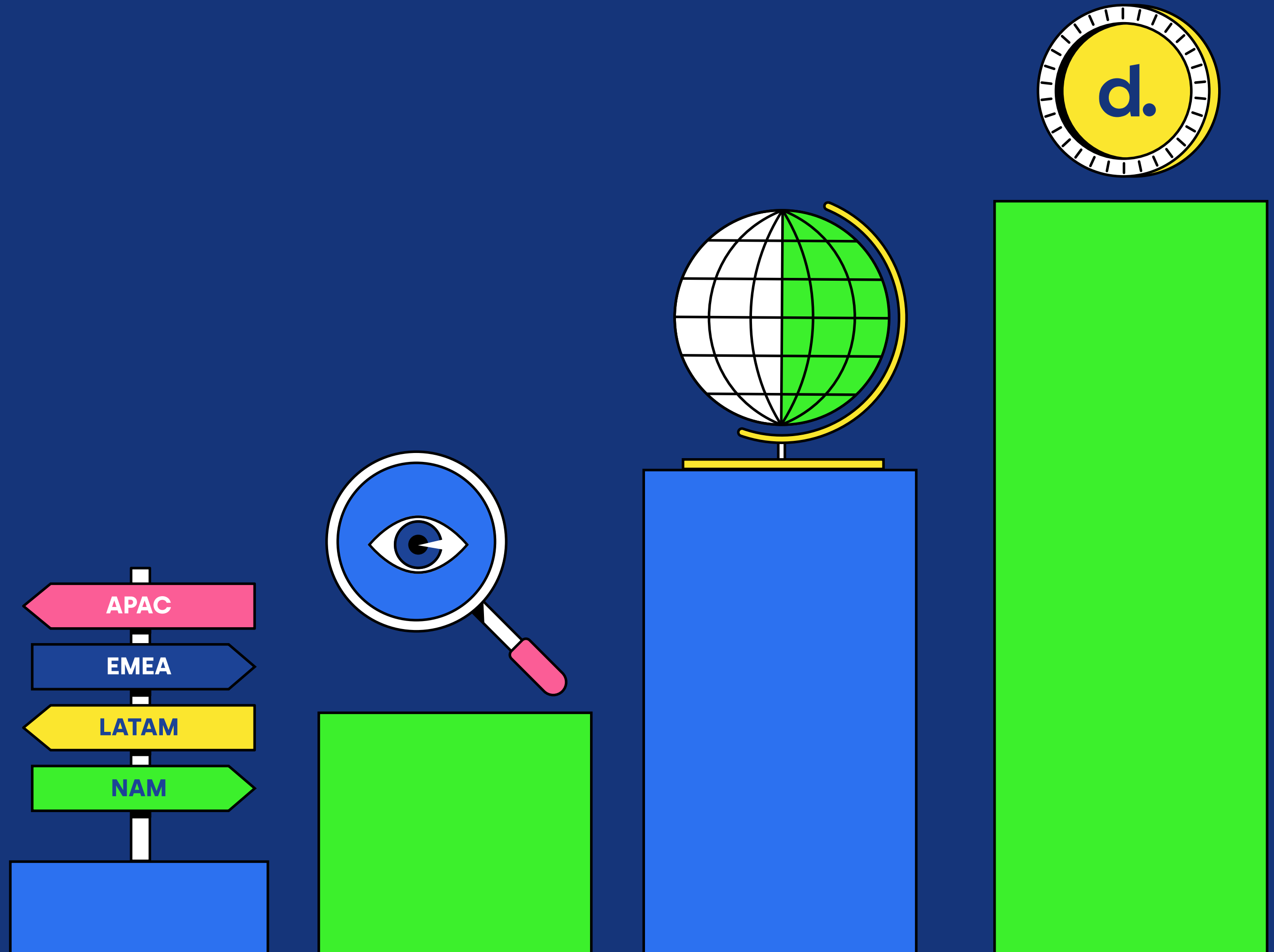


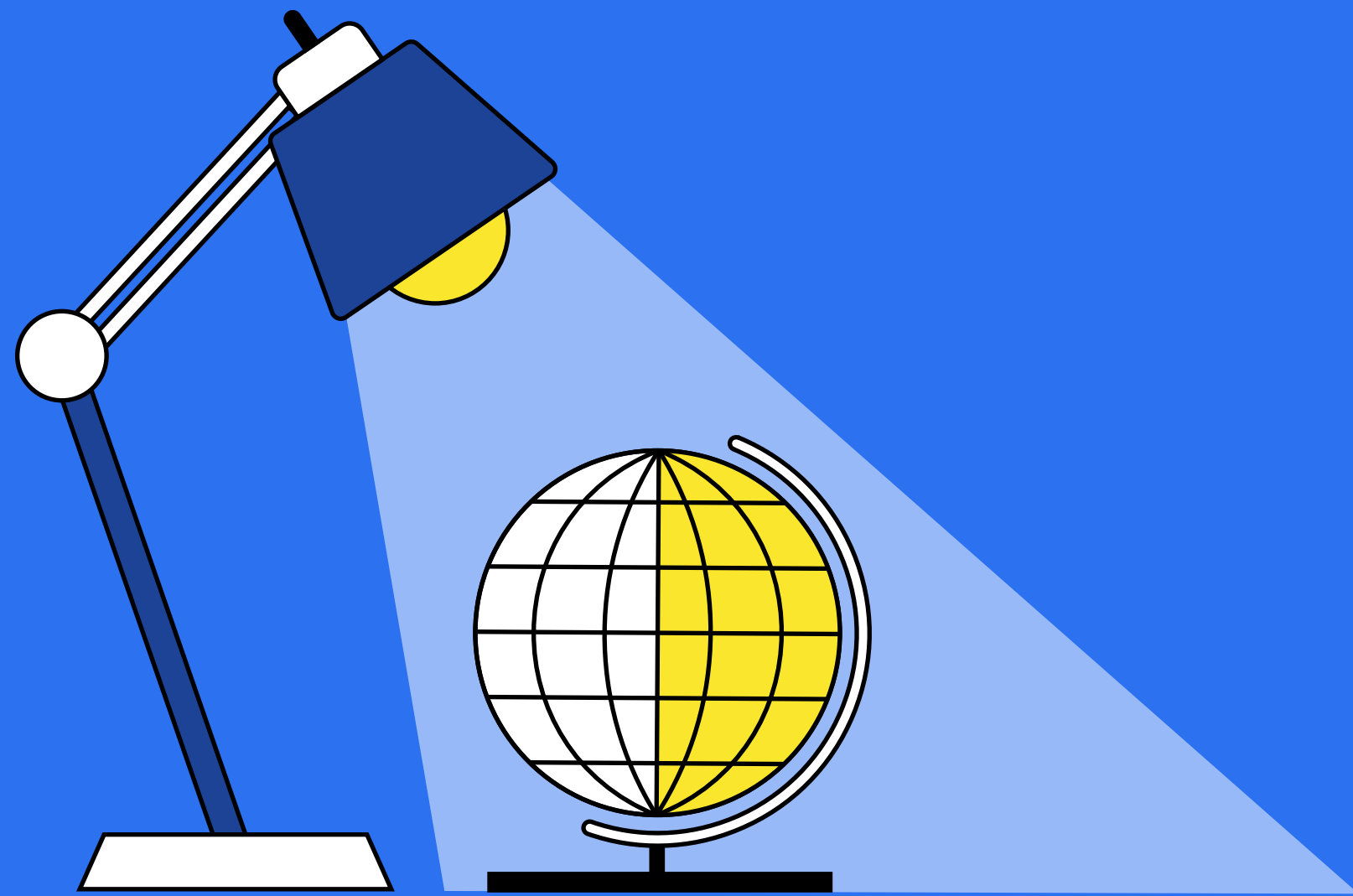
Deel's State of Global Hiring Report

H1 2022
January–June

deel.



Deel's State of Global Hiring Report



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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 companies in LATAM and APAC are leading the way in terms of global hiring.
- 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

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

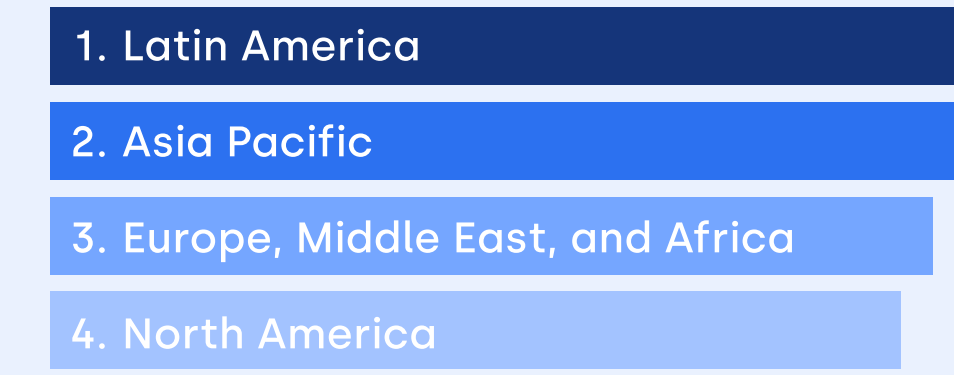
- Crypto payments remain stable at 5% of all global payments withdrawn monthly

Crypto payments popular in places with currency volatility

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

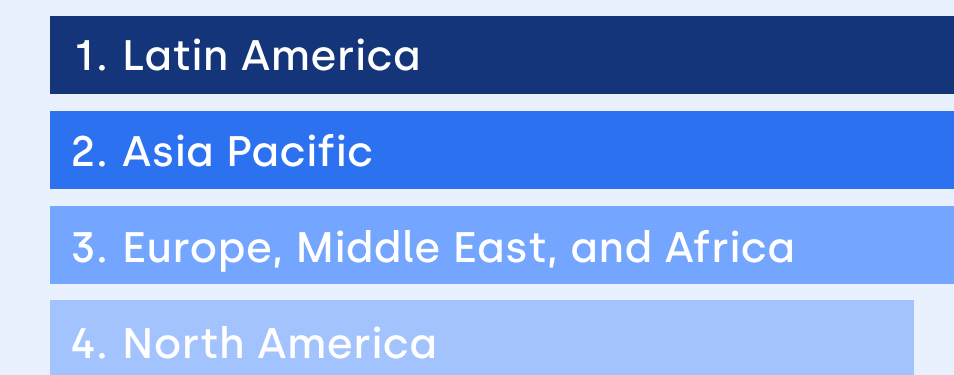
Orgs Hiring by Region

Hiring from global geos, ordered by fastest growing



Countries Getting Hired

Hiring into global geos, ordered by fastest growing



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

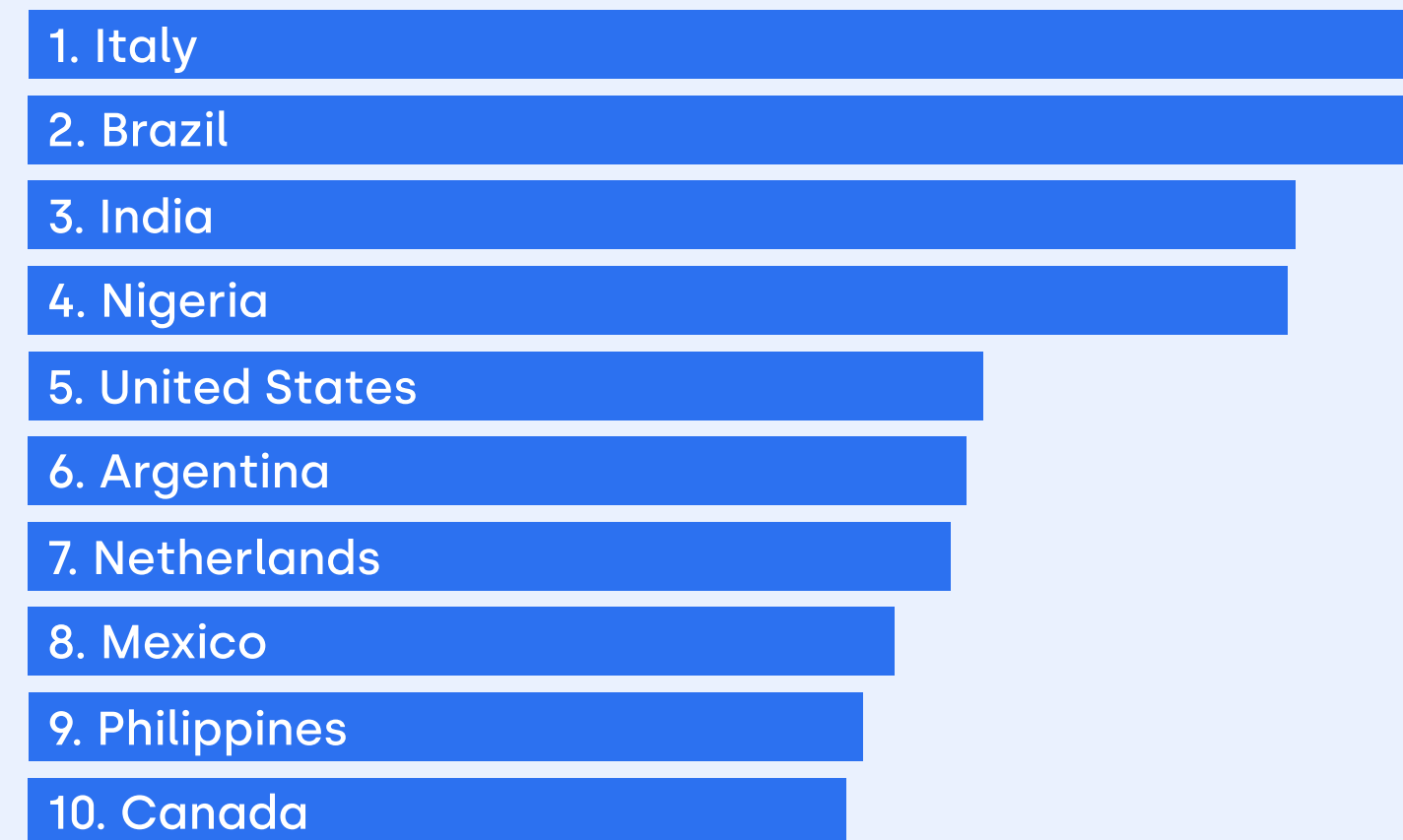
Hottest countries to get hired from	Countries hiring these workers fastest <small>(by rate of org growth, Jan–June 2022)</small>	Fastest growing roles in each country
1. Philippines	<ul style="list-style-type: none"> 1. Australia 2. Canada 3. US 	Creative Solutions Specialist, Virtual Assistant, Market Research Associate
2. United States	<ul style="list-style-type: none"> 1. Germany 2. Hong Kong 3. Brazil 	Talent Advisor, Recruiter, Sales Development
3. Argentina	<ul style="list-style-type: none"> 1. Peru 2. Colombia 3. Uruguay 	Software Engineer, Developer
4. India	<ul style="list-style-type: none"> 1. Australia 2. Singapore 3. UK 	Enrollment Advisor, Digital Marketing, Sales Development
5. United Kingdom	<ul style="list-style-type: none"> 1. Switzerland 2. Estonia 3. Croatia 	Content Creator, Business Development, Software Engineer & Developer

Who's Getting Paid More, and How

Salary

Crypto

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 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:

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

- 1. Kyrgyzstan
- 2. Azerbaijan
- 3. Thailand

- 1. India
- 2. Thailand
- 3. Philippines

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. Phillipines
- 2. India
- 3. Pakistan

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

Top three most popular roles in APAC:

- 1. Assistant
- 2. Customer Support
- 3. Operations

- 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:

- 1. Estonia
- 2. Sweden
- 3. Switzerland

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

- 1. Italy
- 2. Nigeria
- 3. Netherlands

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

- 1. Teaching
- 2. Content
- 3. Assistant

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

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

Brazil, Argentina, and Mexico 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 LATAM countries saw the biggest average salary gains across all job titles:

1. Uruguay
2. Argentina
3. Mexico

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

1. Brazil
2. Argentina
3. Mexico

Top three countries by number of organizations hiring:

Top three countries by number of workers being hired:

Biggest LATAM salary gains by job group

1. Mexico
2. Chile
3. Argentina

1. Argentina
2. Brazil
3. Mexico

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

1. Engineering
2. Product
3. Operations

Top three most popular roles in LATAM:

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





Who's Getting Hired

Who's Getting Paid More, and How

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

Biggest NAM salary gains by job group

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

1. Product
2. Operations
3. Software Engineer

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.

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