Global hiring has never been more popular between pandemic-related office closures, fierce talent competition, and a bevy of online tools enabling collaboration and reducing hiring complications. But where is it popular, and for what roles? What countries are hiring more than ever, and from where? What’s happening to wages as demand increases?

Using data pulled from more than 100,000 work contracts from over 150 countries, along with 500,000 third-party data points, a new report from global hiring and payroll company Deel gives a breakdown of what’s happening within the global job landscape. Trends are tracked over six months—from July 2021 through December 2021.
Key findings

Hiring by LATAM companies is growing fastest followed by EMEA companies.

Countries gaining in popularity to hire from: Israel, Argentina, and the Dominican Republic.

Hot jobs being hired for: Software Engineers, Account Executives, and Quality Assurance Engineers.

Salaries are rising fastest in Mexico (57%), Canada (38%), Pakistan (27%), and Argentina (21%) for jobs in marketing, sales, and product.

People in Latin America and Africa are increasingly taking part of their paychecks in crypto.
Who’s getting hired, and where?

Growth rate of hiring from regions (July–Dec 2021):
- 286% Latin America
- 250% Europe, Middle East and Africa
- 227% Asia Pacific
- 208% North America

Growth rate of hiring into regions (July–Dec 2021):
- 156% Latin America
- 107% Europe, Middle East and Africa
- 96% Asia Pacific
- 81% North America

Hiring into these countries grew fastest (contractors only):
- 245% Dominican Republic
- 225% Israel
- 209% Argentina
- 197% Costa Rica
- 190% Malaysia

Top five roles hired through Deel:
- Software Engineer
- Account Executive
- Quality Assurance Engineer
- Product Designer
- Consultant
Who’s getting paid more, and how?

Deel’s paid out over $1 billion USD through its payroll platform since 2019.

People in the following countries saw the greatest increase in average salaries:
- 57% Mexico
- 38% Canada
- 27% Pakistan
- 21% Argentina
- 8% India
- 7% Philippines
- 4% Russia

Job fields with the biggest average salary increases:
- 49% Marketing
  SEO Specialist, Digital, Growth & Content roles
- 13% Sales
  SDR, Account Executive roles
- 6% Product
  Product Manager, Product Owner, Senior Product Manager roles

Percentage of crypto withdrawals by region:
- 34% EMEA
- 7% APAC
- 7% NAM
- 52% LATAM

Top countries where people make crypto paycheck withdrawals include Argentina, Nigeria, and Brazil.

Percentage of global crypto withdrawals by coin type:
- 63% Bitcoin
- 26% Ethereum
- 7% USDC
- 2% Solana
- 2% Dash
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More about Deel and the report’s methodology

Deel’s the leading global hiring, compliance, and payroll solutions built to help businesses hire anyone, anywhere. Using a tech-enabled self-serve process, Deel customers can bring on independent contractors and hire full-time employees in over 150 countries, compliantly in minutes.

With more than 250 legal, accounting, mobility, and tax experts as partners, Deel allows any business to create, sign and send compliant localized contracts and pay teams in more than 120 currencies with just a click. Contractors can also withdraw a percentage of or their entire paychecks in cryptocurrency—Bitcoin, Ethereum, Solana, Dash, and USDC.

These report findings come from the aggregated data of Deel’s 100,000 plus team contracts and 6,000-plus customers from more than 150 countries, along with more than 500,000 data points from third-party sources.

Please note: Deel’s current data represents more tech and remote hiring trends. While robust and growing, these data sets collected since 2019 do not capture contracts across all industries. This report is the first of many and will serve as a baseline for future studies.
A snapshot of Deel's customer base in H2 2021 for context:

**Percentage breakout of contracts by industry:**
- 20% Information Technology & Services
- 16% Financial Services
- 13% Computer Software
- 12% Internet
- 5% E-learning
- 4% Marketing & Advertising
- 4% Consumer Services
- 1% Design

**Organizations hiring internationally through Deel by region:**
- 63% NAM
- 27% EMEA
- 6% LATAM
- 4% APAC

**Top five countries where people are being hired through Deel:**
- 12% Philippines
- 10% US
- 6% Argentina
- 5% India
- 5% UK

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.
Who’s getting hired, and where:
Global
Who’s hiring

Growth rate of hiring by region (July–Dec 2021):

- **286%** Latin America
- **250%** Europe, Middle East and Africa
- **227%** Asia Pacific
- **208%** North America

Who’s being hired

Growth rate of hiring into regions (July–Dec 2021):

- **156%** Latin America
- **107%** Asia Pacific
- **96%** Europe, Middle East and Africa
- **81%** North America
Top five roles hired through Deel

- Software Engineer
- Account Executive
- Consultant
- Product Designer
- QA Engineer
Who’s getting hired, and where: North America
North America hiring by numbers

Top three roles hired through Deel:
- Software Engineer
- Account Executive
- Consultant

US Spotlight
Fastest-growing US states by organizations’ rate of hiring:
1. TX
2. MA
3. GA

Fastest-growing US states where people are being hired from:
- 857% North Carolina
- 571% Georgia
- 510% Florida
- 409% Virginia
- 392% Michigan
- 382% Texas
Who’s getting hired, and where: EMEA
EMEA hiring by numbers

Fastest-growing countries by organizations’ rate of hiring:

1. Denmark
2. Ireland
3. Spain

Top three countries where people hired through Deel were located:

1. Russia
2. UK
3. Spain

Top three roles hired through Deel:

1. Software Engineer
2. Account Executive
3. Accountant

Note: Results on this page exclude countries with fewer than 20 contracts
Who’s getting hired, and where: APAC
APAC hiring by numbers

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

#1 Singapore  #2 Australia  #3 Hong Kong

Top three countries where people hired through Deel were located:

1. India  2. Philippines  3. Pakistan

Top three roles hired through Deel:

1. Software Engineer  2. Virtual Assistant  3. Custom Support Executive

Note: Results on this page exclude countries with fewer than 20 contracts
Who’s getting hired, and where: LATAM
LATAM hiring by numbers

Fastest-growing countries by organizations' rate of hiring:

- **#1** Mexico
- **#2** Chile
- **#3** Uruguay

Top three countries where people hired through Deel were located:

- **2** Brazil
- **1** Argentina
- **3** Mexico

Top three roles hired through Deel:

1. Software Engineer
2. Call Center Agent
2. Account Executive

*Note: Results on this page exclude countries with fewer than 20 contracts*
Who’s getting paid more, and how: Global
Salaries on the rise

Fastest-growing countries by organizations’ rate of hiring:

- Canada 38%
- Mexico 57%
- Pakistan 27%
- Argentina 21%
- Russia 4%
- Philippines 7%
- India 8%

Job fields with the biggest average salary increases:

- **49%** Marketing
  (SEO Specialist, Digital, Growth & Content roles)
- **13%** Sales
  (SDR, Account Executive roles)
- **6%** Product
  (Product Manager, Product Owner, Senior Product Manager)
Salaries on the rise

Through Deel's Salary Insight product, which gives organizations the ability to search for salary ranges of certain roles in certain counties, we can break down the most popular countries businesses were looking at by region, and how much salaries are going up where:

NORTH AMERICA SALARY INSIGHTS
North America organizations are most interested in salaries from
- UK
- Philippines
- Brazil
- Nigeria
- India

EMEA SALARY INSIGHTS
EMEA organizations are most interested in salaries from Argentina, the United States, Great Britain, Russia and Ukraine.

We saw the biggest gain in salaries in:
- 52% Germany
- 35% Turkey
- 19% Ukraine
- 14% Italy
Salaries on the rise

APAC SALARY INSIGHTS

APAC organizations are most interested in salaries from the United States, Philippines, Indonesia, China, and India.

We saw the biggest gain in employee salaries in:

- **23%** Australia
- **10%** India
- **6%** Philippines

LATAM SALARY INSIGHTS

LATAM organizations are most interested in salaries from Argentina, Mexico, Peru, Colombia, and the Dominican Republic.

We saw the biggest gain in employee salaries in:

- **129%** Ecuador
- **128%** The Dominican Republic
- **55%** Mexico
- **43%** Uruguay
Crypto: Global
By the numbers

10%: Month-Over-Month increase in people wanting to be paid in cryptocurrency since November 2020

2%: Payments withdrawn in crypto between July and December of 2021

Crypto withdrawals by region:

- 52% LATAM
- 34% EMEA
- 7% NAM
- 7% APAC

Global percentage of crypto withdrawals by coin type:

- 63% Bitcoin
- 7% Ethereum
- 2% Solana
- 7% USDC
- 2% Dash

Note: Deel began offering withdrawals of USDC, Dash and Solana in Q4 of 2021
Global hiring resources

Deel hiring guide
Salary insights
Deel cost calculator
Book a demo with Deel
Deel blog post

Twitter | LinkedIn | Instagram