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REBA

Innovation Day

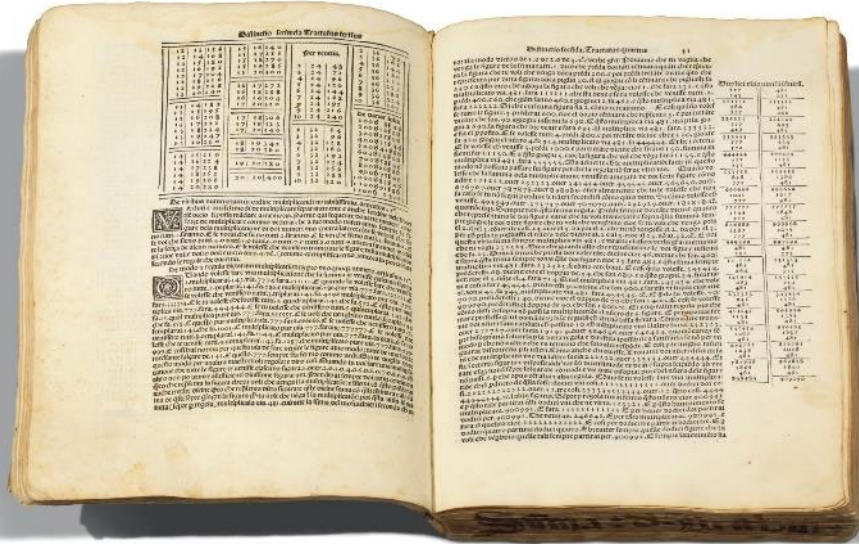
The Future of Pay



Will Salary
and Payroll
As We
Know It
Exist In
2025?



Let's briefly go back in time...



Italy. Luca Pacioli's 1494 book "Summa de Arithmetica" introduced bookkeeping methods used today and is considered to have prefigured many aspects of the modern business world.



THE CONTRIBUTION OF LUCA PACIOLI





Adopted and promoted by
Italian merchants for their own trading...

...soon became used to record not only trade
but payments to people too



The Commercial Revolution continued into the 18th Century

Many of the jobs initially created by the Commercial Revolution in the years from 1520 to 1650 and later, during Industrialisation in the 18th and 19th centuries, would not have been salaried, but, to the extent they were paid as employees, probably paid an hourly or daily wage or paid per unit produced (also called piece work)

The Industrial Revolution: 19th Century Mass Employment and Production

Payroll as we know it today largely came about during the industrial revolution of the 19th century. With the onset of mass employment and production in the country the need arose to keep accurate records of workers and their pay.

Without financial documentation it would have been impossible to keep up with outgoings. According to the dictionary this is when the term “payroll” was first used.





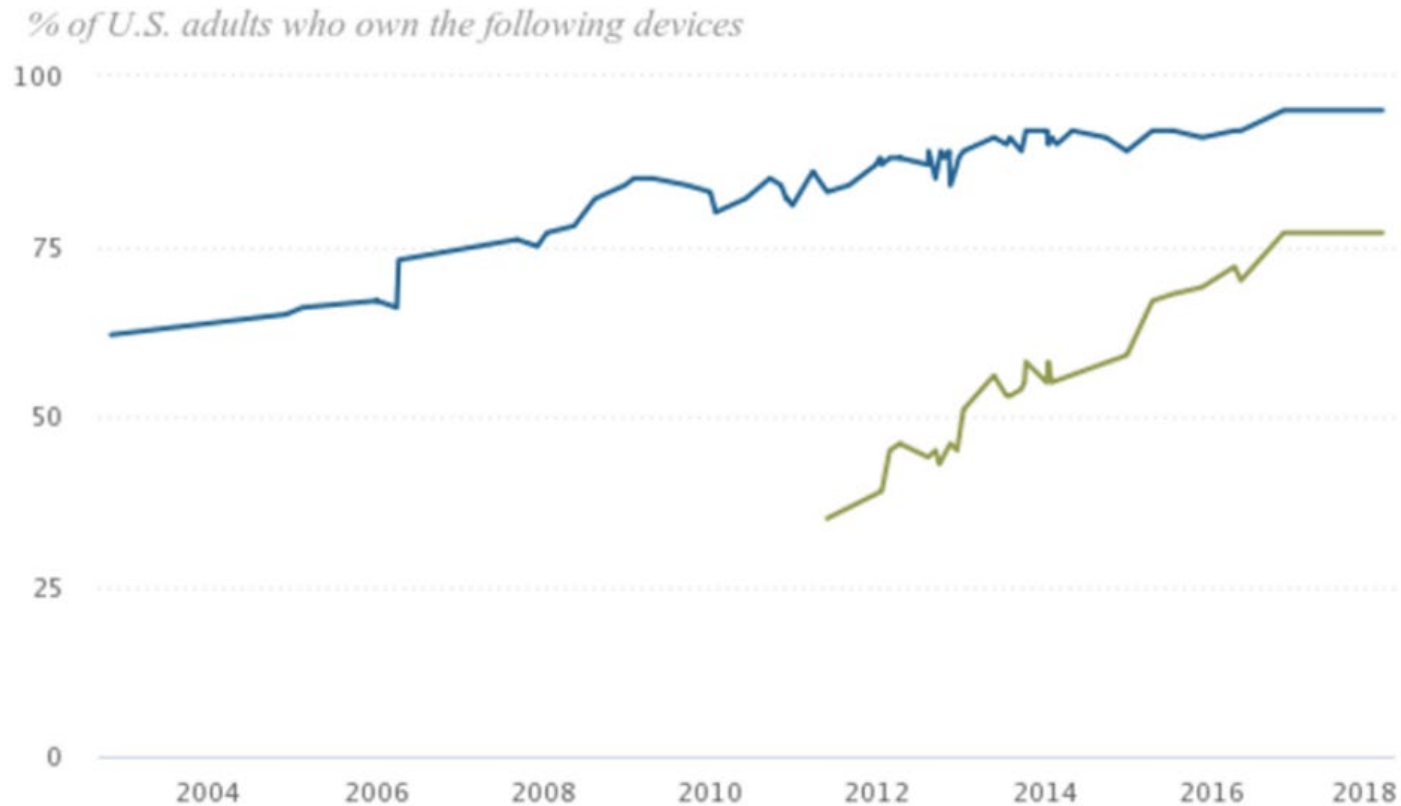
Fast Forward

Number of years it took for each product to gain 50 million users



How Many People Have Smartphones?

Most Americans – 95% – own a cellphone of some kind. The share of Americans that own smartphones is now 77%, up from just 35% in Pew Research Center's first survey of smartphone ownership conducted in 2011.



Nearly
100%
Penetration

Money itself is undergoing a dramatic makeover as a result of innovation



Physical



Digital



Cryptographical

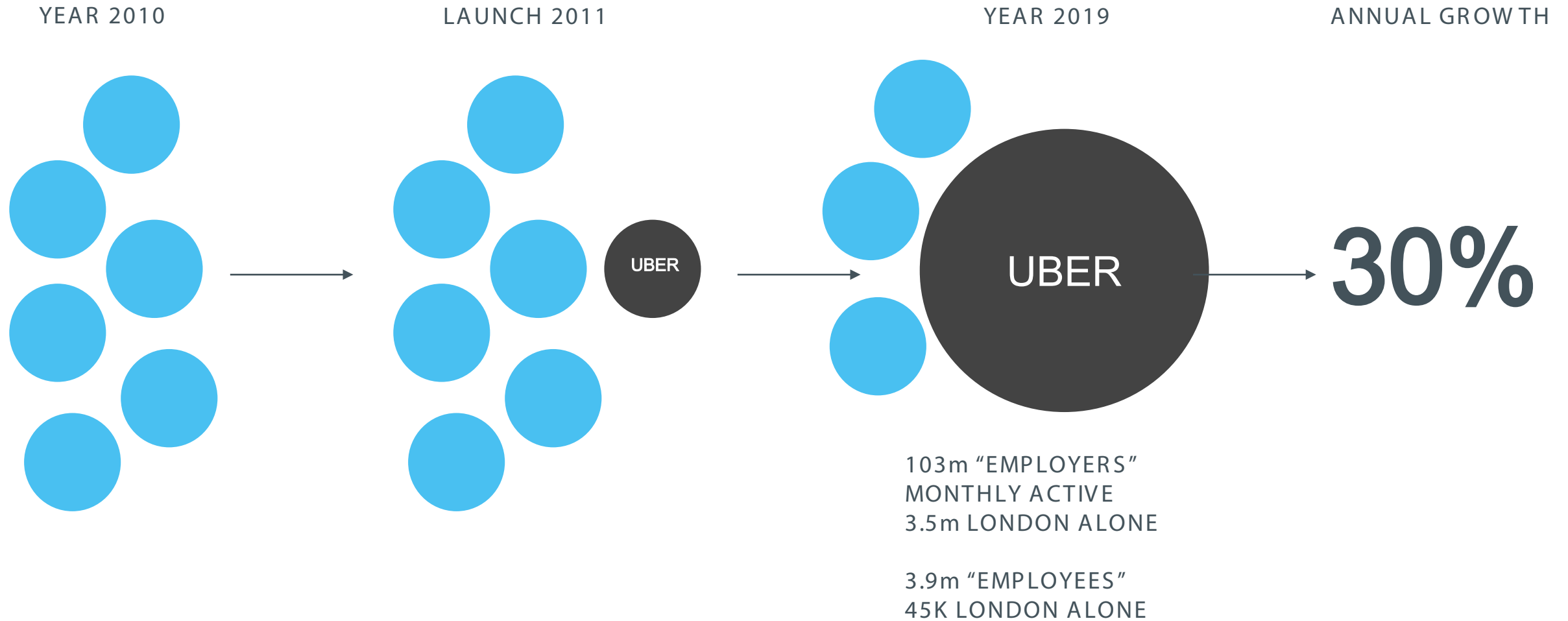
Money as Pay

Money as a Benefit

All Changing Forever



Uberisation of the workforce and pay is inevitable, isn't it?





PAY

as we knew it is under attack, but
we haven't yet seen the full extent
nor connected the dots

THE UNDERLYING TREND: A dramatic shift in control from centralised institutions, banks, companies toward the consumer as a result of innovation & digitisation



Centralised
We Decided
We Controlled
Periodic
Fixed/Limited EB

Distributed
They Decide
They Control
Real-Time
Total EB Flexibility

What does the future hold...

A shift from employers looking after us, to us looking after ourselves



Rise of the gig economy



Rise of multiple employers



Rise of financial wellbeing



Rise of FinTechs



Rise of a mobile workforce

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Thanks for your time!

PLEASE COME AND CHAT TO US AT
THE NEYBER STAND