

# talentUp.io

Salary & Talent data, worldwide.

# Revisión del mercado laboral 2023

**Guerra**  
**Inflación**  
**Falta de financiación**

# Despidos:

• **Zoom**, cuya popularidad se disparó cuando las reuniones remotas despegaron durante la pandemia de Covid-19, recortará **150 empleados**, dijeron fuentes a **Bloomberg**, una reducción de mano de obra del 0% de su fuerza laboral.

• **PayPal** planea reducir su plantilla en **2.500 empleados** durante los próximos 12 meses, según un memorando interno obtenido por **Bloomberg**, reduciendo el personal en un 1%.

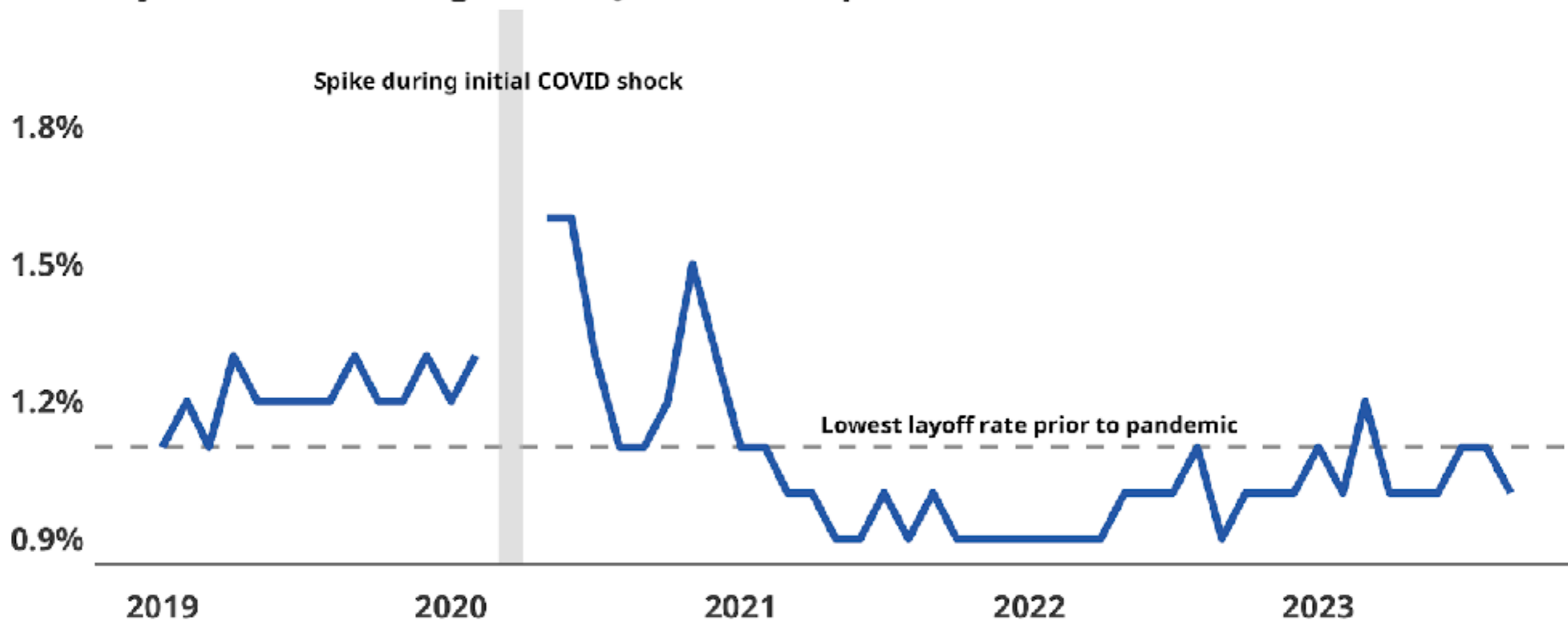
• El gigante tecnológico de San Francisco, **Salesforce**, también llevará a cabo un importante despido que afectará a aproximadamente **700 empleados**, o el 1% de su fuerza laboral, dijeron fuentes al **Wall Street Journal**.

• **iRobot** dijo el lunes que eliminará aproximadamente **350 puestos** de trabajo, después de cancelar los planes para una adquisición por parte de Amazon valorada en \$1.500 millones.

• **Twitch**, un sitio de transmisión en vivo propiedad de Amazon, anunció planes para recortar el 35% de su personal (aproximadamente **500 empleados**), dijo el CEO Dan Clancy en una publicación de blog el miércoles.

## Los despidos siguen bajos comparado con 2020 (pandemia)

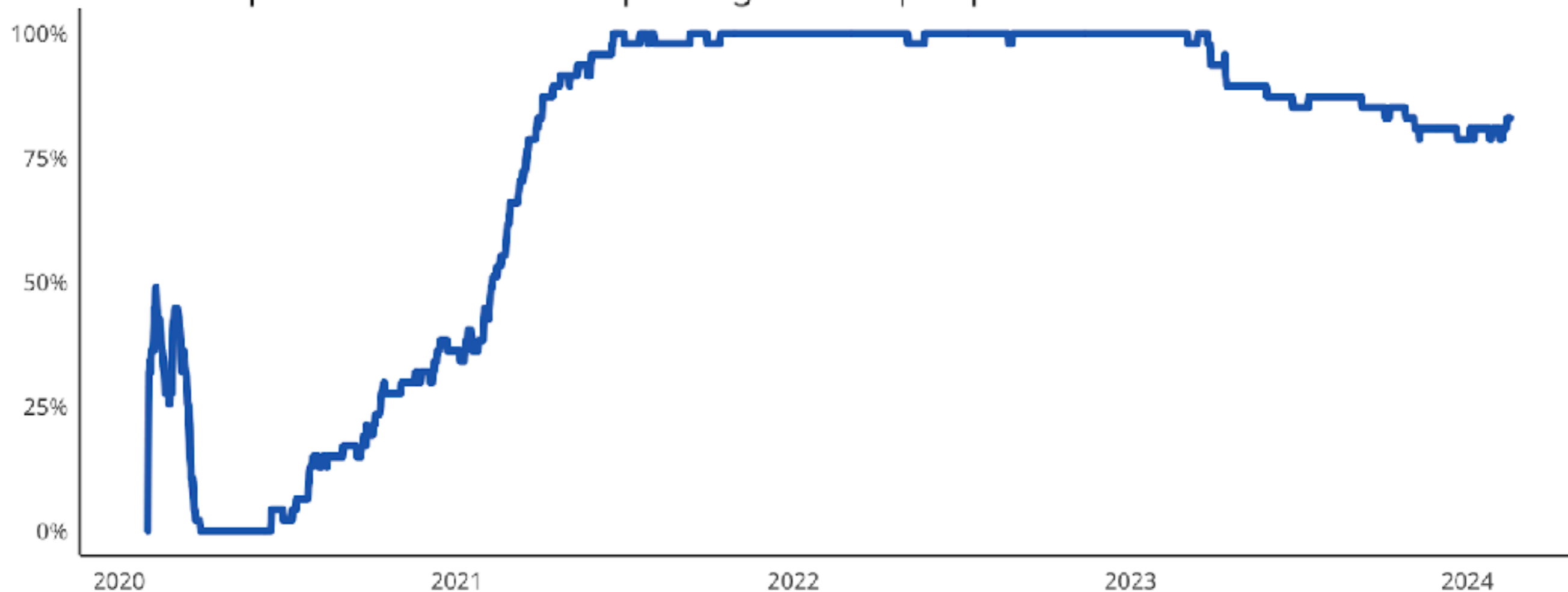
Layoffs and discharges rate, Jan 2019 - Sep 2023



Source: Job Openings and Labor Turnover Survey.

## Las ofertas de empleo siguen más altas que en pre-pandemia en el 83% de los sectores

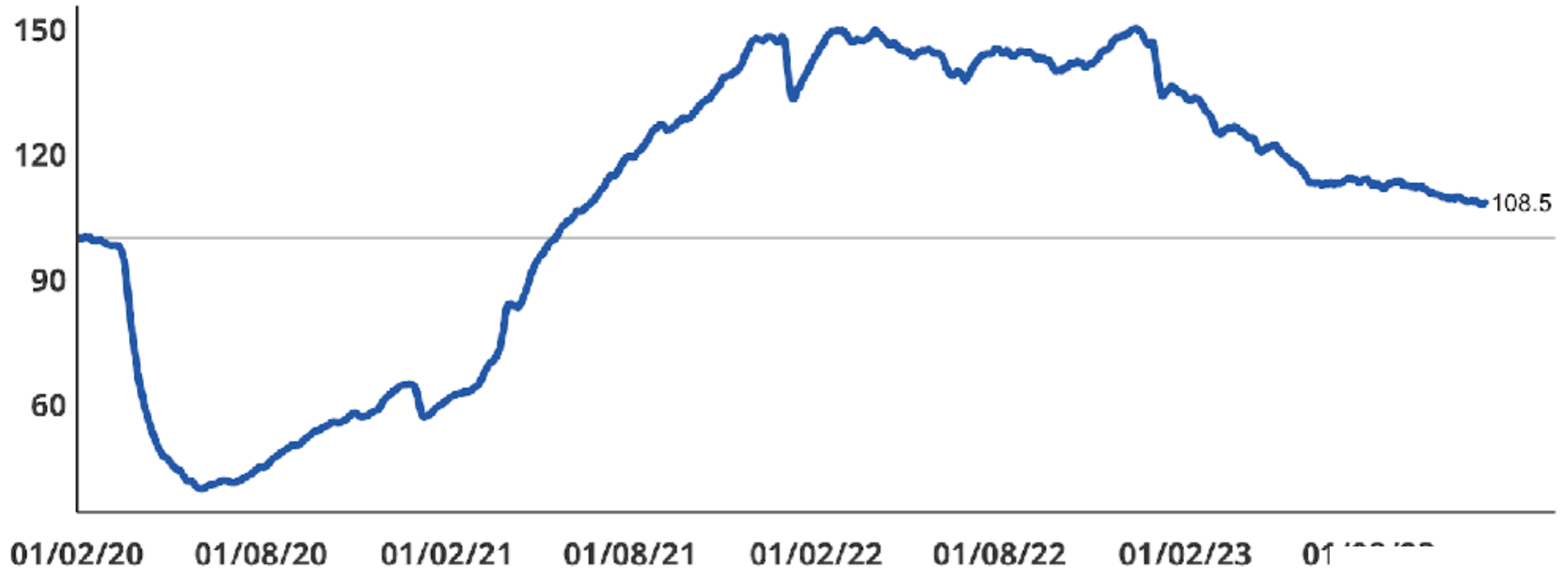
Share of occupational sectors with postings above pre-pandemic baseline



Source: Indeed

# Publicaciones de ofertas de empleo

01 Feb 2020 = 100, seasonally adjusted, to 24 Nov 2023



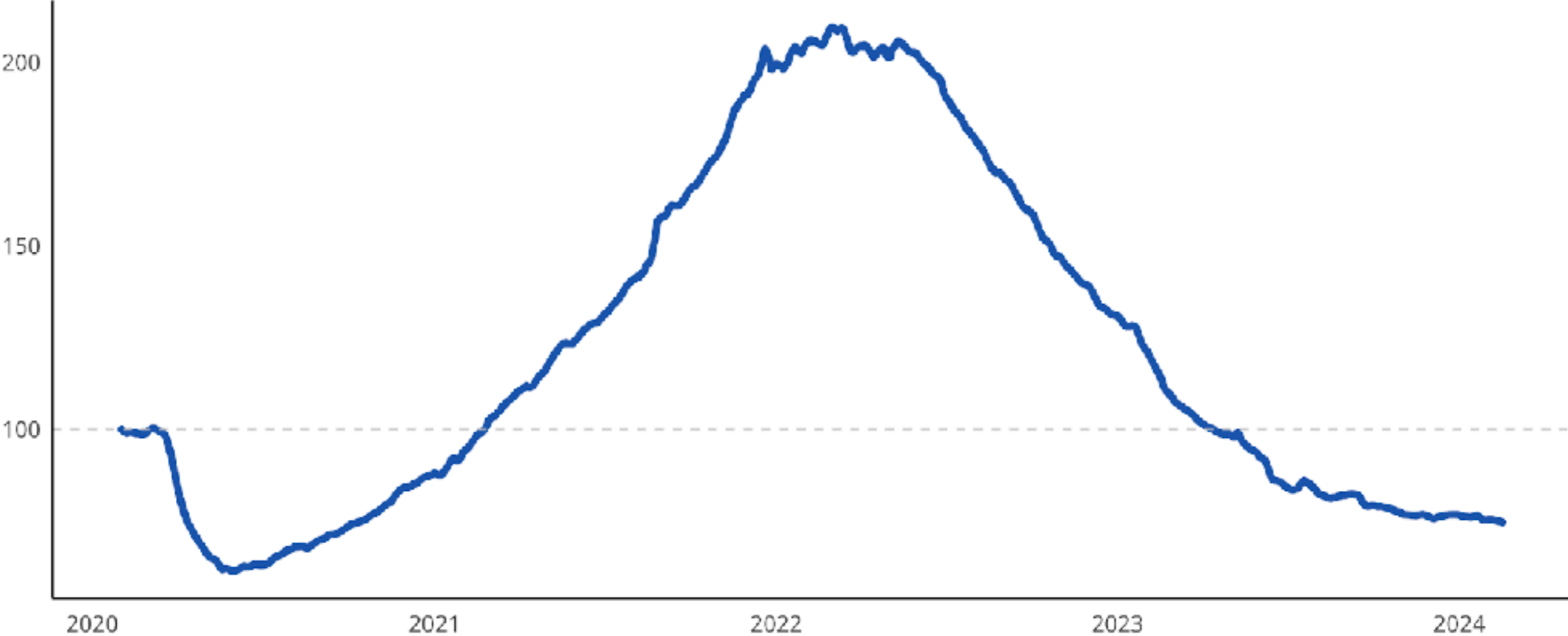
Source: Indeed

# Mercado tech



# Evolución de las oferta de empleo tecnológicas

Seasonally adjusted, Indexed to Feb 1 2020, index = 100



Source: Indeed

## Sectores que han disminuido más las ofertas publicadas

Sector	% change since Feb 1, 2020
Software Development	-28%
Information Design & Documentation	-26%
Mathematics	-19%
Marketing	-18%
Media & Communications	-14%

Source: Indeed

## Sectores que han aumentado más las ofertas publicadas

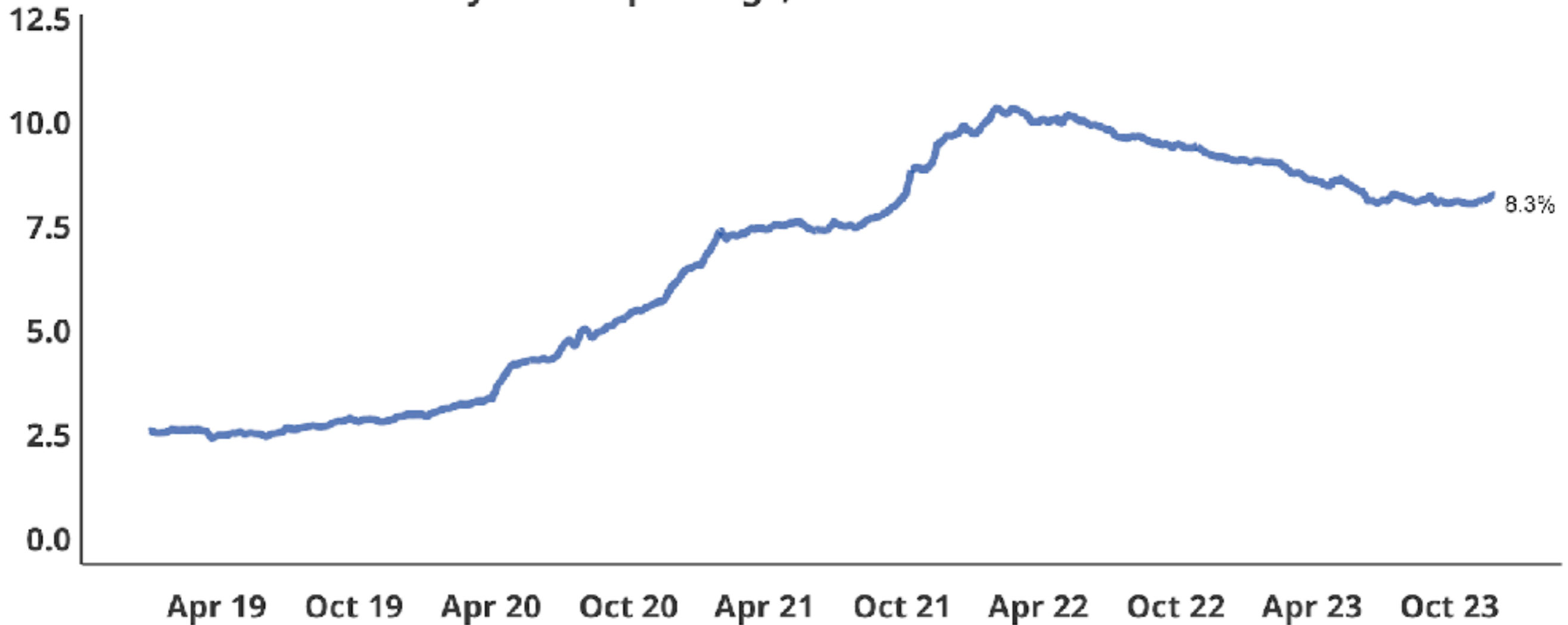
Sector	% change since Feb 1, 2020
Physicians & Surgeons	102%
Therapy	83%
Civil Engineering	82%
Personal Care & Home Health	68%
Pharmacy	55%

Source: Indeed

# Trabajo en remoto

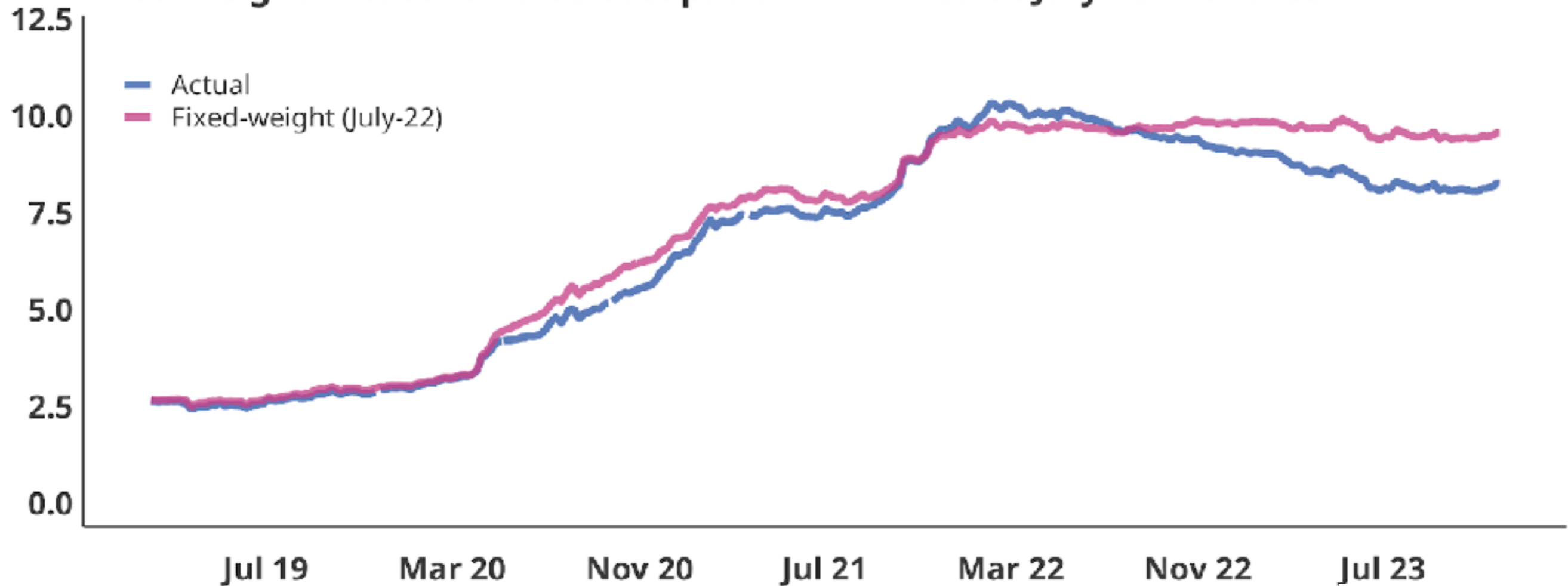
## Las ofertas en remoto bajan ligeramente juntamente con la caída de ofertas tecnológicas

% of remote and/or hybrid US postings, to November 30 2023



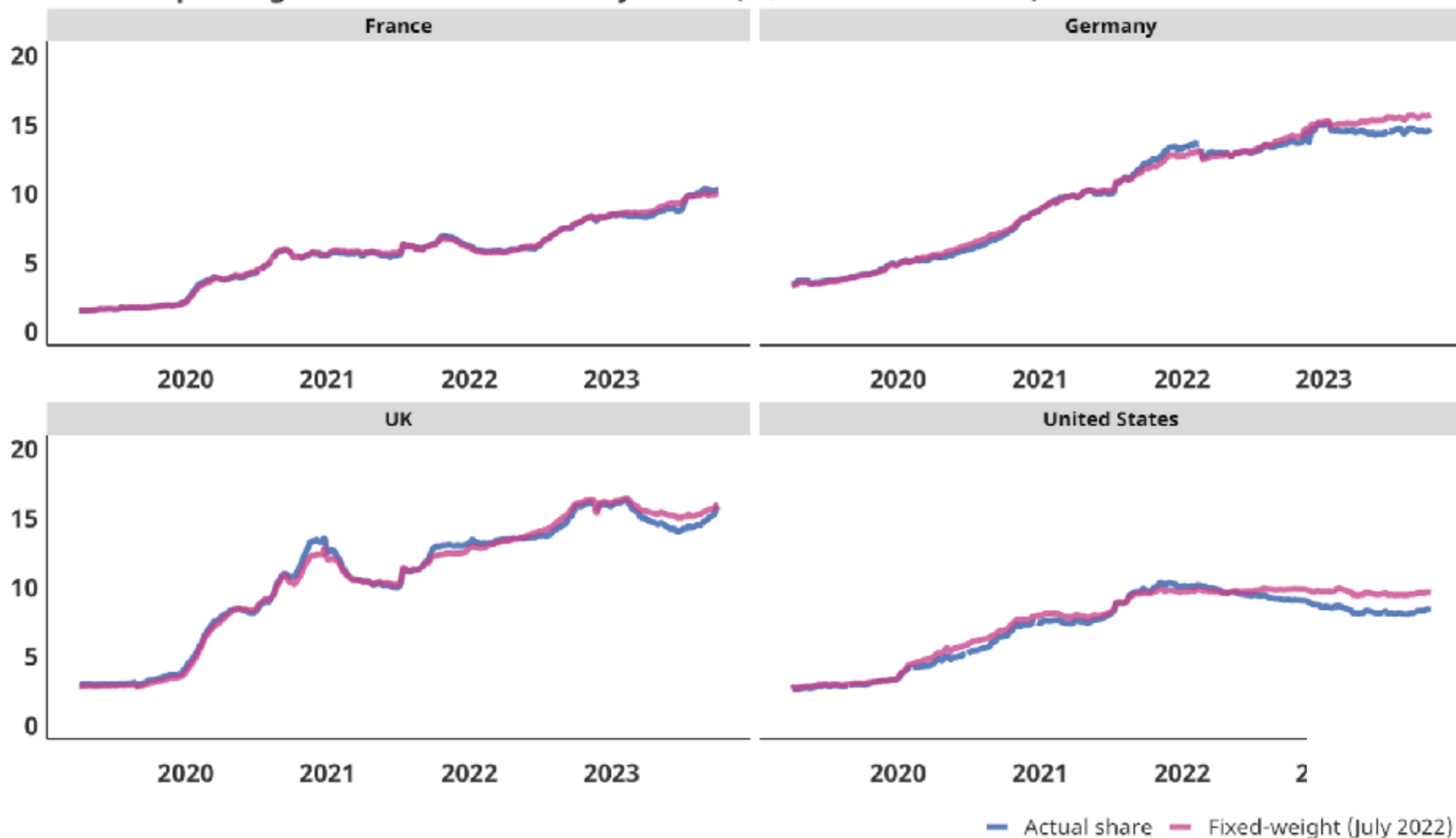
## Si atenuamos la caída de Ofertas IT, vemos como el % de ofertas en remoto se mantiene constante

% of remote and/or US hybrid postings, to November 30, 2023, fixed-weight measure holds occupation-mix fixed at July 2022 shares



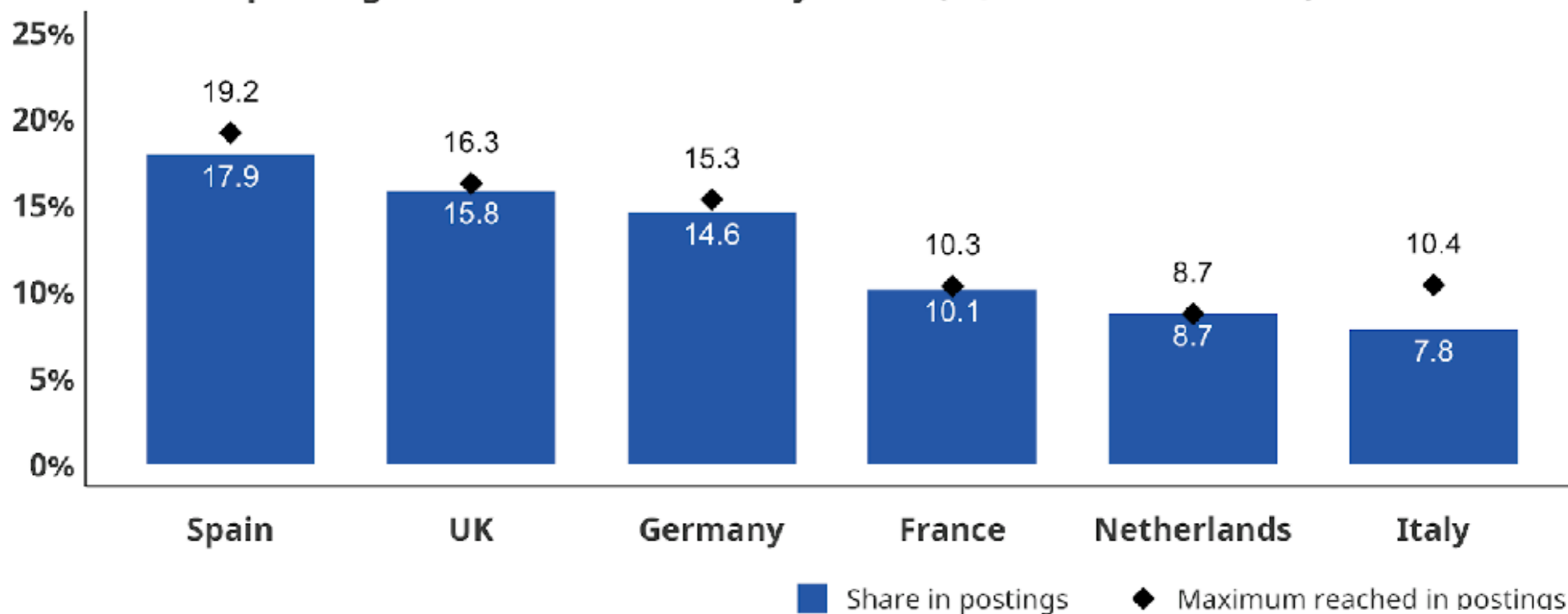
## La caída de Ofertas IT hace disminuir el % de ofertas en remoto

Share of postings with remote work keywords (% , as of 31 Dec 2023)



## Trabajo en remoto en ofertas tecnológicas

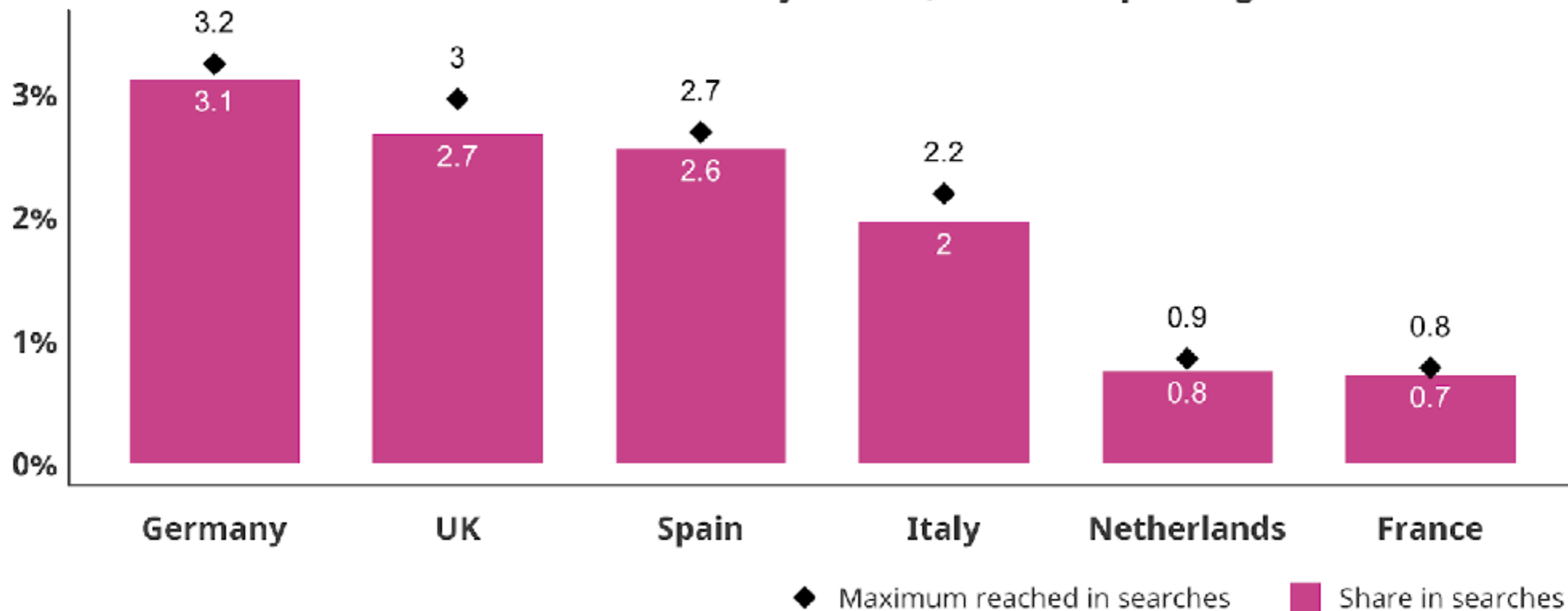
Share of postings with remote work keywords (% , as of 31 Dec 2023)





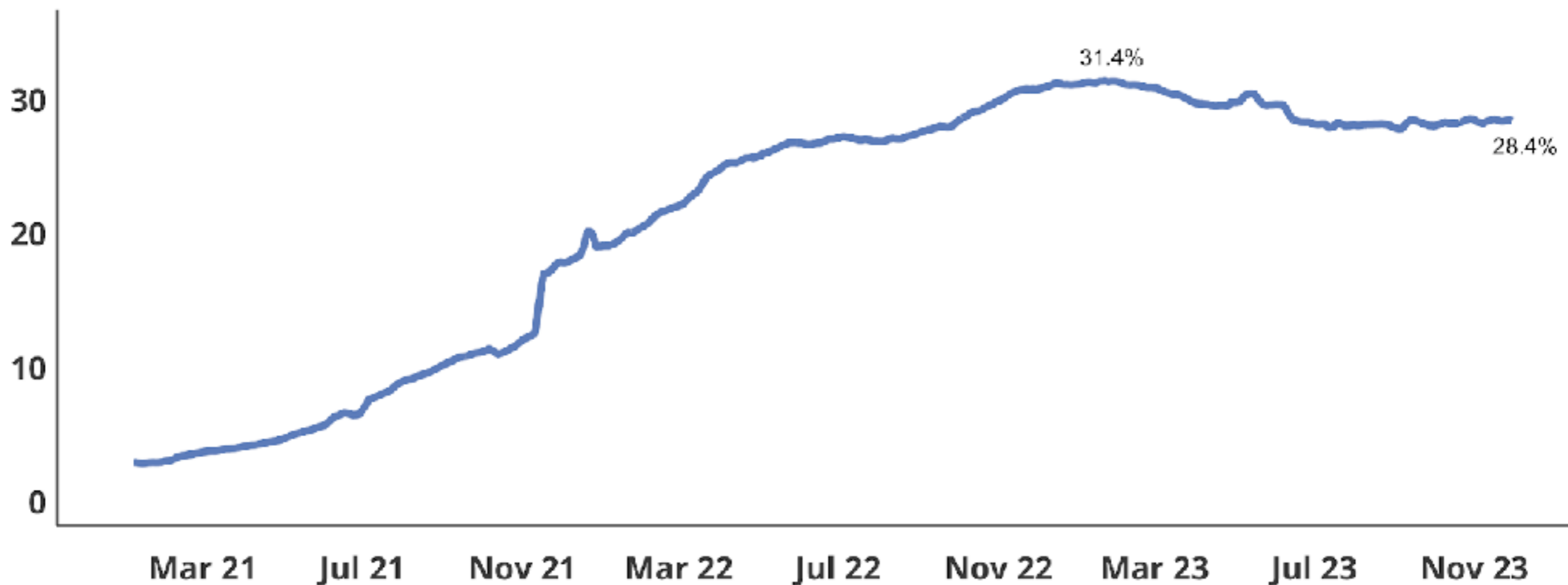
## % de búsquedas de empleo de trabajo en remoto

Share of searches with remote work keywords (% of total postings, as of 31 Dec 2023)



## El trabajo híbrido permanece alto en 2023

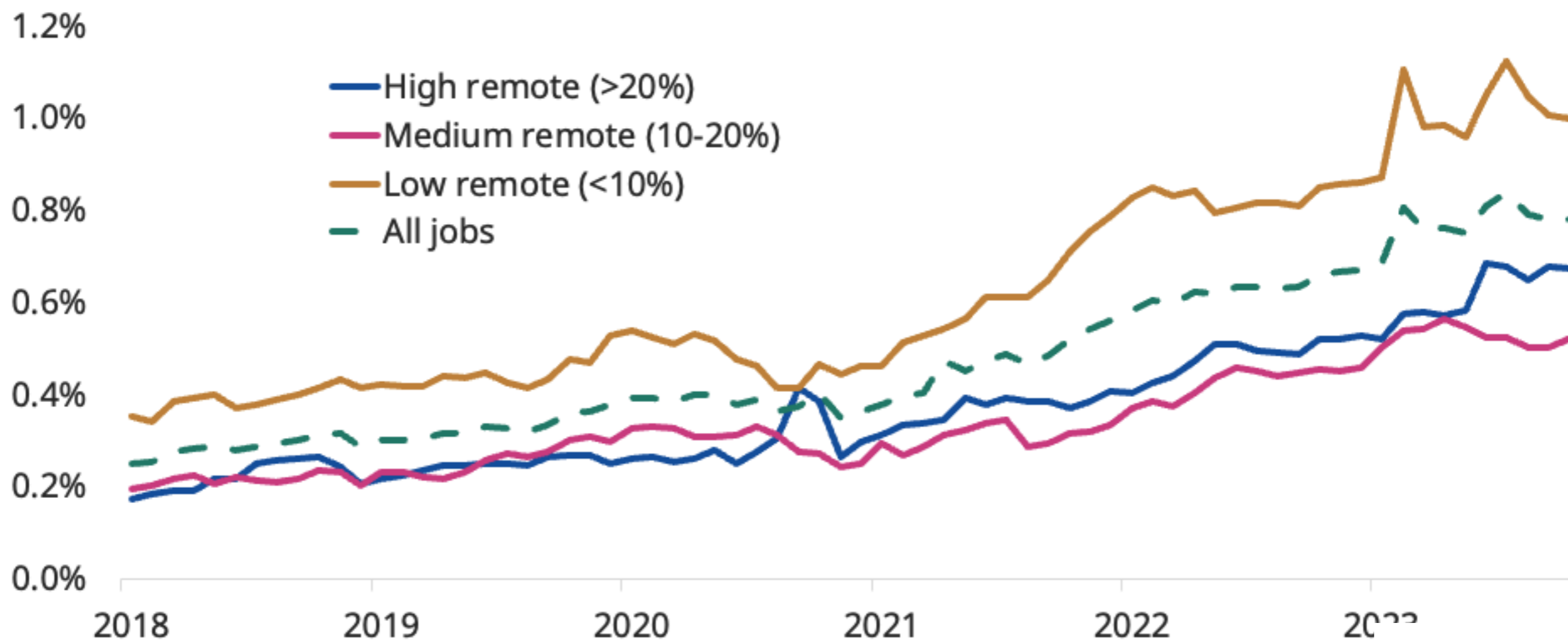
Share of US remote jobs that mention hybrid work arrangement, %, to Nov 30 2023



Source: Indeed

## Crece las ofertas con jornada laboral de 4 días

Share of job postings mentioning four-day work weeks



Source: Indeed

Based on occupational share of job postings mentioning remote or hybrid terms

# Salarios

## El crecimiento salarial se ha ralentizado en el último año

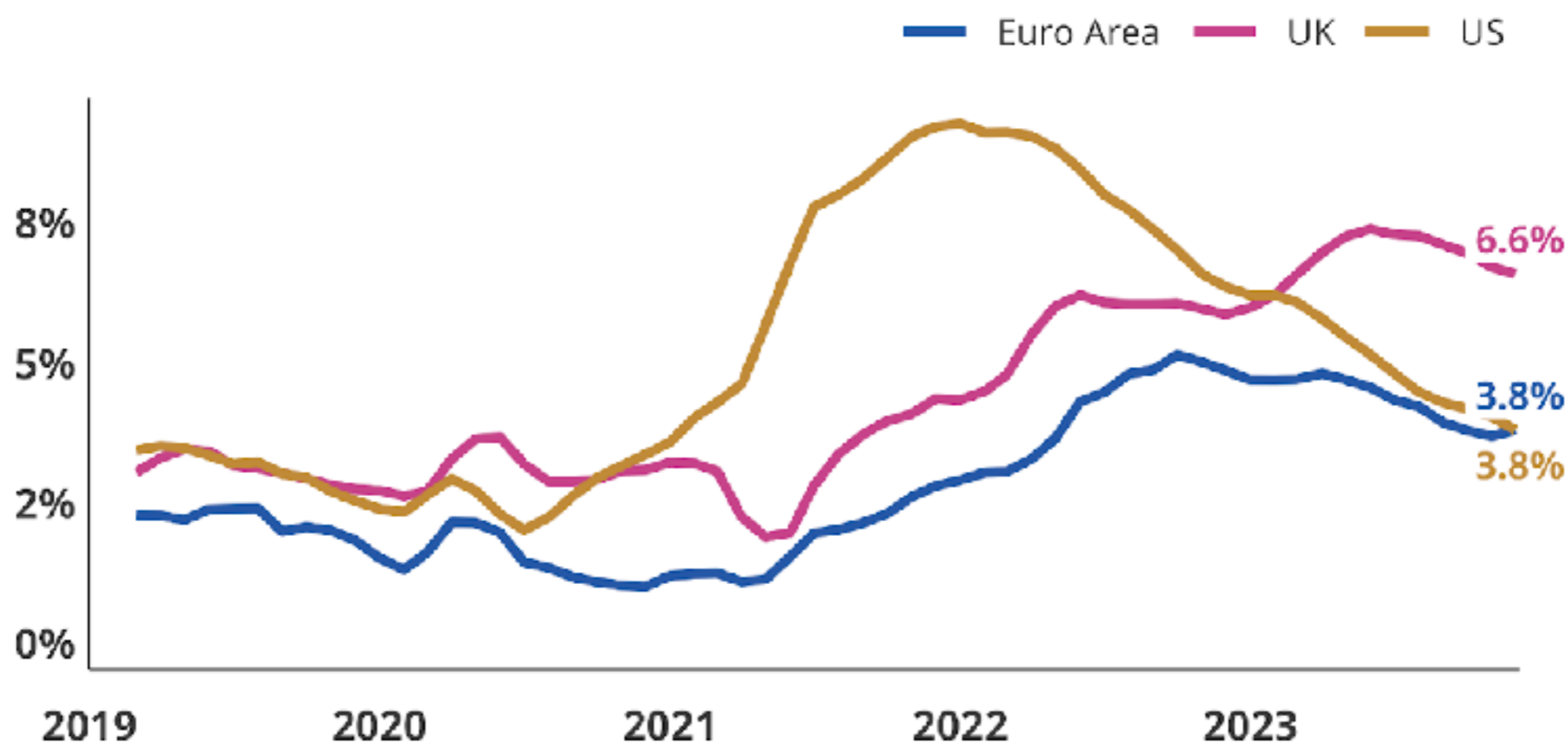
Year-over-year growth in posted wages, Jan 2019 - Oct 2023



Source: Indeed Wage Tracker

## Frenada del crecimiento en distintas regiones

Year-on-year % change in posted wages to Dec 2023



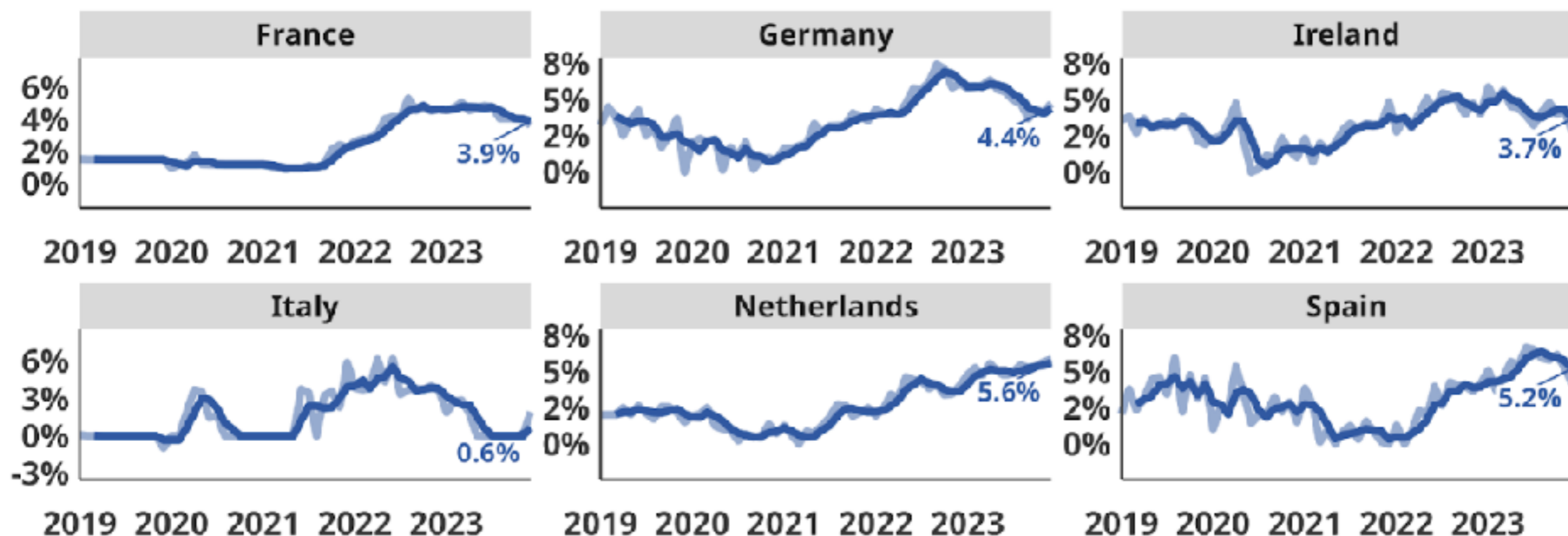
Source: Indeed Wage Tracker ([github.com/hiring-lab/indeed-wage-tracker](https://github.com/hiring-lab/indeed-wage-tracker))

The data are monthly median year-on-year growth rates in advertised wages and salaries across job title-region-salary type combinations. The euro area series is an employment-weighted average of France, Germany, Ireland, Italy, the Netherlands and Spain.

## En algunos casos el crecimiento sigue alto

### Year-on-year % change in posted wages to Dec 2023

— Wage growth y/y — Wage growth y/y (3mo avg)

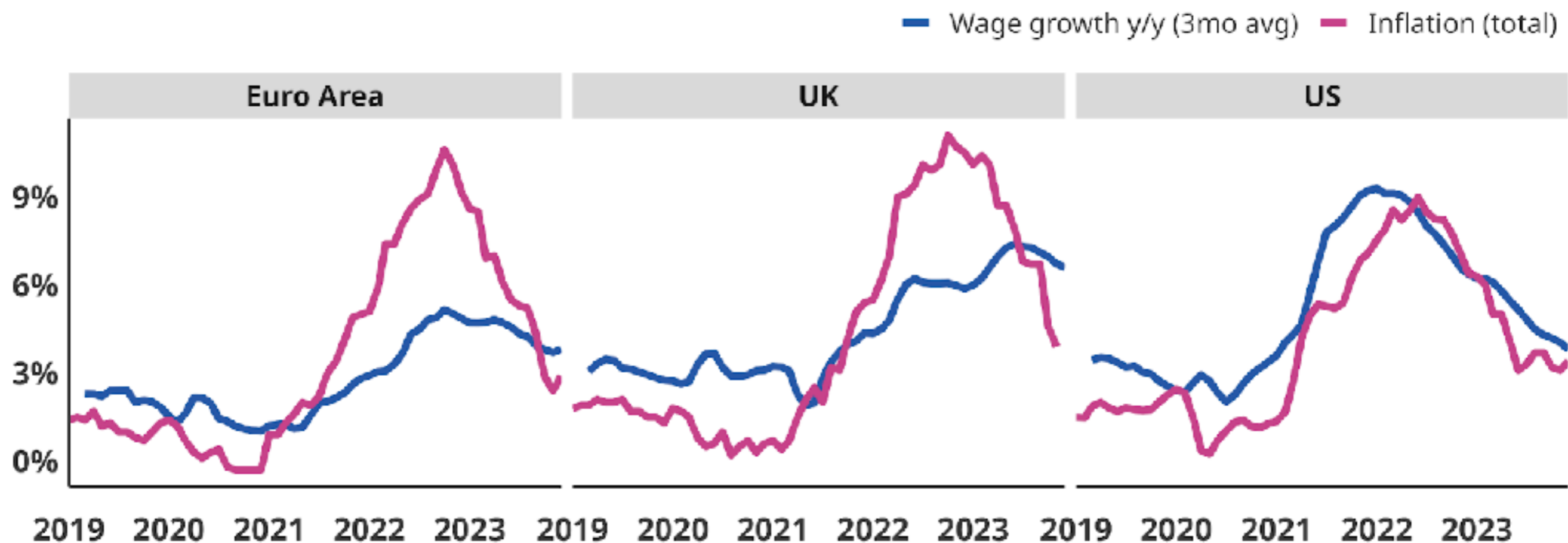


Source: Indeed Wage Tracker ([github.com/hiring-lab/indeed-wage-tracker](https://github.com/hiring-lab/indeed-wage-tracker))

The data are monthly median year-on-year growth rates in advertised wages and salaries across job title-region-salary type combinations.

## La inflación ha sido la principal causa de la subida salarial

Year-on-year % change in posted wages to Dec 2023 vs. consumer price inflation



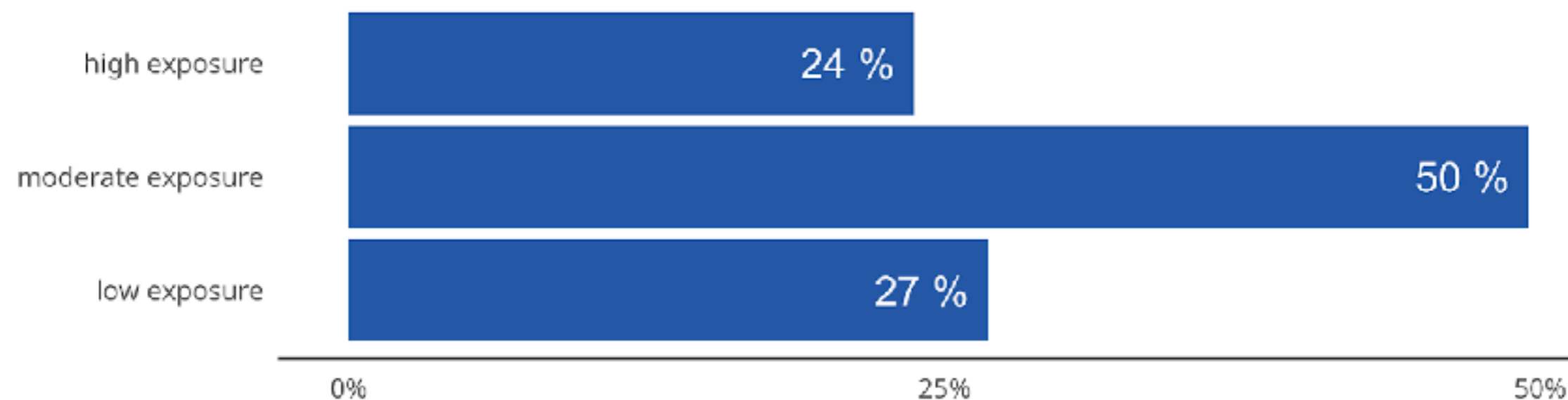
Source: Indeed Wage Tracker ([github.com/hiring-lab/indeed-wage-tracker](https://github.com/hiring-lab/indeed-wage-tracker)), Eurostat, ONS, FRED  
Wage data are monthly median year-on-year growth rates in advertised wages and salaries across job title-region-salary type combinations.  
Euro-area inflation is the harmonised index of consumer prices (HICP). UK and US inflation is the consumer price index (CPI).  
Core inflation excludes food, energy, alcohol and tobacco in Europe and food and energy in the US.



# **Afectación de la IA en el mercado de talento**

## Posiciones que peligran con la aparición de IA

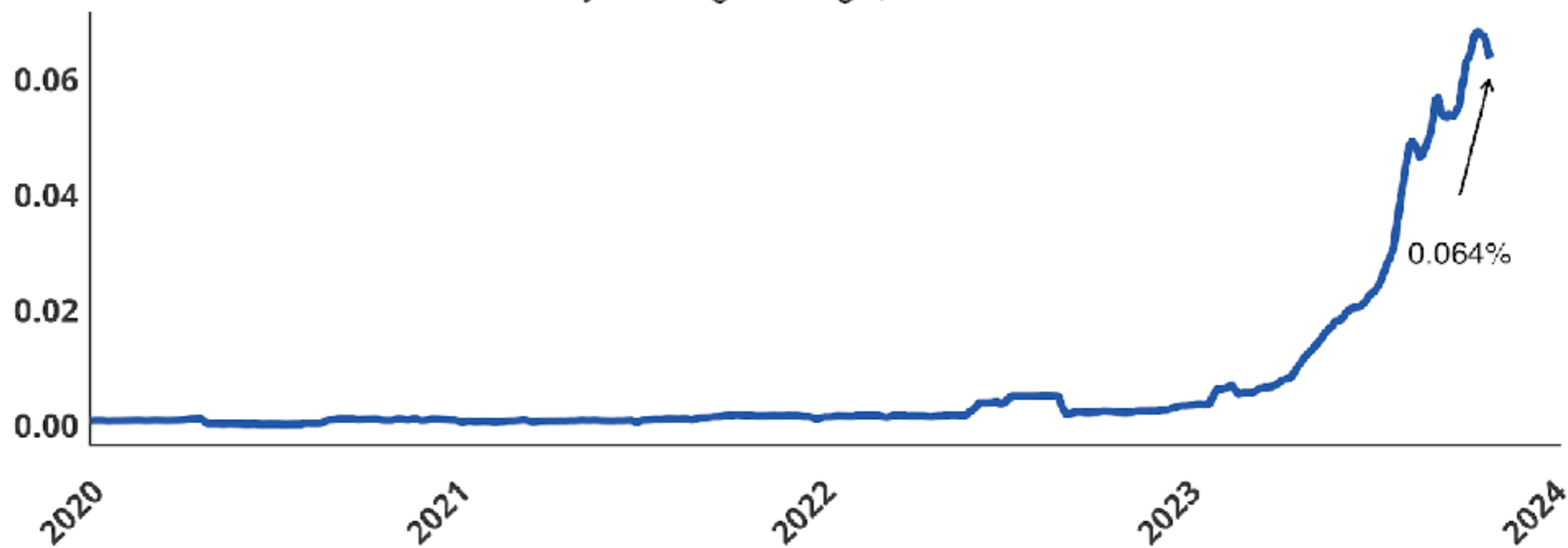
Job Postings on Indeed by average GenAI Exposure Share, UK, Jan 01 - Nov 17, 2023



Source: Indeed. High: GenAI can perform at least 80% of skills at a 'good' or 'excellent' level. Moderate: Between 50% and less than 80% of skills. Low: Less than 50% of skills.

## Porcentaje de ofertas de empleo que contienen términos de IA (sin ser programadores)

7-day Moving Average, to Oct 31 2023



Source: Indeed

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