

**THE
IEC
GROUP**

GLOBAL EMPLOYER OF RECORD STUDY 2026



GTP



LUIS PRAXMARER
IEC CEO & Practitioner



Complimentary Copy from G-P



G-P



G-P remains the undisputed leading force in the EOR industry, combining broad global reach across 180+ countries with a largely owned-entity model and extensive partner ecosystem. With a clear EOR focus, G-P leverages G-P Gia, G-P EOR and G-P Contractor to deliver scalable, AI-enabled global employment, compliance and workforce management solutions in complex environments.

IEC Dynamic Map™ EOR Study approach



★★★★★
**Top 30
Elite
Members**

**150 Global Players
got selected & invited to
participate free of charge**

**1.000+ EOR players world wide
many providers are locally focused**



IEC Dynamic Map™ – EOR Global Quadrant 2026



Analyst Statement:
“G-P is the benchmark in the global EOR market, combining strong compliance depth and enterprise-grade platform maturity. With G-P Contractor and G-P Gia, the company further reinforces its position as a leading partner for complex international workforce expansion”, says Luis Praxmarer, CEO – The IEC Group.

IEC Global EOR Study 2026 – Positioning Executive Summary

Top 30 IEC Elite Members | Top 12 Leaders

TOP 12 LEADERS

Highest-positioned companies in the latest IEC Dynamic Map

★ G-P

★ Deel

★ Multiplier

★ WorkMotion

★ Remote

★ RemoFirst

★ Papaya Global

★ Payoneer

★ Atlas HXM

★ Safeguard Global

★ Mercans

★ Remundo

TOP 30 IEC ELITE MEMBERS

Leaders highlighted above; broader elite cohort shown below

Oyster

Rippling

Neeyamo

CXC Global

GoGlobal

Mauve Group

BIPO

Pebl (Velocity Global)

Acumen International

Horizons

Borderless AI

Links International

Rivermate

HSP Group

Native Teams

SGF Global

RemotePass

Playroll



Analyst Statement: *G-P is the benchmark in the global EOR market, combining strong compliance depth and enterprise-grade platform maturity. With G-P Contractor and G-P Gia, the company further reinforces its position as a leading partner for complex international workforce expansion.*

Overview

G-P positions itself as a technology-led global employment platform focused on compliant global hiring, onboarding, management and payroll across 180+ countries.

Its core offering combines G-P EOR and G-P Contractor with G-P Gia, an agentic AI layer designed to support HR compliance guidance, document generation and compliance monitoring.

The company continues to emphasize enterprise-grade security, privacy and platform maturity, with API and embedded capabilities that strengthen its appeal for larger, integration-focused global employment programs.

Strengths

- + G-P's key strength remains its combination of global EOR scale, compliance depth and platform maturity.
- + The company supports hiring in 180+ countries, reports 99% payroll accuracy, and complements its delivery model with 200+ global partners.
- + Its platform unifies G-P EOR, G-P Contractor & G-P Gia, an agentic AI layer designed to provide verified HR compliance guidance, generate documents, run compliance checks and support ongoing policy monitoring.
- + G-P also stands out for enterprise readiness through integrations with leading HCM, payroll and PEO platforms, alongside API and embedded capabilities.
- + On the risk and governance side, the company emphasizes security-by-design, including MFA, SSO and role-based access controls, reinforcing its appeal for larger global employment program

Observations

G-P is well positioned with larger mid-market and enterprise clients, where compliance depth, delivery maturity and platform quality are strong differentiators. The next growth lever may lie in earlier engagement with high-growth startups and smaller internationalizing businesses that later scale into complex global employers. To capture that segment more effectively, G-P could deepen partnerships and embedded integrations with startup-oriented HR, payroll and finance platforms, making global hiring easier at an earlier stage. This would help G-P secure emerging companies sooner and strengthen its long-term relevance as their workforce, geographic footprint and compliance needs expand.

Executive Overview – EOR Service Overview

What an EOR does

- Employs talent in new countries without a local entity
- Handles contracts, payroll, tax, benefits, and compliance
- Lets the client manage the work while the EOR manages the employment layer

Why companies use it

- Accelerates entry into new markets and new talent pools
- Reduces legal, tax, and setup risk across jurisdictions
- Cuts admin burden and supports faster, flexible expansion

Operating models

- Direct: provider owns the local employing entity
- Indirect: provider works through in-country partners
- Hybrid: combines owned entities and partner coverage

Why the model matters

- Supports employees, contractors, and project-based talent
- Can extend into visas, mobility, and local admin support
- Helps replace fragmented local vendors with one scalable model

Key distinction

Unlike a PEO, an EOR becomes the legal employer of record and assumes the employment burden in-country.

Global hiring | payroll | compliance

EOR is moving from a hiring tool to a broader layer of workforce infrastructure.

Executive Overview – Market Dynamics

Scarce skills, mixed workforces, and tougher regulation are reshaping demand

1. The hunt for scarce skills is global

- AI, cyber, engineering, data, and specialist roles are widening the global search radius.
- Companies are hiring for capability, not geography, and using EOR to access talent faster.
- Nearshore and cross-border hiring are now part of mainstream workforce planning.

2. The workforce is becoming more mixed

- Employees, contractors, freelancers, and gig workers now sit inside one global operating model.
- Buyers increasingly want one layer across onboarding, payroll, benefits, mobility, and offboarding.
- Advanced platforms are consolidating siloed HR, payroll, and contractor tools into cleaner workflows.

3. The compliance environment is tougher

- Country rules around worker classification, tax, benefits, data privacy, and permanent establishment are tightening.
- Misclassification, cross-border payroll, and local labor-law obligations are under more scrutiny.
- Winning providers combine local expertise, automation, analytics, and integrations to manage risk at scale.

EOR is shifting from a market-entry service to a broader layer of global workforce infrastructure.



Executive Overview – Market Summary

A more integrated, infrastructure-led global market

Demand is broadening

- EOR is shifting from point solution to global workforce infrastructure.
- Growth now spans enterprise, mid-market, and SME buyers.
- Speed, compliance, and fast market entry remain the main triggers.

Work models are changing

- Remote, hybrid, and cross-border hiring are now standard.
- Scope is expanding beyond employees to contractors and gig talent.
- Nearshore and distributed delivery models continue to gain share.

Platforms are converging

- Leading vendors are combining EOR, payroll, payments, mobility, and onboarding.
- Buyers want one control layer across fragmented local providers.
- HRIS/ERP integration, analytics, and automation are now table stakes.

What wins in 2026

- Direct-owned compliance models are gaining trust in enterprise deals.
- Orchestrators win where coverage, payments, and flexibility matter most.
- Leaders pair local expertise with AI-enabled compliance workflows.

EOR is becoming the operating layer for global workforce deployment — across employees, contractors, and flexible talent.

Executive Overview – Market Evolution

A vibrant, dynamic, and expanding global market

- EOR has evolved from a hiring workaround into a core layer of global workforce infrastructure.
- The market is expanding beyond employees to include contractors, gig workers, and other flexible talent models.
- Leading providers are no longer selling only EOR, but broader employment-anywhere platforms.
- These platforms increasingly combine payroll, compliance, onboarding, payments, visa support, and workforce administration.
- The strongest players are building infrastructure that connects fragmented local solutions into one global operating model.
- Advanced vendors are also helping clients replace siloed HR, payroll, and workforce tools with more integrated platforms.
- As a result, EOR is shifting from a transactional service to a strategic foundation for international workforce management.
- The market is now being driven by providers that combine compliance, automation, integration, and scalable global workforce infrastructure.

Over the last five years, EOR has moved from a pandemic-era hiring workaround to a core layer of global workforce infrastructure



Executive Overview – Global EOR Split

EOR Adoption and EOR Deployment Development

Global EOR Market

Public market signals still point to North America as the largest market for EOR adoption, accounting for approximately 45% of the overall market.

But they also show APAC rising fastest, with LATAM gaining relevance through digital talent and nearshore hiring, and Africa emerging more clearly as its own talent-growth zone rather than being treated only as part of EMEA

Global EOR Deployment

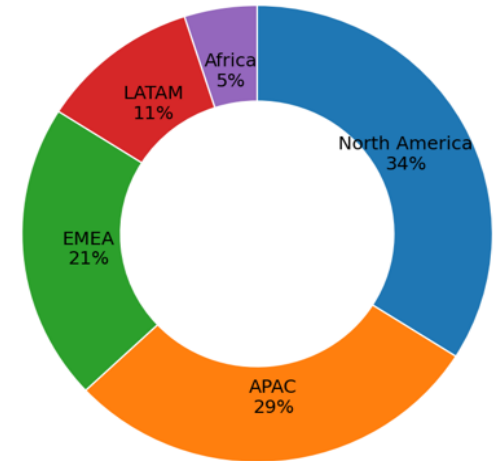
Based on our 2026 analysis, North America remains the largest single region for the deployment of EOR-engaged workers, but the market is becoming more balanced globally.

APAC is now the strongest growth engine, driven by large digital talent pools and rising demand for compliant cross-border hiring.

EMEA remains a major region, while LATAM continues to benefit from nearshore demand and time-zone alignment.

Africa is emerging as a distinct growth zone for digital, support, and tech roles.

2026 regional deployment split



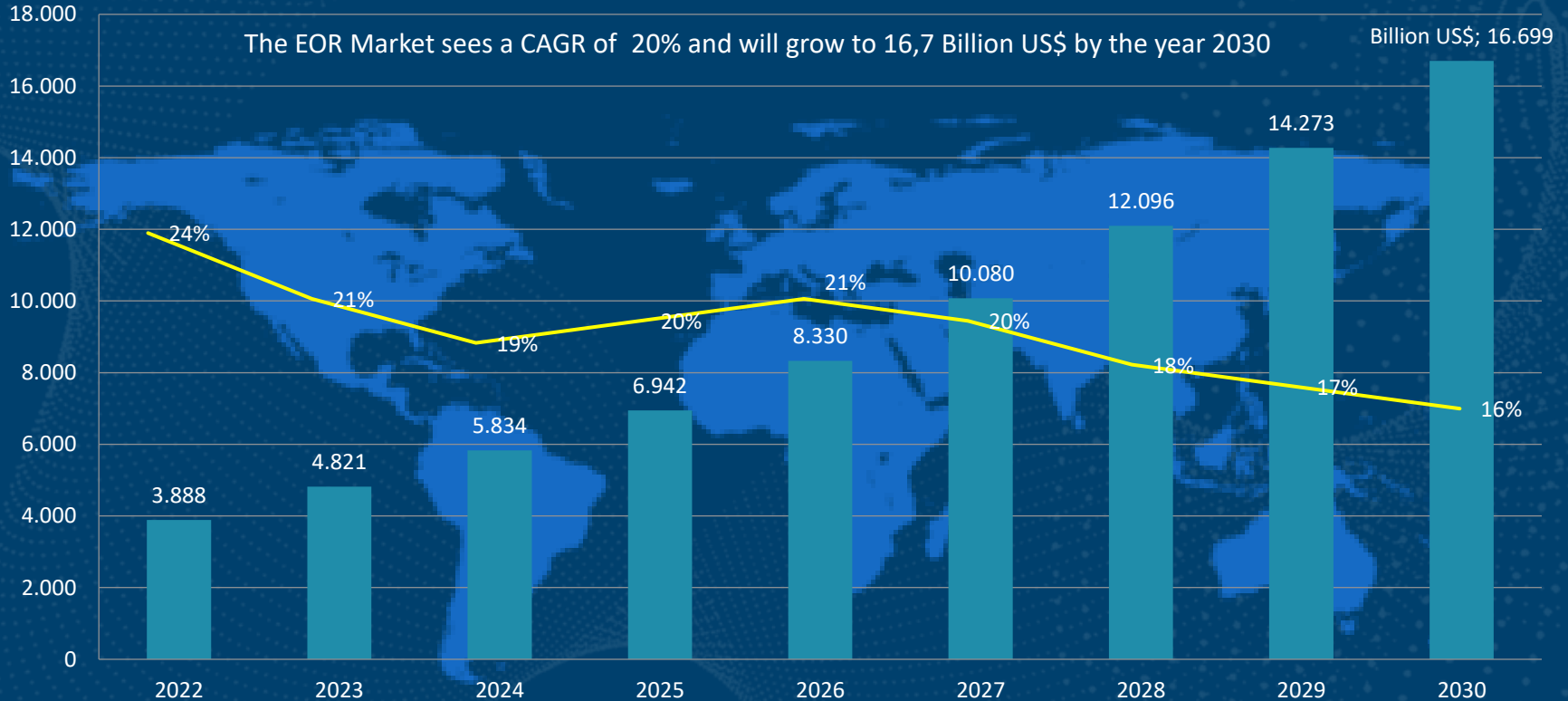
Source: The IEC Group

Shift vs. 2025

- North America: 36% → 34%
- APAC: 26% → 29%
- EME(A): 26% → 21%
- LATAM: 12% → 11%
- Africa: new 5% slice

The EOR market is evolving from a regional hiring solution into a broader layer of global workforce infrastructure.

Employer of Record Global Market Size 2022 - 2030



Source: The IEC Group

The EOR Market Outlook

Employer of Record Global Market Size & Revised Growth Outlook

\$16.7 Billion by 2030

CAGR 20%+

2026 outlook strong

Source: The IEC Group

2025 stronger than expected

Revenue performance improved and several leading EOR players posted excellent growth.

2026 forecast remains promising

Enterprise demand, broader use cases, and platform consolidation continue to support expansion.

Outlook revised upward

IEC raises the 2030 market view from c.\$12B to \$16.7B, reflecting a healthier growth path.

Market update: 2025 closed materially stronger than expected from a revenue standpoint, with several EOR providers delivering excellent growth and renewed commercial momentum.

The market is broadening beyond traditional EOR into workforce infrastructure across payroll, contractors, compliance, mobility, and global hiring. APAC remains the fastest-growing region, while larger platforms continue consolidating fragmented HR and payroll stacks.

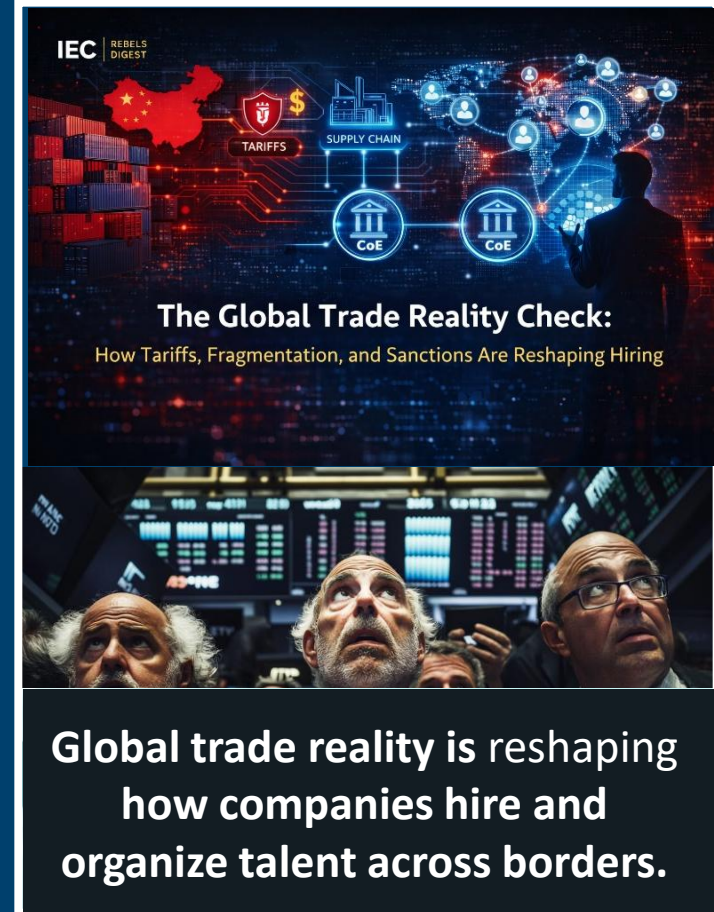
IEC therefore raises its 2030 market outlook from c.\$12B to \$16.7B, with 2026 expected to remain highly favorable for sector growth.

Changes from 2025 to 2026

A vibrant and dynamic global market

Changes in weighting factors & focus areas:

- ✓ Global Reach & Legal Infrastructure
- ✓ Compliance & Licensing Depth
- ✓ Tech Stack & Platform Maturity
- ✓ AI & Process Automation
- ✓ Client Experience (CX)
- ✓ Employee Experience (EX)
- ✓ Integration & API Coverage
- ✓ Innovation & Market Different



IEC REBELS DIGEST

The Global Trade Reality Check:
How Tariffs, Fragmentation, and Sanctions Are Reshaping Hiring

**Global trade reality is reshaping
how companies hire and
organize talent across borders.**

Compliance & Licensing Depth

Why is it complex on a global level? 195 Countries and 195 different laws

- In-country legal employability and entity structure
- Licensing depth and regulated market readiness
- Payroll tax accuracy and statutory filings
- Benefits, social contributions, and leave compliance
- Local labor law execution across the employee lifecycle
- Contractor misclassification and worker status controls
- Auditability, documentation, & compliance governance
- Cross-border risk management, including PE exposure



These are the core pillars separating surface-level trust claims from real EOR compliance depth – it is more than security!

The Big Challenge – Workforce Compliance

Who's Ultimately Responsible Within the Client Company?

1. Chief Human Resources Officer (CHRO) or Global Head of People

- **Primary accountability** for workforce compliance.
- Expected to ensure that all hiring is aligned with labor laws, policies, and risk thresholds.
- Must understand what compliance is outsourced vs. retained internally.
- Often the one who signs off on global employment decisions and EOR vendor selections

2. Head of Global Mobility / International HR

- Operational responsibility for compliance in cross-border hiring.
- Coordinates with EOR providers and legal teams.
- Manages employment documentation, onboarding, and local labor requirements.

3. Legal & Compliance Department

- **Shared liability** and advisory role.
- Reviews EOR agreements, data protection clauses, indemnities, and regulatory exposure.
- Must ensure the company is not violating permanent establishment rules or co-employment risks.

4. Finance / Payroll / Tax

- May bear responsibility for **tax compliance**, shadow payroll, and global compensation reporting.
- Responsible for budget approvals and vendor payments.

5. Business Unit Leaders / Hiring Managers

- May **inadvertently create compliance risks** by hiring talent in countries without informing HR or legal.
- Can be held responsible if they bypass process or use "unofficial" workarounds.



Executive Summary – Key Takeaways

What matters most in the 2026 EOR market

2026 Conclusions

- 2025 closed stronger than expected, with several leading EOR providers delivering excellent growth and improved revenue performance.
- The category is shifting from tactical hiring support to strategic global workforce infrastructure.
- Buyers now need one operating model across employees, contractors, payroll, compliance, and integrations.
- The strongest partners reduce fragmentation and create clearer ownership across HR, Legal, Finance, and Operations.

“The next phase of EOR will be won by platforms that combine compliance, execution, and governance clarity.”

Luis Praxmarer, CEO, The IEC Group

Key Takeaways

1

Strategic choice

Select for operating model, local compliance, and service depth — not just country coverage.

2

Ownership matters

Risk rises when HR, Legal, Finance, and Operations assume someone else owns compliance.

3

Integration wins


Leading EOR platforms reduce fragmentation and connect payroll, contractors, and workforce workflows.

The next phase of the EOR market will be shaped by audited, certified compliance — giving buyers proof where others offer only promises.


Why Companies use Employer of Record (EOR) services

Using an EOR company can provide numerous benefits for businesses looking to streamline operations, expand globally, and manage HR functions more efficiently.


Here are 10 reasons, listed by priority:

- 


1. Global Expansion Simplification

- EORs facilitate easier entry into new international markets by managing local labor laws, employment regulations, and payroll without the need for a local entity.
 - Companies entering new markets can reduce their setup time by up to 90% by using an EOR instead of establishing a local entity, which can traditionally take months or even years depending on the country.
- 


2. Compliance with Local Laws

- EORs ensure compliance with all local employment laws, tax regulations, and benefits requirements, reducing the risk of legal issues.
 - Non-compliance with local labor laws can result in hefty fines. GDPR violations can cost up to 4% of annual global turnover or €20 million (whichever is greater). EOR services help mitigate such risks by ensuring compliance.
- 

3. Reduced Legal & Financial Risks

- By outsourcing employment responsibilities, companies limit their exposure to employment-related legal and financial risks in unfamiliar markets.
 - When entering new markets, the risks associated with establishing a foreign subsidiary can be considerable. An EOR mitigates these risks by allowing companies to hire employees without setting up a local entity, which can be risky.
- 

4. Cost Efficiency


- EORs eliminate the need for setting up local entities and the associated costs, such as legal fees, office space, and administrative overhead.
 - The costs of establishing a foreign subsidiary can range from tens to hundreds of thousands of dollars, not including ongoing administrative costs. Using an EOR can significantly reduce these upfront and recurring expenses.
- 

5. Rapid Market Entry


- Companies can quickly hire local talent through an EOR, speeding up the time it takes to operate in a new market.
 - By utilizing EOR services, companies can begin operations in new markets in as little as a few weeks, compared to the several months it would typically take to establish a legal business entity and hire staff.

Why Companies use Employer of Record services – cont.


These 10 points highlight the strategic advantages of using an EOR, especially for companies aiming to grow internationally or optimize their existing operations

- 


6. Focus on Core Business Functions

 - Using an EOR allows companies to concentrate on their core business activities without being bogged down by HR and compliance issues.
- 


7. Access to Talent Pool

 - EORs provide access to a wider talent pool, enabling companies to hire the best candidates globally without geographical restrictions.
 - A global talent acquisition strategy supported by an EOR can increase the quality of hires, as organizations are not limited by geographic constraints.
- 

8. Flexible Workforce Management

 - EORs offer flexibility in managing workforce sizes based on current business needs, which is especially beneficial for project-based or seasonal work.
 - By facilitating international employment, EORs allow employees to take on global roles that match their career aspirations without the complexity of relocating permanently or dealing with visa issues on their own.
- 

9. Streamlined HR Processes

 - EORs handle all aspects of HR management, from recruitment and onboarding to payroll and performance evaluations, ensuring a consistent and professional process.
 - Outsourcing HR functions to an EOR can lead to more efficient processes, as indicated by reports that suggest companies can save on average 18% in HR administration costs.
- 

10. Enhanced Employee Satisfaction

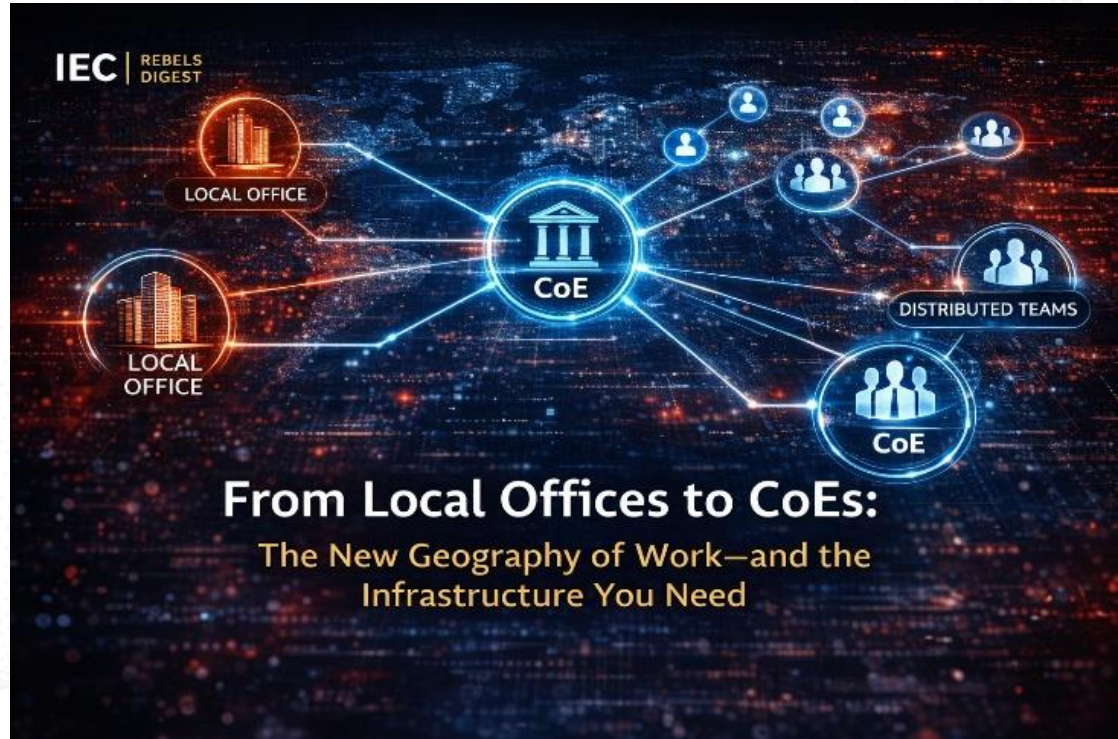
 - By managing employee benefits, payroll, and HR concerns effectively, EORs can help enhance overall employee satisfaction and retention.
 - Retention rates and satisfaction levels for remote workers managed by EORs have shown to be significantly higher.

Why EOR Becomes the CoE Expansion Layer

EOR as a CoE expansion layer means:

- hire in-country without setting up an entity
- build a satellite team while the hub ramps
- support distributed hires around a CoE
- enter markets quickly for go-to-market acceleration
- keep optionality while demand is uncertain
- reduce the burden on internal HR/legal/finance during expansion

EOR is the bridge between strategy and execution. Not a workaround. An operating model component.



The Next Phase of EOR – The new buyer criteria

What buyers now demand



Proven compliance
depth and licensing
proof



Support for hub-and-
satellite models



Auditable partner
governance



Consistent client and
employee experience



Integration and API
maturity



Speed to hire and
operational execution

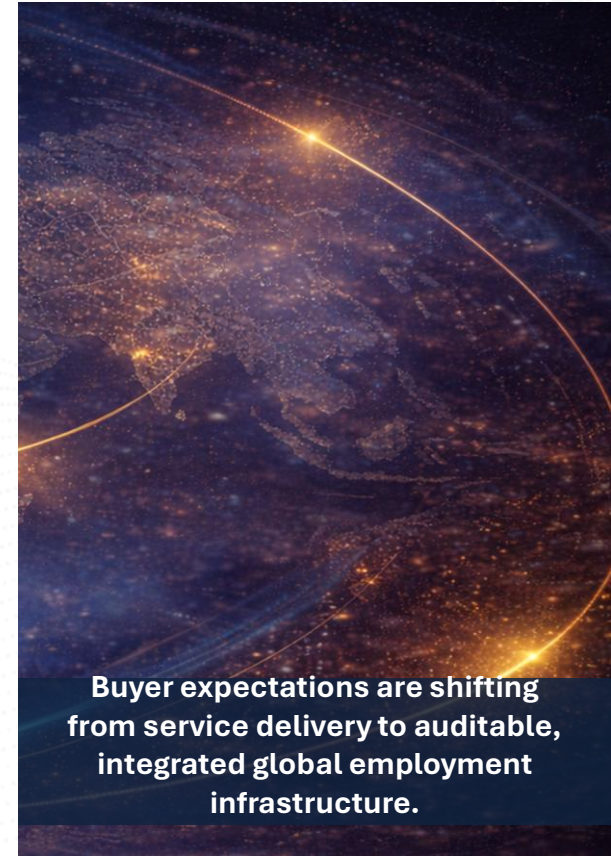


Multi-country operating
experience



Sophisticated
onboarding and
offboarding

Bottom line: EOR is no longer just a service.
It is becoming critical workforce infrastructure.



Buyer expectations are shifting
from service delivery to auditable,
integrated global employment
infrastructure.

Enterprises are Consolidating Small Subsidiaries using EOR

Using an EOR can significantly reduce the complexity for corporate accounting teams, particularly when it comes to consolidating financials from multiple subsidiaries. Here are specific ways an EOR can alleviate these complexities:

- 1. Unified Payroll Processing:** An EOR can handle payroll for all employees across different countries, providing a single, consolidated invoice to the corporate accounting team, which simplifies the reconciliation process.
- 2. Local Tax Compliance:** The EOR ensures compliance with local tax laws, including the filing of employment taxes and mandatory reports. This service reduces the need for the corporate accounting team to understand the intricacies of each jurisdiction's tax system.
- 3. Streamlined Annual Reporting:** An EOR can assist in the preparation of annual reports by providing necessary financial data in a standardized format, which aids in the timely consolidation of global financial reporting.
- 4. Reduced Local Accounting Efforts:** By taking over the HR and payroll functions, an EOR reduces the workload on local accounting teams, who would otherwise need to manage these processes in accordance with varying local regulations.
- 5. Decreased Audit Risks:** Accurate and compliant payroll and tax filings through an EOR minimize the risk of financial discrepancies that could lead to audits and the associated time and effort required to support audit activities.
- 6. Operational Efficiency:** Eliminating the need to set up and maintain accounting systems in multiple countries, an EOR helps streamline operations, allowing the corporate accounting team to focus on core financial strategies rather than the nuances of international compliance.
- 7. Timely Financial Reporting:** EORs can provide regular, timely financial reports related to employee costs, helping companies meet internal and external financial reporting deadlines without the pressure of coordinating multiple reports from various subsidiaries.



By reducing the burden of managing payroll, tax, and employment compliance across multiple international regions and subsidiaries, an EOR service allows a company's accounting department to operate more efficiently, focusing on strategic financial management rather than the complexities of local compliance and reporting.

Case Study: Entity Consolidation – GlobalTech* Saved \$2.37M

TREND: If an entity has fewer than 10 employees and annual costs exceed \$500,000, EOR transition is beneficial—unless it holds strategic value like key contracts, market commitment, or for liability reasons.

Category	Before EOR (\$M)	After EOR (\$M)	Savings (\$M)
Accounting & Compliance	0.75	0.15	0.60
Legal & Regulatory Filings	0.55	0.10	0.45
Management Overhead	1.00	0.20	0.80
Financial Consolidation & Audit	0.40	0.08	0.32
Entity Maintenance (Tax, Banking, etc.)	0.25	0.05	0.20
Total Annual Cost	2.95	0.58	2.37

** GlobalTech Inc. is a fictitious name for confidentiality*



Additional intangible benefits:

- ✓ Zero compliance violations
- ✓ No delays in financial reporting
- ✓ Seamless employee retention
- ✓ Improved investor confidence

→ **First-Year ROI: \$2.37M saved (80.3% reduction in cost)**
 → **Three-Year Projection: \$7.1M in total savings**

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At The IEC Group, we turn research into action through clear “Go To’s” — practical recommendations that help leaders move from insight to execution.

Go To’s: *According to Luis Praxmarer, IEC CEO, EOR should be treated as a strategic lever in every CHRO portfolio. The right level of EOR adoption depends on business goals, internal capabilities, speed, and risk exposure. Used well, EOR can increase agility, improve access to talent, reduce complexity, and strengthen compliance.*

After all, how else can a CHRO be confident that a global workforce is fully compliant across jurisdictions, worker types, and local labor laws?

THANK YOU FOR YOUR INTEREST

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