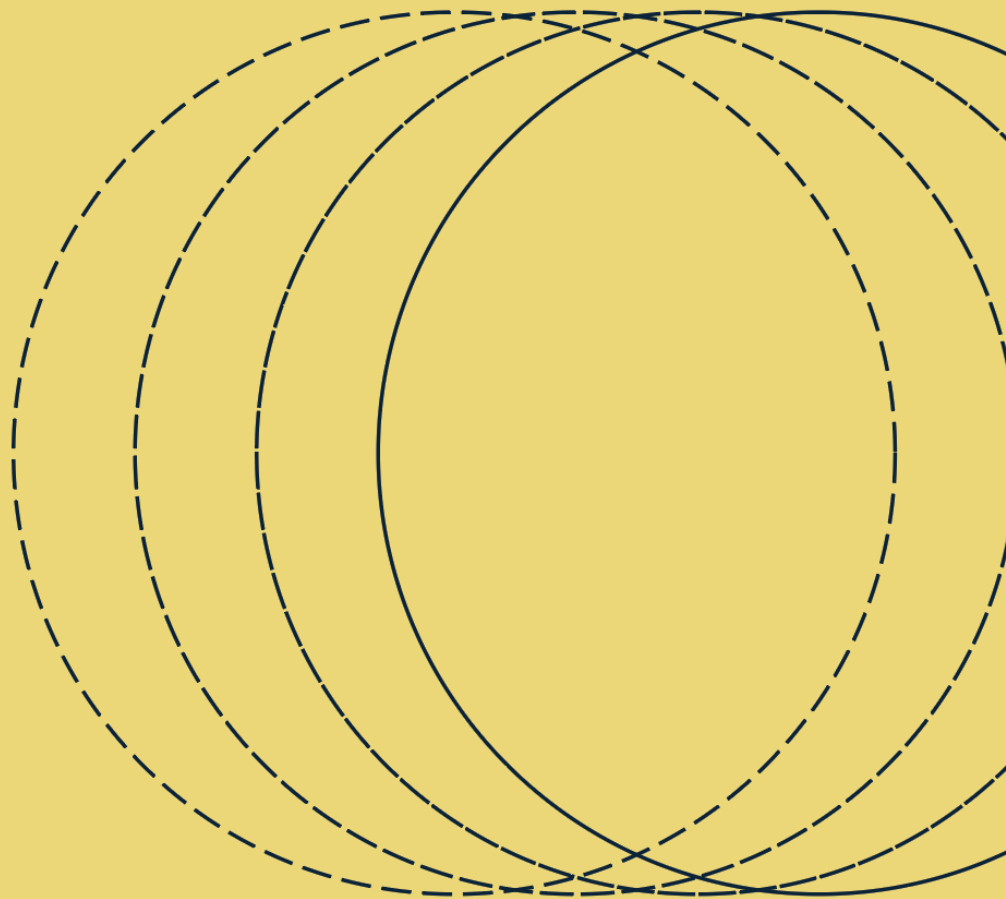
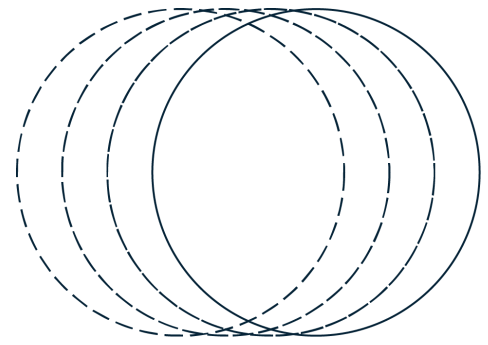


# Online Labour Market Assessment

How the international digital labour market can improve the livelihoods of vulnerable populations in regions facing economic and social challenges.





13 January 2025

## Executive Summary

This research report examines the international digital labour market to assess its potential for improving livelihoods of vulnerable populations, particularly youth and women, in regions facing economic and social challenges. The analysis focuses on employment opportunities within the gig economy, the required digital skills, and barriers to access for at-risk groups. The study is informed by two pilots conducted in the Democratic Republic of Congo (DRC) and Moldova, desk research, and stakeholder interviews.

### Key Findings

#### 1. Digital Freelance Market Insights:

- The global digital freelance market is valued at \$4.39 billion (2022) and expected to grow at 16.5% annually until 2030.
- Generative AI is reducing demand for some roles, but jobs requiring creativity and human nuance remain stable.
- High-value opportunities exist in software development, graphic design, and business services, but these require advanced skills. Low-skill micro-tasks pay minimal wages and may pose risks such as exposure to harmful content.
- Medium-value opportunities in virtual assistance, copywriting and translation services exist on most platforms and require competence in basic digital tools.

#### 2. Barriers to Entry:

- Limited access to reliable internet, electricity, and devices restrict participation, particularly in countries like DRC.
- Women in vulnerable contexts often face additional challenges, including low self-confidence, lack of childcare and risks of exploitation and discrimination by male colleagues.

#### 3. Platform and Payment Analysis:

- The dominant platforms are Upwork (31% market share), Fiverr (16%), and Freelancer (2%). Some platforms, such as Codeur, cater to non-English speakers, but most require competence in business English. All require reliable internet access, to access the platform, but some tasks can be taken offline.

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- Payment options sometimes exclude emerging markets and developing economies, further limiting access for participants.

#### 4. Training Needs:

- Essential skills include proficiency in basic digital tools, such as document processing, spreadsheets and email, platform navigation, digital marketing and online safety.
- Advanced skills for higher-paying roles include programming, graphic design and audio video production.

## Recommendations

- **Digital Skills Training:**

Implement hybrid learning programs combining online modules with in-person support.

- **Targeted Interventions:**

Prioritise roles accessible via smartphones and support women through safe, flexible work environments.

- **Platform Accessibility:**

Advocate for region-specific payment solutions and infrastructure improvements to expand access.

Users with variable internet connectivity can seek work that can be done offline, such as copywriting, which can be uploaded once the task is complete and a stable connection has been established.

- **Policy and Safeguarding:**

Develop guidelines to minimise exploitation and ensure that online opportunities empower, rather than endanger, vulnerable populations.

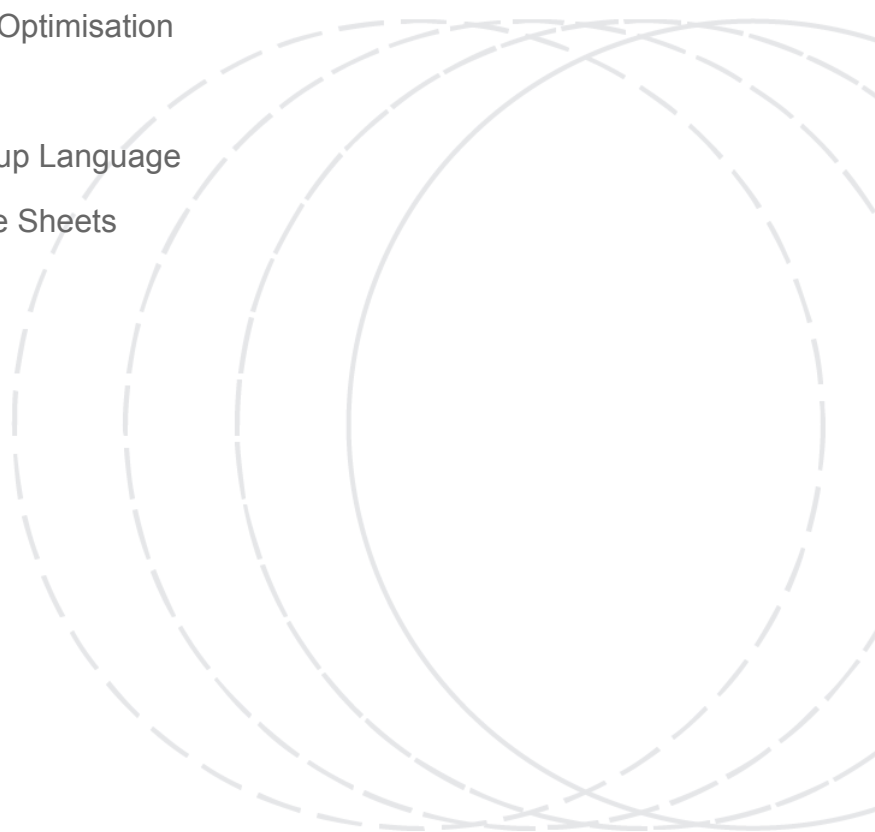
This report underscores the potential of the digital gig economy as a tool for economic empowerment if access barriers are systematically addressed through training, infrastructure investment, and targeted policy interventions.

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# Abbreviations

<b>DRC</b>	Democratic Republic of the Congo
<b>AI</b>	Artificial Intelligence
<b>CCF</b>	Child, Family and Community
<b>CV</b>	Curriculum Vitae
<b>US</b>	United States
<b>PC</b>	Personal Computer
<b>SEO</b>	Search Engine Optimisation
<b>EUR</b>	Euro
<b>HTML</b>	Hypertext Markup Language
<b>CSS</b>	Cascading Style Sheets



# Background Context

## DRC and Moldova Pilots

The War Child DRC Country Office, Fifty Eight and Humans in the Loop piloted a 'tech hubs' approach from July - December 2022 to provide vulnerable youth in Masisi with training in a particular digital skill, digital image annotation, followed by a work experience placement. The objective of the DRC pilot was to link youth to international job opportunities, in light of shocks and interruptions in the local labour market in DRC. The outcomes of the DRC pilot found that access to internet and electricity infrastructure was a prerequisite to success, and that, in order to prepare youth for a changing jobs market and enable them to take advantage of a range of employment opportunities, it was crucial to train them on a diverse range of digital skills. Other learnings included the importance of language training to enable participants to make use of the full gamut of training resources and work platforms online.

The DRC pilot was followed by a second pilot in Moldova between March - December 2023, implemented by War Child and partners CCF, Humans in the Loop, and the Free University of Moldova. The objective was to provide women with a livelihood that could be practised at home to provide the flexibility to allow women to manage household responsibilities. The tech hubs approach was specifically targeted at women in rural areas with limited education who are most at risk of trafficking. The Moldova pilot found that women in particular suffer from low self-confidence and this can prove a significant barrier to a transition to employment. Moreover, it was found that the ability of participants to graduate into employment and/or freelance work depended highly upon the tailoring of the training curriculum to available job opportunities, and the adaptability of the trained skills to the changing job market.

## Scope

The scope of our research was to better understand:

- the labour market for employment opportunities that can be accessed digitally and remotely via the internet,
- the digital skills that would be required to access that market,
- the accessibility requirements of digital freelance platforms, including payment methods, internet bandwidth requirements and types of devices,
- the skill level, financial and other value, and language(s) required for each employment opportunity,
- the barriers to access to online employment and digital skills training for women and girls.

## Research Questions

We sought to gain an understanding of the online labour market aimed at identifying areas of greatest demand for online employment – particularly its suitability for livelihoods development for vulnerable children and their families. We set out to answer the following questions:

- What employment opportunities are available in the global and regional market online, both on digital freelance platforms and online recruitment forums?
- Which are the most suitable online employment/freelance platforms that could be used by the tech hubs for accessing work and what are the features, accessibility considerations, costs and benefits of each?
- What are the safeguarding considerations of these opportunities, with a particular focus on accessibility for women and girls and whether the opportunity could expose youth to further harm?
- What is the comparative value of the opportunities?
- What skills would be needed for each opportunity?
- Who are the best suited training providers relevant to these skills, and would that training be in-person, virtual or a mixture of in-person and virtual?

## Methodology

Desk research was used to gather data from industry reports and publications, labour market and other statistical data, and other relevant organisations' online job advertisements and digital freelance platforms. This data was used to provide a baseline understanding of the market structure and landscape, and trends within the industry. It also highlighted the main players in the industry by market share, leading to a deep-dive analysis into the online job market, particularly the digital freelance / gig-economy, gave us an understanding of the types of work available and the skills required to successfully gain online employment.

To perform the online job market analysis, we signed up as a jobseeker to all of the selected platforms to simulate looking for work. This gave us insight into the process of finding work as a digital freelancer, the opportunities available and the requirements they would have to go through to gain employment. We assessed the signup and payments processes for suitability, ease of use and accessibility.

Face-to-face interviews were held with 16 young adults in Goma, DRC, to better understand the safeguarding and accessibility risks associated with digital skills training and digital employment in a context with high levels of political violence and unstable governance. The aim is to contextualise employment opportunities data and to better understand the interventions required to provide market access.

# Analysis and Overview of the Online Labour Market

The online labour market, also known as the digital gig economy, often refers solely to digital freelance platforms, remote work portals which seek to manage entire relationships between employers and digital freelancers, from job advertisements, communications and payments. There are, however, less common forms of digital recruitment such as job advertisement aggregators, that function as a signpost for workers looking for more long-term or permanent employment, directing job seekers towards employers' websites where they can apply for work using a formal recruitment process.

Gaining employment through freelance platforms doesn't typically involve a formal recruitment process and so a CV and formal references are not required. Instead, freelancers build up a portfolio within the platforms showing their body of work for other employers. For the more "traditional" recruitment methods, a CV or resume would be required to promote a person's expertise.

## Digital Freelance Platforms

The global digital labour market is dominated by online digital freelance platforms. The market for digital freelance platforms was valued at US \$4.39 billion in 2022 and is expected to grow at a rate of 16.5% from 2023 to 2030.<sup>1</sup> These platforms are used to connect businesses to skilled and qualified freelancers, allowing businesses to hire a temporary workforce and practitioners to advertise their skills. It is estimated that there are 163 million registered workers on digital freelance platforms with roughly 14 million workers having found work on one of the platforms.<sup>2</sup>

At one end of the digital freelance platform market are individual micro-tasks such as survey completion or AI training tasks which require a relatively low digital skill level but pay only cents per task. The other end of the scale are a variety of digital programming and software development jobs, ranging from small tasks that might take a developer a few hours to longer projects where developers could be contracted for weeks or months at a time. These opportunities are aimed at highly skilled practitioners with specialist experience, and so garner a much higher rate of pay.

The launch of ChatGPT in November 2022, and subsequent other generative AI models, has seen a dramatic shift in the market. The demand for freelancers working in writing and software development jobs has dropped by an estimated 21%, according to research by Imperial College Business School, Harvard Business School and the German Institute for Economic Research.<sup>3</sup> Generative AI models have not impacted the digital freelance market equally, as digital freelance employment opportunities focused around data entry, video and audio editing, and social media production have been less affected, dropping by 13%, whereas opportunities in the digital image generation field, such as graphic design and 3D modelling, have seen a 17% drop in demand. The researchers conclude that whilst the adoption of generative AI by employers as a replacement for human workers may exacerbate an existing decline in demand for labour in the digital skills market, and in turn worsen workers' welfare, there remains an ongoing need for roles that demand a more human touch, a greater degree of creativity, intricate problem-solving, and nuanced understanding.

<sup>1</sup> <https://www.grandviewresearch.com/industry-analysis/freelance-platforms-market-report>

<sup>2</sup> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC10445891/>

<sup>3</sup> <https://papers.ssrn.com/sol3/Delivery.cfm/4602944.pdf?abstractid=4602944&mirid=1>

## Platform Analysis

Analysis has been conducted on 10 platforms to understand the types of employment opportunities available, the specialism(s) of each platform and the suitability for humanitarian livelihoods work. 9 of the 10 platforms (Upwork, Fiverr, Freelancer, Toptal, Ysense, Mturk, SEOClerk, Truelancer, Peopleperhour) were chosen based on their share of the digital freelance market.<sup>4</sup> Codeur was also included as it is the most prominent French language freelance platform. Some platforms such as OnSite have a large market share but are invitation only, based on the specific skills and experience level employment opportunities are pitched at. On this basis we have been unable to interrogate the job market on this platform and so have excluded it from our analysis.

Almost all platforms are only usable in English with two exceptions - Freelancer and Fiverr. The Fiverr platform can be used in French, German, Spanish, Portuguese, Italian and Dutch. Freelancer has the significant advantage over all other platforms in that it can be used in 28 languages - see the Platform Language tab in Annex A<sup>5</sup> for details of the languages. All of the digital freelance platforms require consistent internet access to communicate with clients, secure work and receive payments. Once a job has been won however, the tasks are not performed through the platform, instead relying on the relevant software or programme for the specific task. This allows freelancers with variable internet connectivity to look for work that can be done offline, for example copywriting, which can be uploaded once the task is complete and a stable connection has been established.

### Upwork

Upwork is the market leader, with a 31% share of the digital freelance market. The platform hosts the largest range of employment opportunity types, covering all categories in the market but with a lesser focus on AI training micro-tasks and surveys. The platform can be accessed via a web page or via a smartphone app and uses a wide variety of payment methods, including direct bank transfers, paypal and wire transfers, and also some for specific countries, such as Payoneer for the US and India, and M-Pesa for Kenya. The variety of available work means that some tasks can be performed on a smartphone but some will require a laptop or PC. Upwork charges a 10% fee to freelancers for any type of work, whether the freelancer is paid a one-off fee or per day / week / month, which is taken upon payment. Upwork's position as the market leader means it has the highest number of jobs and the broadest range of high and low skill jobs.

### Fiverr

Fiverr is the digital freelance platform in our cohort with the second highest market share at 16%. The platform hosts a similarly broad range of employment opportunities as Upwork including high and low skilled jobs, some of which can be carried out on a smartphone and some requiring specific software. This platform can also be accessed via a web page or via a smartphone app and uses a number of payment methods, such as Apple Pay, Boleto (Brazil), Google Pay, iDEAL (Netherlands), Paypal, Credit/Debit Card payments, and Wire Transfers. Digital freelancers are charged a 20% fee for all types of work by Fiverr, taken upon payment by the employer.

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<sup>4</sup> <https://6sense.com/tech/freelance-marketplace/freelancercom-market-share>

<sup>5</sup> Annex A - OLMA Platform Analysis

## Freelancer

Freelancer has a market share of 2%. The platform can be accessed via a web page or via a smartphone app and uses Paypal, Skrill, and Payoneer for payments. Direct to bank account transfers are available for selected countries, but this list does not include DRC. Freelancer charges either 10% or a USD5 fee for each job, whichever is higher, which is deducted from the fee upon payment by the employer. The large variety of available work means that some tasks can be performed on a smartphone but some will require a laptop or PC.

## Toptal

Toptal is a platform that specialises in software development, with the majority of their employment opportunities requiring a high skill level, specialist software and usually a laptop / PC rather than a smartphone. The platform can be accessed via a web page or via a smartphone app and has a bespoke payment system, Toptal Payments. This allows businesses to pay invoices to freelancers directly as Toptal doesn't charge a fee to freelancers, instead charging a fee to job advertisers. This is advertised as giving the advantage of clarity in payments for freelancers as they will receive the full amount listed and can transfer money out to a bank account once invoices have been paid.

## Ysense

Ysense is a platform where users can complete surveys for a small payment. These are low-skill tasks that can be completed on either a smartphone or a laptop / PC. The platform is accessible via a web page or via a smartphone app and uses Paypal, Skrill, and Payoneer for payments. Ysense does not charge users a fee, however the payment is only a few cents per survey completed.

## Mturk

Mturk specialises in micro-tasks related to AI model training, such as Content Moderation, Audio Transcription and Categorisation. The platform is accessed via a third-party app and has two options for payment, Amazon.com gift cards or payment in US Dollars into a US bank account, which would make it unsuitable for use in non-US countries. A fee of 20% is charged and payments per task are low, between US \$1 - 6 per task.

## Seoclerk

Seoclerk is a platform with a range of employment opportunities, with specialisms in graphic design, writing, translations and search engine optimisation (SEO). The platform can be accessed via their webpage and a smartphone app and uses PayPal, Payoneer, and direct bank transfers for payments. Seoclerk charges a 10% fee to freelancers upon payment, with high and low-skilled work available that can be accessed via a smartphone or a laptop / PC.

## Truelancer

Truelancer also has a wide range of high and low-skilled employment opportunities; similarly to Upwork and Fiverr there is no real specialism. The platform can be accessed via a web page or a smartphone app, has work that can be done via smartphone and a laptop / PC, uses PayPal, Payoneer, and direct bank transfers for payments, which can be made in US Dollars or Indian Rupees. Truelancer charges a 10% fee to freelancers upon payment.

## Peopleperhour

Peopleperhour attracts employment opportunities predominantly aimed at the highly-skilled end of the market, with a focus on software development, graphic design and copywriting. Most tasks will require specialist software on a laptop / PC, but some copywriting could be done via a smartphone. The platform can also be accessed via a web page or a smartphone app and uses PayPal, Payoneer or bank account transfers to make payments. Platform charges for freelancers depend on how much they have previously earned through the platform - 20% for users with a lifetime billing below £250, 7.5% for users with a lifetime billing between £250 and £5000, and 3.5% for users with a lifetime billing of over £5000.

## Codeur

Codeur is a French language freelance platform, with employment opportunities pitched mostly at the software development market, but also with some opportunities in translations and virtual assistance. The software development tasks are likely to require a laptop / PC, however translations or virtual assistance tasks can be completed via smartphone. Whilst payments are made directly from the employer to the freelancer, Codeur takes a fee of 4% or EUR5, whichever is higher, at the point of payment. Freelancers also have to subscribe to communicate with potential employers, at a cost of EUR31.90 per month.

In our baseline testing, all of the platforms could be accessed in Goma, however some of the payment methods are unavailable in DRC. This rules out Mturk and Seoclerk from use completely, as none of their payment options are accessible.

## Job Advertisement Aggregator

### Remote Africa

Remote Africa is a digital employment opportunities aggregator and is the only regional platform made by Africans for jobs in Africa that our research has found. They host a variety of digital and remote jobs based throughout the continent which are more likely to be permanent employment than digital freelance. The site hosts a brief summary of the job and some high-level detail and directs users to employers' and/or recruiters' websites where more details and application information can be found.

	Upwork	Fiverr	Freelancer	Toptal	Ysense	Mturk	Seoclerk	Truelancer	Peopleper-hour	Codeur	Remote Africa
<b>Primary Language</b>	English	English	English	English	English	English	English	English	English	French	English
<b>Translated Languages</b>		French German Portugese Spanish Italian Dutch	French German Greek Portugese Spanish Czech Swedish Italian Turkish Polish Romanian Ukrainian Norwegian Hungarian Finnish Danish Albanian Slovenian Indonesian Japanese Korean Malaysian Simplified Chinese Thai Vietnamese Swahili								
<b>Subscription</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	€31.90 per month	N/A
<b>Worker Commission</b>	10%	20%	Higher of 10% or \$5	N/A	N/A	20%	10%	10%	3.5% - 20% <sup>6</sup>	Higher of 4% or €5	N/A

<sup>6</sup> See Annex A - OLMA Platform Analysis for further details

	Upwork	Fiverr	Freelancer	Toptal	Ysense	Mturk	Seoclerk	Truelancer	Peopleper-hour	Codeur	Remote Africa
Most Common Job Opportunities	Software Development Graphic Design Audio and Video Writing Translation services Virtual Assistance Business and Finance Other	Software Development Graphic Design Audio and Video Writing Translation services Virtual Assistance Tutoring	Software Development Graphic Design Audio and Video Writing Translation services Virtual Assistance	Software Development Graphic	Surveys	AI Training	Graphic Design Writing Translation services Virtual Assistance Business and Finance Other	Software Development Graphic Design Audio and Video Writing Translation services Virtual Assistance Tutoring Business and Finance Other	Software Development Graphic Design Audio and Video Writing Translation services Virtual Assistance Tutoring Business and Finance Other	Software Development Graphic Design Translation services Virtual Assistance	Software Development Graphic Design Virtual Assistance Business and Finance Other
Payment Options	Paypal, direct payment, digital bank, M-Pesa(kenya), Payoneer (US, India), wire transfer	Apple Pay, Boleto (Brazil) Google Pay, iDEAL Paypal and Credit Card, Wire Transfer	Paypal, Skrill, Payoneer, Direct to bank for selected countries	Toptal Payments - bespoke payment system	Payoneer PayPal, Skrill	Amazon.com gift cards, US bank account	PayPal, Payoneer, Bank Transfer	Payoneer, PayPal, Bank Transfers	PayPal, Payoneer or Bank Transfer	Payment not made via platform	Payment not made via platform

Figure 1 - Digital Platform Analysis

## Safeguarding and Accessibility

To assess safeguarding concerns we conducted interviews with 2 groups of young people at the DRC Goma office, a group of 5 men and a group of 13 women, aged between 18 and 24 years old. The participants were selected by War Child Goma as they were already participating in existing development programmes and match the profile of potential students in a future digital skills training project. All of the respondents told us that they have used smartphones, often shared by other household members; 2 of the men have also used computers. All of the women told us that they have difficulties accessing devices, either due to financial constraints or a lack of digital skills training. Accessibility issues due to the affordability and quality of internet and electricity access were ubiquitous in both groups.

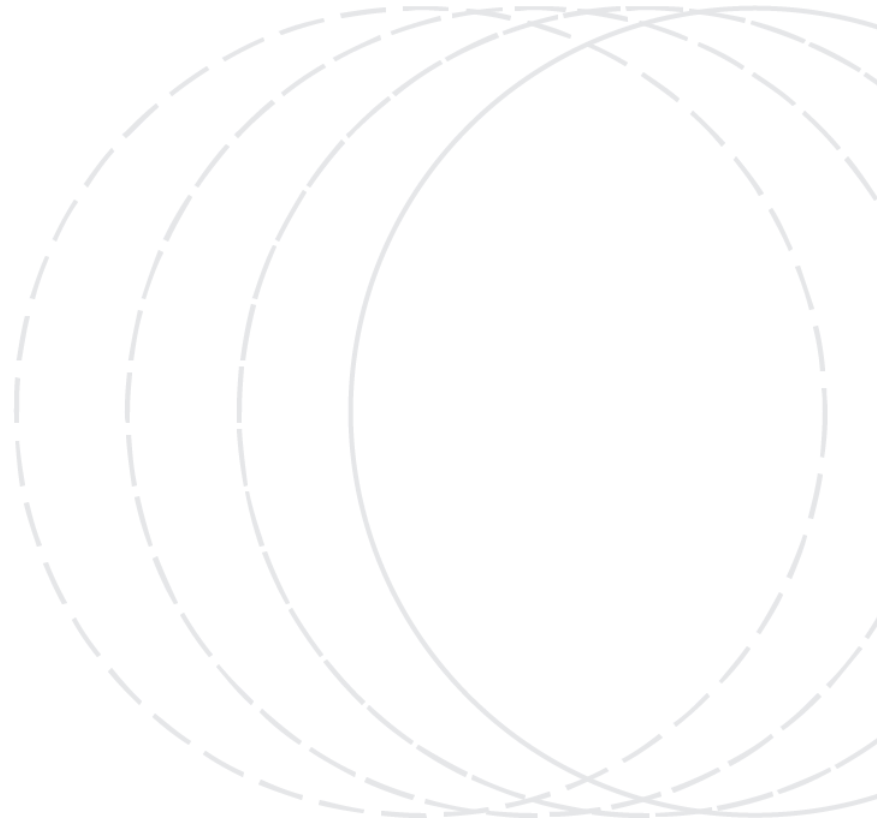
Both groups have used technology for what they describe as “personal learning”. Most men also told us they use technology in their work, whereas the women used technology at home. It is unclear whether this is because the women don't work or because they work in non-technological areas exclusively. 2 of the men have received some Microsoft Word or Excel training, 1 at university and the other via online training for his job. Respondents from both groups have used technology for other studies, for one of the men at university. Most of the respondents told us they would like an online job, in a variety of fields, but that they were unaware of the types of online employment that is available. Only 1 of the women told us that she had a job already, 3 of the 5 men were working already.

The female group told us that they were all free to access devices except the younger respondents, whose access was restricted by their parents. One of the respondents contextualised her parents' unease around technology with a story about her brother, whose studies were affected after he had access to a smartphone. When asked about their concerns about digital skills training and employment, most of this group had experienced, or were concerned about the possibility of, sexual exploitation and harassment working in person alongside men. Some women also felt they would be disrespected or discriminated against because of their gender, some respondents suggested working from home or women-only offices as a way to tackle these problems.

These interviews indicate that there should be a preference for employment opportunities that can be accessed by smartphone as most respondents already have access. The primary access issues tend to relate to the affordability of electricity and reliable internet access, particularly for the respondents that live outside of Goma town with poor infrastructure, and for jobs that require a laptop or computer. For women, there was a clear preference for working separately from men, either at home or in a women only office, as a way to avoid possible sexual harassment and discrimination.

Risk	Mitigation
Sexual exploitation and harassment	Women-only study centres / offices Work/study from home
Gender-based discrimination	Women-only study centres / offices Work/study from home
Limited access to suitable devices	Preference for smartphone-accessible jobs
Affordability of internet access	Provision of low-cost internet at study centre / office

Figure 2 - Digital Skills and Employment Safeguarding Risks



# Employment Opportunities and Skills

The types of digital employment opportunities have been grouped into Micro Tasks and Standard Freelance. AI training and survey completion have been grouped together as Micro Tasks as the way freelancers and employers approach these jobs is quite distinct from other forms of digital freelance work. The employment opportunities in the Standard Freelance group can be categorised as follows: Software Development, Graphic Design, Audio and Video, Writing, Translation services, Virtual Assistance services, Tutoring, Business and Finance and Other.

## Micro Tasks

Ysense and Mturk are platforms with clear specialisms - Ysense is a survey completion platform and Mturk is for AI training micro-tasks. The 2 platforms operate similarly in that freelancers perform a high volume of micro-tasks, each for very low pay. In order for these platforms to be financially viable, freelancers would need to achieve a high level of competence at a very specific skill and have the ability to repeat that task very quickly. The reliability of internet access would be fundamental as any down-time would lead to a significant loss of revenue.

A key issue with AI training tasks is the potential exposure to harmful materials. Content Moderation, Categorisation and Image Moderation are some of the tasks that can be particularly harmful as the images and videos being viewed can be very graphic in nature. Performing these types of tasks can be very damaging to the health and well being of freelancers<sup>7</sup> and so would be completely unsuitable for a project which aims at providing livelihoods opportunities to extremely vulnerable persons.

## Conventional Freelance

### Software Development

The most common employment category, particularly on Upwork and Fiverr - who together account for almost half of the digital freelance market - is software development. Software development covers a broad range of technical specialisms - from app development to data analytics to project and product management. These employment opportunities require an intermediate to high level of technical proficiency and employers are looking for people with comprehensive experience. The more technical software development jobs, such as data analytics and web development, offer the highest remuneration in digital freelance work, averaging between \$40 and \$120 per hour but require high levels of training and experience.

The types of skills required for software development jobs vary depending on the specialism, however competence in at least one programming language is ubiquitous. The most common programming languages are Python, R, C++, Java and Javascript, and employment opportunities will often specify which programming language they are working in. Even jobs that are not specifically coding, such as quality assurance, require a level of understanding of programming languages. Data science and market research are common skills, with HTML and CSS, scripting languages that provide structure and styling for web pages and applications.

<sup>7</sup>

<https://www.theguardian.com/technology/2023/aug/02/ai-chatbot-training-human-toll-content-moderation-meta-openai>

## Graphic Design

Graphic design is a very common employment type throughout all of the standard freelance platforms. Although this category requires a high level of technical skill, freelancers can expect a much lower level of remuneration than compared to software development, ranging between \$15 and \$55 per hour. Graphic design covers both analogue and digital design projects, including flyer and business card design and User Interface/User Experience design for web or app development.

The skills employers are seeking for all graphic design work are fundamental design principles, branding, and typography. For analogue design jobs, designing for print is a distinct skill. As these graphic design jobs will be completed digitally, freelancers will have to have thorough knowledge of the standard software suites used for graphic design, such as Adobe Creative Cloud and Sketch.

## Audio and Video

Audio and video jobs are in high demand, particularly on the Fiverr and Peopleperhour platforms where the full spectrum of work from basic image / audio editing to music and video production and voiceover services appear. The more technical jobs attract higher remuneration but require a higher level of skill - music production, mixing and mastering jobs offer fees of up to \$270, but are commonly at a fixed price for the task, rather than paid by the hour. Voiceover services are also highly profitable, with fees of up to \$500 for longer-form tasks.

The required skills in this area can be very specialist and often take years of training up to degree level, particularly for music production, however there are jobs with significantly lower barriers to entry such as image and audio editing. There is a wide range of software used to do this type of work, however Adobe Photoshop is a key platform for image and video editing.

## Writing

Many of the platforms have a variety of writing work, in particular Fiverr, Freelancer, Truelancer and Peopleperhour. Most commonly the jobs are for written English, however there are jobs in a variety of languages and Codeur has content writing in French. Some of the jobs specify a preference for native language speakers. The remuneration for writing work is similar across all job types, ranging from \$15 - \$45 per hour. Creative writing and language skills are the primary requirements, however many jobs relate to digital marketing and will require content marketing and SEO skills.

## Translation Services

Audio and written translations, and subtitling jobs are available on most platforms and will earn freelancers between \$15 and \$25 per hour. Localisation, where employers require a translation into the specific dialect of a geographical area, can earn a higher figure of up to \$40 per hour but require more local knowledge and experience. The required skills are similar across all translation jobs, and include language fluency, creative writing, cultural knowledge, research, and reading comprehension.

## Virtual Assistance

Encompassing Web Research, Data Entry, and Administrative Support, workers can expect to earn between \$10 - \$20 for virtual assistance jobs. All of the major platforms have this type of work and the requirement for specialist training is quite low, mostly relying on commonly-used software such as Gmail and Calendar, Microsoft Office programmes and Google products. Soft skills, such as effective communication and organisation skills, along with high-quality language skills, are crucial to performing effectively as a virtual assistant. A major advantage of virtual assistance work is that most of the work can be done via a smartphone with not much need for a laptop, meaning a much lower barrier to entry. A stable internet connection is however necessary as many of the tasks are time sensitive.

## Tutoring

There are many types of tutoring jobs on Fiverr in particular, some of the most popular are language tutoring, fitness coaching and musical instrument tutoring. Freelancers can expect to earn between \$30 and \$60 per hour for language tutoring and fitness coaching, but significantly less for musical instrument tutoring at \$16 - \$30 per hour. Good communication skills, video production and online-community building are essential to building up a customer base, as well as expertise in the relevant field.

## Business and Finance

Business development, finance and sales work is available across Upwork, Freelancer, Peopleperhour and Remote Africa. Finance in particular is very high earning, freelancers can expect to earn up to \$200 per hour, but employers are looking for workers with high levels of competence and qualifications in accountancy. Business development and sales can attract between \$15 and \$35 per hour and rely more on soft skills such as relationship management and negotiation.

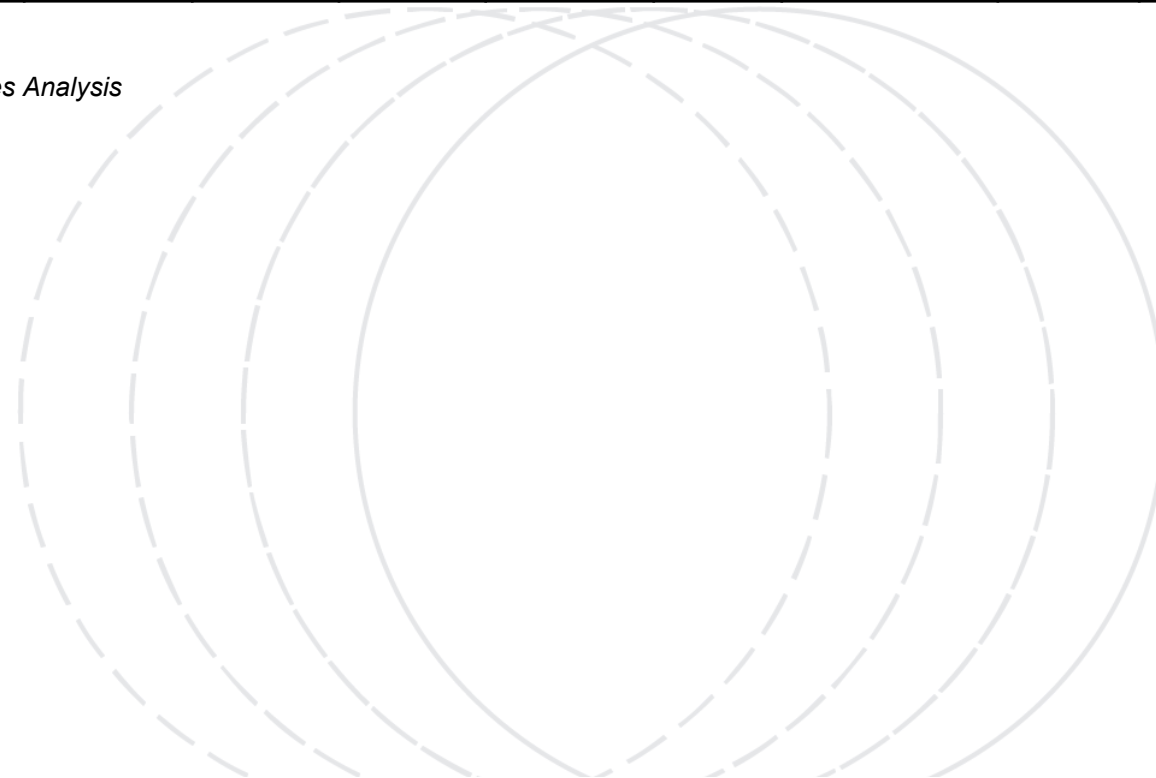
## SEO & Other

The SEO & Other category includes opportunities such as digital marketing, search engine optimisation and social media management that are related to digital promotion of a business or product. As such, the types of organisations offering employment in this field are very varied and these skills are in high demand across the digital freelance market. Upwork, Seoclerck, Peopleperhour and Truelancer are the platforms with the most opportunities in these areas, however, Fiverr and Freelancer have some digital marketing work.

	Software Development	Graphic Design	Audio and Video	Writing	Translation services	Virtual Assistance	Tutoring	AI Training	Business and Finance	SEO & Other
Average Financial Value	\$20 - \$120 per hour	\$15 - \$55 per hour	Up to \$85 per hour Up to \$500 fixed price	\$15 - \$45 per hour	\$15 - \$40 per hour	\$10 - \$20 per hour	\$16 - \$60 per hour	\$1 - \$6 per hour	Up to \$200 per hour	Up to \$75 per hour
Job Types	Machine Learning Automation Data analytics Mobile application development Web development E-commerce Project Setup WordPress website development Quality Assurance Product Management Project Management	Logo Design Digital Design Flyer Design Business Card Design Illustration and Animation UI / UX Design	Video production Videography Video Editing Audio Editing Music Production Mixing and Mastering Image Editing Voiceover Services	Content Writing Copywriting Product Description	Written Translations Subtitling Audio Translations Localisation	Web Research Data Entry Administrative Support	Language Tutoring Fitness Coaching Musical Instrument Tutoring	Image or Video Processing Content Moderation Sentiment Analysis Audio Transcription Video Transcription Categorisation Image Quality Evaluation Usability Testing Bounding Boxes Natural Language Processing Record Matching Image Moderation Product Ranking Image Data Extraction Handwritten Text Transcription	Business Development Finance Sales Surveys	Search Engine Optimisation Social Media Management Digital Marketing Customer Service Community Management Telesales
Platforms with common job type	Upwork Fiverr Freelancer Toptal Truelancer Peopleperhour Codeur Remote Africa	Upwork Fiverr Freelancer SEOClerk Truelancer Peopleperhour	Upwork Fiverr Freelancer Peopleperhour	Upwork Fiverr Freelancer SEOClerk Truelancer Peopleperhour	Upwork Fiverr Freelancer SEOClerk Truelancer Codeur	Upwork Fiverr Freelancer SEOClerk Truelancer Codeur Remote Africa	Fiverr	Mturk	Upwork Truelancer Peopleperhour Remote Africa	Upwork SEOClerk Truelancer Peopleperhour Remote Africa

	Software Development	Graphic Design	Audio and Video	Writing	Translation services	Virtual Assistance	Tutoring	AI Training	Business and Finance	SEO & Other
<b>Device Access</b>	Laptop / PC	Laptop / PC	Laptop / PC for Video and Music Production, Mixing and Mastering Smartphone for video, image and audio editing. Microphone required for Voiceover Services	Laptop / PC, Smartphone	Laptop / PC, Smartphone Microphone	Laptop / PC, Smartphone	Laptop / PC, Smartphone	Laptop / PC	Laptop / PC	Laptop / PC, Smartphone

Figure 3 - Digital Employment Opportunities Analysis



# Recommendations

## Baseline Assessment

One key recommendation would be to complete a baseline assessment for the geographical location where any project might take place to fully understand any access issues; to internet and electricity infrastructure, the types of technological devices potential participant groups use and their ability to work and train from home or travel to an office or training center. This should also include an assessment of the digital skills and services that are required in the area, whether in the private or public sector, to expand the range of potential job opportunities to include the local market.

## Digital Skills Training

When considering the digital labour market as a whole, there are a core set of skills necessary for the majority of jobs. Competence in document processing and spreadsheets software, email, calendar and virtual meetings are essential to perform basic tasks. Digital freelancers require the skills to use and navigate through digital freelance platforms, including setting up payment mechanisms, sometimes through the freelance platform itself or via a third party application such as Paypal. Basic search engine optimisation, copywriting and digital marketing skills, which are marketable skills in themselves, are vital for digital freelancers to build their profile on the platforms and enable effective self-promotion in the marketplace.

In addition to this core set of skills listed above, digital freelancers would most benefit from developing any skills and interests that they already have. For example, if a participant has a skill that they could tutor in, such as language or musical instrument tuition, or analogue graphic design skills that could be developed for the digital market, the pathway to a successful digital freelance career should aim to build on their existing expertise. Any baseline assessment should include an evaluation of the participant group's skillset and preferences so that training can be targeted and relevant.

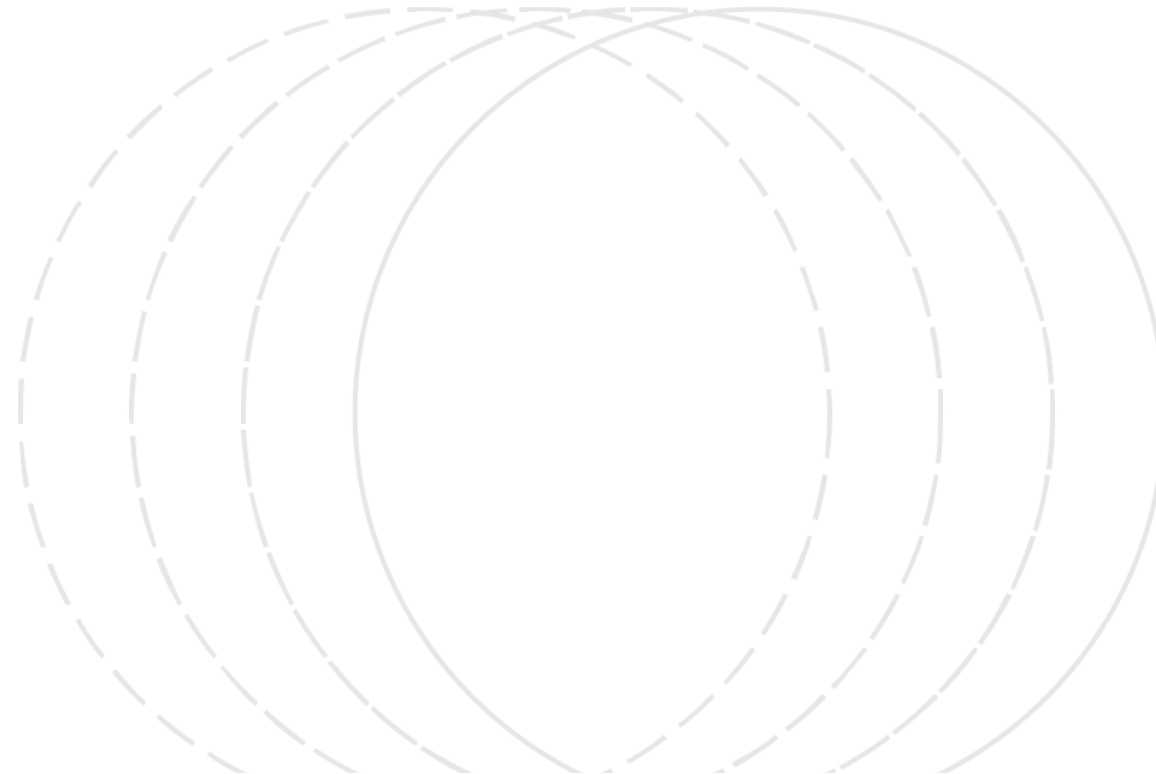
Where participants don't have a personal preference or are keen to develop new skills, the vocational skills with the shortest learning pathway are virtual assistance, translation services, some writing and image editing and basic graphic design. These skills require a solid grasp of basic software, can often be applied via smartphone and, in the case of writing, can be used offline in contexts with poor internet connectivity. Soft skills, such as good communication and organisation are essential to build relationships with clients and manage workloads effectively.

Module	Topic	Mandatory / Optional	Learning Objectives
Foundational Digital Skills	Document Processing	Mandatory	Participants should be able to: <ul style="list-style-type: none"> <li>Open, save and format documents</li> <li>Use standard templates</li> </ul>
	Spreadsheets	Mandatory	Participants should be able to: <ul style="list-style-type: none"> <li>Open, save and format spreadsheets</li> <li>Create basic formulas</li> <li>Sort and filter data</li> <li>Understand basic functions like SUM, AVERAGE, and IF</li> </ul>
	Email	Mandatory	Participants should be able to: <ul style="list-style-type: none"> <li>Setup a professional email account</li> <li>Compose, send and receive emails</li> </ul>
	Calendar	Mandatory	Participants should be able to: <ul style="list-style-type: none"> <li>Setup a professional calendar account</li> <li>Create meetings, events and tasks</li> <li>Send meeting invites to participants</li> <li>Include video conferencing in meeting invites</li> </ul>
	Video Calls	Mandatory	Participants should be able to: <ul style="list-style-type: none"> <li>Setup a video call</li> <li>Connect microphone, camera and speakers to the video call software</li> </ul>
	Cloud Storage	Mandatory	Participants should be able to: <ul style="list-style-type: none"> <li>Setup a cloud storage account</li> <li>Create effective cloud document storage</li> <li>Save, move and rename documents</li> </ul>
	Windows Operating System	Optional - focus on relevant OS	Participants should be able to: <ul style="list-style-type: none"> <li>Navigate around the Windows operating system</li> <li>Download programs and applications</li> <li>Use the start menu to access applications</li> <li>Create effective local document storage</li> <li>Access document processing, spreadsheets, email, calendar, video calls and storage applications</li> <li>Access digital freelance platforms</li> </ul>

Module	Topic	Mandatory / Optional	Learning Objectives
<b>Foundational Digital Skills</b>	Android Operating System	Optional - focus on relevant OS	Participants should be able to: <ul style="list-style-type: none"> <li>• Navigate around the Android operating system</li> <li>• Download and access applications</li> <li>• Create effective local document storage</li> <li>• Access document processing, spreadsheets, email, calendar, video calls and storage applications</li> <li>• Access digital freelance platforms</li> </ul>
	Establishing payment mechanisms	Mandatory	Participants should be able to: <ul style="list-style-type: none"> <li>• Setup a bank account</li> <li>• Setup a professional payment system account</li> <li>• Send and receive payments</li> </ul>
<b>Business and freelancing skills</b>	Use of digital freelance platforms	Mandatory	Participants should be able to: <ul style="list-style-type: none"> <li>• Setup a digital freelance platform account</li> <li>• Create a profile outlining their skills and experience</li> <li>• Link a payment mechanism to their freelance platform account</li> </ul>
	Digital Marketing	Mandatory	Participants should be able to: <ul style="list-style-type: none"> <li>• Create written content aimed at a target audience promoting their digital skills</li> <li>• Email and social media promotion</li> </ul>
	Online Safety	Mandatory	Participants should be able to: <ul style="list-style-type: none"> <li>• Navigate to internet safely</li> <li>• Be digitally resilient</li> <li>• Spot and report phishing content</li> </ul>
	Search Engine Optimisation	Optional	Participants should be able to: <ul style="list-style-type: none"> <li>• Keyword search</li> <li>• Content optimisation</li> <li>• Build links to websites</li> </ul>
<b>Vocational Digital Skills</b>	Virtual Assistance	Optional	Participants should be able to: <ul style="list-style-type: none"> <li>• Book meetings</li> <li>• Create calendar events</li> <li>• Take video calls</li> <li>• Complete internet research</li> </ul>
	Translation Services	Optional	Participants should be able to: <ul style="list-style-type: none"> <li>• Communicate fluently in both the source language and the target language</li> <li>• Write effectively for target audience</li> <li>• Understand cultural nuance</li> </ul>

Module	Topic	Mandatory / Optional	Learning Objectives
Vocational Digital Skills	Writing	Optional	Participants should be able to: <ul style="list-style-type: none"> <li>• Research competition and target audience</li> <li>• Write messages to attract attention</li> <li>• Use strong writing and grammar</li> </ul>
	Graphic Design	Optional	Participants should be able to: <ul style="list-style-type: none"> <li>• Understand design principles such as branding and typography</li> <li>• Use free versions of Adobe Creative Cloud applications</li> <li>• Understand basic UX / UI design</li> </ul>

Figure 4 - Sample Curriculum



For more research visit [www.fiftyeight.io/research](http://www.fiftyeight.io/research)  
For any queries please contact [research@fiftyeight.io](mailto:research@fiftyeight.io)

	Access						
Digital Platform	Platform accessible in DRC	Registration possible in DRC	Profile approval?	How long did it take for your profile to be approved?	Payment possible in DRC	Payment Methods	Easy to navigate
Upwork	Yes	Yes	Yes	2 Hours	Yes	Paypal, direct to bank, digital bank, M-Pesa(kenya), Payoneer (US, India), wire transfer	Yes
Fiverr	Yes	Yes	Yes	Less than 1 hour	Yes	Apple Pay, Boleto (Brazil), Google Pay, iDEAL (Netherlands), Paypal and Credit Card, Wire Transfer	Yes
Freelancer	Yes	Yes	Yes	Less than 1 hour	Yes	Paypal, Skrill, Payoneer, Direct to bank account for selected countries but not DRC	Yes
Toptal	Yes	Yes	Yes	Less than 1 hour	Yes	Toptal Payments - bespoke payment system allowing businesses to pay invoices directly.	No
Ysense	Yes	Yes	No	Less than 1 hour		Payoneer, PayPal, Skrill	Yes
Mturk	No	No	No	No	No	<a href="https://www.amazon.com">Amazon.com</a> gift cards, US bank account	No
Seoclerk	Yes	Yes	Yes	Less than 1 hour	No	PayPal, Payoneer, and direct bank transfer	No
Truelancer	Yes	Yes	Yes	Less than 1 hour	Yes	Payoneer, PayPal, Bank Transfers	No
Peopleperhour	Yes	Yes	Yes	Less than 1 hour	Yes	PayPal, Payoneer or bank account transfers	Yes
Codeur	Yes	Yes	Yes	Less than 1 hour	N/A	Payments are made directly from employer to freelancer	Yes
Remoteafrica	Yes	Yes	Yes	Less than 1 hour	No	Payment not made via platform	Yes

		Financial	
Digital Platform	Device Accessibiliy	Cost to Freelancer	Market Share
Upwork	Web & Smartphone App	10%	31%
Fiverr	Web & Smartphone App	20%	16%
Freelancer	Web & Smartphone App	10% or \$5, whichever is greater	2%
Toptal	Web & Smartphone App	No fees	
Ysense	Web & Smartphone App	No fees	
Mturk	Web & Third Party App	20%	4.65%
Seoclerk	Web & Smartphone App	10%	
Truelancer	Web & Smartphone App	10%	
Peopleperhour	Web & Smartphone App	Below £250-lifetime billing per buyer: 20% Between £250 and £5000-lifetime billing per buyer: 7.5% Over £5000-lifetime billing per buyer: 3.5%	1.28%
Codeur	Smartphone Messenger App & Web	31.90 Euros per month plus 4% commission, with a minimum EUR5	
Remoteafrica	Website	No fees	

Platform Languages	Upwork	Fiverr	Freelancer	Toptal	Ysense	Mturk	Seoclerk	Truelancer	Peopleper-hour	Codeur	Remote-africa
English	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
French	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
German	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Greek	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Portugese	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Spanish	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Czech	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Swedish	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Italian	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Turkish	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Polish	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Romanian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ukrainian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Norwegian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hungarian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Finnish	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Danish	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Albanian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Slovenian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Indonesian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Japanese	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Korean	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Malaysian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Simplified	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chinese	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Thai	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vietnamese	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Swahili	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dutch	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Job Category	Job Type	Average Value	Upwork	Fiverr	Freelancer	Toptal
Software Development	Machine Learning	\$80 - \$120 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Software Development	Automation	\$40 - \$110 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Software Development	Data analytics	\$40 - \$100 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Software Development	Mobile application development	\$40 - \$100 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Software Development	Web development	\$40 - \$100 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Software Development	E-commerce Project Setup	\$30 - \$75 per hour	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Software Development	WordPress website development	\$20 - \$60 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Software Development	Quality Assurance	\$12 - \$20 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Software Development	Product Management	\$25 - \$45 per hour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Software Development	Project Management	\$19 - \$45 per hour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Graphic Design	Logo Design	\$15 - \$30 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Graphic Design	Digital Design	\$15 - \$30 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Graphic Design	Flyer Design	\$16 - \$55 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Graphic Design	Business Card Design	\$25 - \$40 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Graphic Design	Illustration and Animation	\$20 - \$38 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Graphic Design	UI / UX Design	\$25 - \$40 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Audio and Video	Video production	\$40 - \$85 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Audio and Video	Videography	\$15 - \$30 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Audio and Video	Video Editing	\$15 - \$30 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Audio and Video	Audio Editing	\$5 - \$70 fixed price	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Audio and Video	Music Production	\$20 - \$270 fixed price	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Audio and Video	Mixing and Mastering	\$25 - \$85 fixed price	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Audio and Video	Image Editing	\$12 - \$25 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Audio and Video	Voiceover Services	\$17 - \$500 fixed price	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Writing	Content Writing	\$15 - \$40 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Writing	Copywriting	\$19 - \$45 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Writing	Product Description	\$19 - \$45 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Translation services	Written Translations	\$15 - \$25 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Translation services	Subtitling	\$15 - \$20 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Translation services	Audio Translations	\$15 - \$25 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Job Category	Job Type	Average Value	Upwork	Fiverr	Freelancer	Toptal
Translation services	Localisation	\$15 - \$40 per hour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Virtual Assistance	Web Research	\$10 - \$20 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Virtual Assistance	Data Entry	\$10 - \$20 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Virtual Assistance	Administrative Support	\$10 - \$20 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tutoring	Language Tutoring	\$35 - \$60 per hour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tutoring	Fitness Coaching	\$30 - \$60 per hour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tutoring	Musical Instrument Tutoring	\$16 - \$30 per hour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Image or Video Processing	\$1 - \$6 per hour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Content Moderation	\$1 - \$6 per hour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Sentiment Analysis	\$1 - \$6 per hour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Audio Transcription	\$1 - \$6 per hour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Video Transcription	\$1 - \$6 per hour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Categorisation	\$1 - \$6 per hour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Image Quality Evaluation	\$1 - \$6 per hour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Usability Testing	\$1 - \$6 per hour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Bounding Boxes	\$1 - \$6 per hour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Natural Language Processing	\$1 - \$6 per hour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Record Matching	\$1 - \$6 per hour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Image Moderation	\$1 - \$6 per hour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Product Ranking	\$1 - \$6 per hour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Image Data Extraction	\$1 - \$6 per hour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Handwritten Text Transcription	\$1 - \$6 per hour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business and Finance	Business Development	\$15 - \$30 per hour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business and Finance	Finance	up to \$200 per hour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business and Finance	Sales	\$15 - \$35 per hour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business and Finance	Surveys	Under \$1 per survey	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SEO & Other	Search Engine Optimisation	\$20 - \$75 per hour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SEO & Other	Social Media Management	\$14 - \$35 per hour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SEO & Other	Digital Marketing	\$15 - \$45 per hour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Job Category	Job Type	Average Value	Upwork	Fiverr	Freelancer	Total
SEO & Other	Customer Service	\$10 - \$19 per hour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SEO & Other	Community Management	\$12 - \$35 per hour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SEO & Other	Telesales	\$7 - \$10 per hour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Job Category	Job Type	Ysense	Mturk	Seoclerk	Truelancer	Peopleperhour	Codeur	Remotefrica
Software Development	Machine Learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Software Development	Automation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Software Development	Data analytics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Software Development	Mobile application development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Software Development	Web development	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Software Development	E-commerce Project Setup	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Software Development	WordPress website development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Software Development	Quality Assurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Software Development	Product Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Software Development	Project Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graphic Design	Logo Design	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graphic Design	Digital Design	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Graphic Design	Flyer Design	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graphic Design	Business Card Design	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graphic Design	Illustration and Animation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graphic Design	UI / UX Design	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Audio and Video	Video production	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Audio and Video	Videography	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Audio and Video	Video Editing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Audio and Video	Audio Editing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Audio and Video	Music Production	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Audio and Video	Mixing and Mastering	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Audio and Video	Image Editing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Audio and Video	Voiceover Services	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Writing	Content Writing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Writing	Copywriting	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Writing	Product Description	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Translation services	Written Translations	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Translation services	Subtitling	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Translation services	Audio Translations	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Job Category	Job Type	Ysense	Mturk	Seoclerk	Truelancer	Peopleperhour	Codeur	Remotefrica
Translation services	Localisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Virtual Assistance	Web Research	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Virtual Assistance	Data Entry	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Virtual Assistance	Administrative Support	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Tutoring	Language Tutoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tutoring	Fitness Coaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tutoring	Musical Instrument Tutoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Image or Video Processing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Content Moderation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Sentiment Analysis	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Audio Transcription	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Video Transcription	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Categorisation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Image Quality Evaluation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Usability Testing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Bounding Boxes	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Natural Language Processing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Record Matching	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Image Moderation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Product Ranking	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Image Data Extraction	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AI Training	Handwritten Text Transcription	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business and Finance	Business Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Business and Finance	Finance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Business and Finance	Sales	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Business and Finance	Surveys	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SEO & Other	Search Engine Optimisation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SEO & Other	Social Media Management	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SEO & Other	Digital Marketing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Job Category	Job Type	Ysense	Mturk	Seoclerk	Truelancer	Peopleperhour	Codeur	Remotefrica
SEO & Other	Customer Service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
SEO & Other	Community Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SEO & Other	Telesales	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<b>Job Category</b>	<b>Job Type</b>	<b>Skills Required</b>	
Software Development	Machine learning	Data science	Python
	Automation	Data science	Python
	Data analytics	Data science	SQL
	Mobile application development	Programming	Analytic / Problem-solving
	Web development	Programming	Analytic / Problem-solving
	E-commerce Project Setup	Market Research	Web Development
	WordPress website development	HTML5	CSS
	Quality Assurance	Knowledge of Bug Tracking Tools	Python
	Product Management	Product management certification	
	Project Management	Project management certification	
Graphic Design	Logo Design	Design Principles	Branding
	Digital Design	Design Principles	Branding
	Flyer Design	Design Principles	Branding
	Business Card Design	Design Principles	Branding
	Illustration and Animation	Design Principles	Typography
	UI / UX Design	Design Principles	Branding
Audio and Video	Video production	Creative direction	Budgeting
	Videography	Filming	Video Editing
	Video Editing	Creative media production diploma	
	Audio Editing	Audio engineering	Music Production
	Music Production	BA Music Production	
	Mixing and Mastering	Studio Experience	Music Production
	Image Editing	Photoshop Introduction Course	
	Voiceover Services	Acting	Clarity and Articulation
Writing	Content Writing	Creative writing	Content marketing
	Copywriting	Creative writing	Content marketing
	Product Description	Creative writing	Content marketing
Translation services	Written Translations	Language fluency	Creative writing
	Subtitling	Language fluency	Creative writing
	Audio Translations	Language fluency	Creative writing

<b>Job Category</b>	<b>Job Type</b>	<b>Skills Required</b>	
	Localisation	Language fluency	Creative writing
Virtual Assistance	Web Research	Google / office tools	Research
	Data Entry	Google / office tools	Writing
	Administrative Support	Google / office tools	Communication Skills
Tutoring	Language Tutoring	Basic computing skills	Mentoring
	Fitness Coaching	Personal Trainer Certification	Basic computing skills
	Musical Instrument Tutoring	Basic computing skills	Mentoring
AI Training	Image or Video Processing	Image or Video Processing	
	Content Moderation	Content Moderation	
	Sentiment Analysis	Sentiment Analysis	
	Audio Transcription	Audio Transcription	
	Video Transcription	Video Transcription	
	Categorisation	Categorisation	
	Image Quality Evaluation	Image Quality Evaluation	
	Usability Testing	Usability Testing	
	Bounding Boxes	Bounding Boxes	
	Natural Language Processing	Natural Language Processing	
	Record Matching	Record Matching	
	Image Moderation	Image Moderation	
	Product Ranking	Product Ranking	
	Image Data Extraction	Image Data Extraction	
	Handwritten Text Transcription.	Handwritten Text Transcription.	
Business and Finance	Business Development	Relationship Management	Sales
	Finance	Accountancy	
	Sales	Relationship Management	Sales
	Surveys		
Other	Search Engine Optimisation	Google Tools	Keyword Research
	Social Media Management	Content Generation	Targeting
	Digital Marketing		

<b>Job Category</b>	<b>Job Type</b>	<b>Skills Required</b>	
	Customer Service		
	Community Management		
	Telesales		

<b>Job Category</b>	<b>Job Type</b>			
Software Development	Machine learning	C++	R	Java
	Automation	C++	R	Java
	Data analytics	Dashboard Building		
	Mobile application development	HTML5	CSS3	JavaScript
	Web development	HTML5	CSS3	JavaScript
	E-commerce Project Setup	Automation		
	WordPress website development	JavaScript	Cybersecurity	
	Quality Assurance	C++	R	Java
	Product Management			
	Project Management			
Graphic Design	Logo Design	Typography	Adobe Creative Cloud	Sketch
	Digital Design	Typography	Adobe Creative Cloud	Sketch
	Flyer Design	Typography	Designing for print	Adobe Creative Cloud
	Business Card Design	Typography	Designing for print	Adobe Creative Cloud
	Illustration and Animation	Adobe Creative Cloud	Sketch	
	UI / UX Design	Typography	Adobe Creative Cloud	Sketch
Audio and Video	Video production	Scriptwriting	Logistics	Team Management
	Videography			
	Video Editing			
	Audio Editing			
	Music Production			
	Mixing and Mastering			
	Image Editing			
	Voiceover Services	Vocal Range	Pacing and Timing	
Writing	Content Writing	SEO		
	Copywriting	SEO		
	Product Description	SEO		
Translation services	Written Translations	Cultural Knowledge	Research	Reading Comprehens
	Subtitling	Cultural Knowledge	Research	Active listening
	Audio Translations	Cultural Knowledge	Research	Active listening

<b>Job Category</b>	<b>Job Type</b>			
	Localisation	Cultural Knowledge	Research	Active listening
Virtual Assistance	Web Research			
	Data Entry	Critical thinking		
	Administrative Support	Writing	Critical thinking	Accountancy
Tutoring	Language Tutoring	Community Building	Video production	Language fluency
	Fitness Coaching	Mentoring	Community Building	Video production
	Musical Instrument Tutoring	Community Building	Video production	Music theory
AI Training	Image or Video Processing			
	Content Moderation			
	Sentiment Analysis			
	Audio Transcription			
	Video Transcription			
	Categorisation			
	Image Quality Evaluation			
	Usability Testing			
	Bounding Boxes			
	Natural Language Processing			
	Record Matching			
	Image Moderation			
	Product Ranking			
	Image Data Extraction			
	Handwritten Text Transcription.			
Business and Finance	Business Development	Negotiation		
	Finance			
	Sales	Negotiation		
	Surveys			
Other	Search Engine Optimisation	Link-building	HTML	
	Social Media Management	Knowledge of Social Media Channels		
	Digital Marketing			

<b>Job Category</b>	<b>Job Type</b>			
	Customer Service			
	Community Management			
	Telesales			

Job Category	Job Type		
Software Development	Machine learning		
	Automation	Configuration Management	
	Data analytics		
	Mobile application development	Ruby	Django
	Web development	Ruby	Django
	E-commerce Project Setup		
	WordPress website development		
	Quality Assurance	Understanding of system specifications	Certified Associate in Software Testing (CAST)
	Product Management		
	Project Management		
Graphic Design	Logo Design		
	Digital Design		
	Flyer Design	Sketch	
	Business Card Design	Sketch	
	Illustration and Animation		
	UI / UX Design	Figma	Prototyping, wireframing, user flows, mockups
Audio and Video	Video production	Communication	
	Videography		
	Video Editing		
	Audio Editing		
	Music Production		
	Mixing and Mastering		
	Image Editing		
	Voiceover Services		
Writing	Content Writing		
	Copywriting		
	Product Description		
Translation services	Written Translations	ion	
	Subtitling		
	Audio Translations		

<b>Job Category</b>	<b>Job Type</b>		
	Localisation	Reading Comprehension	
Virtual Assistance	Web Research		
	Data Entry		
	Administrative Support	Customer Services	
Tutoring	Language Tutoring	Cultural Knowledge	
	Fitness Coaching		
	Musical Instrument Tutoring		
AI Training	Image or Video Processing		
	Content Moderation		
	Sentiment Analysis		
	Audio Transcription		
	Video Transcription		
	Categorisation		
	Image Quality Evaluation		
	Usability Testing		
	Bounding Boxes		
	Natural Language Processing		
	Record Matching		
	Image Moderation		
	Product Ranking		
	Image Data Extraction		
	Handwritten Text Transcription.		
Business and Finance	Business Development		
	Finance		
	Sales		
	Surveys		
Other	Search Engine Optimisation		
	Social Media Management		
	Digital Marketing		

<b>Job Category</b>	<b>Job Type</b>		
	Customer Service		
	Community Management		
	Telesales		

<b>Job Category</b>	<b>Job Type</b>					
Software Development	Machine learning					
	Automation					
	Data analytics					
	Mobile application development	Python	Java	C++	PHP	iOS
	Web development	Python	Java	C++	PHP	iOS
	E-commerce Project Setup					
	WordPress website development					
	Quality Assurance	Certified Test Eng	Certified Software Quality Analyst (CSQA)			
	Product Management					
	Project Management					
Graphic Design	Logo Design					
	Digital Design					
	Flyer Design					
	Business Card Design					
	Illustration and Animation					
	UI / UX Design	User research	Usability Testing	Agile Project Management	Basic Javascript, CSS	
Audio and Video	Video production					
	Videography					
	Video Editing					
	Audio Editing					
	Music Production					
	Mixing and Mastering					
	Image Editing					
	Voiceover Services					
Writing	Content Writing					
	Copywriting					
	Product Description					
Translation services	Written Translations					
	Subtitling					
	Audio Translations					

<b>Job Category</b>	<b>Job Type</b>					
	Localisation					
Virtual Assistance	Web Research					
	Data Entry					
	Administrative Support					
Tutoring	Language Tutoring					
	Fitness Coaching					
	Musical Instrument Tutoring					
AI Training	Image or Video Processing					
	Content Moderation					
	Sentiment Analysis					
	Audio Transcription					
	Video Transcription					
	Categorisation					
	Image Quality Evaluation					
	Usability Testing					
	Bounding Boxes					
	Natural Language Processing					
	Record Matching					
	Image Moderation					
	Product Ranking					
	Image Data Extraction					
	Handwritten Text Transcription.					
Business and Finance	Business Development					
	Finance					
	Sales					
	Surveys					
Other	Search Engine Optimisation					
	Social Media Management					
	Digital Marketing					

<b>Job Category</b>	<b>Job Type</b>					
	Customer Service					
	Community Management					
	Telesales					

<b>Job Category</b>	<b>Job Type</b>	
Software Development	Machine learning	
	Automation	
	Data analytics	
	Mobile application development	Rails
	Web development	Rails
	E-commerce Project Setup	
	WordPress website development	
	Quality Assurance	
	Product Management	
	Project Management	
Graphic Design	Logo Design	
	Digital Design	
	Flyer Design	
	Business Card Design	
	Illustration and Animation	
	UI / UX Design	S, HTML
Audio and Video	Video production	
	Videography	
	Video Editing	
	Audio Editing	
	Music Production	
	Mixing and Mastering	
	Image Editing	
	Voiceover Services	
Writing	Content Writing	
	Copywriting	
	Product Description	
Translation services	Written Translations	
	Subtitling	
	Audio Translations	

<b>Job Category</b>	<b>Job Type</b>	
	Localisation	
Virtual Assistance	Web Research	
	Data Entry	
	Administrative Support	
Tutoring	Language Tutoring	
	Fitness Coaching	
	Musical Instrument Tutoring	
AI Training	Image or Video Processing	
	Content Moderation	
	Sentiment Analysis	
	Audio Transcription	
	Video Transcription	
	Categorisation	
	Image Quality Evaluation	
	Usability Testing	
	Bounding Boxes	
	Natural Language Processing	
	Record Matching	
	Image Moderation	
	Product Ranking	
	Image Data Extraction	
	Handwritten Text Transcription.	
Business and Finance	Business Development	
	Finance	
	Sales	
	Surveys	
Other	Search Engine Optimisation	
	Social Media Management	
	Digital Marketing	

<b>Job Category</b>	<b>Job Type</b>	
	Customer Service	
	Community Management	
	Telesales	

<b>Curriculum Modules</b>	<b>Free Online Course</b>
<b>Foundation Module</b>	
Youtube Auto-generated subtitles tutorial	<a href="https://support.google.com/youtube/answer/100078?hl=en-GB&amp;co=GENIE.Platform%3DDesktop#zippy=%2Cturn-captions-on-or-off">https://support.google.com/youtube/answer/100078?hl=en-GB&amp;co=GENIE.Platform%3DDesktop#zippy=%2Cturn-captions-on-or-off</a>
<b>Device Literacy</b>	
Android Tutorial	<a href="https://youtu.be/kX4yiOSPA7E?feature=shared">https://youtu.be/kX4yiOSPA7E?feature=shared</a>
Windows Tutorial	<a href="https://youtu.be/G_OPn0T189c?feature=shared">https://youtu.be/G_OPn0T189c?feature=shared</a>
<b>Google products:</b>	
Docs	<a href="https://www.youtube.com/watch?v=z9i_h-WMQ68&amp;list=PLAAetX470-WhgxPxGaNYMaCQpZnzMmopM&amp;index=2">https://www.youtube.com/watch?v=z9i_h-WMQ68&amp;list=PLAAetX470-WhgxPxGaNYMaCQpZnzMmopM&amp;index=2</a>
Sheets	<a href="https://youtu.be/TENAbUa-R-w?feature=shared">https://youtu.be/TENAbUa-R-w?feature=shared</a>
Gmail	<a href="https://youtu.be/gdrxAoqfvbA?feature=shared">https://youtu.be/gdrxAoqfvbA?feature=shared</a>
Calendar	<a href="https://www.youtube.com/watch?v=ya1LWttUXqM">https://www.youtube.com/watch?v=ya1LWttUXqM</a>
Drive	<a href="https://youtu.be/gdrxAoqfvbA?feature=shared">https://youtu.be/gdrxAoqfvbA?feature=shared</a>
Meet	<a href="https://youtu.be/O8Y1vlfpbEU?feature=shared">https://youtu.be/O8Y1vlfpbEU?feature=shared</a>
<b>Digital freelance training including:</b>	
Business English for French Speakers	<a href="https://www.youtube.com/@ChristinaRebuffet/playlists">https://www.youtube.com/@ChristinaRebuffet/playlists</a>
Online safety training	<a href="https://studio.learningequality.org/en/channels/#/public/d0ef6f71e4fe4e54bb87d7dab5eeae2/details?page=1&amp;kinds=video&amp;languages=en&amp;last=CATALOG_ITEMS">https://studio.learningequality.org/en/channels/#/public/d0ef6f71e4fe4e54bb87d7dab5eeae2/details?page=1&amp;kinds=video&amp;languages=en&amp;last=CATALOG_ITEMS</a>
Introduction to digital freelance platforms	<a href="https://youtu.be/tcTRMIoLJd4?feature=shared">https://youtu.be/tcTRMIoLJd4?feature=shared</a>
Online job application training (inc. CV writing)	
Basic search engine optimisation	<a href="https://youtu.be/MYE6T_gd7H0?feature=shared">https://youtu.be/MYE6T_gd7H0?feature=shared</a>
Basic copywriting	<a href="https://youtu.be/be8P9D3QxiU?feature=shared">https://youtu.be/be8P9D3QxiU?feature=shared</a>
Basic digital marketing	<a href="https://youtu.be/bixR-KIJKYM?feature=shared">https://youtu.be/bixR-KIJKYM?feature=shared</a>
<b>Graphic Design Pathway</b>	
UX / UI Design	<a href="https://skillsbuild.org/adult-learners/explore-learning/user-experience-design#sb--adult-learners-journey-courses">https://skillsbuild.org/adult-learners/explore-learning/user-experience-design#sb--adult-learners-journey-courses</a>
Design Principles	<a href="https://youtu.be/01ZoynsM7Vw?feature=shared">https://youtu.be/01ZoynsM7Vw?feature=shared</a>
Branding	
Typography	

<b>Curriculum Modules</b>	<b>Free Online Course</b>
Adobe Creative Cloud	
Sketch	
Designing for print	
Figma	
<b>Tutoring Pathway</b>	
Language learning	
Fitness coaching	
Musical tutoring	
<b>Writing Pathway</b>	
Wordpress	
Blog writing	
Article writing	
Copywriting	
Translation	
<b>Virtual Assistant Pathway</b>	
Administrative assistance	
Web research	
<b>Multimedia Pathway</b>	
Creative direction	
Scriptwriting	
Filming	
Video Editing	
Creative media production diploma	
Audio engineering	
Music Production	
Photoshop Introduction Course	

<b>Curriculum Modules</b>	<b>Free Online Course</b>
<b>Tech Design Pathway</b>	
Data science	<a href="https://skillsforall.com/catalog?category=course&amp;subject+areas=data+science">https://skillsforall.com/catalog?category=course&amp;subject+areas=data+science</a>
Python	<a href="https://skillsforall.com/learningcollections/python?courseLang=en-US">https://skillsforall.com/learningcollections/python?courseLang=en-US</a>
C++	
R	
Java	
HTML5	
CSS3	
JavaScript	<a href="https://skillsforall.com/learningcollections/javascript?courseLang=en-US">https://skillsforall.com/learningcollections/javascript?courseLang=en-US</a>
Ruby	
Django	
PHP	
iOS	
Rails	

<b>Curriculum Modules</b>	<b>Notes</b>
<b>Foundation Module</b>	
Youtube Auto-generated subtitles tutorial	Scroll to bottom of page, select language drop-down
<b>Device Literacy</b>	
Android Tutorial	
Windows Tutorial	Comprehensive windows 11 playlist - 186 videos
<b>Google products:</b>	
Docs	
Sheets	
Gmail	
Calendar	
Drive	
Meet	
<b>Digital freelance training including:</b>	
Business English for French Speakers	
Online safety training	Vodafone Foundation's peer-to-peer, text-based resources designed to teach students how to use the internet safely, be digitally resilient, and develop their digital citizenship.
Introduction to digital freelance platforms	Upwork playlist
Online job application training (inc. CV writing)	Country / region specific
Basic search engine optimisation	
Basic copywriting	
Basic digital marketing	
<b>Graphic Design Pathway</b>	
UX / UI Design	Videos and course text in English
Design Principles	Canva playlist 8 videos
Branding	
Typography	

<b>Curriculum Modules</b>	<b>Notes</b>
Adobe Creative Cloud	
Sketch	
Designing for print	
Figma	
<b>Tutoring Pathway</b>	
Language learning	
Fitness coaching	
Musical tutoring	
<b>Writing Pathway</b>	
Wordpress	
Blog writing	
Article writing	
Copywriting	
Translation	
<b>Virtual Assistant Pathway</b>	
Administrative assistance	
Web research	
<b>Multimedia Pathway</b>	
Creative direction	
Scriptwriting	
Filming	
Video Editing	
Creative media production diploma	
Audio engineering	
Music Production	
Photoshop Introduction Course	

<b>Curriculum Modules</b>	<b>Notes</b>
<b>Tech Design Pathway</b>	
Data science	
Python	
C++	
R	
Java	
HTML5	
CSS3	
JavaScript	
Ruby	
Django	
PHP	
iOS	
Rails	