

THE ULTIMATE GUIDE

to Employee Benefits Worldwide



Mandatory Employee Benefits:

Harnessing the Global Employment Compliance

EMPLOYERS' OBLIGATIONS

Fulfil legal requirements by contributing to social security schemes.

Provide access to healthcare benefits, promoting a healthier and more productive workforce.

Offer disability coverage, supporting employees during difficult times.

Provide retirement plans to ensure long-term employee welfare.

Offer various leave types such as vacation, sick, bereavement, parental, military, jury duty leave, etc.

Provide severance payment to employees upon termination under certain circumstances.

Comply with legal notice periods for termination or resignation.

Adhere to specific statutory benefits mandated by local laws and regulations.

SOCIAL SECURITY

HEALTHCARE

DISABILITY BENEFITS

RETIREMENT PLANS

LEAVES AND PTO

SEVERANCE PAYMENT

NOTICE PERIODS

OTHER STATUTORY BENEFITS

BENEFITS FOR EMPLOYEES

Financial protection during illness, disability, and retirement. Increased job satisfaction and loyalty.

Peace of mind, improved work-life balance, and overall well-being.

Essential income protection during unexpected disabilities. Financial security during recovery and rehabilitation.

Enables employees to plan for a secure financial future during retirement.

Supports work-life balance, time to rejuvenate, and attend to personal matters.

Financial support during job loss and transition periods.

Allows time for both parties to prepare for changes and seek new opportunities.

Compliance with local labour laws, promoting fairness and employee rights.

Voluntary Benefits:

Elevating Your Global Workforce

EMPLOYERS' INCENTIVES

Attract and retain top talent by offering an appealing retirement savings plan.

Enhance employee health and productivity by providing wellness initiatives.

Support employees during challenging times by offering counselling and resources.

Invest in employee growth and skill development through training programs.

Promote work-life balance and accommodate diverse employee needs.

Assist employees with childcare expenses to alleviate work-life challenges.

Offer cost-effective commuting options, such as public transport subsidies.

Collaborate with vendors to provide exclusive discounts and perks to employees.

RETIREMENT SAVINGS PLANS

HEALTH AND WELLNESS PROGRAMS

EMPLOYEE ASSISTANCE PROGRAMS (EAPS)

PROFESSIONAL DEVELOPMENT

FLEXIBLE WORK ARRANGEMENTS

CHILDCARE ASSISTANCE

COMMUTER BENEFITS

EMPLOYEE DISCOUNTS

BENEFITS FOR EMPLOYEES

Opportunities to build a secure financial future, fostering peace of mind and financial independence.

Improved physical and mental well-being, reduced healthcare costs, and a positive work-life balance.

Access to confidential counselling, guidance, and support, promoting overall emotional well-being.

Enhanced job satisfaction, career advancement opportunities, and increased loyalty to the organization.

Increased job satisfaction, reduced stress, and improved productivity through customized work schedules.

Reduced financial burden, enhanced focus at work, and a supportive environment for working parents.

Savings on transportation expenses and reduced environmental impact, promoting employee well-being.

Enhanced employee morale, increased job satisfaction, and a sense of value and appreciation.

Express Global Employment:

Empowering Your Global Benefits Program



Tailored Solutions, Global Impact

Our benefits packages are crafted to meet local needs while adhering to global standards, ensuring employees feel valued and supported worldwide.



Compliance and Consistency

We navigate complex employment laws, ensuring benefits offerings comply with local regulations and safeguarding your organization and employees.



Employee-Centric Focus

Embracing diversity, we offer a range of voluntary benefits empowering employees with choices that foster engagement and loyalty.



Seamless Experience, Worldwide

Benefit from streamlined processes that provide employees with a seamless experience, regardless of location.



Strategic Partnerships

Access cost-effective, top-tier benefits solutions through our network of renowned vendors and stay ahead of industry trends.



Empowering Global Employers

Receive expert insights and best practices to make informed decisions with our comprehensive handbook and personalized guidance.



Agility and Adaptability

We proactively navigate market shifts and regulatory changes, enhancing the employee experience in an ever-evolving global landscape.



Seamless Onboarding and Offboarding

Prioritize a positive employee journey with clear guidance and support throughout their employment lifecycle.

Global Payroll Calculator



Global Talent Cost-of-Hire Insights

Navigate the complexities of cross-border hiring cost projections easily. Identify the ideal locations for talent without the tedious task of manual tax and labour code research.



Detailed Employment Cost Analysis

Get a comprehensive breakdown of gross-to-net calculations and understand employment costs across 190 countries at a glance. Unified view.



Full Employer & Employee Tax Breakdown

Get a comprehensive view of taxes, including social contributions, income tax, withholdings, and more, for better cost-of-hire forecasting.

No more sifting through constantly evolving labour and tax laws. GPC keeps you updated with real-time regulations and a detailed breakdown of taxes and contributions across 190 countries.

1

Expertise-Infused Tool

Built upon our vast industry knowledge of Express Global Employment, ensuring accuracy and efficiency.

2

Practical Talent Insights

Quickly gauge cost projections and identify hiring potentials across 190 countries without the hassle.

3

Total Tax and Contributions Breakdown

Get a comprehensive view of taxes, including social contributions, income tax, and more, for better financial planning.

4

Efficient Payroll Estimation

Move from manual tax and labour research to automated, real-time calculations.

5

Cross-country Comparison

Instantly compare employment costs across multiple countries to identify cost-effective talent hotspots.

6

Transparent Cost Breakdown

Get a thorough tax perspective instantly from gross-to-net calculations upfront.

7

In-built Compliance

Navigate through evolving labour laws and tax regulations with up-to-date, reliable data across 190 countries.

CONTACT US

We have many audio entertainment options these days. There is a great deal of competition and choice. This is what makes the market so competitive at the moment.

One of the biggest issues that we need to resolve as consumers is choosing the right brands for our needs. Whether we are looking to buy a basic stereo, or if we need something with higher quality.



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