



Emerging

Employer of Record (EOR)

Trends in 2025

A Member Firm of Andersen Global



A modern office interior with a red overlay. The background shows a staircase, a desk with a plant, and a wall with a grid pattern. The red overlay is a semi-transparent rectangle that covers the right side of the image.

01 Growth of Remote Work

02 Integration with HR Tech Ecosystems

03 Facilitating Global Expansion

04 Enhanced Focus on Employee Well-being

Growth of Remote Work

Remote work has become mainstream, with 20% of the global workforce working remotely. This shift allows businesses to access a broader talent pool and reduce overhead costs. Additionally, remote work has been linked to higher employee satisfaction and productivity.

Integration with HR Tech Ecosystems

EOR services are integrating with HRIS and talent management systems. Advancements in AI and automation are reshaping work processes. This provides companies with a seamless and comprehensive workforce management solution. Such integration streamlines HR processes, reducing administrative burdens and enhancing data accuracy.

Facilitating Global Expansion

EOR services are vital for companies expanding without setting up local entities. They manage payroll, benefits, and compliance for smooth cross-border hiring. This approach enables businesses to enter new markets swiftly while minimizing legal and administrative complexities.

Enhanced Focus on Employee Well-being

Companies are prioritizing better working conditions and tailored benefits. This approach improves job satisfaction and helps businesses retain top talent. Emphasizing employee well-being also fosters a positive organizational culture and reduces turnover rates.





In summary, the EOR industry in 2025 is characterized by the mainstream adoption of remote work, rapid technological advancements, and the strategic use of EOR services to simplify global employment.

IMC helps organizations manage tax, legal and compliance challenges of international employee relocation.

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