

State of Global Hiring Report 2021

Brought to you by **deel.**



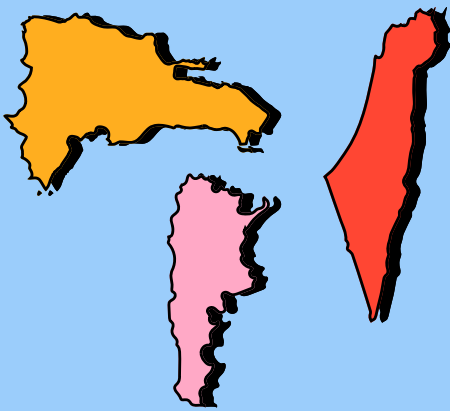
State of Global Hiring Report 2021

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**.

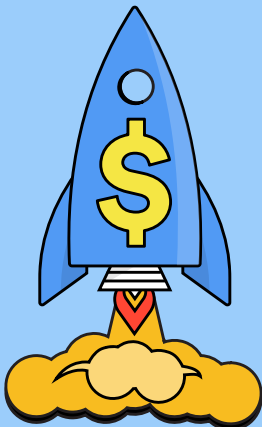


Countries gaining in popularity to hire from: **Israel, Argentina, and the Dominican Republic.**

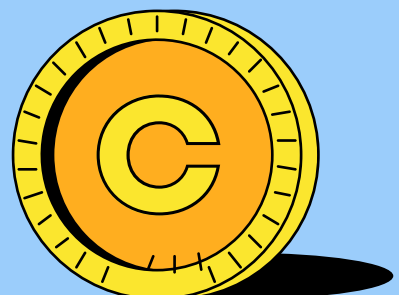
Hot jobs being hired for: **Software Engineers, Account Executives, and Quality Assurance Engineers.**



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.**

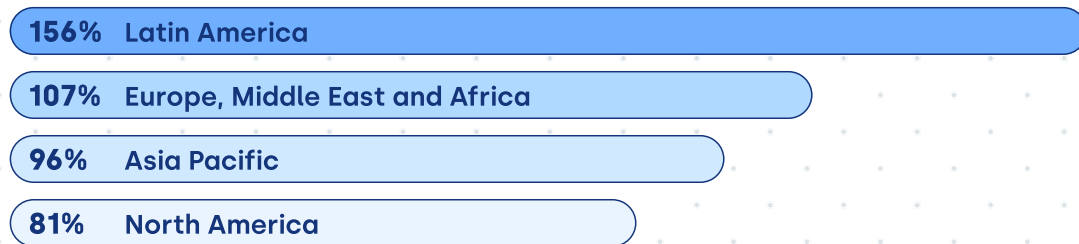


Who's getting hired, and where?

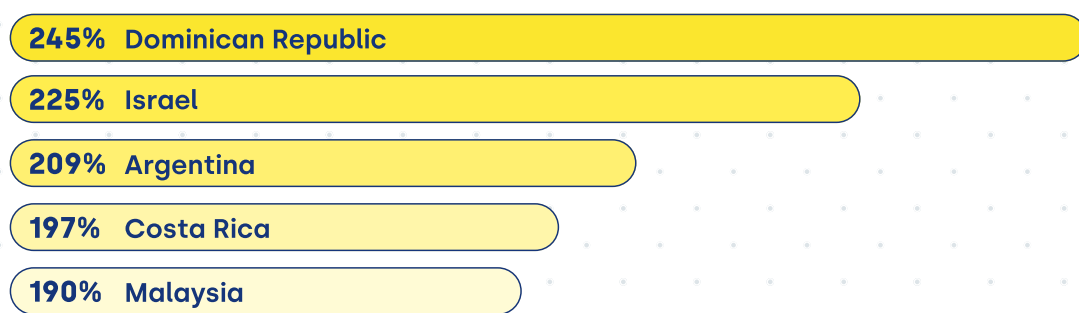
Growth rate of hiring from regions (July–Dec 2021):



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



Hiring into these countries grew fastest (contractors only):



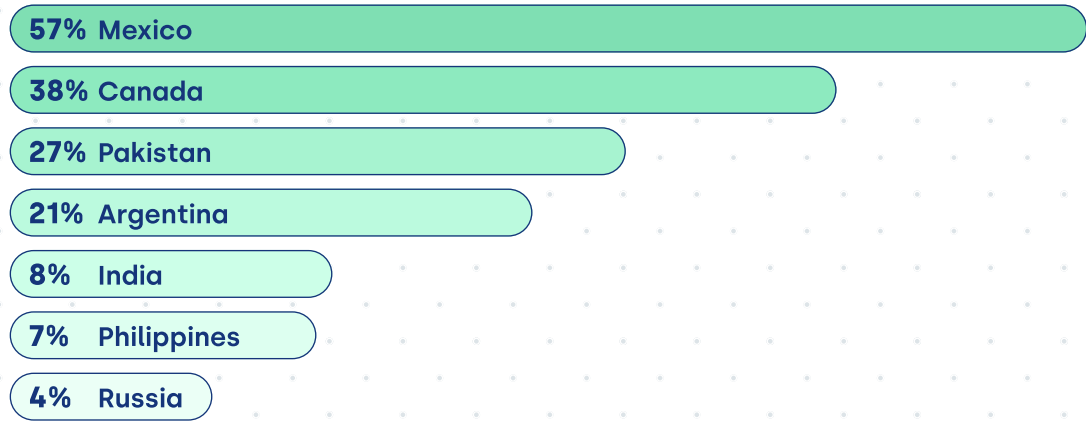
Top five roles hired through Deel:



Who's getting paid more, and how?

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

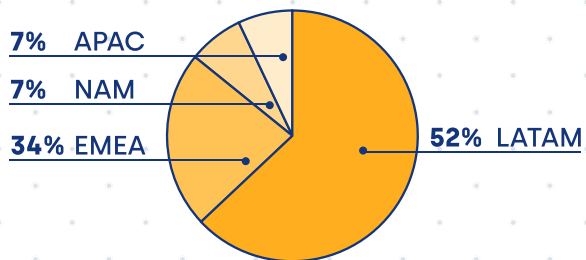
People in the following countries saw the greatest increase in average salaries:



Job fields with the biggest average salary increases:

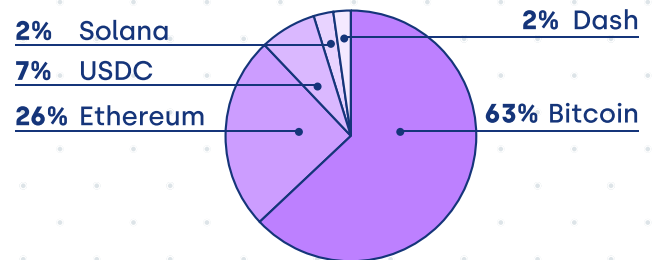


Percentage of crypto withdrawals by region:



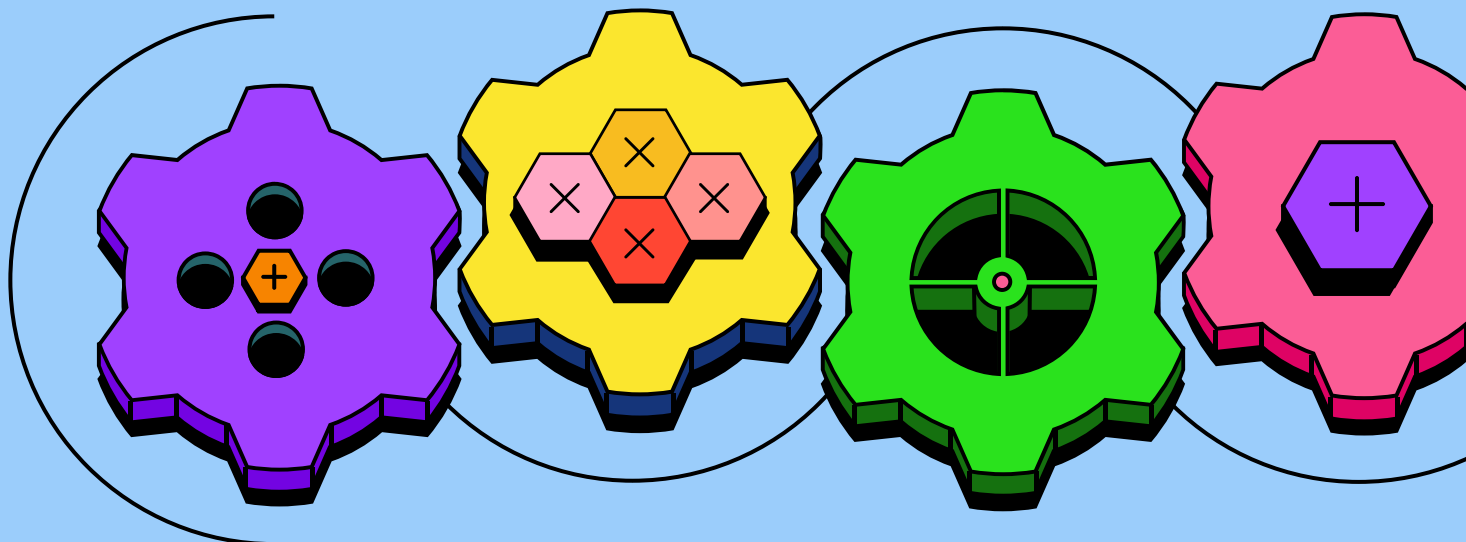
Top countries where people make crypto paycheck withdrawals include Argentina, Nigeria, and Brazil.

Percentage of global crypto withdrawals by coin type:



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More about Deel and the report's methodology



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.

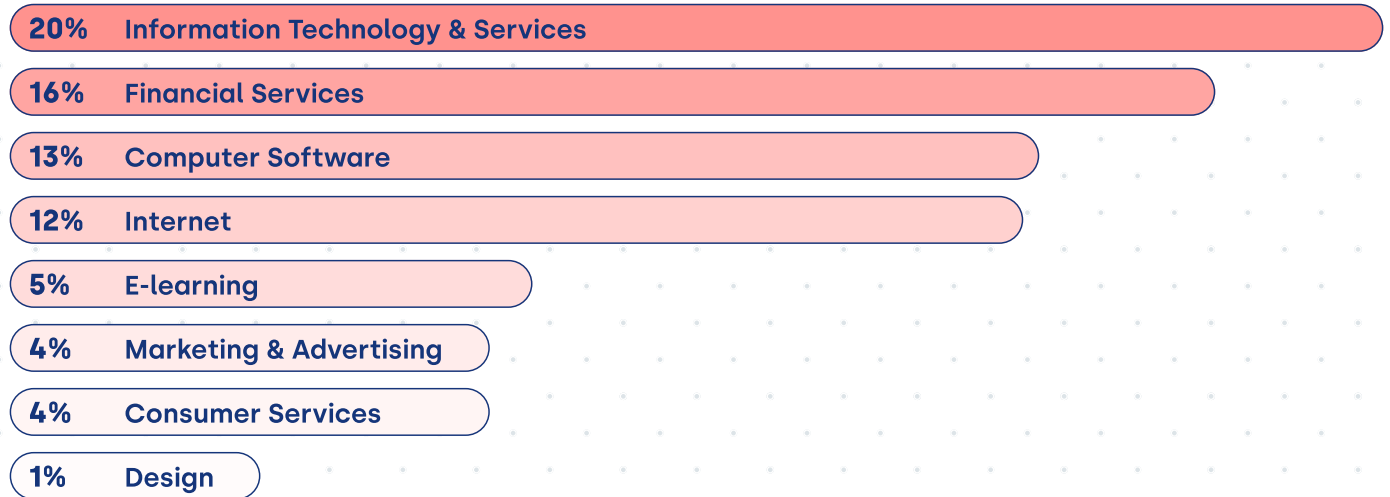
With more than 250 legal, accounting, mobility, and tax experts as partners, Deel allows any business to create, sign and send compliant localized contracts and pay teams in more than 120 currencies with just a click. Contractors can also withdraw a percentage of or their entire paychecks in cryptocurrency—Bitcoin,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

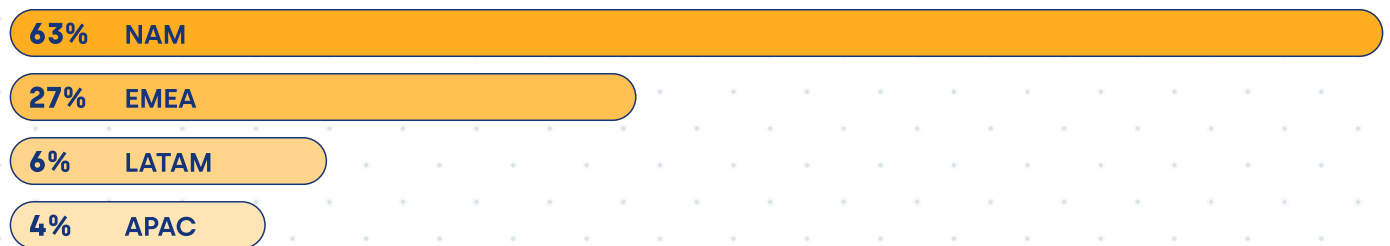
Please note: Deel's current data represents more tech and remote hiring trends. While robust and growing, these data sets collected since 2019 do not capture contracts across all industries. This report is the first of many and will serve as a baseline for future studies.

A snapshot of Deel's customer base in H2 2021 for context:

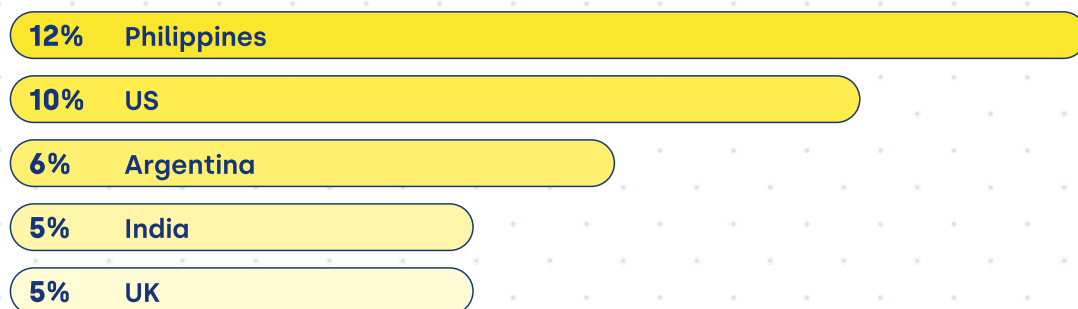
Percentage breakout of contracts by industry:



Organizations hiring internationally through Deel by region:



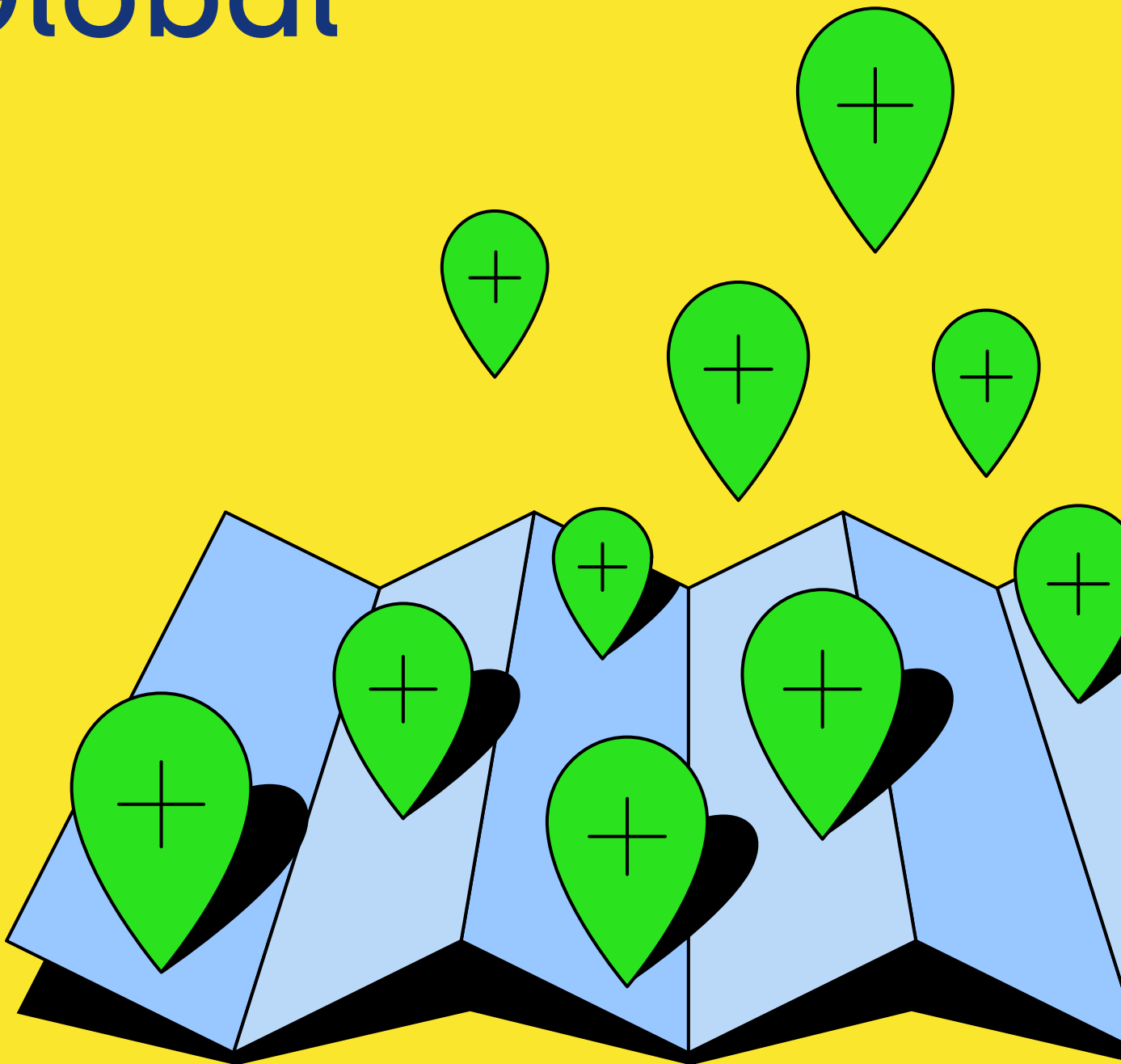
Top five countries where people are being hired through Deel:



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.

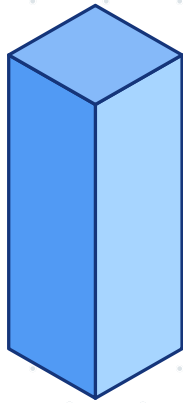
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Who's getting hired, and where: Global

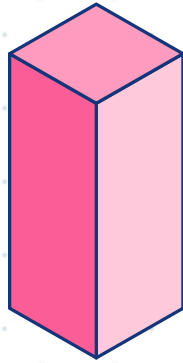


Who's hiring

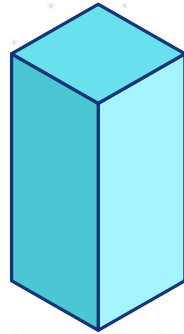
Growth rate of hiring by region (July–Dec 2021):



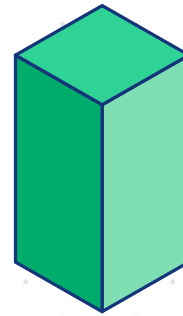
286%
Latin America



250%
Europe, Middle East and Africa



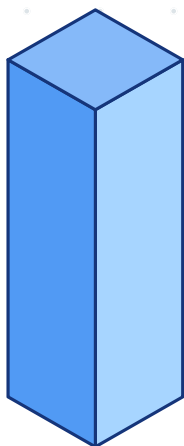
227%
Asia Pacific



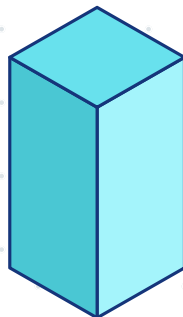
208%
North America

Who's being hired

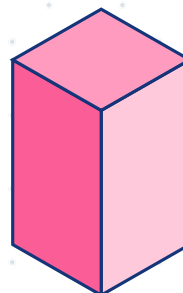
Growth rate of hiring into regions (July–Dec 2021):



156%
Latin America



107%
Asia Pacific

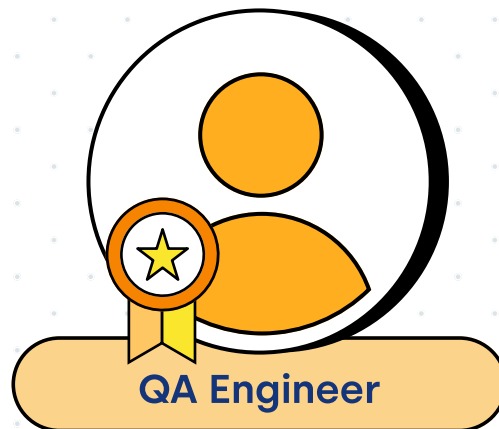
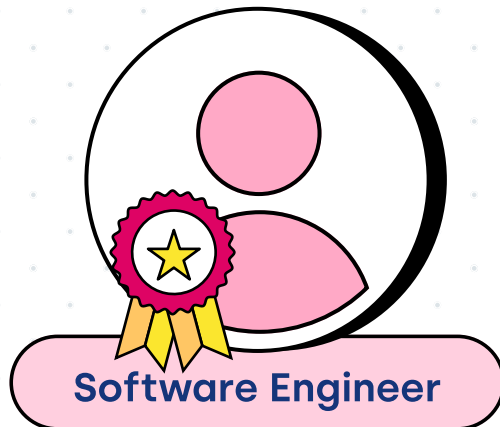


96%
Europe, Middle East and Africa



81%
North America

Top five roles hired through Deel



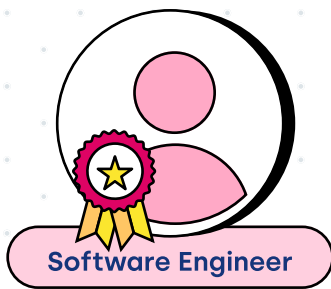
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Who's getting hired, and where: North America



North America hiring by numbers

Top three roles hired through Deel:

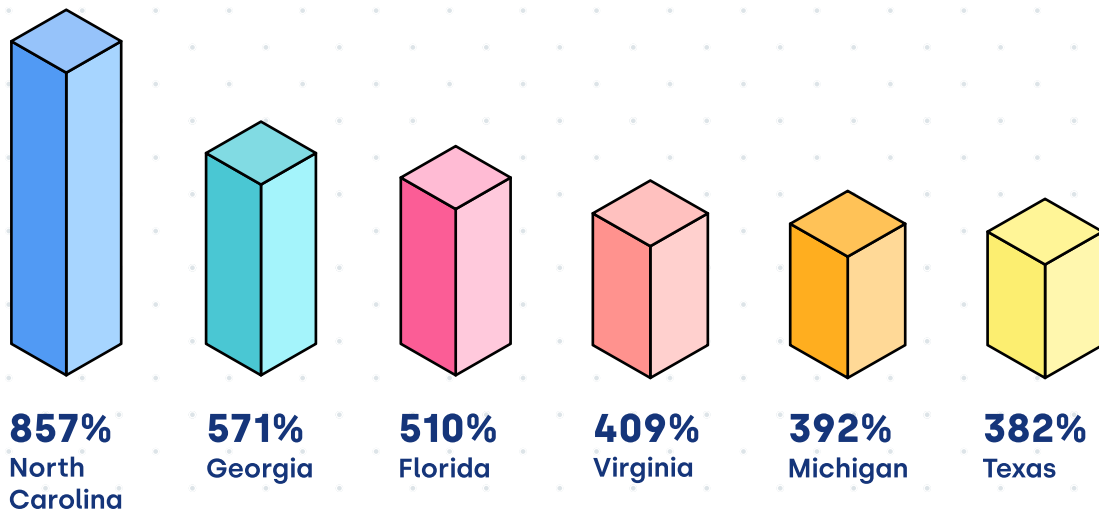


US Spotlight

Fastest-growing US states by organizations' rate of hiring:

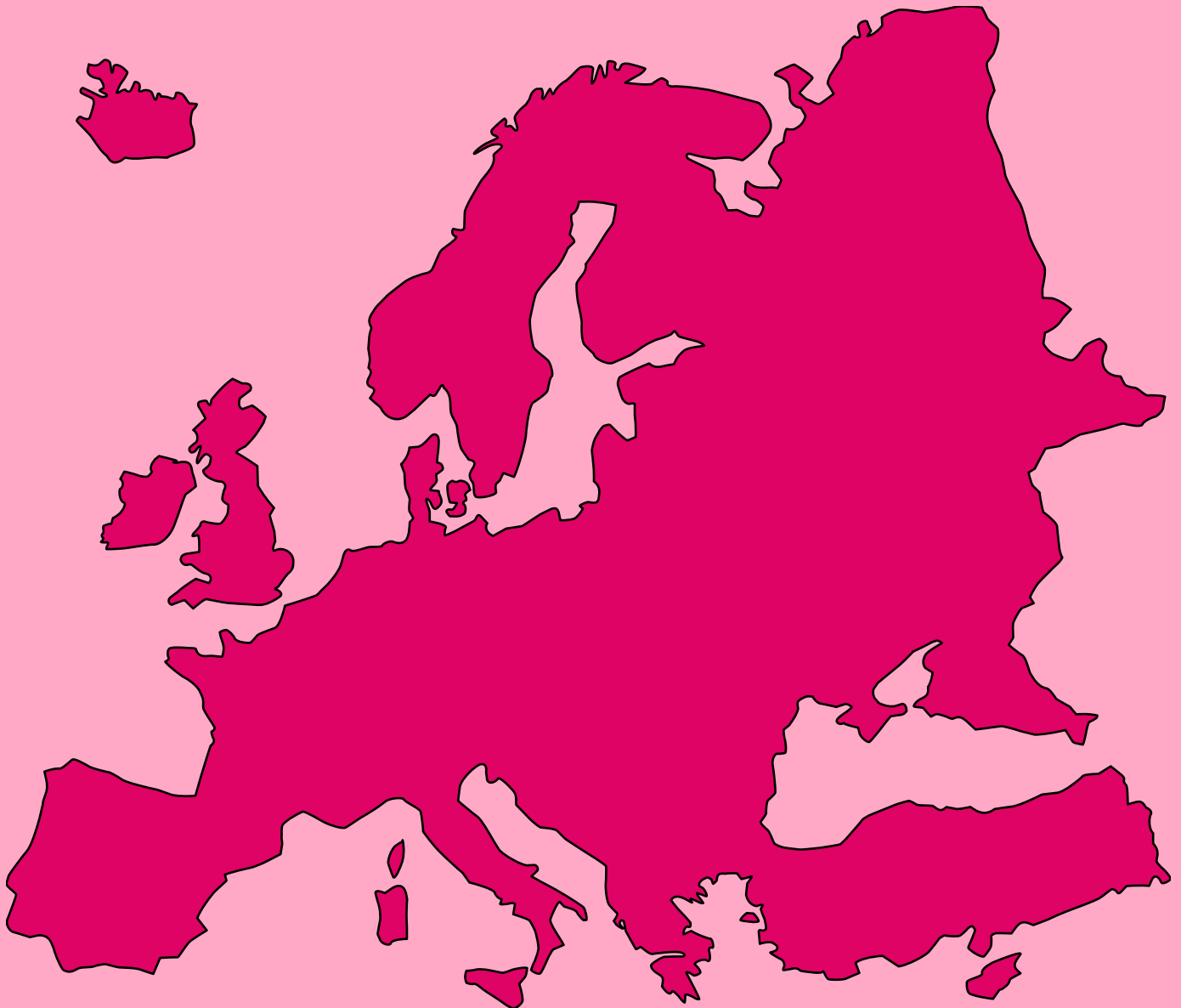


Fastest-growing US states where people are being hired from:



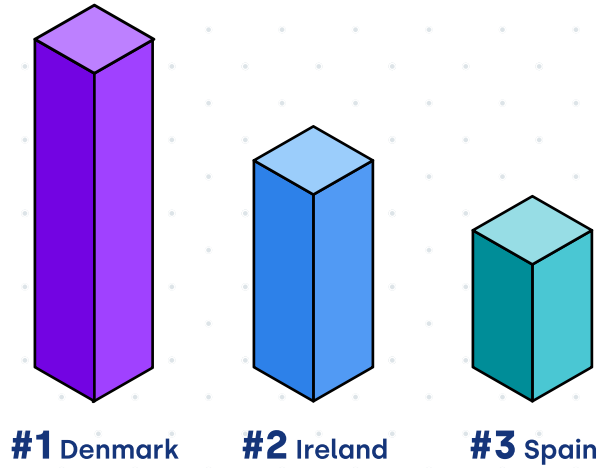
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Who's getting hired, and where: EMEA



EMEA hiring by numbers

Fastest-growing countries by organizations' rate of hiring:



Top three countries where people hired through Deel were located:



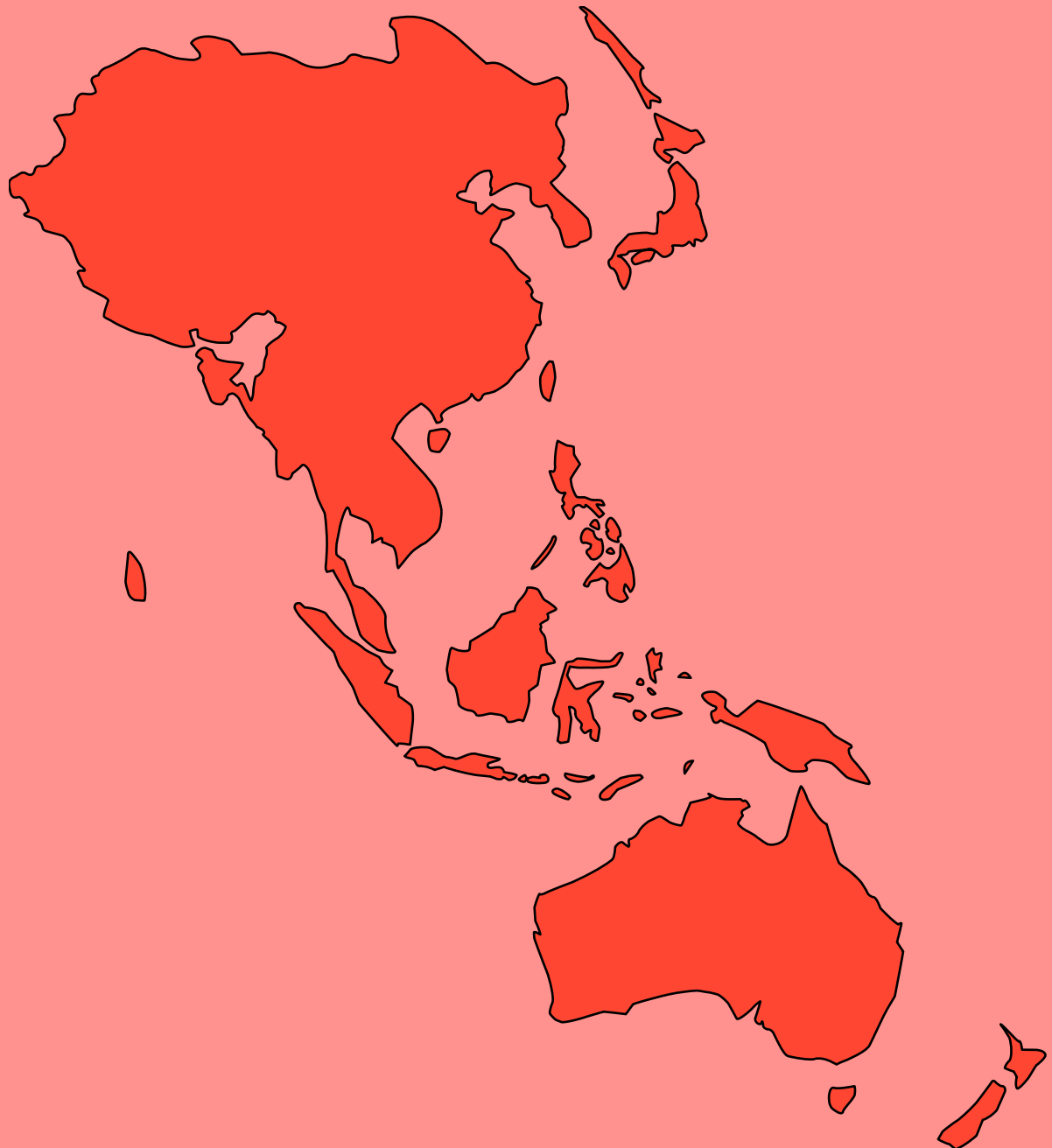
Top three roles hired through Deel:



Note: Results on this page exclude countries with fewer than 20 contracts

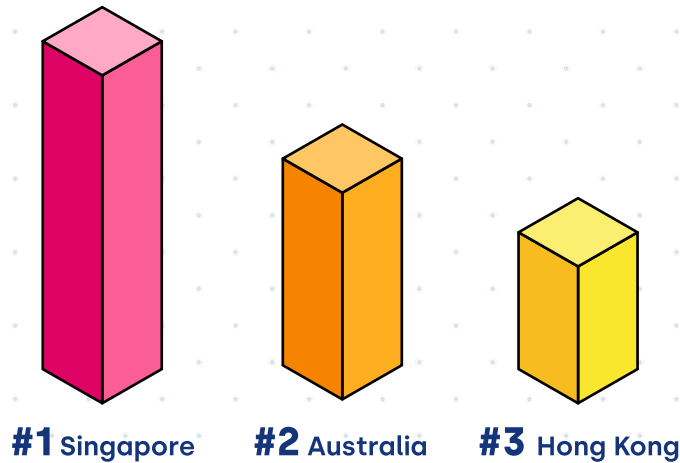
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Who's getting hired, and where: APAC



APAC hiring by numbers

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



Top three countries where people hired through Deel were located:



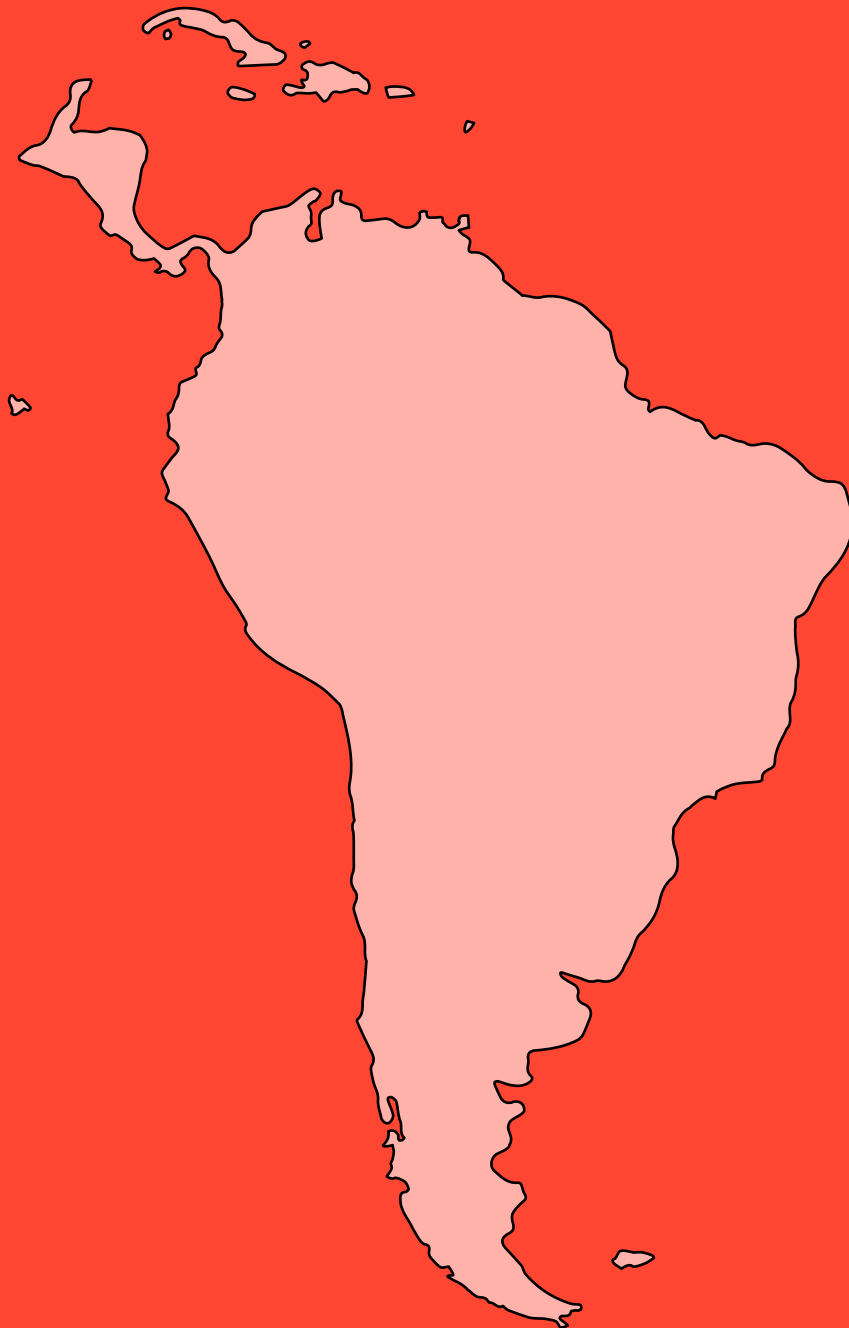
Top three roles hired through Deel:



Note: Results on this page exclude countries with fewer than 20 contracts

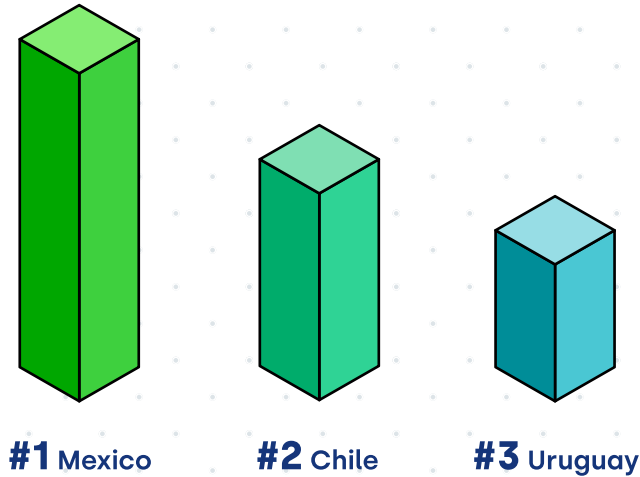
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Who's getting hired, and where: LATAM



LATAM hiring by numbers

Fastest-growing countries by organizations' rate of hiring:



Top three countries where people hired through Deel were located:



Top three roles hired through Deel



Note: Results on this page exclude countries with fewer than 20 contracts

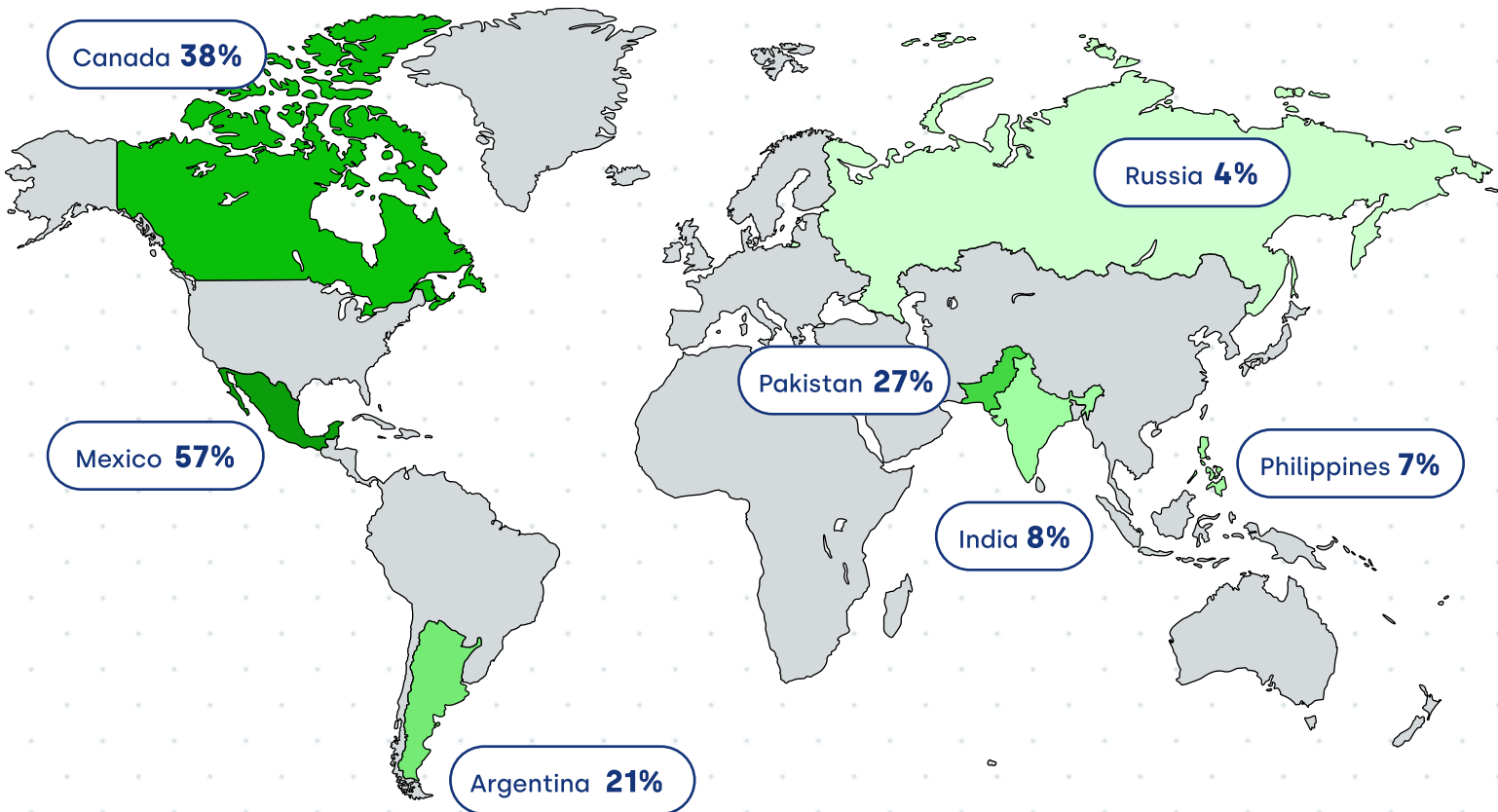
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Who's getting paid more, and how: Global

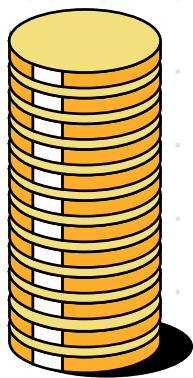


Salaries on the rise

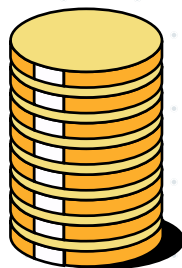
Fastest-growing countries by organizations' rate of hiring:



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 countries, 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



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:

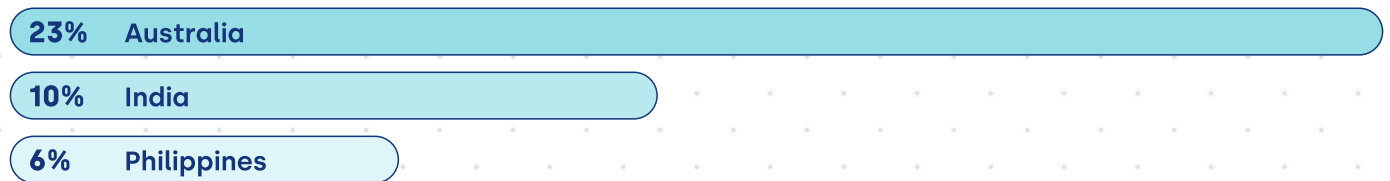


Salaries on the rise

APAC SALARY INSIGHTS

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

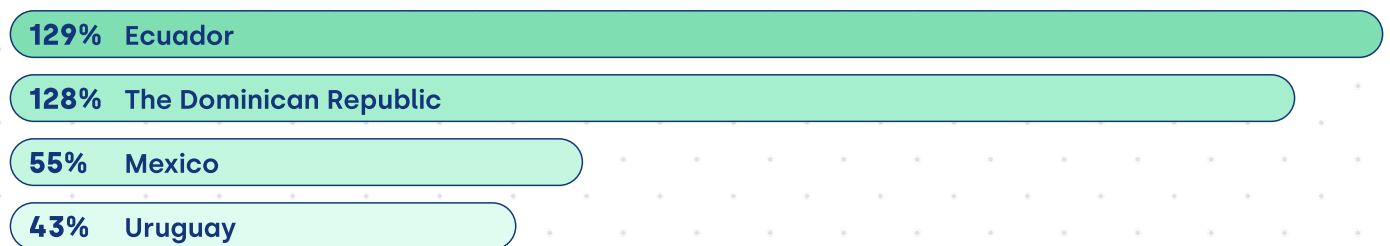
We saw the biggest gain in employee salaries in:



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:



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Crypto: Global

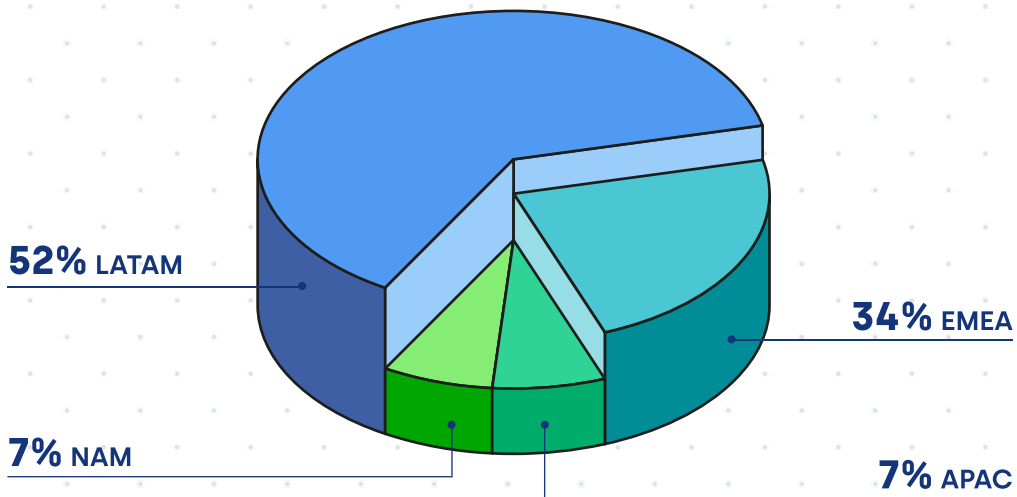


By the numbers

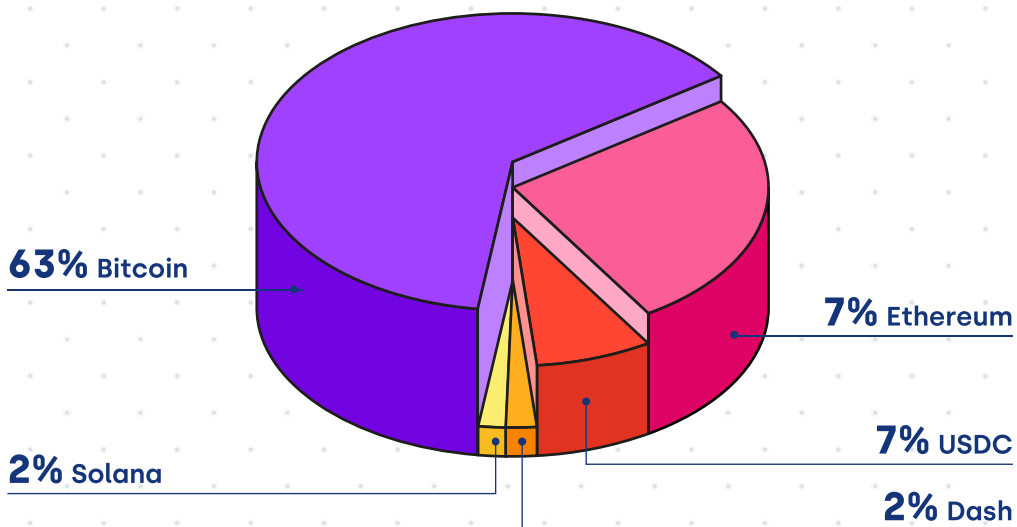
10%: Month-Over-Month increase in people wanting to be paid in cryptocurrency since November 2020

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

Crypto withdrawals by region:



Global percentage of crypto withdrawals by coin type:



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

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Global hiring resources

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