

Salary Benchmarks in LATAM

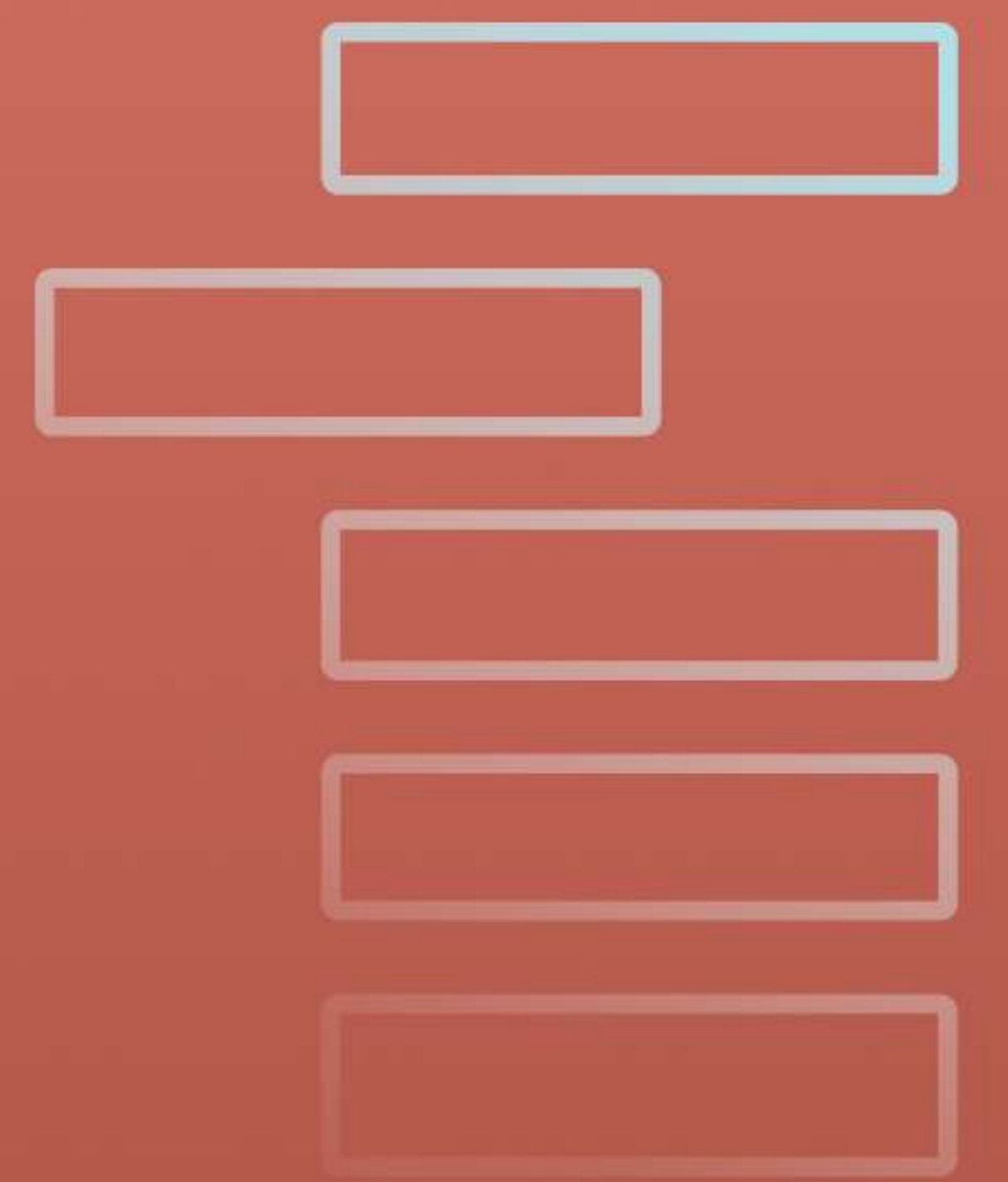


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Founder's Message

Remote hiring has the power to completely revolutionize the way we work. In fact, it's already happening. And the companies that are riding the wave and accessing remote international talent are already reaping the rewards: more innovation, faster growth, new markets, and so much more. So what is stopping all companies from expanding into the global talent pool and experiencing the same benefits?

Unfortunately, hiring globally comes with its own set of problems — not to mention costs. Most countries require having a legal entity in the country to legally hire employees, which can cost thousands and take months to execute. Additionally, complying with various country-specific employment laws simultaneously can be challenging.

Moreover, the need to generate contracts, make international payments, navigate different currencies, and manage multiple payroll processes add to the complexity.



Sundeep Sahi

CEO, Skuad



Thus, it is no wonder many businesses put off looking abroad for new employees.

But, what if location did not have to limit collaboration? What if you did not have to leap through payroll hurdles every time you wanted to hire a global team member? What if borders were not boundaries? And what if hiring someone on the other side of the world was as easy and cost-effective as hiring someone in your country?

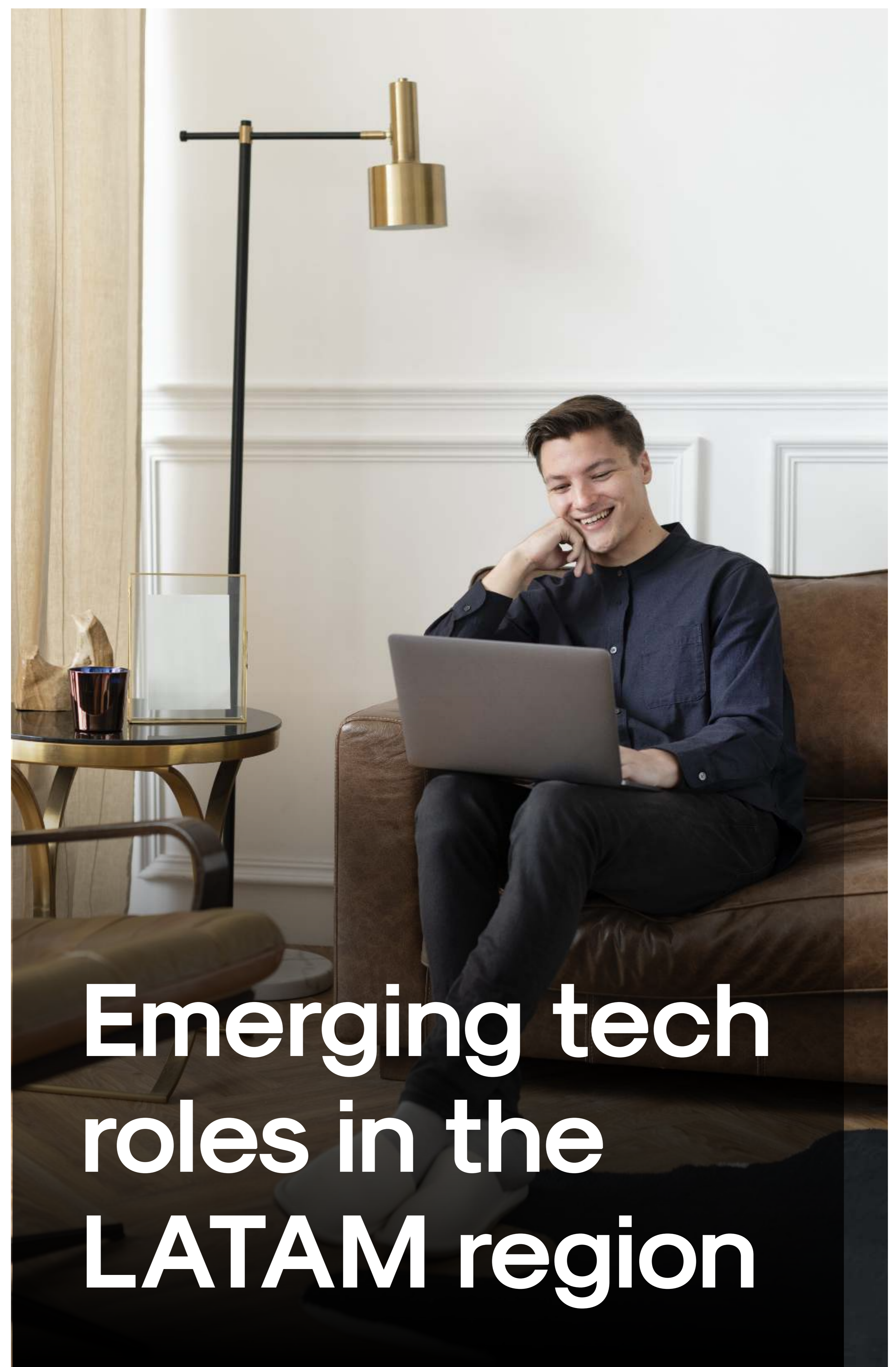
We aim to create

1
million

Opportunities globally
by 2027

With Skuad, all of this is possible. Our mission is to help companies go global, creating one million opportunities by 2027. Skuad's all-in-one global employment and payroll platform enables companies to employ globally without having to open local legal entities. Through one simple platform Skuad handles compliance with local labor laws in each country. Skuad helps companies streamline HR processes, manage global payroll, and make payments — all from one place.

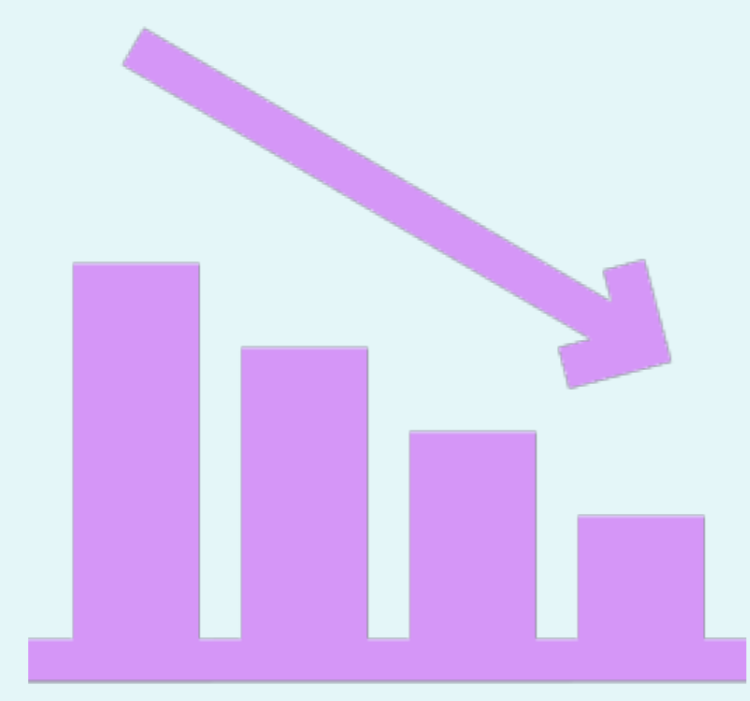
Skuad's mission is to **facilitate the global hiring revolution by managing the legalities and logistics of HR**. This way, you can reduce your go-to-market timelines, build a global team and grow your business seamlessly.



Emerging tech roles in the LATAM region

Since COVID-19, the employment landscape has drastically changed. One of the most marked shifts is the evolving emergence of tech roles in the Latin American (LATAM) region. This region saw an 88% increase in tech roles in 2021, along with a 156% increase in foreign companies hiring tech talent in LATAM. Various factors contribute to the growth in this sector, with the most significant including the continued move towards remote and hybrid working models, increased capital investment, and high numbers of tech-literate individuals.

Hiring within Latin America has become hugely attractive for businesses — especially for organizations in the US — as they share time zones. While the average tech salary in the US is now at six figures, Latin American countries offer a significantly lower hiring and employment cost.



The US also faces a predicted tech shortage of

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The US also faces a predicted tech shortage of 1.2 million workers by 2030, heightening the pressure to search elsewhere for talent. Latin American workers, however, have still seen their salaries increase; they earn an average of 2.2 times more with foreign employers than they could expect to earn domestically. Thus, international agreements are proving to be mutually beneficial for both parties. In recent years there has been exponential growth in the

technology sector within Latin America. In 2017, the region was home to just two unicorns (companies outside the stock market with a \$1 billion+ value). That number has increased to 34 as of 2021. In the same year, Latin America became the fastest-growing region for venture funding. Foreign capital investment rose from \$2.2 billion to \$13.1 billion during this time, with Brazil leading in its number of startups, followed by Mexico, then Chile. With increased investments as well as high rates of study, the number of tech professionals in the region is booming.



Brazil, for example, has over 475,000 tech graduates per year, **Argentina 134,000**, and **Colombia 84,000**.

Particularly important for US businesses, Latin America also has higher levels of English proficiency and easier cultural integration due to its geographical proximity compared to other popular remote hiring destinations such as Eastern Europe and Asia.

So what are the most popular tech roles that companies are outsourcing to the LATAM region?

Full-stack developers	Software engineers
Front-end developers	UX designers
Back-end developers	Technical Support Engineers
Mobile developers	Software testers
Data engineers	Business Systems Analyst
Data scientists	IT Desktop Support
Engineering managers	Data Analyst
Product Managers	Cyber Security Engineers
DevOps Engineer	Project Manager
Technology Directors	Solutions Architect

In addition, JavaScript, HTML, CSS, and Python are the most popular languages and sought after skills within tech talent pool in Latin America.

Mexico

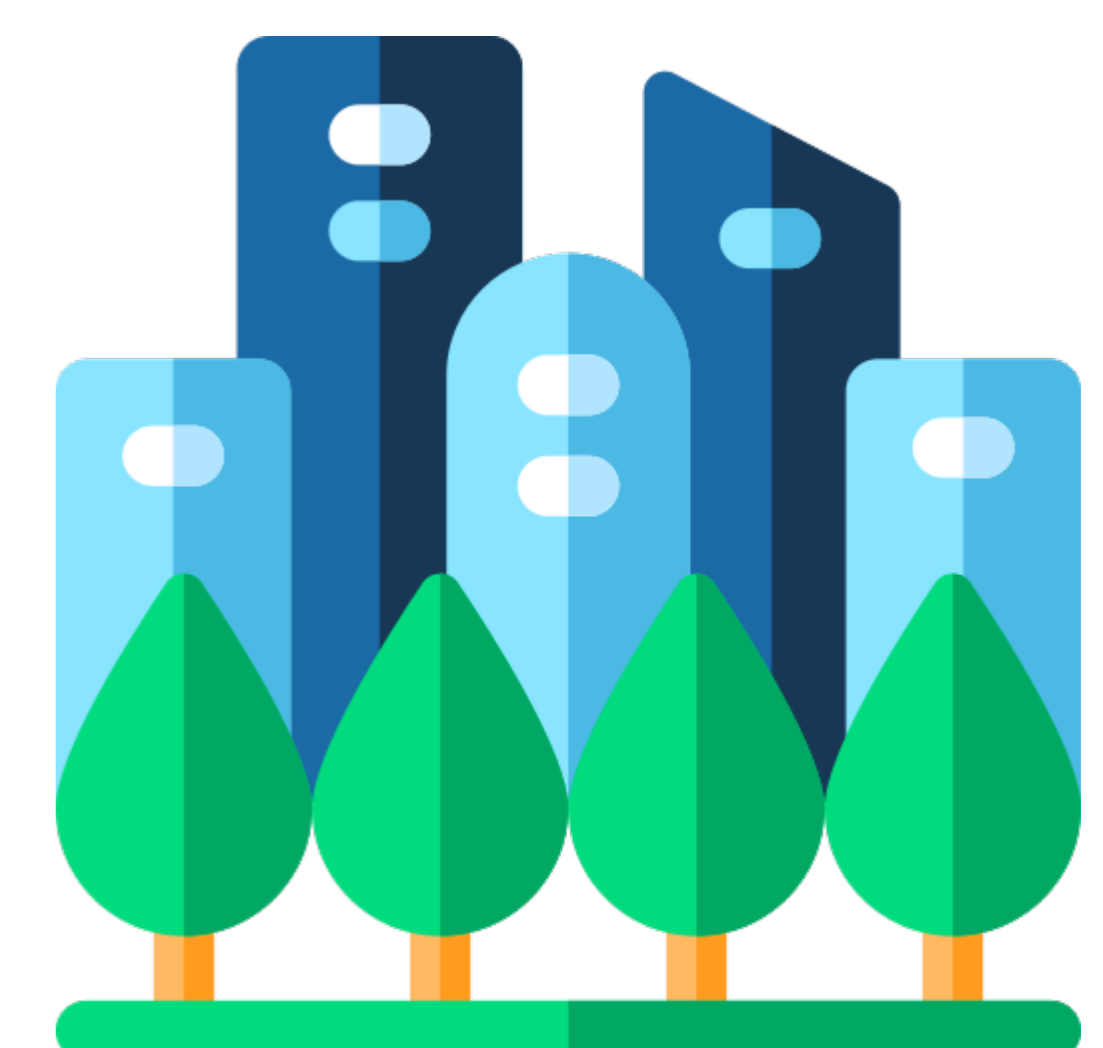
Did you know?



Mexico is the **second largest economy** in Latin America.

- Salaries are up to 30% lower in Mexico than in the US.
- Mexico opened 120 specialist tech universities with no tuition fees from 2006 to 2012.
- Since 2014, Mexican STEM and ICT graduates have increased by 7% per year.

Guadalajara is known as **Mexico's Silicon Valley**.



Employment Contracts in Mexico

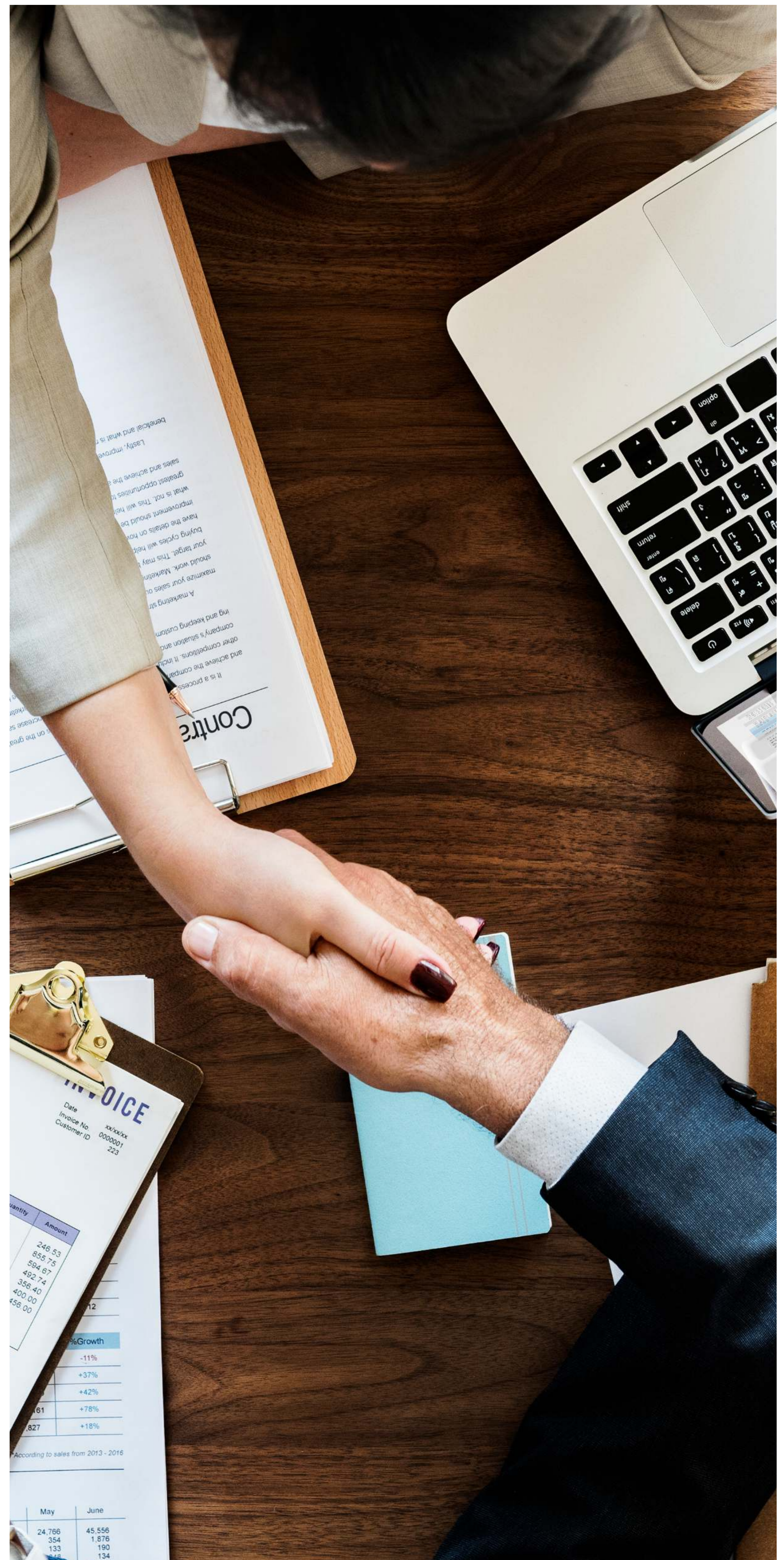
Written employment contracts are highly advised by Mexican law when hiring employees in Mexico.

Here's what information a contract in Mexico should legally contain:

- Personal information: Name, nationality, age, sex, marital status, address, employer address
- Unique identity code (Clave Única de Registro de Población, or CURP)
- Tax number (El Registro Federal de Contribuyentes)
- Type and length of work, including any trial periods
- Location of services provided
- Services provided
- Working hours
- Salary
- Payment schedule
- Training
- Working conditions and benefits

There are different contracts types that you may choose to use depending on the type of work provided, including:

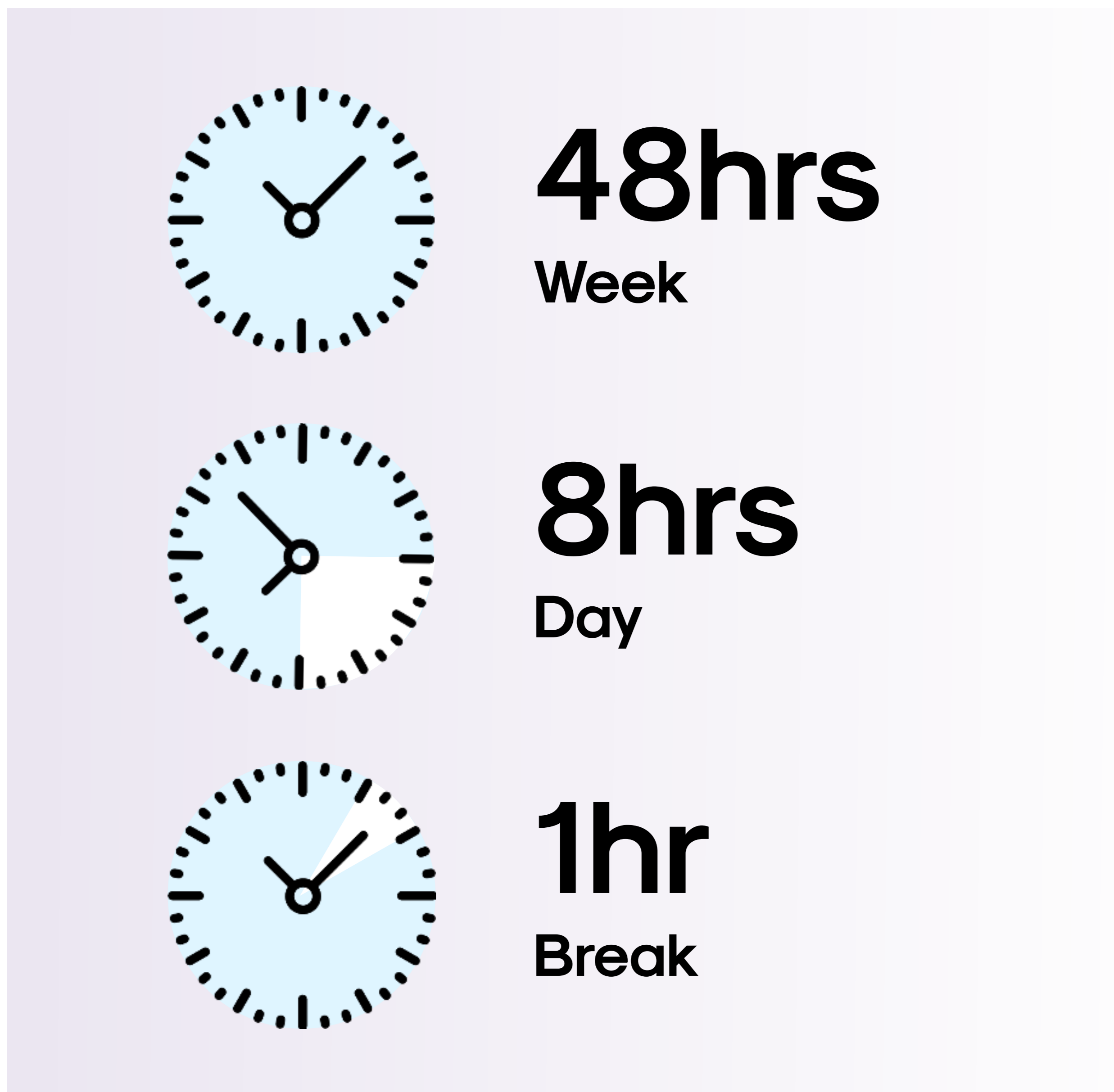
- Fixed-term contract - This contract is valid for a specific period of time only



- Indefinite contract - This is an open-ended contract
- Specific project contract - This details a specific scope of work only
- Trial period contract - Trial periods shouldn't be longer than 30 days unless for management positions

Working hours in Mexico

The standard work week in Mexico is 48 hours which is usually spread over six days (Monday to Saturday) with no more than eight hours per day.



Employees must work during the day time between 6am and 8pm. If a worker exceeds eight consecutive hours in a day, it is considered overtime in which they are entitled to overtime pay. Overtime pay is two times more than standard pay for the first nine hours in a week, and any additional hours should be paid at three times the normal rate.

There are slightly different hours for night shift workers who should not exceed 42 hours of work per week. Night shift work is classified as work between the hours of 8 pm and 6 am.

People can combine daytime work with up to three hours of night shift work before it is officially considered night shift work. If a night shift worker exceeds seven consecutive hours, they are entitled to overtime pay.

Paid time off in Mexico

All employers must legally offer statutory paid vacation days to employees, paid at the full salary. The structure for paid vacation time is the following:

- After one year of service - Six days
- After two years of service - Eight days
- After three years of service - 10 days
- After four years of service - 12 days
- Four+ years of service - Two additional days are granted after each further four years of service



There are also multiple national public holidays that employees are entitled to take off each year. These are:

New Year's Day - January 1

Constitution Day - February 7

Birthday of Benito Ju - March 21

Labor Day - May 1

Independence Day - September 16

Revolution Day - November 21

Christmas Day - December 25

There are also a few optional holidays that are often granted by employers. These include:

Maundy Thursday - April 14

Good Friday - April 15

October 12

November 2

Day of Our Lady of Guadalupe - December 12

In addition to holiday time, Mexican workers are also entitled to different types of paid leave. These include:

- **Maternity leave** - Women receive up to 12 weeks of statutory maternity leave at full salary covered by the Mexican Social Security Institute. There is the possibility of extending leave for 30

days at half salary. Women can also receive six weeks of paid leave after adoption.

- **Paternity leave** - Fathers can receive up to five days of paid paternity leave after the birth or adoption of a child.
- **Sick leave** - Employees can receive up to 52 weeks of paid sick leave for illness or injury as long as it is certified by the Social Security Institute.



Taxes in Mexico

Mexican residents are subject to Mexican taxes on all income worldwide. Personal income tax rates for individuals in Mexico are:

Gross annual income	Tax rate (%)
0 to 7,735 (MXN)	1.92%
7,735.01 to 65,651.07(MXN)	6.40%
65,651.08 to 115,375.90(MXN)	10.88%
115,375.90 to 134,119.41(MXN)	16%
134,119.41 to 160,577.65(MXN)	17.92%
160,577.65 to 323,862.00(MXN)	21.36%
323,862.00 to 510,451.00(MXN)	23.52%
510,451.00 to 974,535.03(MXN)	30%
974,535.03 to 1,299,380.04(MXN)	32%
1,299,380.04 to 3,898,140.12(MXN)	34%
3,898,140.12(MXN) Above	35%

Employees must also make the following contributions:

- Social Security - Maximum 23,804 MXN per year
- Seniority insurance - 1.13%
- Disability - 0.63%
- Social Security - Maximum 166,174 MXN per year
- Payroll tax - 3% (can vary)

Employers must make a number of contributions on behalf of the employee. These contributions are the following:

- Housing - 5%
- Retirement - 2%
- Disability - 1.75%
- Daycare - 1%
- Labor insurance - 0.54355%

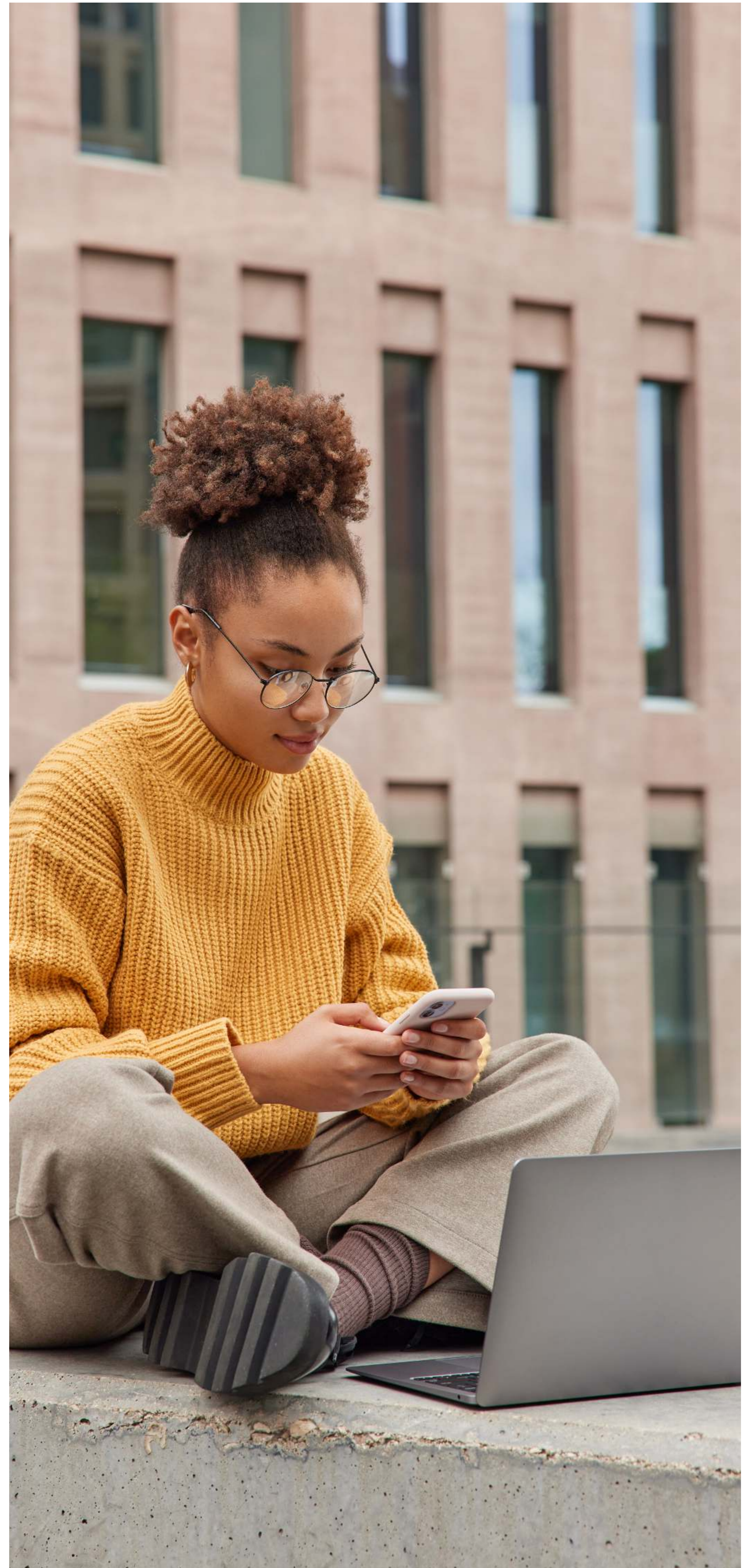
How Skuad can help

Hiring in Mexico can be complicated and costly at first glance. You need to ensure you comply with Mexico's complex labor laws to avoid the risk of fines or legal action. You may need to open a legal entity in the country and hire more staff to handle the administrative demands.

However, there is an easy way to access top Mexican talent without the stress and costs. Skuad is a global employment and payroll platform that handles HR tasks and other employment-related activities on behalf of organizations, so they can scale business operations with ease.

Skuad can help you do onboard quickly, create compliant contracts, navigate complex employment laws in Mexico as well as make local payments all through one platform. Better yet, their Employer of Record services let's you hire international employees without needing to own an entity in the country, saving you time and money.

Want to learn more? Check out [what Skuad can offer](#).



Top tech job salaries US vs. Mexico

According to [Talent.com](#) and [Salary Expert](#), these are the average salaries in the US for the top 20 tech roles compared to Mexico. Each salary in Mexico has been converted from Mexican pesos (MXN) to USD.

Job Roles	Entry Level	Mid-Level	Senior Level
Full-stack Developer US	\$92,581	\$110,052	\$145,000
Full-stack Developer in Mexico	\$19,760.85	\$28,160.04	\$35,120.87
Front-end Developer US	\$84,968	\$105,105	\$140,000
Front-end Developer Mexico	\$16,420.43	\$23,399.77	\$29,183.93
Back-end Developer US	\$95,032	\$117,094	\$155,658
Back-end Developer Mexico	\$18,540.16	\$26,382.08	\$32,903.43
Mobile Developer US	\$97,194	\$115,463	\$150,008
Mobile Developer Mexico	\$17,604.35	\$24,621.00	\$30,581.31
Data Engineer US	\$97,500	\$123,490	\$165,000
Data Engineer Mexico	\$15,937.29	\$22,579.86	\$28,138.25
Data Scientist US	\$99,955	\$126,613	\$170,000
Data Scientist Mexico	\$17,911.09	\$25,376.25	\$31,623.06
Engineering Manager US	\$97,208	\$122,413	\$169,771
Engineering Manager Mexico	\$27,976.05	\$40,336.74	\$50,472.30
Product Manager US	\$81,994	\$110,287	\$155,913
Product Manager Mexico	\$14,721.02	\$20,588.45	\$25,551.46
DevOps Engineer US	\$107,250	\$126,768	\$160,000
DevOps Engineer in Mexico	\$18,324.92	\$26,037.97	\$32,474.28
Technology Director US	\$92,798	\$129,974	\$184,620
Technology Director Mexico	\$38,822.86	\$56,812.69	\$71,842.60
Software Engineer US	\$86,132	\$110,000	\$154,955
Software Engineer Mexico	\$20,293.41	\$28,876.94	\$36,014.96
UX Designer US	\$70,515	\$92,503	\$120,400
UX Designer Mexico	\$15,803.32	\$22,102.13	\$27,452.67
Technical Support Engineer US	\$54,636	\$70,080	\$101,559
Technical Support Engineer Mexico	\$11,618.58	\$16,319.41	\$20,286.66
Software Tester US	\$57,500	\$82,439	\$130,026
Software Tester Mexico	\$17,102.55	\$24,230.79	\$30,195.57
Business Systems Analyst US	\$73,596	\$90,049	\$122,448
Business Systems Analyst Mexico	\$17,215.23	\$24,390.42	\$30,394.54
IT Desktop Support US	\$40,918	\$48,750	\$68,250
IT Desktop Support Mexico	\$9,682.39	\$13,658.63	\$17,006.98

Job Roles	Entry Level	Mid-Level	Senior Level
Data Analyst US	\$46,848	\$67,367	\$105,257
Data Analyst Mexico	\$14,736.06	\$20,847.75	\$25,958.48
Cyber Security Engineer US	\$107,218	\$126,724	\$170,846
Cyber Security Engineer Mexico	\$21,678.73	\$30,669.83	\$38,188.42
Project Manager US	\$65,715	\$90,064	\$130,000
Project Manager Mexico	\$21,133.91	\$29,347.77	\$36,362.34
Solutions Architect US	\$122,680	\$143,283	\$180,000
Solutions Architect Mexico	\$21,557.16	\$29,393.47	\$36,148.78



Argentina

Did you know?

- Argentina is the third-largest economy in Latin America.
- It is rated as having the highest proficiency of English in the region.
- A long battle with inflation and low salaries pushes employees to search for foreign opportunities.



Argentina has an educated population, offering **free university education**.



Employment contracts in Argentina

An employment contract for an Argentinian employee automatically triggers Argentinian employment law — whether the contract was executed locally or abroad. Therefore contracts must be tailored to the country and comply with all legislation.



Most employees should be contracted as permanent employees with a permanent contract, which is not required to be in writing. It is possible for employers to hire temporary or fixed-term employees, but they must provide a reasonable motive. The following contract types must be issued in writing :

- Fixed-term contracts – These must be valid for a set period that is no longer than five years.
- Temporary contracts – This type of contract should lay out the scope of work. Once this is complete, the contract is no longer valid.

It is recommended that contracts are written in Spanish, but any language is acceptable. Argentinian employment laws govern the terms of the contract. Collective Bargaining Agreements (CBAs) can also impact terms in certain employment sectors.

Independent contractors, however, are not protected by statutory employment laws.

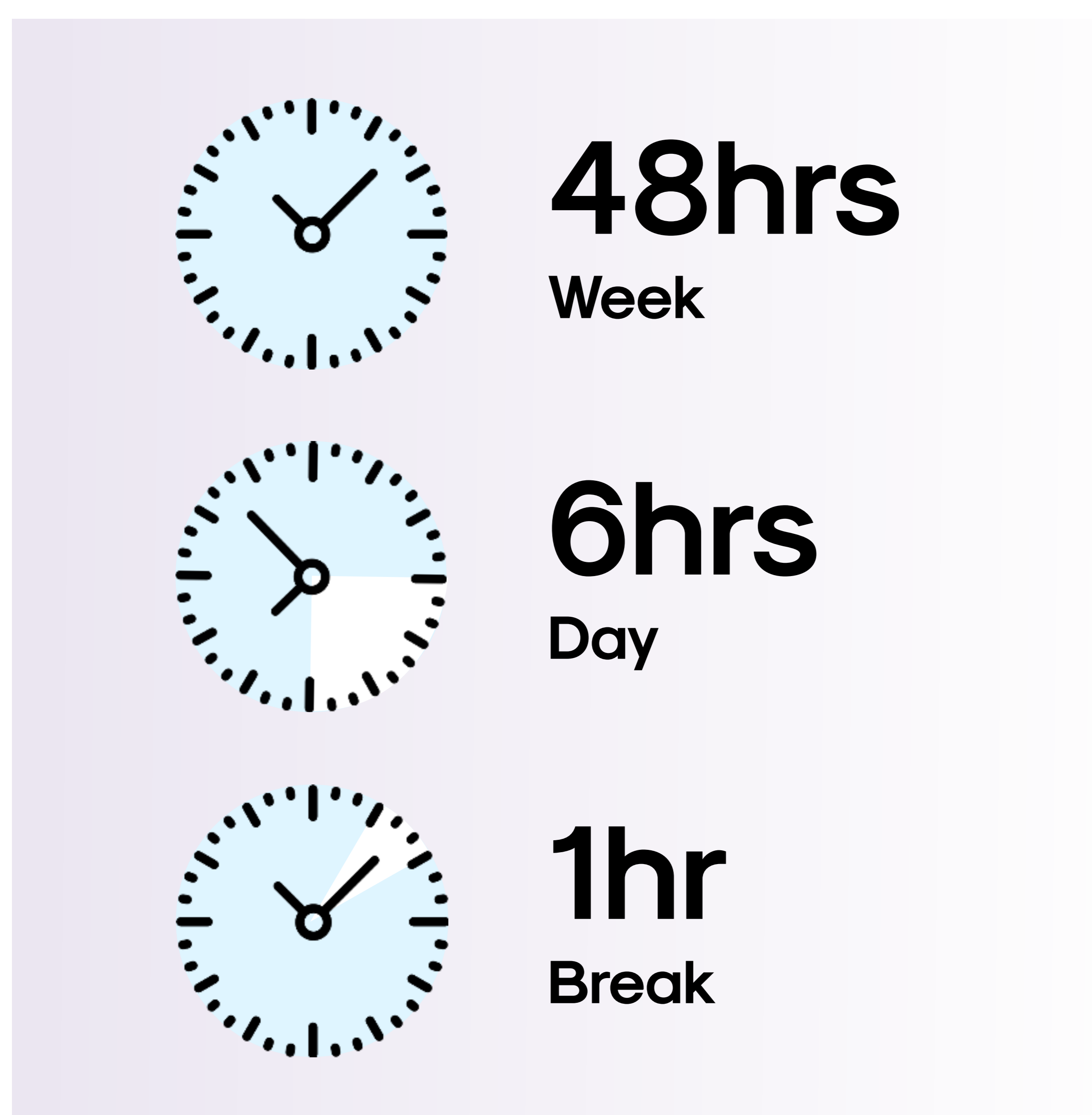
Working hours in Argentina

There are strict regulations around working hours in Argentina. The typical work week is 48 hours, with no more than eight hours per day, Monday to Saturday. Any additional hours worked per week are considered overtime, with some exceptions (for directors, for team projects, urgent work, etc.). Reduced working hours apply to 16 to 18-year-olds and employees in dangerous work of 36 hours per week with no more than six hours per day. Night shift workers that work between 9 pm and 6 am should work no more than 42 hours per week, seven hours per day.

When employees exceed these working hours, they are entitled to overtime pay at the follow rates:

- During the week (12 am Monday to 1 pm Saturday) - 1.5x normal salary
- On the weekend (1 pm Saturday to 12 am Monday) - 2x normal salary

Workers should not work more than 30 overtime hours per month, or 200 per year.



Paid time off in Argentina

Employees in Argentina are entitled to statutory paid holidays. Depending on how long they have worked, this can range from 14 to 35 days each year.

There are usually 15 public holidays each year, which employees legally do not have to work. These are:

New Year's Day - January 1

Carnival - February 11th and 12

National Memorial Day for Truth and Justice - March 24

Veterans of the Malvinas Islands Day - April 2

Good Friday - March/April

Labor Day - May 1

May Revolution Day - May 25

Flag Day - June 20

Independence Day - July 9

General Saint Martin's Day - August 18

Respect for Cultural Diversity Day - October 12

National Sovereignty Day - November 24

Immaculate Conception of Mary - December 8

Christmas Day - December 25

Workers who have worked consecutively for five years with one employer are entitled to up to three months of paid sick leave at full salary. If they have worked for more than five years, this increases to a maximum of six months. If employees have dependents they may receive additional entitlements.

All workers are entitled to:

- 10 days of paid marriage leave
- Three days paid leave for death of

spouse, child, or parent

- One day of paid leave for the death of a sibling
- Up to 10 days for university or school exams

Taxes in Argentina

Employees earning over 150,000 Argentinian pesos (ARS) have to pay income tax. The rates are progressive and begin at 5% up to 35%

Both employers and employees must make Social Security contributions.

Employee contributions are:

- Social Security - 17% of income

Employer contributions are:

- Social Security for large businesses - 26.4% of income
- Social Security for small/medium businesses - 24% of income

The employer should deduct all employee and employer contributions directly from the worker's salary each month.

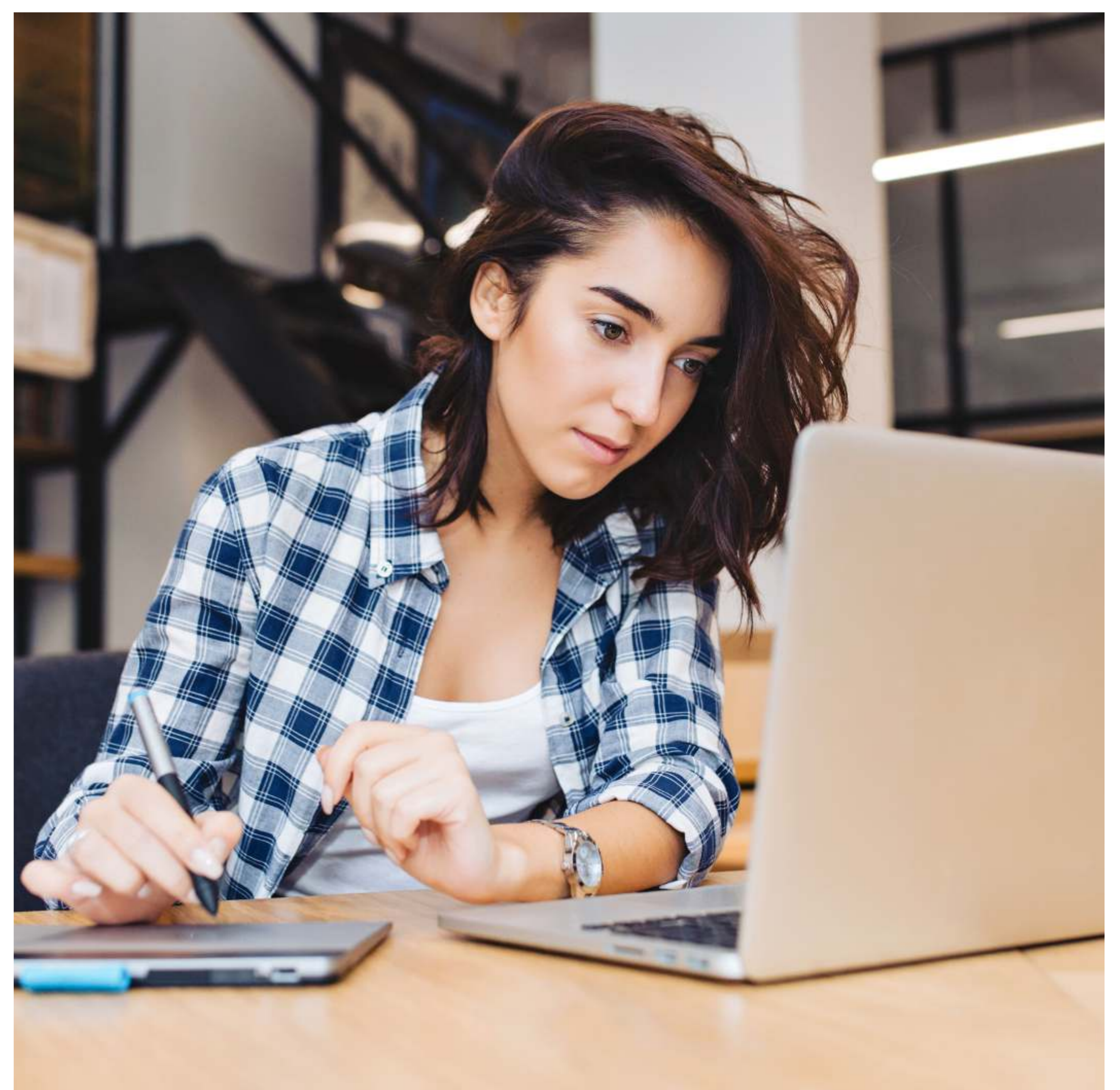
How Skuad can help

Staying on top of Argentinian employment laws, contributions, and taxes while paying international employees can be overwhelming, especially if you have employees in

multiple countries. With so many components and extra costs to consider, companies may wonder whether hiring abroad is even worth it. However, Skuad can help you take care of these HR elements so you don't miss out on growing your team with the best talent.

Skuad's global employment and payroll platform lets you generate compliant contracts, adhere to labor laws, calculate deductions and salaries, and make payments to local accounts. The entire process is streamlined, accurate, and automated, helping you avoid compliance risks and have peace of mind.

Get started with Skuad and begin hiring in Argentina in minutes!



Top tech job salaries US vs. Argentina

This data is according to [Talent.com](#) and [Salary Expert](#). All salaries have been converted from ARS to USD.

Job Roles	Entry Level	Mid-Level	Senior Level
Full-stack Developer US	\$92,581	\$110,052	\$145,000
Full-stack Developer in Argentina	• \$16,038.61	\$22,234.16	\$28,505.31
Front-end Developer US	\$84,968	\$105,105	\$140,000
Front-end Developer Argentina	\$13,327.40	\$18,475.64	\$23,686.70
Back-end Developer US	\$95,032	\$117,094	\$155,658
Back-end Developer Argentina	\$15,047.86	\$20,830.38	\$26,705.59
Mobile Developer US	\$97,194	\$115,463	\$150,008
Mobile Developer Argentina	• \$14,315.75	\$19,477.21	\$24,868.49
Data Engineer US	\$97,500	\$123,490	\$165,000
Data Engineer Argentina	\$13,669.09	\$18,839.63	\$24,133.57
Data Scientist US	• \$99,955	\$126,613	\$170,000
Data Scientist Argentina	\$15,361.94	\$21,172.82	\$27,122.39
Engineering Manager US	\$97,208	\$122,413	\$169,771
Engineering Manager Argentina	\$23,150.79	\$32,471.84	\$41,766.90
Product Manager US	\$81,994	\$110,287	\$155,913
Product Manager Argentina	\$10,795.24	• \$14,687.40	\$18,737.45
DevOps Engineer US	\$107,250	\$126,768	\$160,000
DevOps Engineer in Argentina	\$14,873.17	\$20,558.68	\$26,357.25
Technology Director US	• \$92,798	\$129,974	• \$184,620
Technology Director Argentina	• \$28,469.63	• \$40,529.05	\$52,683.72
Software Engineer US	\$86,132	\$110,000	\$154,955
Software Engineer Argentina	\$16,470.87	\$22,800.21	• \$29,231.00
UX Designer US	\$70,515	• \$92,503	\$120,400
UX Designer Argentina	\$12,851.17	\$17,484.58	\$22,324.31
Technical Support Engineer US	\$54,636	\$70,080	\$101,559
Technical Support Engineer Argentina	• \$9,448.15	\$12,909.96	• \$16,497.00
Software Tester US	• \$57,500	\$82,439	\$130,026
Software Tester Argentina	• \$12,948.77	\$17,821.04	\$22,810.04
Business Systems Analyst US	\$73,596	\$90,049	\$122,448
Business Systems Analyst Argentina	\$13,999.33	• \$19,294.78	\$24,716.62

Job Roles	Entry Level	Mid-Level	Senior Level
IT Desktop Support US	\$40,918	\$48,750	\$68,250
IT Desktop Support Argentina	\$7,873.66	\$10,805.08	\$13,829.96
Data Analyst US	\$46,848	\$67,367	\$105,257
Data Analyst Argentina	\$12,638.81	\$17,394.45	\$22,264.02
Cyber Security Engineer US	\$107,218	\$126,724	\$170,846
Cyber Security Engineer Argentina	\$17,628.99	\$24,262.31	\$31,054.55
Project Manager US	\$65,715	\$90,064	\$130,000
Project Manager Argentina	\$15,497.96	\$20,936.12	\$26,665.29
Solutions Architect US	\$122,680	\$143,283	\$180,000
Solutions Architect Argentina	\$18,489.10	\$24,524.61	\$31,004.01



Brazil

Did you know?



Brazil has **60%** of unicorn companies in Latin America.

- The IT sector in Brazil represented **6.9%** of GDP in 2021.
- Brazil is the **largest economy** in Latin America.

- Brazil has an **employment rate of 57%**.



Brazil has **15 million** companies, of which **93%** are small businesses.

Employment contracts in Brazil

While oral contracts are accepted in Brazil as long as they comply with all federal and state labor laws, it is highly recommended to have a written contract. Ideally, this should be in Portuguese and lay out key aspects of the employment, like:

- Salary
- Working hours
- Benefits
- Probation periods
- Tasks



In Brazil, certain conditions are implied and do not need to be written. These include minimum wages, statutory holiday time and benefits, and necessary contributions. In Brazil, employers should pay the salary in 13 payments per year rather than 12. Collective bargaining agreements may also apply, creating specific conditions for contracts in some industries. Be aware that you cannot change the terms of a contract in a way that is detrimental to the employee, as the changes will be considered invalid.

Employers should offer 30 days' notice for a dismissal and an additional three days each year the employee has worked.

Finally, you should protect intellectual property (IP) in your employment contracts. Not doing so could lead to legal issues and loss of IP down the line.

Working hours in Brazil

Brazil's standard work week is 44 hours a week, up to eight hours per day. Employees can take one day off, usually Sunday. Workers can work up to two overtime hours per day. The same rules apply for shift workers.



44hrs

Week



8hrs

Day



1hr

Break

Overtime rates are the following:

- Standard overtime - At least 1.5x standard salary
- Night shift overtime - 1.5x standard salary + 20% premium

Employees that work more than six hours per day are entitled to a break between one and two hours. Those who work from four to six hours can take a 15-minute break. There should be at least 11 hours of rest between the end of one working day and the start of another. Collective agreements may stipulate different working hours or break allowances in some special cases.

Paid time off in Brazil

Brazilian employees are entitled to a period of paid holiday per year after working with one employer for 12 months. Employees have the option to convert up to one third of these holiday days into cash payments. Vacation should be taken in no more

than three periods, one for at least two weeks and the others for at least five days in length.

The period of holiday entitlement varies depending on how much leave was taken during the preceding 12-month period:

- Up to five days leave taken - 30 days
- Six to 14 days taken - 24 days
- 15 to 23 days taken - 18 days
- 24 to 32 days taken - 12 days

There are also multiple national holidays in Brazil, where work is not allowed. These are:

New Year's Day - January 1

Carnival - February 28 / March 1

Good Friday - April 15

Tiradentes Day - April 21

Labor Day - May 1

Corpus Christi - June 16

Independence Day - September 7

Our Lady of Aparecida - October 12

All Souls' Day - November 2

Republic Day - November 15

Black Consciousness Day - November 20

Christmas Day - December 25

Parental leave is offered in Brazil, detailed below:

- 120 days maternity leave: This should be paid by the employer and will be reimbursed by Social Security. Employers can grant 60 days of additional leave and recover the costs from government tax benefits. Pregnant women have additional job security in the time leading up to the day of birth and five months after.
- Five days paternity leave: Employers can give an additional

15 days of leave and claim back costs from federal government tax benefits.

Other paid leave entitlements for employees in Brazil include:

- Three days of marriage leave
- Two days of mourning leave
- 15 days of sick leave
- One day of carer's leave per year to take a child under six years old to a medical consultation

Taxes in Brazil

Employers should withhold all necessary taxes as well as employee and employer contributions from the employee's paycheck each month.

Employees in Brazil must pay the following income tax rates, which adapt based on their earnings:

Gross annual income	Tax rate (%)
1,903 Brazilian Lira (BRL) to BRL2,826.65	7.5% minus BRL142.80
BRL2,826.66 to BRL3,751.05	15% minus BRL354.80
BRL3,751.06 to BRL4,664.68	22.5% minus BRL936.13
BRL4,664.68 and above	27.5% minus BRL

Employees must also pay the following social security contributions:

Gross annual income	Tax rate (%)
Up to BRL1,100.00	7.5%
BRL1,100.01 to BRL2,203.48	9%
BRL2,203.49 to BRL3,305.22	12%
BRL3,305.23 to BRL6,433.57	14%

So what about employers? If you are hiring Brazilian employees, you will need to contribute:

- National Social Security - 26.8% to 28.8%

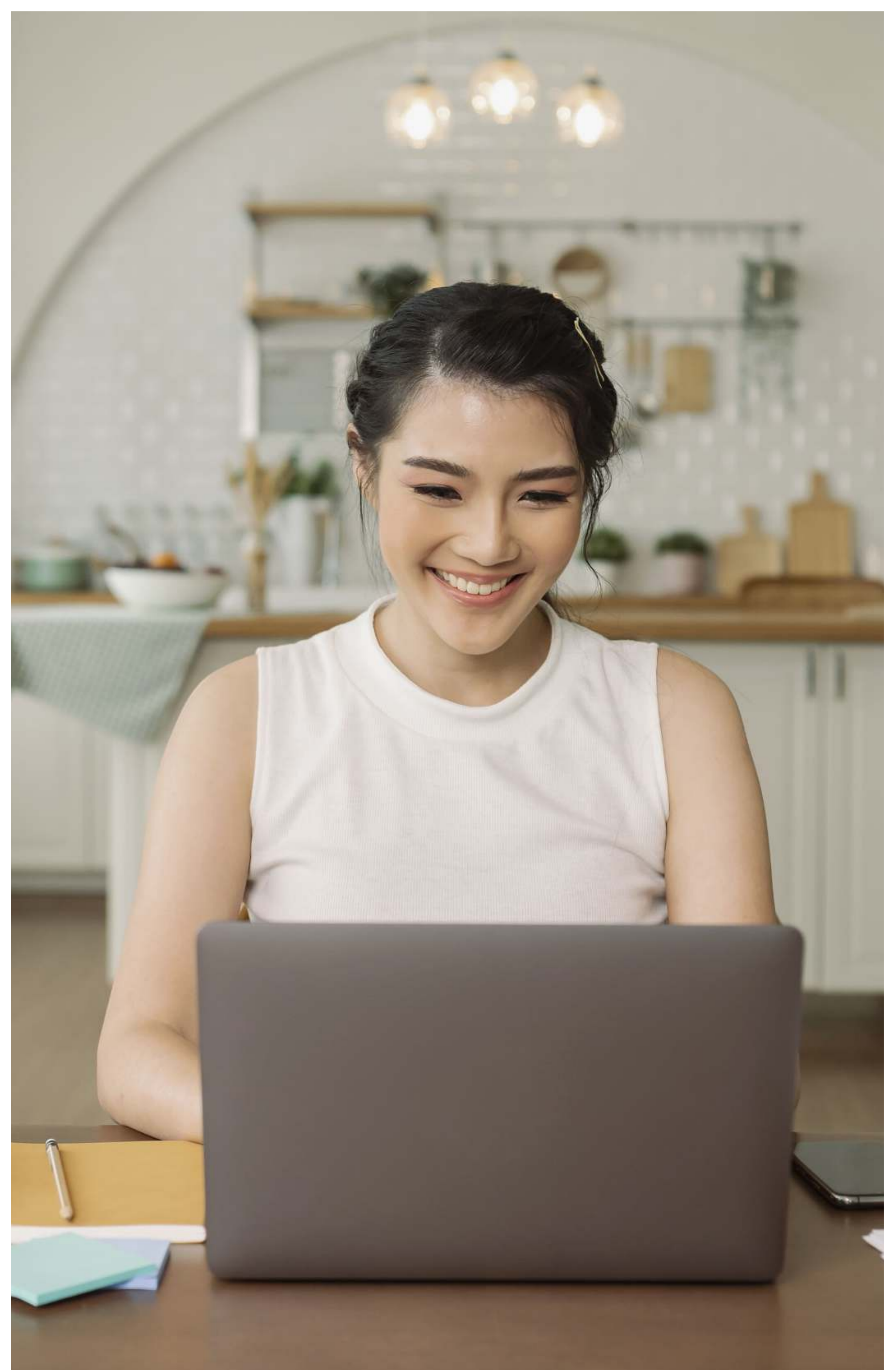
Brazil without the headache of global HR complexities.

To learn more, check out [Skudad's features](#) here.

How Skudad can help

There are many specifics to consider when hiring in Brazil. In addition to ensuring you have the legal right to hire in the country, such as opening an entity there, you also need to comply with Brazil's complex labor laws, observe national holidays, calculate taxes, and make accurate payments in Brazilian Reals.

Skudad can help you streamline your entire hiring system and ensure compliance with Brazil's laws. The online platform can generate localized contracts in minutes, help you protect your IP, and withhold the right taxes and contributions each month. Access top tech talent in



Top tech job salaries US vs. Brazil

The following data was collected by [Talent.com](#) and [Salary Expert](#). All salaries have been converted from BRL to USD.

Job Roles	Entry Level	Mid-Level	Senior Level
Full-stack Developer US	\$92,581	\$110,052	\$145,000
Full-stack Developer in Brazil	\$23,733.86	\$33,694.81	\$42,182.17
Front-end Developer US	\$84,968	\$105,105	\$140,000
Front-end Developer Brazil	\$19,721.80	\$27,998.81	\$35,051.63
Back-end Developer US	\$95,032	\$117,094	\$155,658
Back-end Developer Brazil	\$22,267.81	\$31,567.37	\$39,519.00
Mobile Developer US	\$97,194	\$115,463	\$150,008
Mobile Developer Brazil	\$21,447.69	\$29,883.43	\$37,257.57
Data Engineer US	\$97,500	\$123,490	\$165,000
Data Engineer Brazil	\$20,718.24	\$29,243.30	\$36,579.35
Data Scientist US	\$99,955	\$126,613	\$170,000
Data Scientist Brazil	\$23,284.17	\$32,864.83	\$41,109.55
Engineering Manager US	\$97,208	\$122,413	\$169,771
Engineering Manager Brazil	\$39,498.12	\$56,735.77	\$71,259.40
Product Manager US	\$81,994	\$110,287	\$155,913
Product Manager Brazil	\$21,999.66	\$30,652.70	\$38,185.19
DevOps Engineer US	\$107,250	\$126,768	\$160,000
DevOps Engineer in Brazil	\$22,009.32	\$31,155.56	\$39,003.37
Technology Director US	\$92,798	\$129,974	\$184,620
Technology Director Brazil	\$58,018.54	\$84,584.35	\$107,364.50
Software Engineer US	\$86,132	\$110,000	\$154,955
Software Engineer Brazil	\$24,373.60	\$34,552.63	\$43,255.95
UX Designer US	\$70,515	\$92,503	\$120,400
UX Designer Brazil	\$19,253.35	\$26,826.24	\$33,445.99
Technical Support Engineer US	\$54,636	\$70,080	\$101,559
Technical Support Engineer Brazil	\$8,287.84	\$11,647.59	\$14,557.66
Software Tester US	\$57,500	\$82,439	\$130,026
Software Tester Brazil	\$19,626.48	\$27,662.21	\$34,573.32
Business Systems Analyst US	\$73,596	\$90,049	\$122,448
Business Systems Analyst Brazil	\$20,973.63	\$29,603.67	\$37,030.21

Job Roles	Entry Level	Mid-Level	Senior Level
IT Desktop Support US	\$40,918	\$48,750	\$68,250
IT Desktop Support Brazil	\$11,796.07	\$16,578.00	\$20,719.79
Data Analyst US	\$46,848	\$67,367	\$105,257
Data Analyst Brazil	\$19,156.68	\$27,000.05	\$33,745.66
Cyber Security Engineer US	\$107,218	\$126,724	\$170,846
Cyber Security Engineer Brazil	\$26,411.54	\$37,225.28	\$46,525.61
Project Manager US	\$65,715	\$90,064	\$130,000
Project Manager Brazil	\$31,583.41	\$43,693.65	\$54,341.33
Solutions Architect US	\$122,680	\$143,283	\$180,000
Solutions Architect Brazil	\$28,023.94	\$38,067.64	\$46,992.90

Chile

Did you know?

- In 2022 Chile housed 122 startup companies in the areas of software and data.
- Over 683,000 students enroll in undergraduate degree programs each year in Chile.
- Chile exported US\$1.2 billion in services (\$370 million in the IT sector) in 2019 to foreign countries.

Chile has the fourth-largest economy in Latin America based on GDP.



Employment contracts in Chile

While an employment agreement can be made in words, a written contract must be drawn up within 15 days of the employee beginning work. If it is a short-term contract of fewer than 30 days, it must be created within five days.

Contracts in Brazil could be:

- Fixed-term
- Indefinite
- Project-based



A contract should include:

- Personal information, including nationality and date of birth
- Date and place of contract creation
- Start date
- Services to be performed
- Salary
- Working hours
- Duration of contract

Collective Bargaining Agreements (CBAs) are not common, but they do affect some industries. They can affect the terms of a contract, such as hours worked and minimum salaries.

In Chile, employers can legally dismiss the following people without cause:

- Directors
- Managers
- Assistant Managers
- People in positions of exclusive confidence

Employers must inform of dismissals via letter, a copy of which should be filed with the Chilean Labor Ministry.

Working hours in Chile

Chile's working hours include a maximum work week of 45 hours, no more than 10 hours per day. Workers should work no more than six



45hrs

Week



10hrs

Day



1hr

Break



consecutive days. Part-time workers are subject to essentially the same limitations.

In urgent situations, employees can work up to two hours over a 10-hour work day. These hours are considered overtime. Workers are entitled to overtime pay of 1.5x the original salary.

Paid time off in Chile

According to Chilean employment law, employees are entitled to 15 days of paid vacation as long as they have worked for one employer for at least 12 consecutive months. Workers can accrue this leave for up to two years, building up a 30-day maximum over this time.

Chilean employees are entitled to sick leave. However, the first three days are usually unpaid (as long as the total period of leave is less than 11 days). If

the period of leave is over 11 days, all days of leave will be paid at the full salary by the health insurance provider of the employer. Employees must show proof of sickness to be granted leave. Other types of leave in Chile include:

- 12 weeks of paid maternity leave: This should begin six weeks before the due date.
- Five days of paid paternity leave: If the mother does not use it all, she can transfer it to the father from seven weeks after the child is born.
- Seven days of paid bereavement leave for the death of a spouse or civil partner.
- Three days of paid bereavement leave for the death of a parent.

Taxes in Chile

All employees are subject to income tax rates in Chile. These are proportional based on salary and range from 4% to 35.5%. Corporate taxes are charged between 25% and 27%.

Employee contributions to be deducted from an employee's salary include:

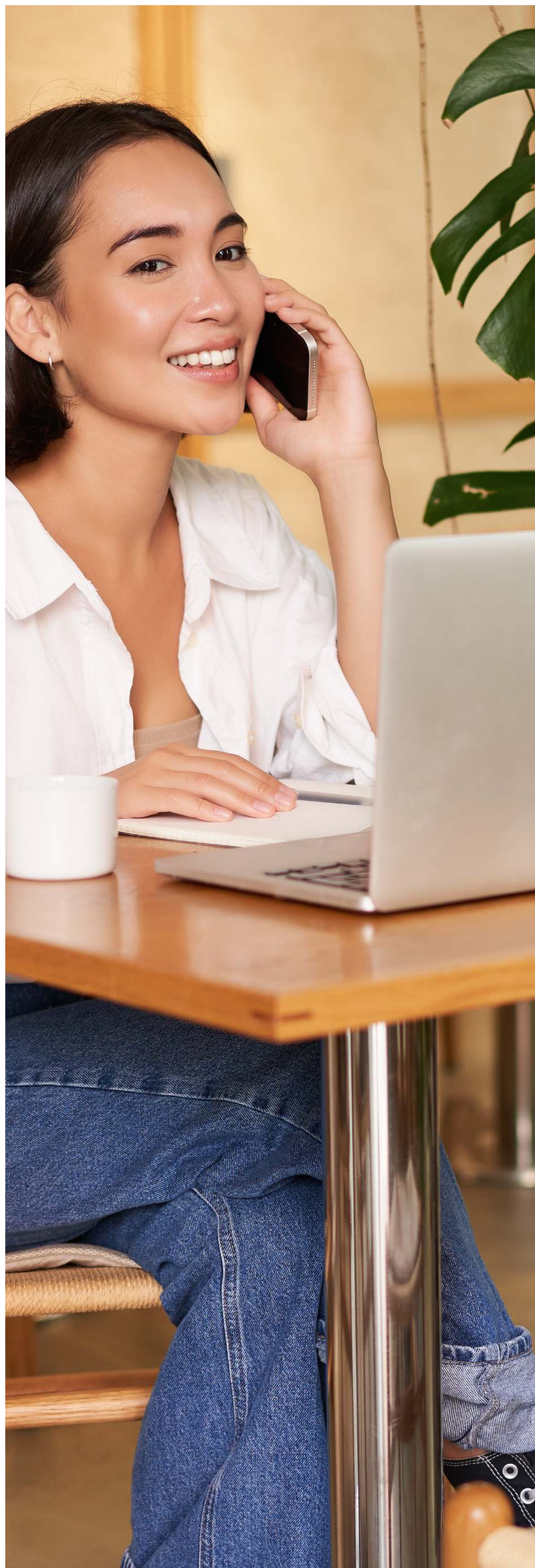
- Social Security - 20% (Health and pension)
- Unemployment insurance - 0.6%

Employer contributions, which should also be deducted from the salary include::

- Unemployment insurance - 2.4%
- Accidents insurance - 0.95%

How Skuad can help

Navigating Chile's employment laws and taxes correctly can take time and money. But making mistakes can cost you more in the long run. Luckily there is an easier way to comply with Chile's complex regulations, onboard employees and contractors quickly, and run global payroll without the extra time and stress. Skuad's global platform helps you easily comply with legislation, create contracts, and make payments each month. Get started with Skuad to make international hiring seamless.



Top tech job salaries US vs. Chile

Talent.com and Salary Expert were the sources for this data, with all local currencies converted from Chilean Pesos (CLP) to USD.

Job Roles	Entry Level	Mid-Level	Senior Level
Full-stack Developer US	\$92,581	\$110,052	\$145,000
Full-stack Developer in Chile	\$26,706.82	\$37,908.08	\$47,465.83
Front-end Developer US	\$84,968	\$105,105	\$140,000
Front-end Developer Chile	\$22,192.22	\$31,500.00	\$39,442.08
Back-end Developer US	\$95,032	\$117,094	\$155,658
Back-end Developer Chile	\$25,057.06	\$35,514.70	\$44,469.01
Mobile Developer US	\$97,194	\$115,463	\$150,008
Mobile Developer Chile	\$23,302.34	\$32,461.46	\$40,479.50
Data Engineer US	\$97,500	\$123,490	\$165,000
Data Engineer Chile	\$21,670.69	\$30,581.66	\$38,260.84
Data Scientist US	\$99,955	\$126,613	\$170,000
Data Scientist Chile	\$24,354.49	\$34,369.04	\$42,999.24
Engineering Manager US	\$97,208	\$122,413	\$169,771
Engineering Manager Chile	\$38,295.82	\$54,998.15	\$69,090.40
Product Manager US	\$81,994	\$110,287	\$155,913
Product Manager Chile	\$18,963.66	\$26,417.43	\$32,915.50
DevOps Engineer US	\$107,250	\$126,768	\$160,000
DevOps Engineer in Chile	\$24,766.18	\$35,051.47	\$43,888.98
Technology Director US	\$92,798	\$129,974	\$184,62
Technology Director Chile	\$50,011.72	\$72,897.40	\$92,547.84
Software Engineer US	\$86,132	\$110,000	\$154,955
Software Engineer Chile	\$27,426.59	\$38,873.16	\$48,674.23
UX Designer US	\$70,515	\$92,503	\$120,400
UX Designer Chile	\$20,918.39	\$29,140.47	\$36,338.23
Technical Support Engineer US	\$54,636	\$70,080	\$101,559
Technical Support Engineer Argentina	\$15,379.16	\$21,516.24	\$26,852.86
Software Tester US	\$57,500	\$82,439	\$130,026
Software Tester Chile	\$20,528.70	\$28,928.22	\$36,162.54
Business Systems Analyst US	\$73,596	\$90,049	\$122,448
Business Systems Analyst Chile	\$22,787.30	\$32,157.42	\$40,232.28

Job Roles	Entry Level	Mid-Level	Senior Level
IT Desktop Support US	\$40,918	\$48,750	\$68,250
IT Desktop Support Chile	\$12,816.29	\$18,008.16	\$22,511.61
Data Analyst US	\$46,848	\$67,367	\$105,257
Data Analyst Chile	\$20,037.29	\$28,235.75	\$35,296.90
Cyber Security Engineer US	\$107,218	\$126,724	\$170,846
Cyber Security Engineer Chile	\$28,695.46	\$40,436.50	\$50,548.80
Project Manager US	\$65,715	\$90,064	\$130,000
Project Manager Chile	\$27,224.78	\$37,656.66	\$46,842.08
Solutions Architect US	\$122,680	\$143,283	\$180,000
Solutions Architect Chile	\$29,312.22	\$39,809.86	\$49,153.08

Colombia

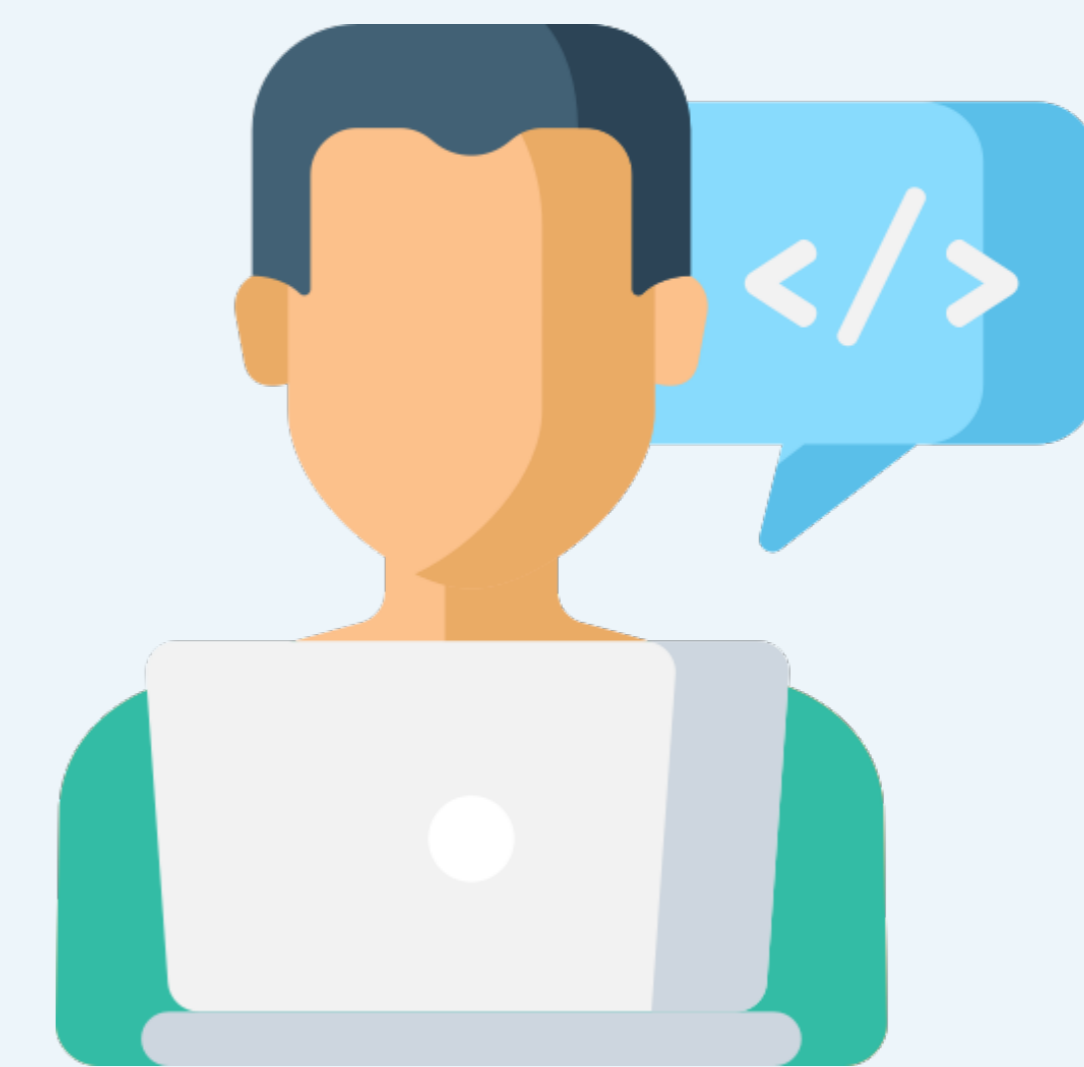
Did you know?

- Tech hub Medellin has recently been heralded the Silicon Valley of Latin America.
- Colombia introduced a new national policy on Science, Technology, and Innovation from 2022.
- The country has the fourth largest IT market in Latin America.



In 2021, Colombia exported **\$218.8 million** in Information Technology exports.

Colombia has



62,000+
developers



11,000+
tech companies.

Employment contracts in Colombia

Contracts in Colombia can be in verbal or written form, and they should cover these three key aspects:

- Define the services the employer requires
- The provision of the services by the employee
- The salary or compensation for those services

Additional terms may need to be added to make the contract legally binding. Verbal contracts should also agree upon the length of the contract, the amount and form of remuneration, and the nature of the services provided.

Different types of contracts in Colombia include:

- Indefinite contracts
- Fixed-term contracts
- Service contracts

To terminate a contract, you must also comply with Colombia's employment laws. For fair dismissals, the employer must be able to prove the facts and reasons for the termination. In such case, the employee wouldn't receive damages. Employers can also

Working hours in Colombia

The working week in Colombia has a maximum limit of 48 hours per week with no more than eight hours per day. Workers should take one rest day, typically a Sunday. Special agreements to rearrange hours between 4 and 10 hours per day are allowed by law. Workers should split daily hours into at least two parts with a break in the middle.





48hrs

Week



8hrs

Day



1hr

Break

Saint Joseph's Day - March 21

Maundy Thursday - April 14

Good Friday - April 15

Labor Day / May Day - May 1

Ascension Day - May 30

Corpus Christi - June 20

Sacred Heart - July 27

Feast of Saint Peter & Saint Paul - July 4

Independence Day - July 20

Battle of Boyacá Day - August 7

Assumption of Mary - August 15

Columbus Day - October 17

All Saints' Day - November 7

Independence of Cartagena - November 14

Feast of the Immaculate Conception -
December 8

Christmas Day - December 25

If employees exceed the maximum weekly working hours, they are entitled to receive overtime pay. Overtime rates are as follows:

- Standard overtime rate - 1.25x normal salary
- Night shift overtime (from 9 pm to 6 am) - 1.35x normal salary
- Overtime on Sundays or public holidays - 1.75x normal salary

Paid time off in Colombia

All employees in Colombia are entitled to 15 days of paid annual leave per year. Workers involved in fighting

tuberculosis and working with x-rays in private companies are entitled to 15 days every six months.

New Year's Day - January 1

Epiphany - January 10

Employers must also grant Colombian workers the following statutory paid leave entitlements:

- 18 weeks of paid maternity leave at full salary, including for adoption paid by the healthcare system.
- Eight days of paid paternity leave at full salary paid by the healthcare system.

- Up to 90 days paid sick and disability leave at full salary; two days paid by the employer, following days covered by Social Security. Additional days are covered by social security but at progressively lower rates.
- Trade Union leave - terms are typically defined by Collective Bargaining Agreements.
- Half a day of voting leave or one day of jury duty leave.
- Five days of paid mourning leave.
- Burial leave - scope to be agreed with the employer.
- Compassionate leave - scope to be agreed with the employer.

Taxes in Colombia

Employees must pay income tax each month on their salary at progressive rates starting at 19% up to 39%, depending on their income.

All employees must be linked to the social security system, which covers:

- Pension scheme
- Health System
- Professional risk system

There is a public and private scheme that both have contribution rates of 28.5% that should be shared with the employer paying 20.5% and the employee 8%.

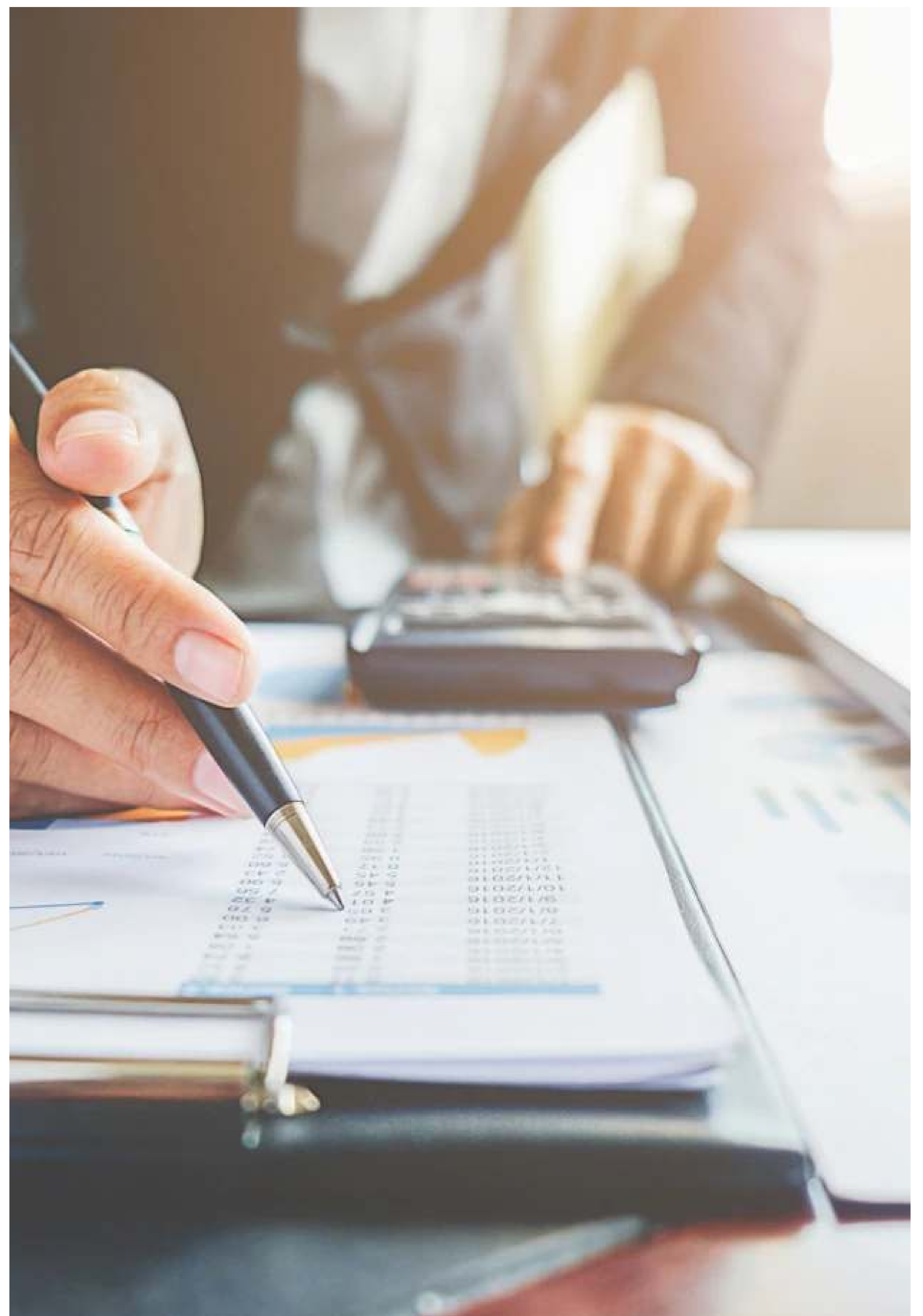
There is a public and private scheme that both have contribution rates of 28.5% that should be shared with the employer paying 20.5% and the employee 8%.

Employers must contribute:

- Pension scheme - 12%
- Health System - 8.5% (on salaries above a certain threshold)
- Professional risk system - 0.522% to 6.96%

Employees must contribute:

- Health System - 4%
- Pension scheme - 4% (additional 1% for employees over a certain threshold)





How Skuad can help

If you want to grow your team with amazing talent in Colombia but are worried about needing to become an expert in legal issues and legislation to do so, don't worry. Skuad can handle hiring, compliance, and payroll for you with its global payroll platform. It ensures compliance and streamlines global HR all in one place, allowing you to hire Colombian workers with ease.

If you are concerned about navigating complex laws in Colombia or the tricky exchange rates, Skuad can handle this for you, too. Our platform allows you to make payments easily, saving you significant costs on international transfer fees and exchange rates.

Discover [these features and more](#) and begin hiring in Colombia today.

Top tech job salaries US vs. Colombia

Salary data is from [Talent.com](#) and [Salary Expert](#). All salaries have been converted from Colombian pesos (COP) to USD.

Job Roles	Entry Level	Mid-Level	Senior Level
Full-stack Developer US	\$92,581	\$110,052	\$145,000
Full-stack Developer in Colombia	\$12,223.37	\$17,422.79	\$21,724.50
Front-end Developer US	\$84,968	\$105,105	\$140,000
Front-end Developer Colombia	\$10,157.10	\$14,477.60	\$18,052.13
Back-end Developer US	\$95,032	\$117,094	\$155,658
Back-end Developer Colombia	\$11,468.30	\$16,322.78	\$20,352.90
Mobile Developer US	\$97,194	\$115,463	\$150,008
Mobile Developer Colombia	\$11,487.43	\$16,069.73	\$19,955.31
Data Engineer US	\$97,500	\$123,490	\$165,000
Data Engineer Colombia	\$10,974.51	\$15,552.16	\$19,376.13
Data Scientist US	\$99,955	\$126,613	\$170,000
Data Scientist Colombia	\$12,333.65	\$17,478.21	\$21,775.76
Engineering Manager US	\$97,208	\$122,413	\$169,771
Engineering Manager Colombia	\$15,296.37	\$22,059.83	\$27,596.54
Product Manager US	\$81,994	\$110,287	\$155,913
Product Manager Colombia	\$7,050.87	\$9,863.43	\$12,238.29
DevOps Engineer US	\$107,250	\$126,768	\$160,000
DevOps Engineer in Colombia	\$11,335.16	\$16,109.87	\$20,087.42
Technology Director US	\$92,798	\$129,974	\$184,62
Technology Director Colombia	\$18,594.82	\$27,217.58	\$34,410.14
Software Engineer US	\$86,132	\$110,000	\$154,955
Software Engineer Colombia	\$12,552.80	\$17,866.35	\$22,277.57
UX Designer US	\$70,515	\$92,503	\$120,400
UX Designer Colombia	\$10,312.21	\$14,425.71	\$17,913.78
Technical Support Engineer US	\$54,636	\$70,080	\$101,559
Technical Support Engineer Colombia	\$7,581.52	\$10,651.41	\$13,237.74
Software Tester US	\$57,500	\$82,439	\$130,026
Software Tester Colombia	\$10,396.18	\$14,711.31	\$18,313.50
Business Systems Analyst US	\$73,596	\$90,049	\$122,448
Business Systems Analyst Colombia	\$11,233.53	\$15,919.22	\$19,833.44

Job Roles	Entry Level	Mid-Level	Senior Level
IT Desktop Support US	\$40,918	\$48,750	\$68,250
IT Desktop Support Colombia	\$6,318.09	\$8,914.76	\$11,097.62
Data Analyst US	\$46,848	\$67,367	\$105,257
Data Analyst Colombia	\$10,147.32	\$14,359.16	\$17,875.13
Cyber Security Engineer US	\$107,218	\$126,724	\$170,846
Cyber Security Engineer Colombia	\$14,146.10	\$20,017.70	\$24,919.21
Project Manager US	\$65,715	\$90,064	\$130,000
Project Manager Colombia	\$10,122.43	\$14,059.80	\$17,416.32
Solutions Architect US	\$122,680	\$143,283	\$180,000
Solutions Architect Colombia	\$14,844.35	\$20,245.12	\$24,892.20

Costa Rica

Did you know?

- English proficiency in Costa Rica is high, rated fourth in Latin America.
- The country's digital tech labor force has an annual growth of 17%.
- Costa Rica has a young population, with 32% from 15 to 34 years.



While the Costa Rican currency is the Costa Rican Colón, many places **unofficially accept the US dollar.**



The country has around 7,000 science, tech, engineering, and math graduates per year.

Employment contracts in Costa Rica

The Costa Rican Labor Code states that a legal contract should be in writing. There are a few exceptions where a verbal agreement is acceptable, including work related to crops and livestock, domestic services, and temporary work under 90 days.



In Costa Rica, there are two main types of employment contracts.

These are:

- Regular employment agreement – These are indefinite contracts that only end when mutually agreed by employer and employee.

Temporary employment contract –

These contracts are restricted to a limited time period under one year.

Written contracts should include:

- Personal info like name, nationality, marital status, sex, age
- Employer address
- Identity card numbers
- Length and nature of work
- Working hours
- Other terms such as notice period, termination agreement

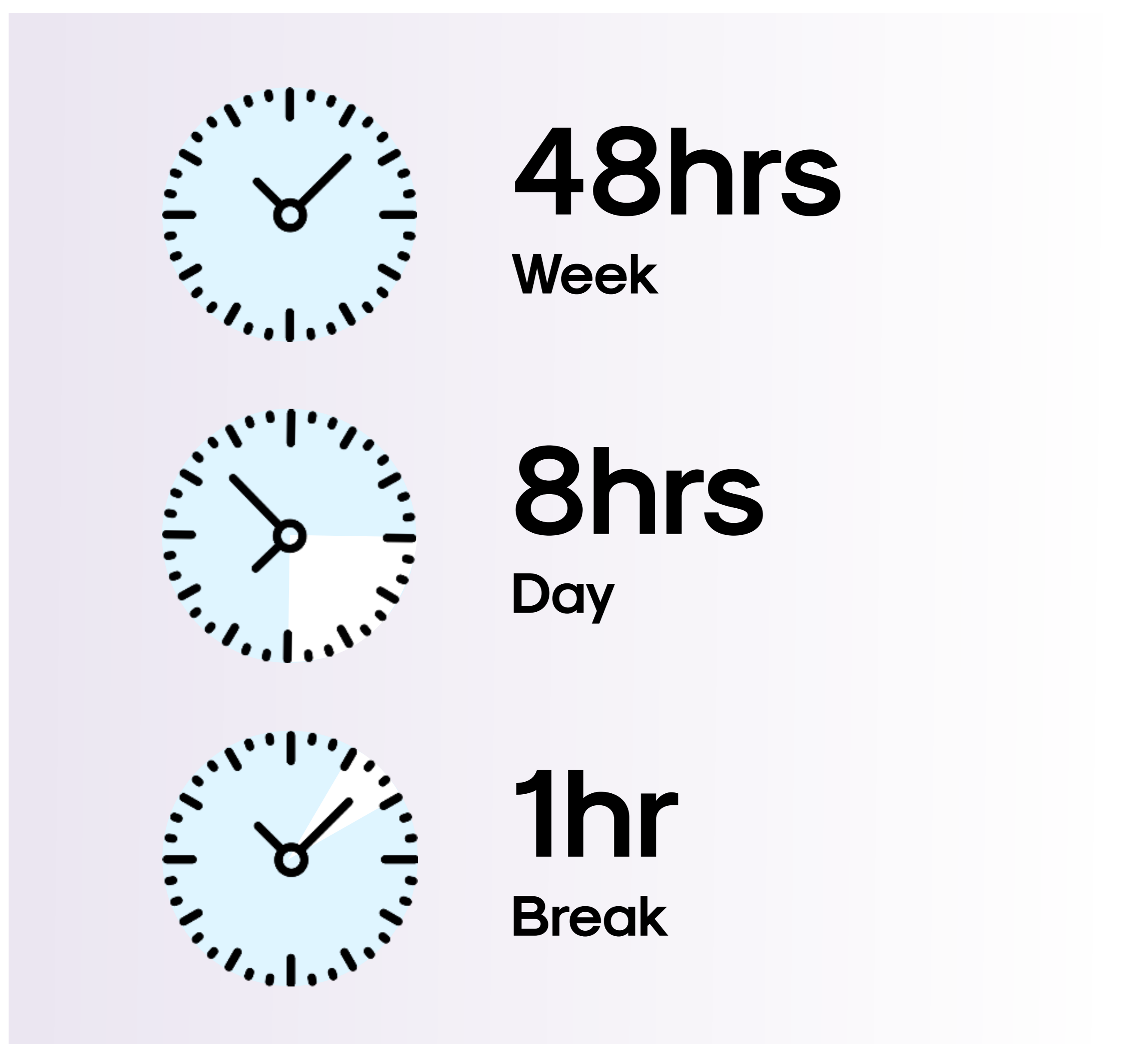
Copies of written contracts should be given to both the employee and employer and filed with the

Employment Bureau of the Ministry of Labor and Social Security within 15 days

Employers must have a just reason in order to legally dismiss an employee. After three months of service, both employer and employee must give the other notice if they want to terminate the contract. Employees are entitled to one day off per week to look for work.

Working hours in Costa Rica

The working week in Costa Rica is a maximum of 48 hours, with working days of up to eight hours. Night shift workers who work between 7 pm and 5 am should work no more than six hours per day. People aged between 15 and 18 should work no more than 36 hours per week.



There are some worker types that can legally work up to 12 hours per day, such as managers, legal workers, and unsupervised workers.

Overtime should only be worked in urgent situations, at the rate of 1.5x the standard salary.

Paid time off in Costa Rica

Employees can take weekly holidays, national public holidays, and paid vacation time.

Paid vacation days are accrued over time. Employees earn two weeks of paid vacation time for every 50 weeks of service. This will be paid at the full salary or exchanged for a full day's pay. Public holidays include:

New Year's Day - January 1

Maundy Thursday - Thursday before Easter

Good Friday - Friday before Easter

Juan Santamaría Day - April 1

Labor Day - May 1

Annexation of the Party of Nicoya to Costa Rica - July 25

Feast of Our Lady of the Angels - August 2

Mother's Day - August 15

Independence Day - September 15

Army Abolition Day - December 1

Christmas Day - December 25

Costa Ricans are also entitled to the following paid leave:

- Paid sick leave with medical proof - This is paid at 100% of salary for three days (50% by employer and 50% by Social Security, or CCSS), then at 60% for the remaining days of leave (paid by CCSS).
- Four months of paid maternity leave - This is paid at 100% of the salary (50% by the employer and 50% by Social Security).

Taxes in Costa Rica

In Costa Rica, employers must comply with laws and deduct the correct contributions from the employee's paycheck.

Income tax rates vary for employees in Costa Rica depending on salary and range between 0% and 25%. Tax thresholds differ for independent contractors.

Employees must make the following contributions:

- Social Security Fund - 5.5%
- State pension - 4%
- Banco Popular to help economic development - 1%

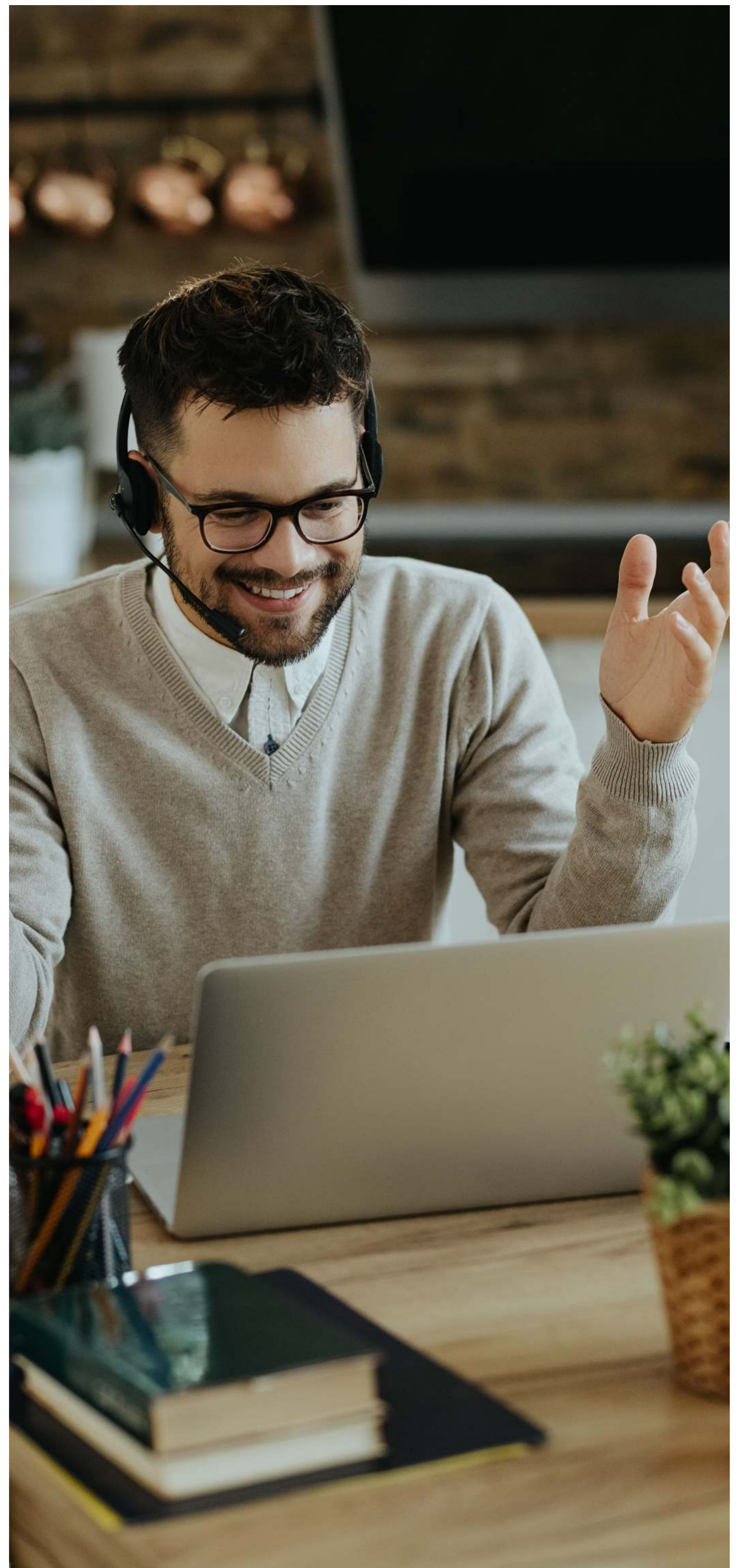
Employers must contribute:

- Social Security Fund - 9.25%
- State pension - 5.25%
- Banco Popular and pension contributions - 12%

How Skuad can help

Skuad can make hiring in Costa Rica as simple as hiring in your home country. The all-in-one platform includes specialist knowledge of Costa Rican labor laws, helping you draw up compliant contracts, deduct the correct taxes, and make local payments with no extra hassle.

Skuad is a global payroll platform, so you can hire in multiple countries at the same time and manage them all from one place. Whether you have one or one hundred Costa Rican employees, Skuad can handle them with ease. Scaling has never been easier! [Learn how Skuad can help.](#)



Top tech job salaries US vs. Costa Rica

This data came from [Talent.com](https://www.talent.com) and [Salary Expert](https://www.salaryexpert.com). All salaries have been converted from the Costa Rican Colón to USD

Job Roles	Entry Level	Mid-Level	Senior Level
Full-stack Developer US	\$92,581	\$110,052	\$145,000
Full-stack Developer in Costa Rica	\$33,367.38	\$47,437.14	\$59,303.59
Front-end Developer US	\$84,968	\$105,105	\$140,000
Front-end Developer Costa Rica	\$27,726.86	\$39,418.24	\$49,278.75
Back-end Developer US	\$95,032	\$117,094	\$155,658
Back-end Developer Costa Rica	\$31,306.18	\$44,442.13	\$55,559.37
Mobile Developer US	\$97,194	\$115,463	\$150,008
Mobile Developer Costa Rica	\$29,236.05	\$40,791.89	\$50,787.20
Data Engineer US	\$97,500	\$123,490	\$165,000
Data Engineer Costa Rica	\$27,196.65	\$38,440.64	\$48,017.25
Data Scientist US	\$99,955	\$126,613	\$170,000
Data Scientist Costa Rica	\$30,564.82	\$43,201.31	\$53,963.93
Engineering Manager US	\$97,208	\$122,413	\$169,771
Engineering Manager Costa Rica	\$32,249.61	\$46,388.24	\$58,182.29
Product Manager US	\$81,994	\$110,287	\$155,913
Product Manager Costa Rica	\$16,102.57	\$22,467.28	\$27,949.47
DevOps Engineer US	\$107,250	\$126,768	\$160,000
DevOps Engineer in Costa Rica	\$30,942.75	\$43,862.45	\$54,834.68
Technology Director US	\$92,798	\$129,974	\$184,62
Technology Director Costa Rica	\$42,466.34	\$61,997.18	\$78,584.95
Software Engineer US	\$86,132	\$110,000	\$154,955
Software Engineer Costa Rica	\$34,266.66	\$48,644.81	\$60,813.35
UX Designer US	\$70,515	\$92,503	\$120,400
UX Designer Costa Rica	\$26,245.04	\$36,618.66	\$45,591.39
Technical Support Engineer US	\$54,636	\$70,080	\$101,559
Technical Support Engineer Costa Rica	\$19,295.31	\$27,037.85	\$33,690.67
Software Tester US	\$57,500	\$82,439	\$130,026
Software Tester Costa Rica	\$25,763.46	\$36,362.29	\$45,383.89
Business Systems Analyst US	\$73,596	\$90,049	\$122,448
Business Systems Analyst Costa Rica	\$28,589.85	\$40,409.84	\$50,477.02

Job Roles	Entry Level	Mid-Level	Senior Level
IT Desktop Support US	\$40,918	\$48,750	\$68,250
IT Desktop Support Costa Rica	\$16,079.83	\$22,629.51	\$28,243.96
Data Analyst US	\$46,848	\$67,367	\$105,257
Data Analyst Costa Rica	\$25,146.74	\$35,491.87	\$44,297.52
Cyber Security Engineer US	\$107,218	\$126,724	\$170,846
Cyber Security Engineer Costa Rica	\$36,002.47	\$50,813.53	\$63,420.53
Project Manager US	\$65,715	\$90,064	\$130,000
Project Manager Costa Rica	\$23,117.32	\$32,025.92	\$39,774.91
Solutions Architect US	\$122,680	\$143,283	\$180,000
Solutions Architect Costa Rica	\$36,786.75	\$50,040.34	\$61,686.98



El Salvador

Did you know?

- El Salvador is the **smallest nation** in **Latin America**.
- The country introduced a **new Digital Agenda** for technological development from 2020 to 2030.
- The country has an **employment rate of 46.36%**.



They have a young population, with **54% of the workforce** under 40 years.



El Salvador uses the **US dollar**, and in 2021, **El Salvador** adopted **Bitcoin** as a legal tender.

Employment contracts in El Salvador

It is best practice to provide a localized, written contract when hiring in El Salvador. While a contract can be oral, in this case, you must provide a written statement of employment at the start of the employment.

There are typically two types of common labor contracts. These are:

- Indefinite contract
- Fixed-term contract

You must make three copies of all labor contracts. These are for:

- The employee
- The employer

- The General Labor Office – You should submit the contract here within eight days following the creation of the contract

Important information to include on the contract is:

- Date and place of the contract
- Personal information, including nationality, date of birth, sex, marital status
- Nature of work
- Salary
- Payment terms
- Probation period up to 30 days



Working hours in El Salvador

A work week in El Salvador has a maximum of 44 hours, with no more than 8 hours per day. Night shift workers who work between 7 pm and 6 am should work no more than 39 hours per week, seven hours per day. Young workers can work up to 34 hours a week, six hours per day. Workers are entitled to a rest day each week.

If workers work over the standard hours, work must be remunerated at a rate of 2x the standard salary. A night worker's overtime pay should be paid at 1.25x the standard salary.



Paid time off in El Salvador

Salvadorian workers are entitled to take 15 days of paid leave every year after one year of continuous service (working at least 200 days). Employers should pay the workers the equivalent of their full salary plus 30% of wages for 15 days. Leave can be taken in two or more separate periods.

Workers can also take off national holidays in addition to paid leave. These typically include:

New Year's Day - January 1

Holy Thursday - April 17

Good Friday - April 18

Easter Sunday - April 19

Labor Day - May 1

Father's Day - June 17

Feast of San Salvador - August 3 or 6

Independence Day - September 15

All Souls' Day - November 2

Christmas Day - December 25

Other paid leave granted to employees in El Salvador include:

- 16 weeks of paid maternity leave covered by Social Security; pregnant women are also safe

from dismissal during their pregnancy and maternity leave.

- Paid nursing breaks of one hour for mothers with babies for up to six months.
- The Labour Code allows two days in a month (15 in a year) for family obligations which could be used for paternity leave as there is no official paid paternity leave granted.

Sick leave in El Salvador looks like this:

- Employees with one or more years of service - Up to 60 days of paid sick leave at 75% of standard salary.
- Employees with five to 12 months of service - Up to 40 days of paid sick leave at 75% of standard salary.
- Employees with one to five months of service - Up to 20 days of paid sick leave at 75% of the standard salary.

Taxes in El Salvador

Income tax rates for Salvadorian citizens are applied at the following rates:

Gross annual income	Tax rate (%)
Up to \$4,064 USD	0%
\$4,064 to \$9,142.86 USD	\$212.12 plus 10% on excess over \$4,064
\$9,142.86 to \$22,857.14 USD	\$720 plus 20% on excess over \$9,142.86
\$22,857.14 and over USD	\$3,462.86 plus 30% on excess over \$22,857.14

Employers must make the following contributions:

- Social Security (ISSS) - 7.50%
- Pension Fund (AFP) - 7.75%

Employees should contribute:

- Social Security (ISSS) - 3%
- Pension Fund (AFP) - 7.25%

How Skuad can help

El Salvador can be a tricky country to navigate in terms of employment laws, taxes, and paying workers. However, Skuad will help you manage all the legalities of hiring workers in the country. Plus, you can get started in minutes! With their local knowledge and global

payroll systems, you can create localized contracts, onboard quickly, and manage payroll all over the world from one simple platform. [Learn how Skuad can help you.](#)

Top tech job salaries US vs. El Salvador

This data came from [Talent.com](#), [Salary Explorer](#), and [World Salaries](#). All salaries are listed in USD.

Job Roles	Entry Level	Mid-Level	Senior Level
Full-stack Developer US	\$92,581	\$110,052	\$145,000
Full-stack Developer in El Salvador	\$10,600	\$20,400	\$31,200
Front-end Developer US	\$84,968	\$105,105	\$140,000
Front-end Developer El Salvador	\$7,760	\$16,500	\$26,100
Back-end Developer US	\$95,032	\$117,094	\$155,658
Back-end Developer El Salvador	\$7,620	\$16,600	\$26,300
Mobile Developer US	\$97,194	\$115,463	\$150,008
Mobile Developer El Salvador	\$7,800	\$18,280	\$29,640
Data Engineer US	\$97,500	\$123,490	\$165,000
Data Engineer El Salvador	\$5,480	\$17,300	\$36,500
Data Scientist US	\$99,955	\$126,613	\$170,000
Data Scientist El Salvador	\$17,000	\$31,500	\$47,500
Engineering Manager US	\$97,208	\$122,413	\$169,771
Engineering Manager El Salvador	\$16,800	\$31,200	\$47,100
Product Manager US	\$81,994	\$110,287	\$155,913
Product Manager El Salvador	\$15,900	\$29,400	\$44,300
DevOps Engineer US	\$107,250	\$126,768	\$160,000
DevOps Engineer in El Salvador	\$5,480	\$17,300	\$36,500

Job Roles	Entry Level	Mid-Level	Senior Level
Technology Director US	\$92,798	\$129,974	\$184,62
Technology Director El Salvador	\$10,700	\$21,500	\$33,300
Software Engineer US	\$86,132	\$110,000	\$154,955
Software Engineer El Salvador	\$9,150	\$19,100	\$29,900
UX Designer US	\$70,515	\$92,503	\$120,400
UX Designer El Salvador	\$8,120	\$16,900	\$26,600
Technical Support Engineer US	\$54,636	\$70,080	\$101,559
Technical Support Engineer El Salvador	\$9,370	\$18,000	\$27,600
Software Tester US	\$57,500	\$82,439	\$130,026
Software Tester El Salvador	\$8,170	\$16,300	\$25,300
Business Systems Analyst US	\$73,596	\$90,049	\$122,448
Business Systems Analyst El Salvador	\$8,390	\$17,100	\$26,700
IT Desktop Support US	\$40,918	\$48,750	\$68,250
IT Desktop Support El Salvador	\$13,200	\$16,300	\$22,800
Data Analyst US	\$46,848	\$67,367	\$105,257
Data Analyst El Salvador	\$8,360	\$17,800	\$28,100
Cyber Security Engineer US	\$107,218	\$126,724	\$170,846
Cyber Security Engineer El Salvador	\$19,500	\$24,600	\$28,900
Project Manager US	\$65,715	\$90,064	\$130,000
Project Manager El Salvador	\$11,900	\$23,400	\$36,000
Solutions Architect US	\$122,680	\$143,283	\$180,000
Solutions Architect El Salvador	\$10,700	\$23,300	\$37,000



Honduras

Did you know?

- Several government agencies in Honduras are developing the ICT sector.
- Honduras has a young, fast-growing population with over 50% of the country being under 25 years.
- The average salary in Honduras is almost eight times lower than in the US.



Despite being one of the poorest countries in Latin America, in recent years, Honduras' economy has had one of the fastest rates of growth in the region.

Honduras has a population of over **10 million.**

Employment contracts in Honduras

In Honduras, an employment contract should be written except in certain industries where a verbal contract is acceptable. These include domestic service, temporary work up to 60 days, farming, and work under certain pay thresholds.



An employment contract in Honduras should include the following elements:

- Personal information - name, age, sex, marital status, profession, address, nationality
- Place and date of contract issue
- Identity card numbers
- The activity to be carried out by the worker
- Terms of how the work is carried out, such as hours, place, etc.
- Salary

Contracts can typically be:

- Indefinite
- Fixed-term
- Service contracts

Working hours in Honduras

The maximum working week in Honduras is 44 hours, no more than 12 hours per day. These limitations do not apply to workers in certain sectors such as domestic service, hotel staff, drivers, etc. Night workers should not



44hrs
Week



12hrs
Day



1hr
Break

work more than 36 hours per week, six hours per day, or seven hours when working night and day. Young workers from 14 to 16 years can work up to four hours per day, and 16 to 18-year-olds can work six hours per day, a maximum of 36 hours per week. If employees work over the maximum hours per week, they should be paid overtime at the following rates:

- Daytime work - 1.25x standard salary
- Night time work - 1.5x standard salary
- Continuation of nighttime work - 1.75x standard salary

Paid time off in Honduras

Employees in Honduras receive paid annual leave after working for one year with the same employer. Employees accrue days in the following way:

- One year of service - 10 days
- Two years of service - 12 days
- Three years of service - 15 days
- Four years of service - 20 days

Employers must also award paid national holidays to workers. Holidays include:

New Year's Day - January 1

Dr. Martin Luther King Jr. Day - January 17

Presidents' day - February 21

Holy Thursday - April 14

Good Friday - April 15

Holy Saturday - April 16

Day of the Americas - April 18

Honduran Labor Day - May 1

Memorial Day - May 30

Juneteenth National Independence Day - June 20

Labor Day - September 5

Central American Independence Day - September 15

Francisco Morazán's Birthday - October 5

Discovery of America - October 6

Honduran Armed Forces Day - October 7

Colombus Day - October 10

Veterans' day - November 11

Thanksgiving Day - November 24

Christmas Day - December 25

Workers in Honduras are also entitled to the following types of paid leave:

- Six weeks of paid maternity leave at 66% of the base salary
- Up to 26 weeks of paid sick leave at 66% of salary (can be extended to 52 weeks)

Taxes in Honduras

Employees in Honduras must pay income tax on their earnings. This should be withheld by the employer.

Tax rates are the following:

Gross annual income	Tax rate (%)
0 to 158,995.06 (HNL)	0%
158,995.06 to 242,439.28(HNL)	15%
242,439.28 to 563,812.30(HNL)	20%
563,812.30 or more (HNL)	25%

Employers must also make contributions each month on behalf of employees, which include:

- Sick and Maternity - 5%
- Old Age, Invalidity, Death - 3.5%
- Professional Risk - 0.2%
- Private Contribution Regime (Social Housing) - 1.5%

Employee contributions are the following:

- Sick and Maternity - 2.5%
- Old Age, Invalidity, Death - 2.5%
- Private Contribution Regime (Social Housing) - 1.5%
- Labor Reserve Contribution - 2.64%

How Skuad can help

Honduras is a relatively unexplored area when hiring abroad, so it can be difficult to keep up with local labor laws, payments, and contributions. Skuad has Employer of Record services in the country along with local expertise, meaning you can get started hiring with full compliance right away. They help you navigate everything from onboarding to payroll, ensuring you avoid any fines or legal issues in the future. [Check out Skuad's services](#) to get started.

Top tech job salaries US vs. Honduras

This data came from [Talent.com](#), [Salary Explorer](#), and [World Salaries](#). Salaries have been converted from the Honduran Lempira (HNL) to USD.

Job Roles	Entry Level	Mid-Level	Senior Level
Full-stack Developer US	\$92,581	\$110,052	\$145,000
Full-stack Developer in Honduras	\$5,637.97	\$12,282.72	\$19,531.54
Front-end Developer US	\$84,968	\$105,105	\$140,000
Front-end Developer Honduras	\$5,154.71	\$10,510.79	\$16,430.65
Back-end Developer US	\$95,032	\$117,094	\$155,658
Back-end Developer Honduras	\$10,108.07	\$12,443.80	\$17,195.81
Mobile Developer US	\$97,194	\$115,463	\$150,008
Mobile Developer Honduras	\$5,919.87	\$12,081.36	\$18,846.93
Data Engineer US	\$97,500	\$123,490	\$165,000
Data Engineer Honduras	\$3,640.52	\$11,477.29	\$24,243.27
Data Scientist US	\$99,955	\$126,613	\$170,000
Data Scientist Honduras	\$11,195.40	\$21,545.10	\$32,982.12
Engineering Manager US	\$97,208	\$122,413	\$169,771
Engineering Manager Honduras	\$9,906.72	\$19,048.28	\$29,156.36
Product Manager US	\$81,994	\$110,287	\$155,913
Product Manager Honduras	\$9,544.28	\$19,531.54	\$30,445.03
DevOps Engineer US	\$107,250	\$126,768	\$160,000
DevOps Engineer in Honduras	\$3,640.52	\$11,477.29	\$24,243.27
Technology Director US	\$92,798	\$129,974	\$184,62
Technology Director Honduras	\$10,148.34	\$22,068.62	\$35,076.22
Software Engineer US	\$86,132	\$110,000	\$154,955
Software Engineer Honduras	\$6,483.66	\$12,484.08	\$19,088.55
UX Designer US	\$70,515	\$92,503	\$120,400
UX Designer Honduras	\$5,799.05	\$11,155.13	\$17,074.99
Technical Support Engineer US	\$54,636	\$70,080	\$101,559
Technical Support Engineer Honduras	\$4,832.55	\$10,510.79	\$16,672.28
Software Tester US	\$57,500	\$82,439	\$130,026
Software Tester Honduras	\$5,436.61	\$11,114.85	\$17,356.89
Business Systems Analyst US	\$73,596	\$90,049	\$122,448
Business Systems Analyst Honduras	\$5,396.34	\$11,718.92	\$18,645.57

Job Roles	Entry Level	Mid-Level	Senior Level
IT Desktop Support US	\$40,918	\$48,750	\$68,250
IT Desktop Support Honduras	\$3,872.48	\$8,368.36	\$13,180.77
Data Analyst US	\$46,848	\$67,367	\$105,257
Data Analyst Honduras	\$10,953.77	\$14,054.65	\$19,209.37
Cyber Security Engineer US	\$107,218	\$126,724	\$170,846
Cyber Security Engineer Honduras	\$6,564.21	\$12,604.89	\$19,249.64
Project Manager US	\$65,715	\$90,064	\$130,000
Project Manager Honduras	\$7,893.16	\$15,182.25	\$23,196.22
Solutions Architect US	\$122,680	\$143,283	\$180,000
Solutions Architect Honduras	\$6,040.68	\$12,363.26	\$19,289.91

Ecuador

Did you know?

- Ecuador uses the US dollar.
- Ecuador's economy is experiencing some of the stadiest growth in Latin America.
- Around 70% of Ecuadorian developers reside in Quito.
- Internet is fast and widely available in the country.



Internet is fast and widely available in the country.



There are now around

3,000

IT service companies in Ecuador, compared to 500 in 2011.

Employment contracts in Ecuador

It is mandatory to have a written employment contract when hiring in Ecuador. Employers must register contracts online with the Ministry of Labor. Verbal agreements are recognized by law but would need to be proved before a judge should any disputes arise.



Contracts can be in any language and are typically considered to be indefinite. However, it is possible to have the following contract types:

- Indefinite contract
- Six-month fixed-term contract
- Special emergency contract up to one year (introduced during COVID-19)
- Special employment contract for production sectors up to one year

Contracts must include:

- Nature of work
- How it will be executed
- Salary
- Length of contract
- Place of work
- Protocol for poor quality of work

Collective Bargaining Agreements can impact these terms in certain cases.

Working hours in Ecuador

The maximum working week in Ecuador is 40 hours per week, eight hours per day, five days a week. Saturday and Sunday are compulsory days off, but alternative days can be agreed upon with an employer. Night workers that work between midnight and 6 am are entitled to 25% extra pay.



40hrs

Week



8hrs

Day



1hr

Break

People can work up to four hours of overtime per day, 12 hours per week. Overtime rates are the following:

- Overtime before midnight - 1.5x standard salary
- Overtime between midnight and 6 am - 2x standard salary

Workers should take a break after four hours of work each day of up to two hours.



Paid time off in Ecuador

Ecuador has no paid holiday entitlements except for public holidays.

There are 11 public holidays that employers must grant workers off with full pay. These are:

New Year's Day - January 1

Carnival - February 28 - March 1

Holy Friday - April 15

Labor Day - May 1

Anniversary of the Battle of Pichincha - May 24

Independence Day - August 10

Independence of Guayaquil - October 9

All Soul's Day - November 2

Independence of Cuenca - November 3

Christmas Day - December 25

If work is necessary on these dates, the employer must pay 2x the employee's standard salary.

In Ecuador, workers are entitled to paid sick leave. For non-occupational illnesses, workers can take up to one year of medical leave. The employer must pay 50% of the employee's salary for the first two months unless the employee is entitled to receive social security payments. If the illness

is occupational, payments of 80% of the standard salary are made for up to two years and are covered by government social security. Employees are also protected from being terminated during the first year of illness.

Ecuadorian employees are also entitled to the following parental leave:

- 12 weeks of maternity leave - up to 10 additional days can be granted if the mother undergoes a C-section or multiple births. Three

more months can be granted if the baby suffers from a congenital illness.

- 10 days of paternity leave - five additional days can be granted in the case of multiple births or C-section. 25 days may be granted if the child has a severe illness.

Other types of leave include:

- Three days of bereavement leave for the death of a spouse, parent, child, or other relative.

Taxes in Ecuador

Ecuadorian citizens pay progressive rates on tax which range from 5% to 35%. Both employees and employers must also make various contributions, such as Social Security, which should be deducted from the employee's salary each month.

Employers must make the following contributions:

- Social Security - 11.5%

Employees must make the following contributions:

- Social Security - 9.45%

Ecuadorian law states that employers should share 15% of their yearly profits with employees, which would be tax deductible.

How Skuad can help

Skuad can help you easily and quickly hire employees in Ecuador without stressing about compliance, Ecuadorian legislation, or managing global payroll. Through automated and specialized knowledge in an easy-to-use platform, many companies prefer to use HR software to grow their global teams.

Skuad can help you legally hire employees without having an entity in the country. It also makes contract creation simple, with localized experts on hand. There's no need to worry about compliance risks as Skuad will help you avoid making mistakes, risking legal problems or financial penalties down the line. You can make payments easily from one place without stressing about international transfer fees and tax calculations.

Discover [all the features Skuad](#) can offer.

Top tech job salaries US vs. Ecuador

All data was collected from [Talent.com](#) and [Salary Expert](#). Salaries are provided in USD.

Job Roles	Entry Level	Mid-Level	Senior Level
Full-stack Developer US	\$92,581	\$110,052	\$145,000
Full-stack Developer in Ecuador	\$30,119	\$42,374	\$53,531
Front-end Developer US	\$84,968	\$105,105	\$140,000
Front-end Developer Ecuador	\$35,211	\$35,211	\$44,482
Back-end Developer US	\$95,032	\$117,094	\$155,658
Back-end Developer Ecuador	\$28,258	\$39,698	\$50,151
Mobile Developer US	\$97,194	\$115,463	\$150,008
Mobile Developer Ecuador	\$26,789	\$36,989	\$46,537
Data Engineer US	\$97,500	\$123,490	\$165,000
Data Engineer Ecuador	\$27,454	\$38,401	\$48,472
Data Scientist US	\$99,955	\$126,613	\$170,000
Data Scientist Ecuador	\$30,854	\$43,157	\$54,475
Engineering Manager US	\$97,208	\$122,413	\$169,771
Engineering Manager Ecuador	\$53,327	\$75,909	\$96,210
Product Manager US	\$81,994	\$110,287	\$155,913
Product Manager Ecuador	\$29,737	\$41,059	\$51,615
DevOps Engineer US	\$107,250	\$126,768	\$160,000
DevOps Engineer in Ecuador	\$27,930	\$39,181	\$49,497
Technology Director US	\$92,798	\$129,974	\$184,62
Technology Director Ecuador	\$78,424	\$113,301	\$145,126
Software Engineer US	\$86,132	\$110,000	\$154,955
Software Engineer Ecuador	\$30,931	\$43,452	\$54,893
UX Designer US	\$70,515	\$92,503	\$120,400
UX Designer Ecuador	\$24,049	\$33,205	\$41,776
Technical Support Engineer US	\$54,636	\$70,080	\$101,559
Technical Support Engineer Ecuador	\$17,680	\$24,517	\$30,871
Software Tester US	\$57,500	\$82,439	\$130,026
Software Tester Ecuador	\$26,007	\$36,325	\$45,814

Job Roles	Entry Level	Mid-Level	Senior Level
Business Systems Analyst US	\$73,596	\$90,049	\$122,448
Business Systems Analyst Ecuador	\$26,197	\$36,643	\$46,253
IT Desktop Support US	\$40,918	\$48,750	\$68,250
IT Desktop Support Ecuador	\$14,734	\$20,520	\$25,880
Data Analyst US	\$46,848	\$67,367	\$105,257
Data Analyst Ecuador	\$25,385	\$35,455	\$44,717
Cyber Security Engineer US	\$107,218	\$126,724	\$170,846
Cyber Security Engineer Ecuador	\$32,990	\$46,077	\$58,114
Project Manager US	\$65,715	\$90,064	\$130,000
Project Manager Ecuador	\$42,691	\$58,528	\$73,454
Solutions Architect US	\$122,680	\$143,283	\$180,000
Solutions Architect Ecuador	\$37,135	\$49,989	\$62,271

Dominican Republic

Did you know?

- The Dominican Republic borrowed \$115 million to improve internet connectivity in the country.
- Leading tech sub-sectors with promising business opportunities include cloud storage and peripherals.
- The average age 28 years old.



Agenda Digital 2030

The government launched the technological development scheme 'Agenda Digital' in 2020, which will last until 2030.



The Dominican Republic has a population of over **11 million people.**

Employment contracts in the Dominican Republic

The Dominican Republic Labor Code recognizes the validity of both written and verbal employment contracts. However, written agreements are highly recommended.

Typical contract types in the Dominican Republic are:

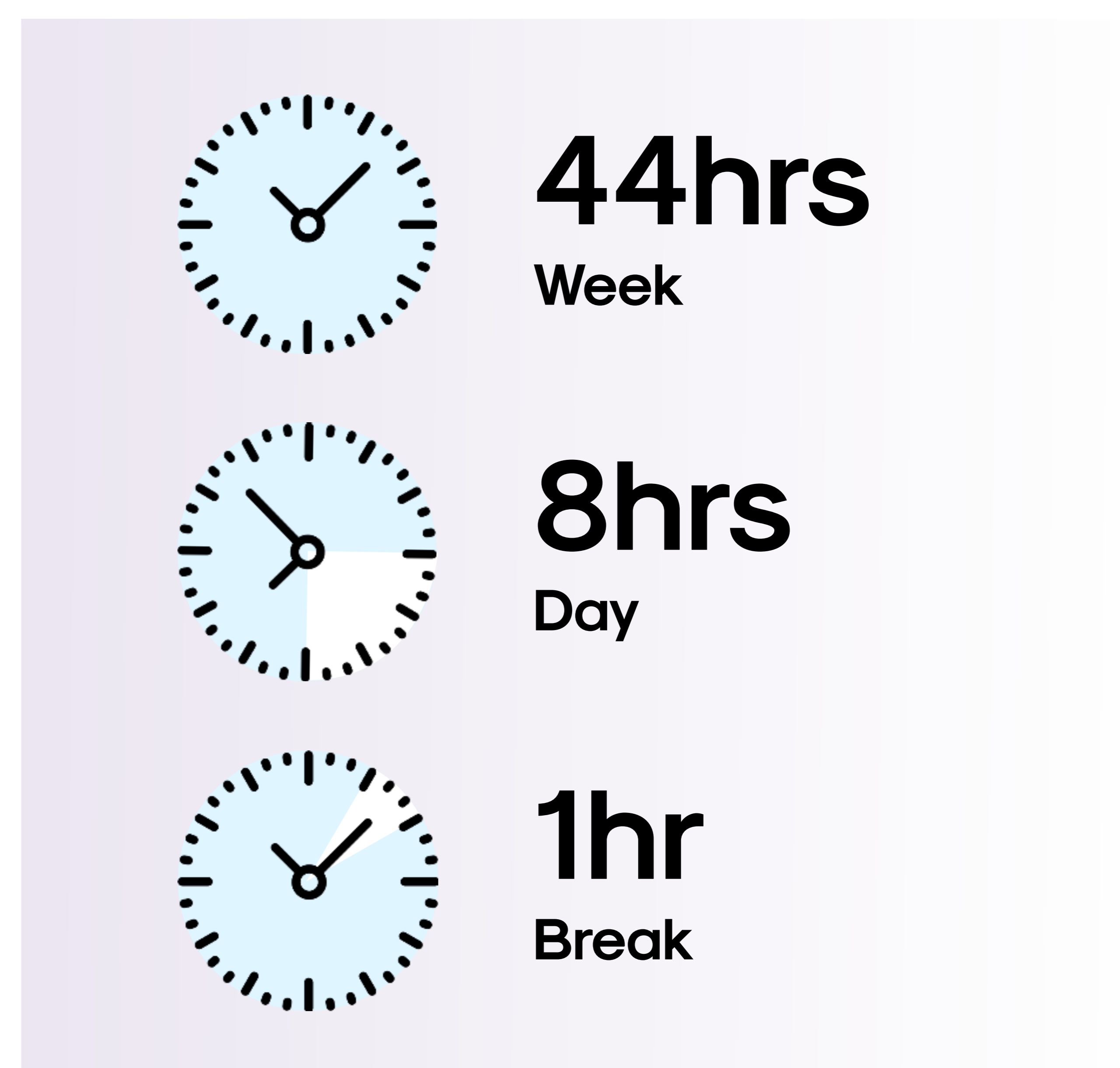
- Indefinite contracts
- Fixed-term contracts
- Project-based contracts



Should dismissals happen by mutual agreement, there are no legal obligations. However, if an employee is terminated due to an act committed by the employee, the employer must register the dismissal with the Department of Labor within 48 hours. The right to dismiss an employee for an act they have committed expires after 15 days.

Working hours in the Dominican Republic

The maximum work week in the Dominican Republic is 44 hours, no more than eight hours per day. Workers must take an hour break if they work over six hours per day. Workers are entitled to a period of continuous rest of 36 hours per week



If employees exceed the maximum number of hours, they should receive overtime at the following rates:

- Day hours overtime (7 am to 9 pm) over 44 per week - 1.35x standard salary on hours
- Day hours overtime (7 am to 9 pm) over 68 per week - 2x standard salary on hours
- Night hours overtime (9 pm to 7 am) - 15% more than daytime overtime pay

Paid time off in the Dominican Republic

In the Dominican Republic, employees are entitled to 14 days of paid annual leave per year after working for the same employer for a minimum of one year. After five years, this holiday allowance increases to 18 days.

Employers must also observe national holidays. If an employee works on a holiday, they are paid 2x the standard rate. National holidays in the Dominican Republic include:

New Year's Day - January 1

Three Kings day - January 6

Our Lady of Altagracia - January 21

Birth of Juan Pablo Duarte - January 26

Independence Day - February 27

Good Friday - April 3

Labor Day - May 1

Corpus Christi - June 3

Restoration Day - August 16

Our Lady of Mercedes - September 24

Constitution Day - November 6

Christmas Day - December 25

Employees are also entitled to the following paid leave:

- 14 weeks of maternity leave
- Two days of paternity leave
- Sick leave (after four days, a percentage will be paid by Social Security)
- Five days of marriage leave
- Three days of compassionate leave for the death of a relative



Taxes in Dominican Republic

Employees in the Dominican Republic must pay taxes on their income. This should be withheld by the employer from their monthly paycheck. Personal income tax rates are the following:

Gross annual income	Tax rate (%)
0 to 416,220 (DOP)	0%
416,220 to 624,329 (DOP)	15%
624,329 to 867,123(DOP)	20%
867,123 and above(DOP)	25%

The Dominican Republic has a social security system that covers health, labor risks, and retirement funds. The employer and employee must make contributions towards this with the following rates.

Employer contributions include:

- Health insurance - 3%
- Labor risk insurance - 1.25%
- Incapacity/retirement fund - 2.88%

Employee contributions include:

- Health insurance - 7%
- Incapacity/retirement fund - 7.12%

The corporate tax rate in the Dominican Republic is 27%.

How Skuad can help

Hiring in the Dominican Republic can feel like uncharted HR territory. There are many things to consider, such as opening a legal entity in the country, complying with the country's complex laws, and managing payroll in a different currency.

Skuad can take away the stress of international hiring by allowing you to quickly and easily hire employees in the Dominican Republic. Avoid the need to open an entity with Skuad's EOR services, easily stay compliant, and make quick, accurate payments each month without extra fees and costs.

Discover the benefits or employing with Skuad today.

Top tech job salaries US vs. the Dominican Republic

We collected salary data from [Talent.com](#), [Salary Explorer](#), and [World Salaries](#). Currency was converted from the Dominican Peso (DOP) to USD.

Job Roles	Entry Level	Mid-Level	Senior Level
Full-stack Developer US	\$92,581	\$110,052	\$145,000
Full-stack Developer in Dominican Republic	\$2,202.39	\$4,498.09	\$7,017.77
Front-end Developer US	\$84,968	\$105,105	\$140,000
Front-end Developer Dominican Republic	\$2,015.74	\$3,751.52	\$5,655.28
Back-end Developer US	\$95,032	\$117,094	\$155,658
Back-end Developer Dominican Republic	\$3,303.58	\$4,068.81	\$5,617.95
Mobile Developer US	\$97,194	\$115,463	\$150,008
Mobile Developer Dominican Republic	\$2,277.04	\$4,218.13	\$6,383.18
Data Engineer US	\$97,500	\$123,490	\$165,000
Data Engineer Dominican Republic	\$1,190.78	\$3,751.52	\$7,950.98
Data Scientist US	\$99,955	\$126,613	\$170,000
Data Scientist Dominican Republic	\$3,213.99	\$6,775.13	\$10,717.03
Engineering Manager US	\$97,208	\$122,413	\$169,771
Engineering Manager Dominican Republic	\$3,004.95	\$6,383.18	\$10,097.38
Product Manager US	\$81,994	\$110,287	\$155,913
Product Manager Dominican Republic	\$3,042.28	\$6,476.51	\$10,246.69
DevOps Engineer US	\$107,250	\$126,768	\$160,000
DevOps Engineer in Dominican Republic	\$1,190.78	\$3,751.52	\$7,950.98
Technology Director US	\$92,798	\$129,974	\$184,62
Technology Director Dominican Republic	\$3,863.51	\$7,447.05	\$11,385.21
Software Engineer US	\$86,132	\$110,000	\$154,955
Software Engineer Dominican Republic	\$2,333.04	\$4,386.11	\$6,681.81
UX Designer US	\$70,515	\$92,503	\$120,400
UX Designer Dominican Republic	\$1,468.88	\$3,060.94	\$4,796.72
Technical Support Engineer US	\$54,636	\$70,080	\$101,559
Technical Support Engineer Dominican Republic	\$1,784.31	\$3,639.53	\$5,673.94
Software Tester US	\$57,500	\$82,439	\$130,026
Software Tester Dominican Republic	\$1,780.57	\$3,490.22	\$5,375.31
Business Systems Analyst US	\$73,596	\$90,049	\$122,448
Business Systems Analyst Dominican Republic	\$2,090.40	\$4,031.48	\$6,177.88

Job Roles	Entry Level	Mid-Level	Senior Level
IT Desktop Support US	\$40,918	\$48,750	\$68,250
IT Desktop Support Dominican Republic	\$2,874.30	\$3,546.21	\$4,964.70
Data Analyst US	\$46,848	\$67,367	\$105,257
Data Analyst Dominican Republic	\$2,053.07	\$3,807.51	\$5,748.60
Cyber Security Engineer US	\$107,218	\$126,724	\$170,846
Cyber Security Engineer Dominican Republic	\$2,157.96	\$4,337.58	\$6,760.20
Project Manager US	\$65,715	\$90,064	\$130,000
Project Manager Dominican Republic	\$2,538.34	\$5,095.35	\$7,894.99
Solutions Architect US	\$122,680	\$143,283	\$180,000
Solutions Architect Dominican Republic	\$2,090.40	\$4,087.48	\$6,289.86

Insights and takeaways from Salary Benchmarks in LATAM

Latin America offers massive opportunities to grow your team, and you don't want to miss out because of HR responsibilities.

The emerging tech sectors in Latin America have huge potential. Many countries in the region are attracting more foreign investment, a burgeoning number of startups, and increasing numbers of tech and STEM graduates. Multiple nations are investing in large-scale government initiatives to expand their tech industries, creating more opportunities over the next decade. This means that even the less-developed technology industries are about to boom in just a few short years.

As many Latin American countries still have relatively untapped labor

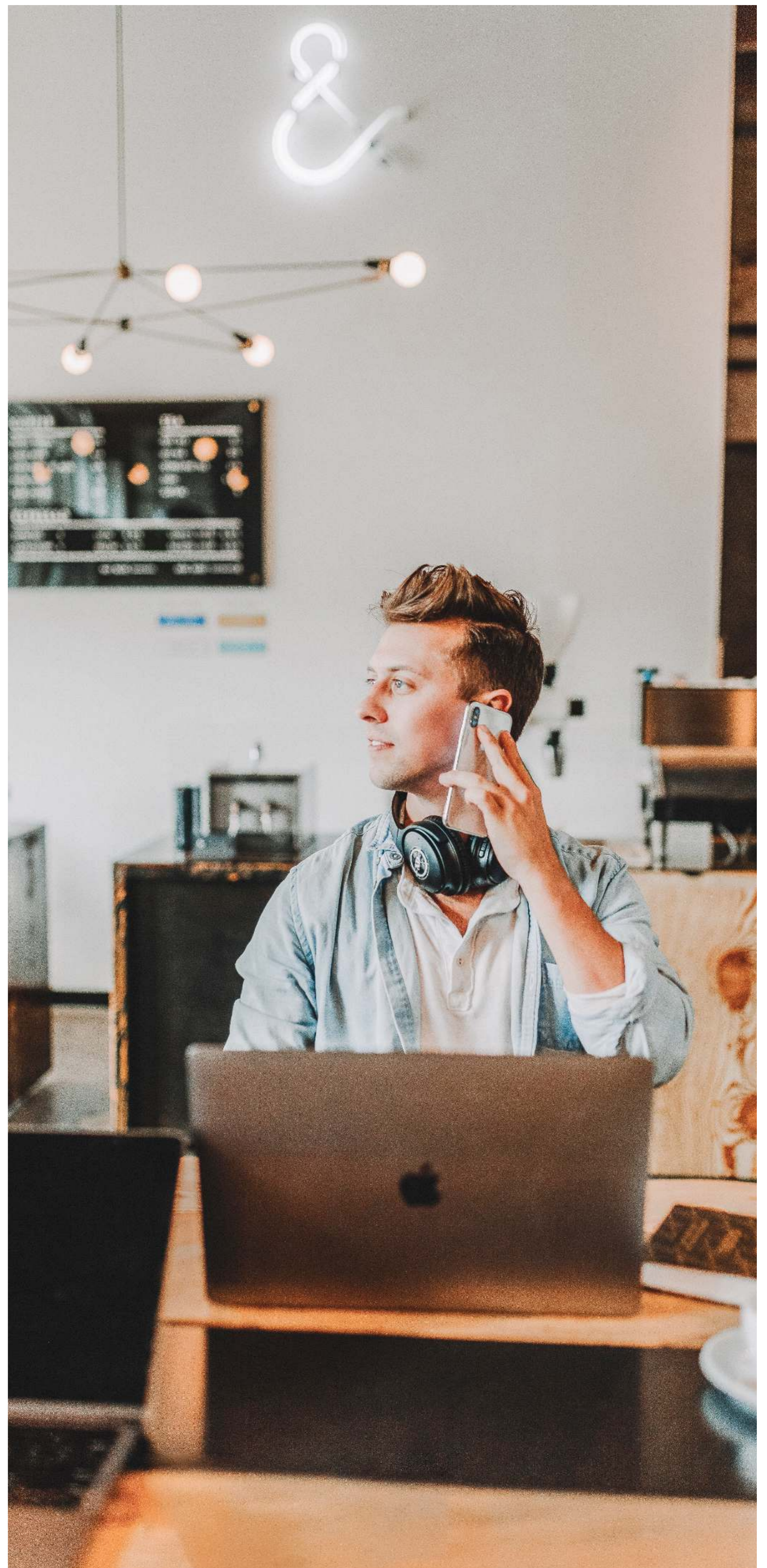
markets, it's never been a better time for businesses to hire top talent in tech and STEM for a fraction of the costs of hiring in the US and elsewhere. This is a win-win for many workers in the Americas who are actively seeking out remote opportunities with foreign employers. Since the COVID-19 pandemic, we have seen the swing towards remote

markets, it's never been a better time for businesses to hire top talent in tech and STEM for a fraction of the costs of hiring in the US and elsewhere. This is a win-win for many workers in the Americas who are actively seeking out remote opportunities with foreign employers. Since the COVID-19 pandemic, we have seen the swing towards remote together, and innovating worldwide is possible and easier than ever. The only problem is managing the legalities and HR processes behind this change.



Many businesses do not have the systems and cash to set up legal entities all over the world, become experts in labor laws in various countries, and manage global payroll. This holds many companies back from reaching their true potential. Yet, hiring internationally is only set to grow, so it is vital that businesses modernize now to stay competitive. That's where Skuad comes in. We have seen this gap between the benefits of global collaboration and antiquated HR processes. We want to provide a simple solution for small and large companies so that everyone has the chance to go global. We have made it our mission to bridge this gap and create the online infrastructure for companies to take their businesses worldwide headache-free. We are happy to offer EOR services so companies don't need to open legal entities around the world. We also have in-depth knowledge of local legislation and best practices, which are built into our software to minimize compliance risks and fines down the line. We are proud to support businesses with onboarding, payroll and everything in between. This way, you can focus on making the world a better place. So, if you are looking to hire in Latin America, don't delay. There are many

opportunities in the region, and now is a great time to move. Skuad's full-service online HR platform can support you through the process. Don't stress about HR hurdles and payroll obstacles. Learn how [Skuad can handle global HR](#) while you expand your company worldwide with ease.





International hiring, payments, benefits, and compliance. Simplified.

Skuad is a fast growing global employment and payroll platform. It enables companies to employ and pay exceptional talent anywhere in the world, compliantly.

To learn more about Skuad's integrated platform, write to us at sales@skudad.io

[Request a Demo](#)