











2022's Hottest 5 Global Talent Markets



87% of companies today admit to facing a skill gap, or feel that they will have one in the next few years.

Thanks to the distributed work revolution, a highly skilled workforce supported by robust digital infrastructure has led to the emergence of multiple tech hubs across Europe, Africa and Southeast Asia, with each hub offering expert talent for various in-demand skills.

Here's a look at the frontrunners in this race and what they have to offer

	 TURKEY	 POLAND	 INDIA	 KENYA	 VIETNAM
Why you should consider	<ul style="list-style-type: none"> Abundance of top tier tech talent with >10k graduates/year More affordable than most EU alternatives Similar time zones to EU & some overlap with US 	<ul style="list-style-type: none"> Safest country to outsource as per US CofC IP Index 2020 with 70.56 points Among the lowest labour costs in EU Similar time zones to EU & some overlap with US 	<ul style="list-style-type: none"> Abundance of tech talent with >250k graduates yearly (world's highest) Low cost of talent acquisition Proficiency in all major languages, including obsolete & obscure ones like Scala, COBOL, etc 	<ul style="list-style-type: none"> Young population that is more in tune with the global digital transformation Low cost of talent acquisition Longer work week as compared to the global average 	<ul style="list-style-type: none"> Access to talent with in-demand skills like cloud, IoT, Blockchain, ML, etc. Booming startup scene with funding of \$2.1 B in 2021 Big Fintech Market with Transaction Value of >\$20,500M
Top skills	<div style="display: flex; flex-wrap: wrap; gap: 5px;"> C# PHP Java Python C++ </div>	<div style="display: flex; flex-wrap: wrap; gap: 5px;"> SQL Java C# Python Javascript </div>	<div style="display: flex; flex-wrap: wrap; gap: 5px;"> C# C++ Java Python Javascript </div>	<div style="display: flex; flex-wrap: wrap; gap: 5px;"> C# C++ Java Python Javascript </div>	<div style="display: flex; flex-wrap: wrap; gap: 5px;"> ASP PHP Java Node Javascript </div>
Avg. annual cost of hiring a developer (in USD)	\$56,658 /year	\$71,327 /year	\$48,918 /year	\$51,274 /year	\$45,848 /year
Time Zone	GMT+03:00	GMT+02:00 Central European Summer Time	GMT+05:30 Indian standard Time	GMT+03:00 East Africa Time	GMT+07:00 IndoChina Time
Average work week	 45 hours	 40 hours	 48 hours	 56 hours	 48 hours
Statutory benefits	<ul style="list-style-type: none"> Maternity & Paternity Leave Mandated Leave Termination Benefits (Severance, Gratuity) 	<ul style="list-style-type: none"> Social Insurance Mandated Leave Occupational Health & Safety Training 	<ul style="list-style-type: none"> Insurance Maternity Leave Mandated Leave Employer contribution to Provident Fund Gratuity 	<ul style="list-style-type: none"> Termination Benefits (Severance, Gratuity) 	<ul style="list-style-type: none"> Maternity + Paternity Leave Anti-Discrimination Policies Sick Pay Termination Benefits (Severance)
Paid time off	22 (8 public holidays + 14 earned leaves)	33 (13 public holidays + 20 earned leaves)	29 (17 mandated holidays + 12 earned leaves)	36 (15 public holidays + 21 earned leaves)	29 (17 public holidays + 12 earned leaves)

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