



# International Hiring

The Paychex Quarterly, Winter 2025



Paychex does international – and that is an important message to keep in mind.

Companies of all sizes are considering global employment. It can be to expand to a new market or to recruit talented professionals who live overseas.

The Paychex partnership with G-P allows employers to easily hire and manage employees in 180+ countries., quickly and compliantly.

Remind your clients that Paychex is their first choice for international hiring – then let's talk!

Cheers!  
**JP Pruneau**  
Group Director, Partners

## EXCITING NEWS!

G-P Unveils **World's First** AI-based Global HR Compliance Advisor!  
AI for the next era of HR.

Read more at [G-P Gia](#).

### Your Team



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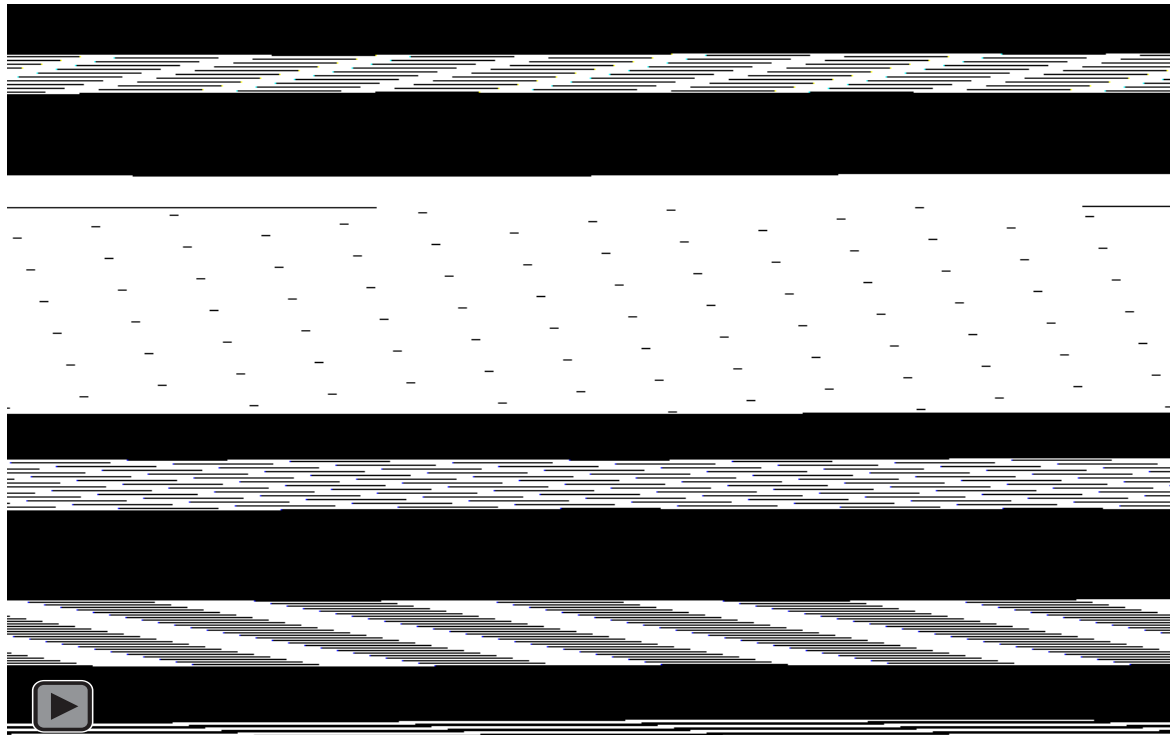
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## A Message from G-P CEO Nicole Sahin to Paychex

Watch now



### Did You Know?

Spain is a popular country for Employer of Record (EOR) services, and like many countries, there are things to consider when hiring in Spain.

- **Vacation days:** The market norm and minimally required vacation days are 30 calendar days (i.e., 23 paid business days per year).
- **Health insurance:** Health insurance is funded through social security taxes. Supplementary health insurance may be provided by employers as a fringe benefit.

- **Paying taxes:** Both employers and employees pay social security taxes during the employment relationship. The employee's contribution depends on their salary but is capped at a maximum of EUR 4,495.50.

Discover more at the [Global Guidance](#) section.



## What Is an EOR? Share with Your Clients.

**Short answer:** An Employer of Record (EOR) is a solution that legally employs workers on behalf of another company, enabling global hiring [without setting up a legal entity](#).

**Longer answer:** A global EOR serves as the legal employer of individuals that a company wants to hire in a new country when that company does not have an entity in the country and can't legally employ those individuals, regardless of their entity status.

**Really nice to know answer:** As the legal employer, an EOR manages all aspects of employment including payroll, taxes, benefits, human resources tasks, and compliance. Because an EOR assumes the responsibility of ensuring compliance with local labor and employment laws, it must stay up to date on local legal requirements relating to employment.

G-P is the leading EOR in the world, let us help you tell the whole story.



## World at Work

The Future of Global Employment



## Why Go Global?

### New G-P Report Shares the Big Picture

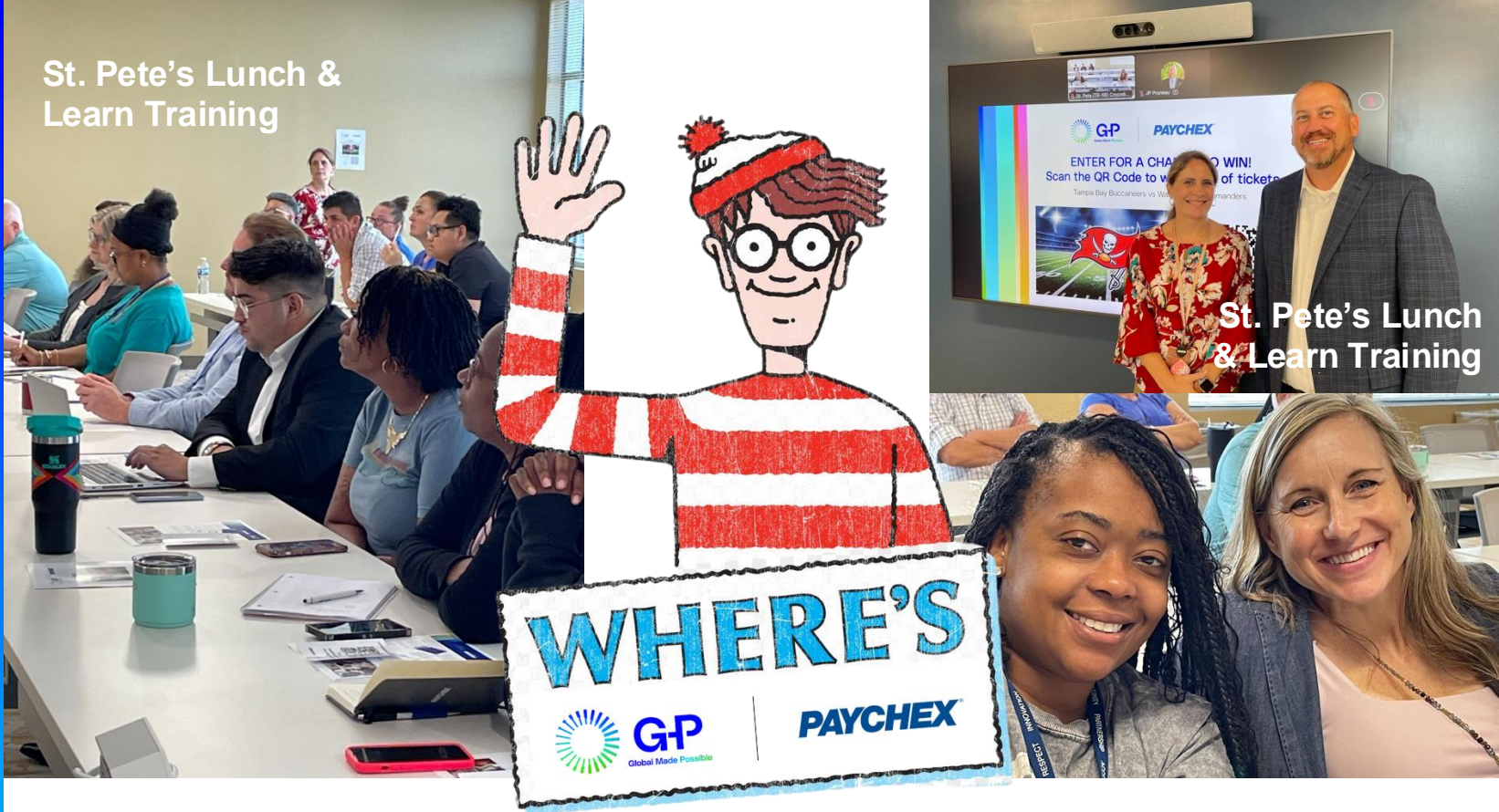
Businesses are going global like never before! G-P's new report, ***World at Work: The Future of Global Employment***, looks at what's driving this trend and the benefits for companies and employees alike and what this means for hiring and strategy.

- 72% of leaders are looking beyond borders for talent.
- 4 out of 5 employees prefer working for a global company.

The report covers fresh insights from 6,000+ professionals worldwide, touching on talent trends, AI's role in work, and how an Employer of Record (EOR) can make global hiring easier.

Download [the World at Work Report](#)

## St. Pete's Lunch & Learn Training



## St. Pete's Lunch & Learn Training

- Team – Tremendous opportunity as we talk to both prospects and clients about our ability to support their international hiring. And thanks again (G-P) for the hospitality. Rob Gregory
- The more we understand what they (G-P) bring to the table, the more we can win together! Patrick Kelly
- I am so happy your organization is able to help our mutual client. I look forward to more partnership in the future! Sara Poe
- Happy to have referred clients over! Thank you for your partnership. P.S. Love my mug! Mickey Lopez
- We will continue to keep G-P top of mind while prospecting and presenting to our clients! John Doona

## Your Comments Matter – Thank You!



## HR Tech



## Allentown Lunch & Learn Training



## Jets vs Pats





## Ask this one question

Does your client have hiring needs in countries where they do not have a legal entity?

### Brief Training Sessions Available!

Let us know if you or your team could benefit from knowing more about International Hiring and HR Services, we provide individual and team trainings. (Suggested time is 20 minutes)

Get started at [paychex@g-p.com](mailto:paychex@g-p.com)



Submit an International Hiring and HR Services referral

[How to submit the referral](#)

[Read Document](#)



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