



MADE SIMPLE

GLOBAL EMPLOYMENT COMPLIANCE

2023

GLOBAL EXPANSION SUCCESS

2023



The Global Employment Compliance Guide

In today's borderless business landscape, global expansion has become the norm for companies seeking to capitalise on new markets and stay ahead of the competition. However, companies must navigate the complex maze of local employment laws and regulations to ensure compliance and avoid legal risks as businesses expand internationally.

Compliance with local labour, tax, and immigration laws is a legal obligation and a strategic imperative for companies seeking to build a trusted and ethical brand and mitigate risks associated with global employment.

This guide is designed for global employers and offers insights for managing global payroll and human resources, adhering to immigration regulations for expatriate employees, and ensuring proper accounting for employment taxes in different countries.

Our guide is a helpful tool to enhance your employment compliance and risk intelligence and streamline your global operations.

3 Pillars of Compliance

Compliance is the backbone of global employment, without which the world of work cannot function. It is a set of essential rules that provide the structure and framework for fair and ethical business practices. It makes the world go round.

Achieving compliance with laws, regulations, and industry standards isn't a one-off effort. It's an ongoing process that must be integrated into your day-to-day activities from the start. Your company should have three pillars that support effective compliance and global expansion risk mitigation.

01

Legal

Compliance with laws, regulations, and industry standards relevant to the organization's operations.

02

Operational

Consistency of processes, policies, and procedures with organizational goals and best practices to improve efficiency and reduce risks.

03

Ethical

Adherence to ethical standards and principles, including transparency, accountability, diversity, and human rights.



COMPLIANCE CHECKLIST

Global Employment Best Practices

01

Employment Tax Compliance

- Compliance with local tax laws and regulations related to employment taxes.
- This includes withholding taxes from employee salaries, making employer contributions to social security and other funds, and filing tax returns.
- Employers should also keep accurate records of tax payments and filings to ensure compliance with local laws and regulations.

02

Immigration Compliance

- Compliance with local immigration laws and regulations related to hiring foreign nationals.
- This includes obtaining work visas and permits for foreign employees and complying with any reporting requirements related to foreign employees.
- Employers should also ensure that they are not discriminating against employees based on their nationality or immigration status.

03

Labour Law Compliance

- Compliance with local labour laws and regulations related to employment contracts, working hours, minimum wages, and overtime pay.
- This includes ensuring that employees are not subject to unfair treatment or discrimination based on their gender, race, age, or other factors.
- Employers should also comply with local health and safety regulations to ensure a safe workplace for employees.

04

Employee Benefits Compliance

- Compliance with local laws and regulations related to employee benefits, including healthcare, retirement, and disability benefits.
- This includes determining the requirements for offering employee benefits, such as mandatory social security contributions or health insurance, and complying with local laws.
- Employers should also ensure that they are not discriminating against employees based on their eligibility for benefits.

05

Social Security Compliance

- Compliance with local laws and regulations related to social security contributions and benefits.
- This includes making employer contributions to social security funds, determining the requirements for social security benefits for employees, and complying with local laws and regulations.
- Employers must ensure that they are not discriminating against employees based on their eligibility for social security benefits.

Going Global? Mitigate the Risks



WORKER MISCLASSIFICATION

There's a lot of confusion about how to classify workers and avoid misclassification lawsuits. Keep your company safe from costly fines and lawsuits by partnering with a Global EOR to avoid employee misclassification risks.



PERMANENT ESTABLISHMENT

A global EOR can help you navigate the complex landscape of tax laws and avoid the risks associated with establishing a permanent presence in a foreign country. Reduce the risk of triggering permanent establishment tax liabilities by partnering with a trusted global EOR.



UNDER-TAXATION

Your company is subject to tax laws in each country where it has employees and/or operations, but these laws can vary significantly. Let a Global EOR be your guide to navigating tax complexities and ensuring compliance with local laws.



NON-COMPLIANCE

The increasing complexity of global regulations and compliance requirements are putting a strain on organizations around the world. As the number of laws, rules and regulations continue to increase, let a Global EOR handle compliance challenges and minimise non-compliance risks for your business.

From Borders to Boundless

Partnering with a Global EOR for International Expansion



What is a Global EOR?

A Global EOR is a company that provides a solution for managing employment and compliance for a business across multiple jurisdictions, enabling companies to hire and manage employees in a foreign country without having to establish a legal entity.



How Does It Work?

When a company needs to hire employees in a foreign country, they can partner with a Global EOR, who becomes the legal employer of the foreign employees. The Global EOR is responsible for all aspects of employment, including compliance with local laws and regulations, payroll, and benefits administration.



Benefits of Using a Global EOR?

Using a Global EOR can help companies save time and money by reducing administrative burden and the costs associated with establishing and maintaining a legal entity in a foreign country. It also enables companies to quickly enter new markets and scale their workforce without the risks and complexities of establishing a local legal entity.



What Is the Cost of Using a Global EOR?

The cost of using a Global EOR varies depending on factors such as the location of the employees, the number of employees, and the specific services required. However, using a Global EOR can be a cost-effective solution compared to the costs of establishing and maintaining a legal entity in a foreign country.

100% Compliant & Comprehensive Global Employment Solutions

1

Immigration Compliance

Acumen International Global Employer of Record provides full range of immigration services. It helps you achieve 100% compliance with immigration regulations so that your business operations are not disrupted.

Employment Tax Compliance

Acumen's Global EOR offers comprehensive payroll solution helping you achieve 100% compliance with local employment taxes, so you can avoid costly penalties and focus on your business.

2

Labour Law Compliance

Our team can help you develop and implement effective labor procedures that are tailored to your specific needs, so you can minimize legal risks and maintain compliance with local labour laws.

3

Employee Benefits Compliance

We can help you design and implement cost-effective benefits packages that comply with local regulations and meet the needs of your employees

4

Social Security Compliance

Acumen International Global Employer of Record can help you achieve 100% compliance with local social security regulations by providing expert advice and guidance on contributions and other related issues.

5

Unlock Global Growth



Enhanced Liability Protection

Acumen Global EOR provides enhanced liability protection for employers by serving as the legal employer of record, assuming legal and financial responsibility for compliance with employment regulations. This allows businesses to expand their global workforce while minimizing the risks associated with compliance.



High Employee Retention

Acumen Global EOR services can help improve employee retention by providing a consistent, reliable employment experience for workers across different countries and regions.

By offering comprehensive benefits packages and complying with local employment laws and regulations, Global EOR can help create a positive work environment that encourages employee loyalty and job satisfaction.



Tailored Services

Acumen Global EOR services offer tailored solutions that are customised to the unique needs of each client. From drafting compliant employment contracts and payroll management to immigration and compliance support, global EOR can provide a range of services to meet the specific needs of businesses operating in different regions and industries.



Let Acumen International be your trusted Global Employment Partner helping navigate the complexities of global employment compliance.

Whether you're a startup or a multinational corporation, Acumen International can help you achieve compliance and growth on a global scale.

Contact us today and take the first step towards achieving 100% compliance, cost efficiency, and risk-free international operations.

Contact Us

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