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Trusted by 5000+ global finance and HR leaders Faster payroll processing Become a true expert in workforce payments and contingent workforce management. Start learning Browse local regulations and taxation, and find important hiring resources for your workers. Browse hiring Find the country you pay in, and stay updated with KYC, taxes, and local banking regulations. Browse payments ProsPapaya Global supports workers in over 160 countries. It can help you manage employees and contractors. Papaya offers localized advisory services because it has partners in every country where it operates. Client testimonials Client testimonials can pay contractors in over 130 currencies. Papaya is system agnostic; users can integrate it with other platforms and automate workflows. Editor's Rating9/10 If your company conducts business worldwide or plans to expand internationally, an international professional employer organization (PEO) can be invaluable. Papaya Global provides various international HR services to support your business abroad. It offers multiple plans with no employee minimums and can integrate with several third-party platforms. The centralized software makes it a breeze to manage and pay workers in multiple countries simultaneously. Additionally, Papayas wealth of resources and advisory services can educate employers on global HR compliance regulations. Price/value8.3/10 Features9.4/10 Customizations, add-ons and integrations9.3/10 Ease of use9/10 Customer support9/10 When a business operates internationally, HR administration can be a challenge. Papaya Globals employer-of-record (EOR) service functions like an international PEO service; it can replace your internal HR department and seamlessly handle HR functions overseas. Papaya Global can support employers in over 160 countries, run payroll in over 130 currencies and handle benefits administration globally. Papayas international HR services far surpassed those of the standard PEOs we reviewed. We were also impressed by Papayas streamlined platform, which helps employers manage multiple locations and workers from a centralized dashboard. We liked that, in addition to accessing Papayas extensive online knowledge base of country-specific resources, you can contact local experts in various countries; they can offer further assistance with hiring, handling the onboarding process and managing your global workers in a legally compliant manner. For these reasons and more, Papaya Global is our choice for the best PEO for international services. Papaya Global partners with JPMorgan Chase & Co. to create localized funding accounts and pay workers in different countries. Papayas centralized dashboard lets business owners and managers view pertinent workforce data from one location. Source: Papaya Global When we tested Papaya Globals platform, we liked its straightforward layout. Each worker (regardless of type) can access a private employee profile that prominently displays tasks or to-do lists. Additionally, we appreciated that Papaya Global offers Android and iOS mobile apps (Papaya Personal), which enhance the platforms self-service capabilities. Workers can view files, payments, time-off reports and more. Papaya Personal also includes a built-in timekeeping tool. On the admin side, we found the Papaya platform intuitive. We also liked that it compares payment and employee information from various locations and countries into one location. A centralized information portal helps employers streamline payroll and pay management across several countries. Although time reporting can be automatically integrated into Papaya from a third-party platform, it can also be manually reported within the system if needed. Source: Papaya Global Papaya provides standard PEO services on an international scale. Heres an overview of the Papaya features we found notable for international businesses. These offerings can help you manage the geodiversity of a global workforce. (The specific features you can access depend on your plan and payment tier. Hiring and onboarding new workers can be challenging for any business. Finding global workers who fit a regions workplace culture can be even more difficult. One of our favorite Papaya features is that the platform streamlines global hiring and onboarding. For example, when you add a new global worker to the system during the hiring process, you can loop in Papayas immigration services. This practice ensures the employee is onboarded correctly according to that countrys compliance mandates. Not many competitors provide this service, which is crucial when you're onboarding international workers. We were also impressed by Papayas setup. After the new worker is approved, Papaya can automatically send the appropriate employment contracts to the worker. Then, the new hire can view these documents in the employee portal. Employees can upload documents and manage employee details from the Papaya portal. Source: Papaya Global Papaya Global excels at helping companies mitigate risk and stay compliant across more than 160 countries. It offers several in-depth online resources to educate employers on local regulations. We were impressed that the software goes further than this to provide in-country experts who can review essential details with employers. Papaya also launched Papaya Global Academy, which is an educational platform with over 85 free lessons on payroll strategy, compliance and regulations. We found this offering to be especially valuable for international and growing businesses that need to stay updated with industry best practices. When we analyzed Papayas software, we were pleased to see that it has configurable permission settings; they allow employers to control what their workers can access within the system. Hire a business attorney who understands global compliance issues if you have questions about using an international PEO to expand your operations globally. We found Papayas payroll capabilities to be top notch. You can pay all worker types throughout multiple countries, even if you dont have a local entity in those jurisdictions. This far exceeds standard PEO capabilities and is essential for expanding to multiple jurisdictions without adding local entities. We like that when running payroll with this PEO you can pay workers in more than 130 currencies with real-time or same-day transactions. Since Papaya Global utilizes an AI-powered data validation engine, it can predict and prevent payroll mistakes and secure your data. We particularly appreciate that you can access a centralized view of all payments. This makes it easy to administer and manage payments from multiple locations. Papaya Global can also file payroll taxes on your behalf. The company claims its global payment platform guarantees full local compliance and liability for your funds (and) payment process, which is a huge advantage for small businesses navigating payments in multiple countries. Its important to note that if you're only using Papayas contractor management service, tax filing may not be included. Papaya Global makes global payments a breeze, allowing you to pay workers in over 130 currencies. Source: Papaya Global Some PEO competitors we reviewed limit your employee benefits administration process. In contrast, we like that Papaya Global offers several benefit administration options, allowing you to choose the best plan for your organization. For example, you can sign up for Papayas global benefits plan or connect with Papayas local benefits partners in your respective jurisdictions. You can even source your own employee benefits when with Papaya Global. We were impressed by this PEOs provide competitive benefits to smaller companies who may not otherwise have access to Papaya Global can help you offer localized benefits to employees in more than 160 countries. We were especially pleased with Papaya Globals pricing transparency. Many competitors dont openly list starting plans and rates online. However, pricing transparency is valuable for small and midsize businesses that want to quickly see the prices of specific features. Also, unlike most standard PEOs, Papaya Global offers an array of services to fit various types of employers for example, payroll, EOR and contractor management. Heres a general breakdown of Papaya Globals plans: Workforce OS: Starts at \$5 per employee, per month Payroll Plus: Starts at \$25 per employee, per month (volume discounts are given) EOR: Starts at \$599 per employee, per month Contractor payments and management: Starts at \$30 per contractor, per month Global workforce payments: Starts at \$2.50 per transaction Agent of record: Starts at \$200 per contractor, per month One standout feature is an online price calculator that estimates the cost of hiring an employee in any given country. A Papaya Global representative mentioned some notable terms and conditions. For example, employers typically sign a two-year agreement, but there is a termination convenience clause with a rolling 90-day contract. Papaya doesnt require a minimum number of workers, but there is a pay cycle minimum. You must use Papayas payroll services if you want it as an EOR, though this is standard among the competitors we reviewed. In addition to Papaya Globals monthly cycle fee per employee, the company charges a setup fee per location and a year-end fee for filing payroll taxes. We found Papayas implementation process standard among the industry. The initial payroll setup can take between 8 and 12 weeks. After your initial implementation period, its a bit faster to onboard new employees to the system. EOR and contractor management plans can be set up much faster, sometimes in less than a week. We appreciate that Papaya Global is system agnostic and can connect to a wide range of third-party applications. While this is an excellent benefit, it can also add some time to your implementation period if you must connect to several platforms at once. To ease this burden, Papaya offers an implementation team to integrate platforms if needed. A Papaya representative told us that in addition to being assigned a dedicated point of contact, new clients receive three months of onboarding and implementation support after going live. Not all competitors offer this level of support, which can be helpful for organizations that need assistance with integrations and early implementation. We found Papaya Globals customer support comparable to that of other services we reviewed. You are assigned a dedicated customer success manager (CSM) in your time zone to contact if you have questions. You and your CSM can establish a meeting cadence (i.e., biweekly, weekly or bimonthly) and a communication channel (i.e., text, call or video chat) that works best for you. We like that Papaya Global offers advisory services that include partners in every country in which it operates. This can be helpful if you have employees in multiple countries and want localized support. Its crucial to have support staff who understand international business etiquette and can advise you. We found Papaya Globals online knowledge base especially valuable. It offers a wealth of online information for employers to learn about specific country requirements, processes, agreements and contracts. This trove of localized knowledge can be a game-changer for employers that want to expand to a new region or country and need help understanding how to stay compliant. Papaya Global offers a wealth of online resources. However, Papaya's in-country knowledge experts have the skills and education needed to provide nuanced insights about specific jurisdictions. Papaya Global provides extensive online help resources, including a searchable knowledge base. Source: Papaya Global Unlike competitors we reviewed, Papaya Global doesnt offer full-service performance management features. The vendor is comprehensive in helping you administer benefits; process payroll; handle employee recruitment and hiring; and stay legally compliant in various jurisdictions. However, you must find an additional solution for performance management. We like that Papaya Global integrates with BambooHR and other human resources information system partners. This way, you have options for performance management functions from third-party applications if needed. If youre interested in a PEO solution that offers built-in performance management features, read our review of AlphaStaff and our BambooHR review. Another potential limitation is that Papaya Global is not accredited by the Better Business Bureau or the Employer Services Assurance Corp. (ESAC). ESAC accreditations are given to PEOs that meet specific financial and compliance requirements. While this isnt a dealbreaker for most businesses, we like to see our best picks receive this accreditation. To learn about accredited PEO services, read our review of ADP TotalSource and our review of Paychex. We researched and analyzed dozens of the best PEO service providers to identify the top PEOs and help businesses choose the right PEO service for their needs. We evaluated pricing; contract requirements; bundled vs. la carte features; minimum requirements; employee benefits administration; time tracking tools; payroll processing and taxes; administrative HR functions; talent management features; integrations; legal risk and compliance assistance; accreditations; and customer support. For additional insights, we watched product videos and conducted demos when possible. When looking for the best international PEO, we prioritized flexibility; legal compliance assistance; global features; usability; and customer service. You can read more about our editorial process here. Papaya Global is a global PEO, also known as an EOR. This differs from a standard PEO because standard PEOs use a co-employment model that requires a local registered entity in the country where you have employees. Instead, Papaya Global can act as the full legal employer, allowing you to hire outside the U.S. without owning a local entity in those locations. Papaya Global offers compliance support in more than 160 countries, enabling employers to hire outside their local jurisdictions or countries. We recommend Papaya Global for Companies that have workers in multiple countries. Companies that are looking for global advisory services. Small to mid-market organizations with 100-plus employees. We dont recommend Papaya Global for Companies that need a low-cost EOR solution. Organizations that need time tracking and performance management functions. Last updated on 3 March 2025 Papaya Global is a prominent global payroll and workforce management platform designed to support businesses in managing their employees across multiple countries. With its centralized system, Papaya Global streamlines payroll processing, compliance, and employee management, making it a popular choice for organizations with international operations. This review provides a detailed overview of Papaya Global services and company profile to help businesses determine whether it meets their needs. Compare prices for international payroll & HR solutions/Where is your business currently located? NUKUSACanadaUK, USA or Canada zip code required Featured providers Founded: 2016 Headquarters: Tel Aviv, Israel Founders: Eyal Guet, Ofer Herman, and Ruben Drong.Global Presence: Operates in over 160 countries Industry: Payroll and workforce management solutions Clients: Businesses of all sizes, including SMEs, multinational corporations, and startups Papaya Global has quickly established itself as a leader in global payroll technology. By combining cutting-edge automation with a user-friendly interface, the company addresses key pain points such as local compliance, currency management, and reporting. Papaya Global offers a comprehensive suite of services aimed at simplifying payroll and workforce management for businesses with international teams. These include: Papayas platform allows businesses to manage payroll across 160+ countries through a single dashboard. It supports: Multiple employment types, including full-time employees, contractors, and outsourced workers. Automatic currency conversion and salary payments in local currencies. Full compliance with local tax regulations and labour laws. For businesses without a legal entity in a specific country, Papaya Global provides EOR services to hire and manage employees. The company assumes all employer responsibilities, including: Payroll administration. Statutory benefits and compliance. Termination processes in line with local laws. Papaya Global simplifies the onboarding, payment, and compliance of international contractors. This includes: Automated payment schedules. Taxation compliance and reporting. Digital contracts with customizable templates. The platform includes integrated HR features such as: Employee onboarding workflows. Time and attendance tracking. Performance management tools. Papaya provides detailed analytics, allowing businesses to track costs, identify inefficiencies, and maintain compliance. Its reporting features include: Payroll cost breakdown by country and department. Real-time compliance updates. Workforce diversity and equity data. Papayas local expertise ensures businesses remain compliant with country-specific employment regulations. The service includes: Statutory filings and tax remittance. Benefits and entitlements management. GDPR and data protection compliance. Papaya Global uses a transparent pricing model with tailored plans based on the number of employees and services required. While specific pricing depends on customisation, the platform offers: Global payroll: Starting at \$20 per employee/month. Employer of Record (EOR): Starting at \$650 per employee/month. Contractor management: Starting at \$25 per contractor/month. Custom quotes are available for businesses with complex or large-scale needs. Streamlined global operations: A single platform for all payroll and HR functions. Local compliance expertise: Minimises risks related to international employment laws. Automation and scalability: Reduces manual tasks and supports business growth. Customisable solutions: Flexible to suit businesses of all sizes. Cost: May be prohibitive for smaller businesses or startups. Complex implementation: Onboarding can require significant setup time for larger organisations. Reliance on external providers: EOR services depend on Papayas network of local partners. Papaya Global is an excellent solution for businesses managing a distributed workforce. With its focus on compliance, automation, and scalability, it is particularly suited to medium-to-large enterprises or companies expanding into new markets. However, smaller businesses or those with limited international operations may find it less cost-effective. If global payroll and workforce management are critical to your business, Papaya Globals platform offers a reliable and innovative solution to simplify complex processes. Papaya Global vs Deel Papaya Global vs Oyster What industries benefit most from Papaya Globals services? Papaya Global is particularly well-suited for industries with distributed teams, such as technology, e-commerce, consulting, and multinational corporations. Any organisation managing diverse employee types across multiple countries can benefit from its platform. Does Papaya Global integrate with other software? Yes, Papaya Global integrates with many popular enterprise tools, including HR, ERP, and accounting software, such as SAP, Workday, and QuickBooks. This ensures seamless data flow and enhanced operational efficiency. How does Papaya Global handle data security? Papaya Global prioritises data security with robust measures, including GDPR compliance, ISO 27001 certification, and secure data encryption. Regular audits and updates are conducted to protect sensitive information. What level of customer support does Papaya Global provide? Papaya Global offers dedicated customer support, including 24/7 availability for urgent issues. Clients are typically assigned a success manager to help navigate onboarding and address operational challenges. Is the platform suitable for small businesses? 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