State of Global Hiring Report
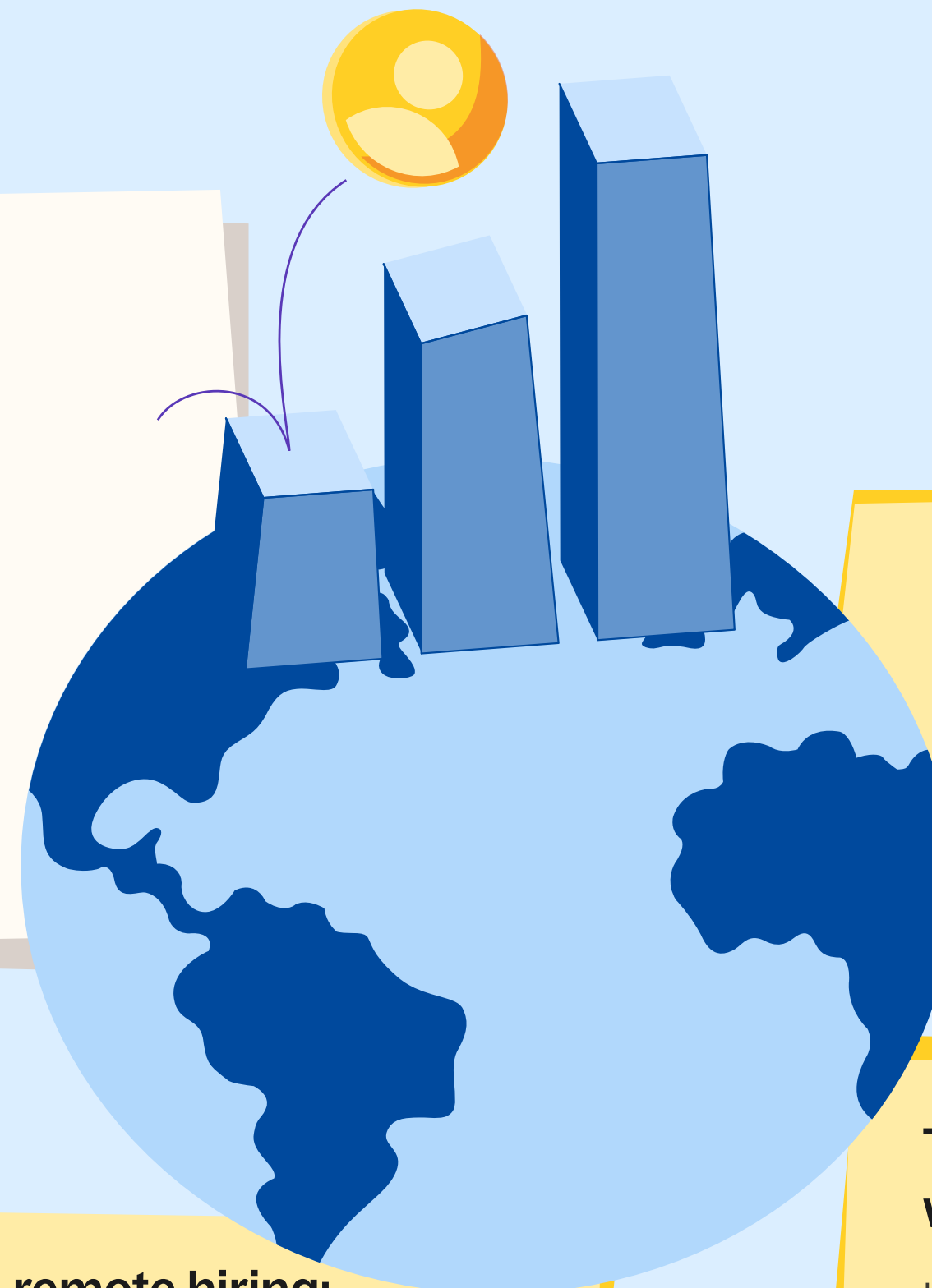
2023

deel.

An upward outlook for global hiring

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.

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.

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.

Global at a glance

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

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

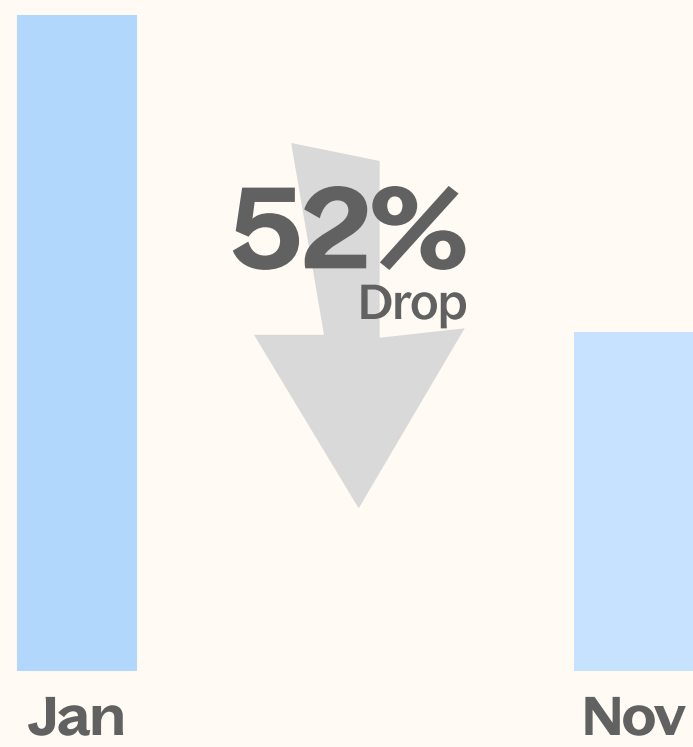|	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Countries with the most workers on Deel	1. Philippines	1. United States	2. United States	2. Philippines	3. Argentina	3. Argentina	4. Colombia	4. United Kingdom	5. Brazil	5. India
Who is hiring from these countries the fastest	1 UK 2 Australia 3 United States	1 Mexico 2 Canada 3 Australia	1 Netherlands 2 Japan 3 Ireland	1 Australia 2 United States 3 UK	1 Spain 2 UK 3 Uruguay	1 Uruguay 2 Mexico 3 Spain	1 Spain 2 Colombia 3 Argentina	1 Germany 2 France 3 United States	1 Germany 2 Brazil 3 Chile	1 UK 2 United States 3 Canada
Most popular roles	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

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Top countries hiring and who's joining their workforce

	2023	2023	2023	2023	2023
Countries who hired the most workers on Deel	1. United States	2. United Kingdom	3. Canada	4. Germany	5. Australia
Where they're hiring from fastest	1 Nepal 2 Sri Lanka 3 Jamaica	1 United Kingdom 2 Colombia 3 Philippines	1 Canada 2 United States 3 Pakistan	1 Germany 2 Morocco 3 Suriname	1 Australia 2 United Kingdom 3 Vietnam
Most popular job groups hired	Software Engineer, Sales, Content	Teaching, Consulting, Customer Support	Marketing, AI, Finance	Accountant, Data, Operations	Finance, Recruiting, Customer Support

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Talent on the move

Most popular countries to get visas for in 2023

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

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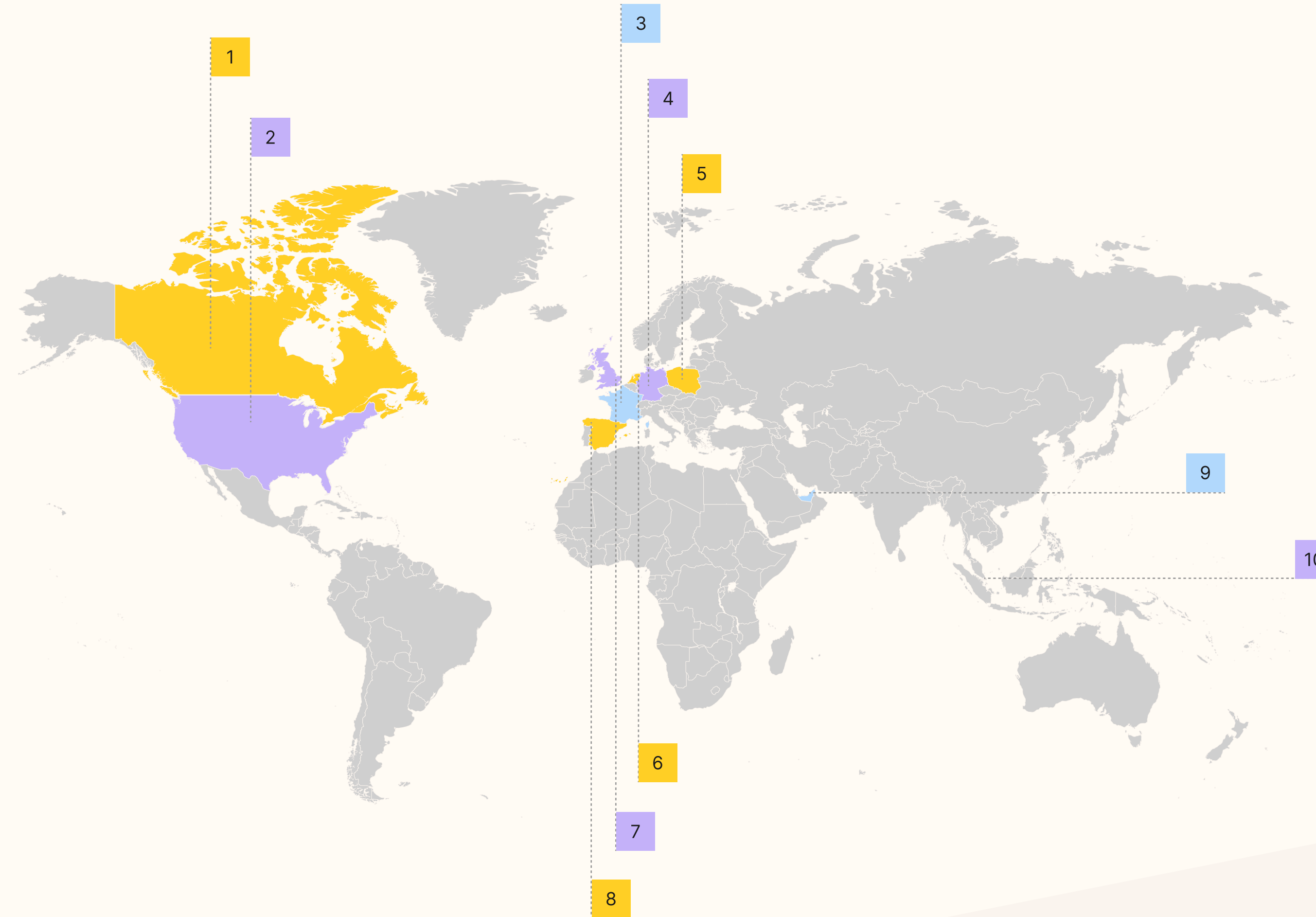
Terminations

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

52%
Drop

Jan   Nov

Involuntary terminations in 2023

● **US:** % of all contracts ended, the following were involuntary (layoffs, terminations, furloughs)

● **Rest of World:** % of all contracts ended, the following were involuntary (layoffs, terminations, furloughs)

100%

50%

Jan   Feb   March   April   May   June   July   Aug   Sep   Oct   Nov   Dec
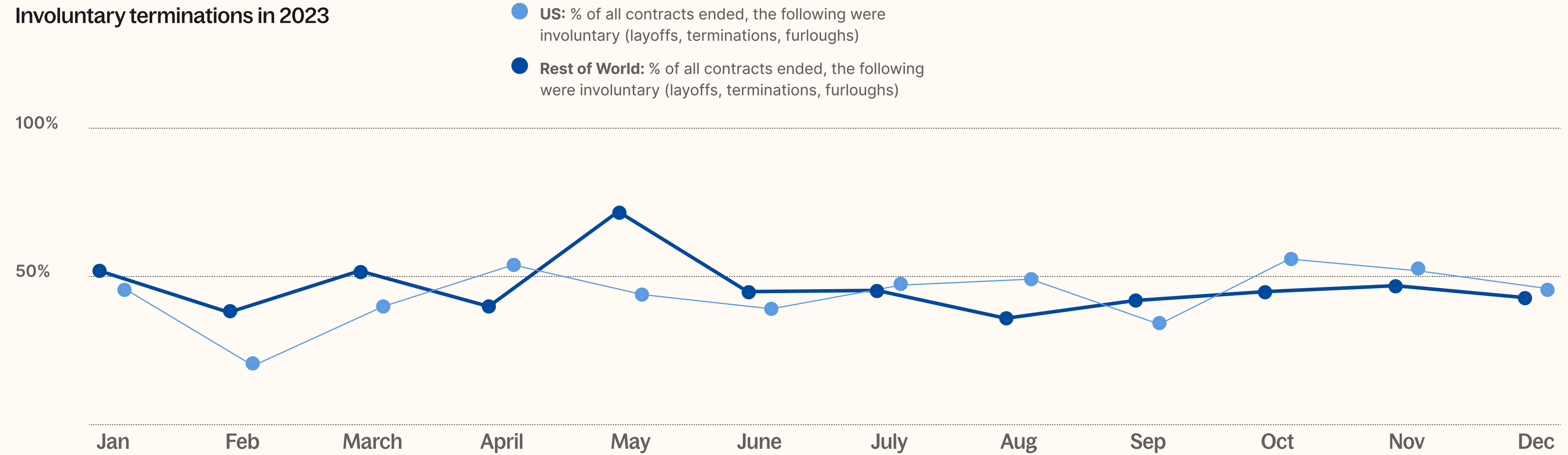
Job titles with greatest lift in involuntary terminations

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
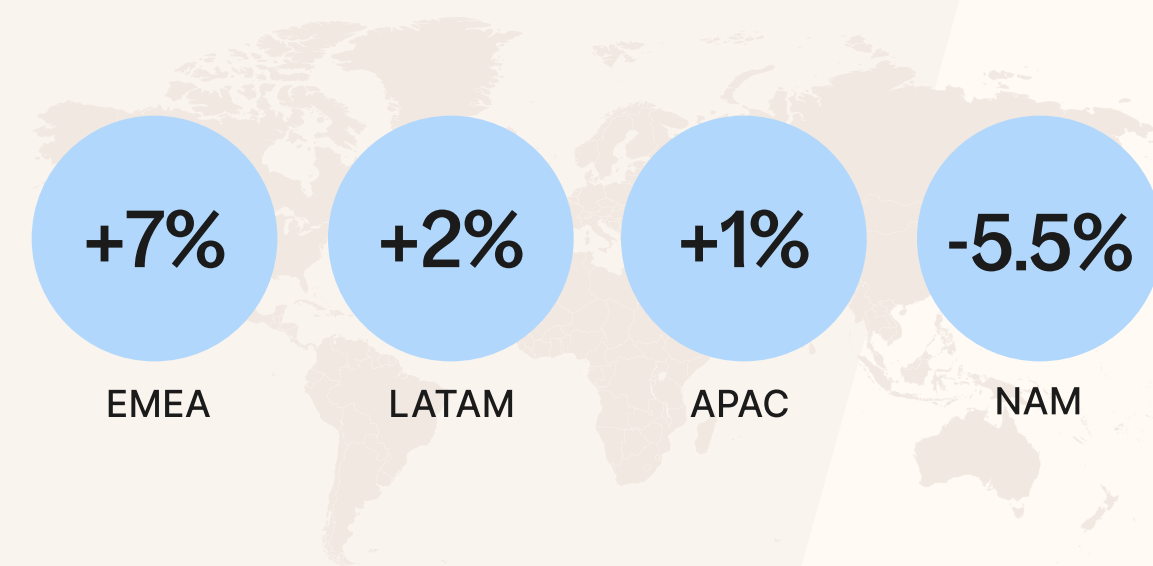2. Pharmaceuticals
3. IT

Industries with greatest slowdown in involuntary terminations

1. Banking
2. Design
3. Management Consulting
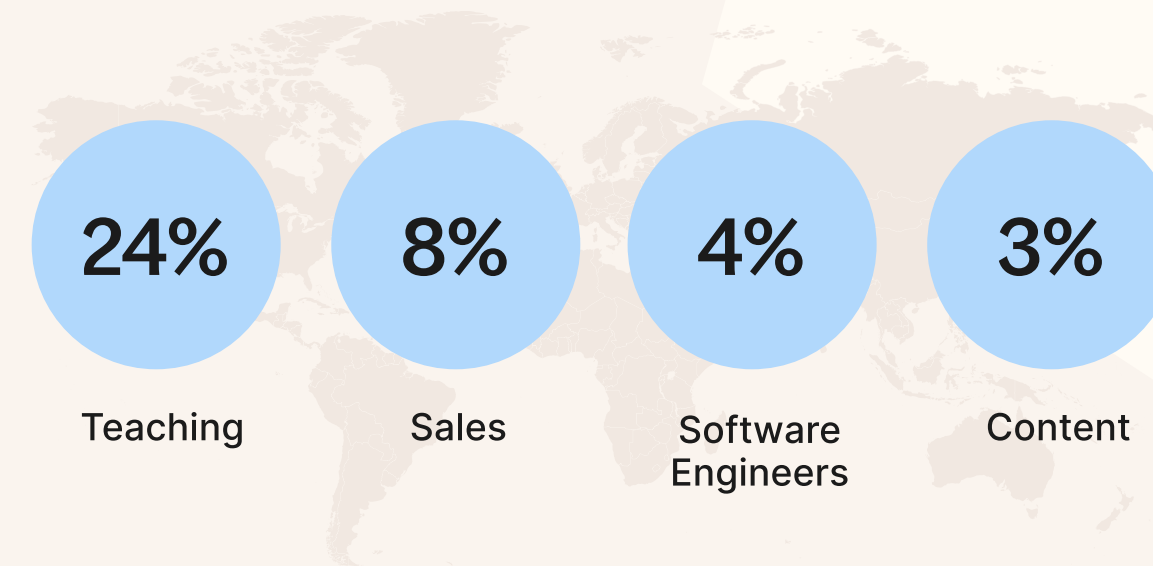
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Who's getting paid, and how

Salary trends by region
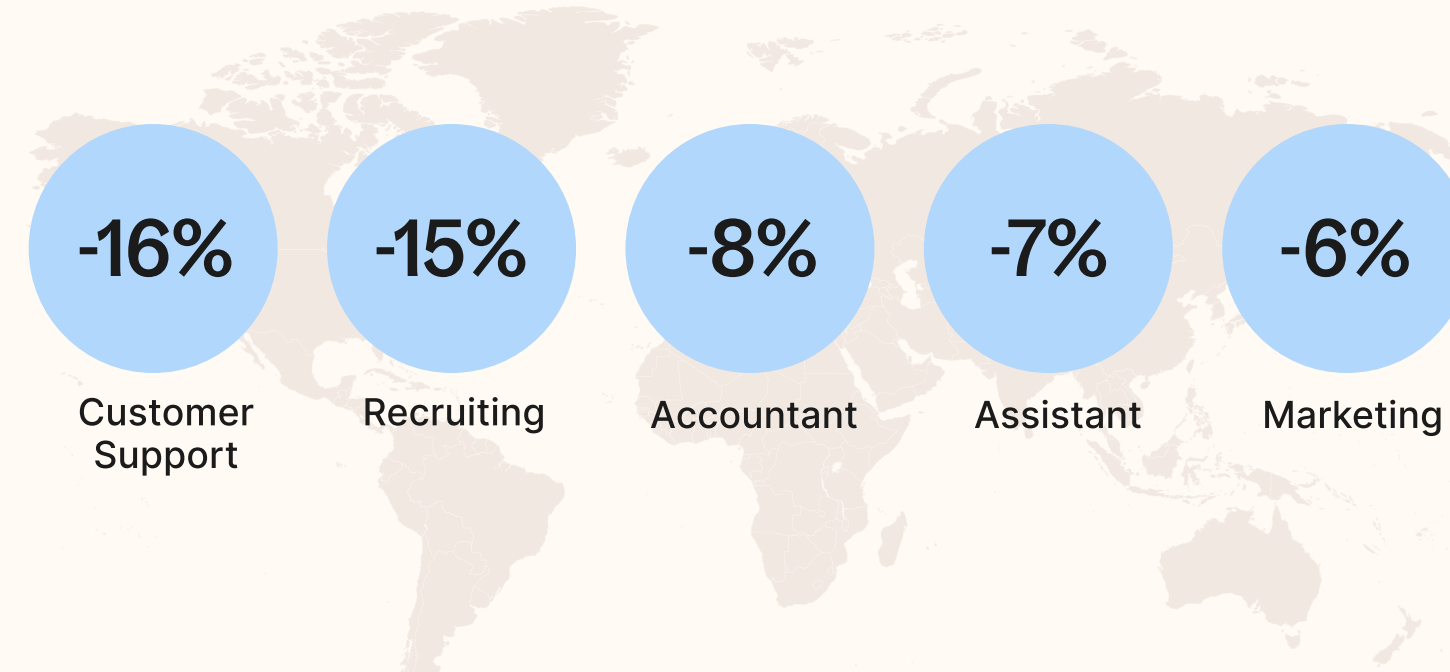Average salary USD across all new job contracts created

+7%	+2%	+1%	-5.5%
EMEA	LATAM	APAC	NAM

Job roles with greatest salary increases in 2023
Average salary USD across all new job contracts created

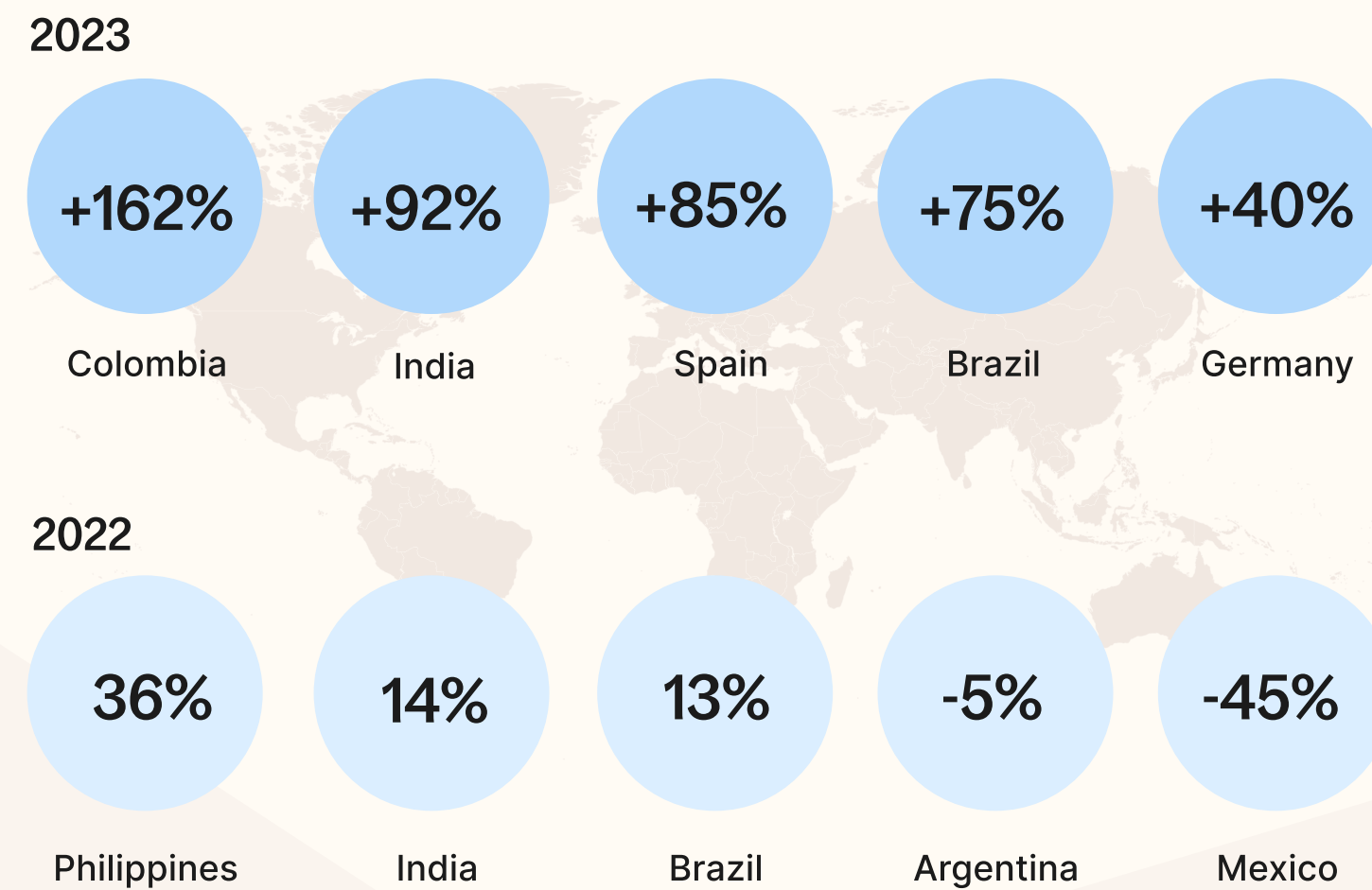| 24%	8%	4%	3%
Teaching	Sales	Software Engineers	Content

Job groups with the biggest decline in salary in 2023
Average salary USD across all new job contracts created

-16%	-15%	-8%	-7%	-6%
Customer Support	Recruiting	Accountant	Assistant	Marketing

Salary trends for countries with most new contracts added in 2023
Average salary USD across all new job contracts created

2023

+162%	+92%	+85%	+75%	+40%
Colombia	India	Spain	Brazil	Germany

2022

36%	14%	13%	-5%	-45%
Philippines	India	Brazil	Argentina	Mexico

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

Argentina	Egypt	Kenya
Nigeria	Poland	Turkey
Peru		

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Methodology & resources

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.
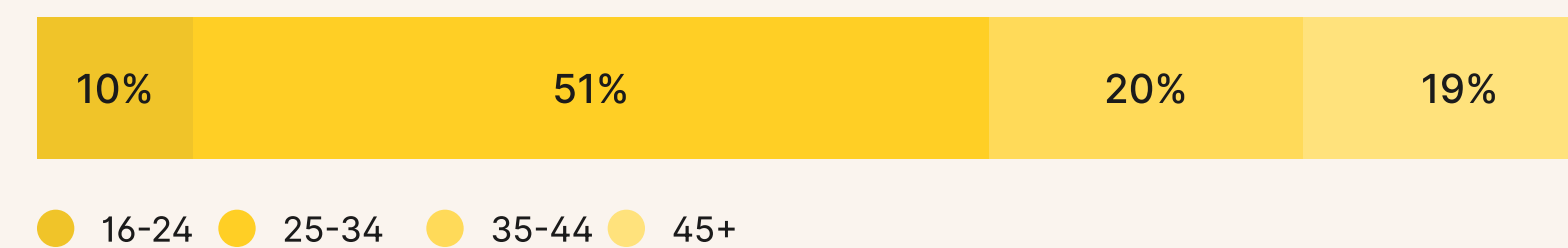
About Deel

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:

51%	31%	9%	9%

● NAM   ● EMEA   ● LTAM   ● APAC
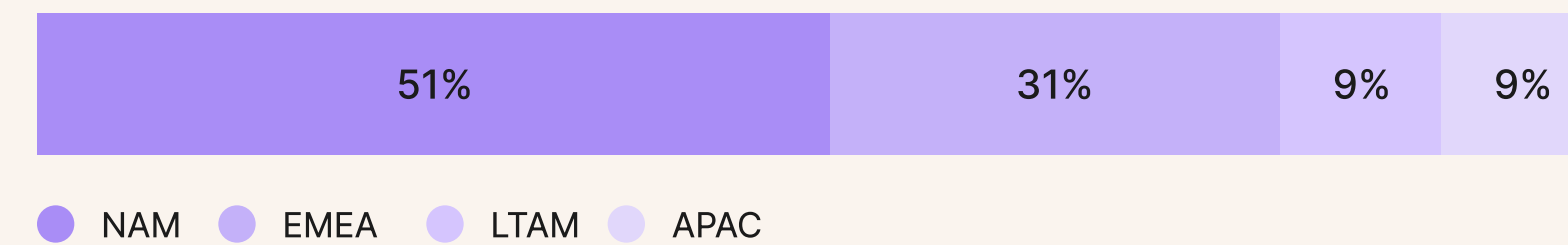
Age breakdown of worker contracts:

10%	51%	20%	19%

● 16-24   ● 25-34   ● 35-44   ● 45+

Global Hiring Resources

⬈ Compliance Hub

⬈ Global Hiring Toolkit

⬈ Deel Blog

⬈ LinkedIn

⬈ X

⬈ Instagram

⬈ TikTok

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