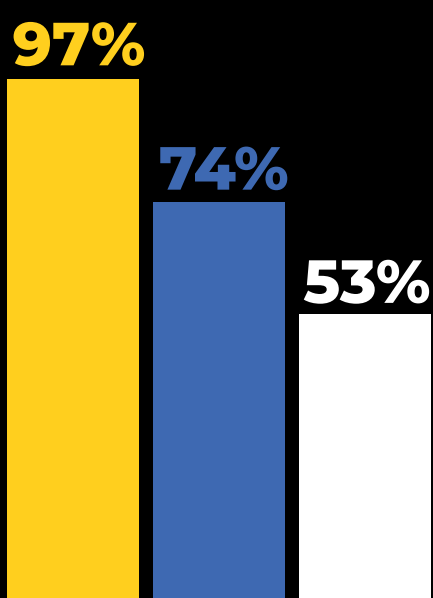


Employment Trends Create New Opportunities for Payroll Providers

Employees are demanding more from payroll providers.



Remote and hybrid work are growing:

97% of employees don't want to go back to the office full-time

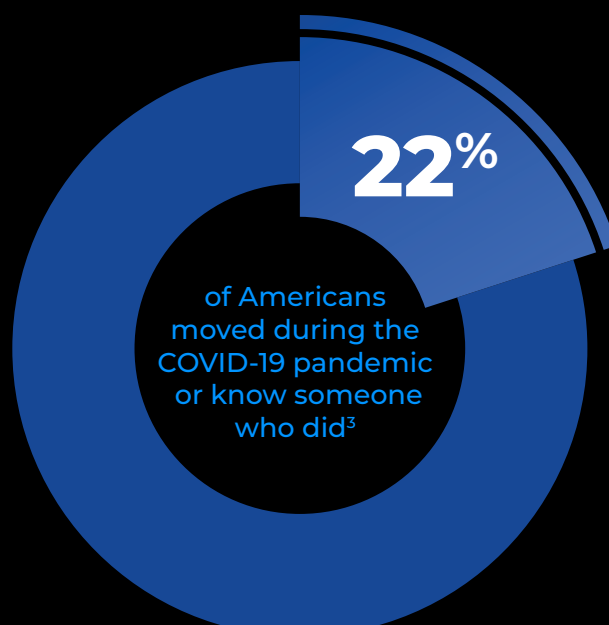
74% expect remote work will become the "new normal"¹

53% expect a hybrid work arrangement²

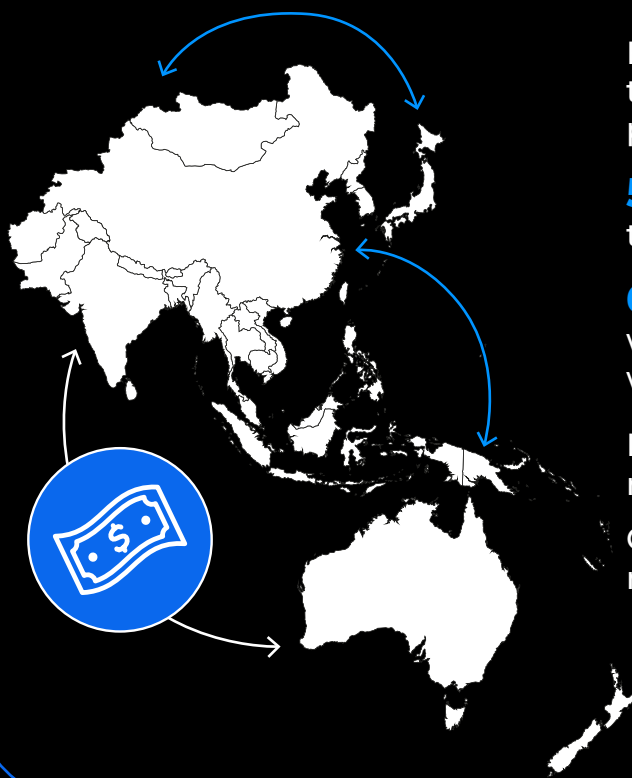
Employees are changing where they live.

Top reasons why people are moving:

- Job opportunities
- Healthier lifestyle
- Lower cost of living
- Natural disasters
- Housing prices
- COVID policies⁴



Direct deposit isn't always the first choice.



Employees and contractors are asking to be paid via: eWallet or cash. Both are popular in the Asia-Pacific region.

51% of gig economy workers don't want to be paid via direct deposit⁵.

60% of freelancers/gig economy workers in India were paid for their work via an eWallet.

Nearly **1/3** of employees in Thailand receive cash for their regular salary

Cash is still the most utilized payment method in Asia⁶.

Moving money across borders is expensive...

For every global transaction associated with paying employees and contractors, payroll providers often pay:

- Bank and vendor fees
- Variable foreign exchange rates
- Currency conversion costs

...and it can be risky...

The top risks companies face with cross-border payroll are:

- Data security
- Fraud risk
- Brand & reputation⁷



...and hard to reach new regions.

Reaching employees and contractors in new countries is complex:

- Meeting local regulations
- Paying employees in local currencies
- Connecting to local payment methods

Payroll providers are facing a lot of challenges. But they can tackle these challenges by streamlining operations and reducing costs.

▶ See it in Action

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