



SAFEGUARD
GLOBAL

Power a **GLOBAL** talent strategy
with **LOCAL** expertise



Local know-how enhances
your global approach





The gap is growing between global talent supply and demand

Those with jobs are staying put...

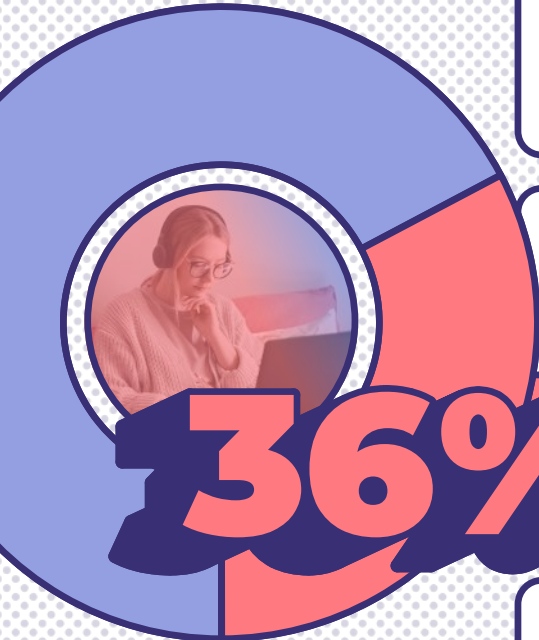


2023 saw a **5.5% decline** in U.S. workers leaving a job within a year (“quick quitting”)—even bigger in tech, media and information sectors [LinkedIn](#)

"THE MARKET REMAINS INCREDIBLY TIGHT FOR US... BEING ABLE TO SOURCE AND ATTRACT IN OUR SPACE IS A CONSTANT CHALLENGE."

JIM D'AMICO
HOLLAND AMERICA GROUP IN SHRM

...or taking time out to power up new skills...



of 25- to 34-year-old professionals are prioritizing personal growth (training, education) before re-entering job markets [U.S. Chamber of Commerce](#)

...leaving companies tapped out of options



BY 2030, 85 MILLION JOBS COULD GO UNFILLED FOR LACK OF SKILLED WORKERS

KORN FERRY





Smart companies are turning to new talent pools internationally

Increasingly, workers prefer remote engagements...

90%

of Gen Z professionals want work designed toward remote models

Upwork

65%

of workers feel more productive working remotely
Owl Labs

Using the power of

- Lower cost labor
- Strong education and training systems
- Liberalized immigration and visa policies
- Remote-friendly cultures

• Mobile Gen Zers

• Expats

• Work-from-anywhere hires

• Skilled international talent

...and countries are enticing them with increasingly liberal “digital nomad” visas



Mauritius

Adopted 2020

66

remote-friendly countries and counting



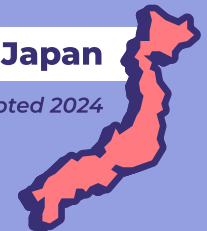
Portugal

Adopted 2022



Spain

Adopted 2023



Japan

Adopted 2024

Citizen Remote, Forbes

THE ANSWER?



Powering up a global talent strategy requires expert local insight + intel

Safeguard Global gives you expertise everywhere

Drawing on **global talent pools** can be a solution for chronic talent sourcing challenges. But carrying out a global strategy only works with local insight and, often, expertise from on-the-ground HR partners.

Complying with labor laws

We can provide expertise in contracts, social entitlements, collective bargaining laws, and works councils or unions, everywhere.

Spanish law, for example, mandates employees earn nine weeks severance pay for every year of employment, up to 24 months.

Safeguard Global knows Spain
[CMS]

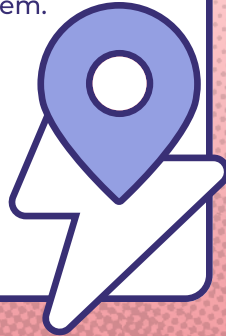


Speaking the language

Our in-country partners help bridge language gaps across countries.

In **Italy**, for example, employment contracts are written in Italian, with no legal obligations to translate them.

[Safeguard Global knows Italy](#)
[[Expatica](#)]



Recruiting in the right places

We can guide you on the intricacies of finding and hiring talent across regions or in specific markets.

Did you know **India's** tech workers are spread over 26 cities, each with different skill clusters and cultural variances?

[Safeguard Global knows India](#)
[[Deloitte](#)]

Knowing competitive pay scales

We can provide you with salary benchmarking and help you shape total compensation packages (with perks and entitlements) to meet and beat local expectations.

In tiny **Luxembourg**, workers enjoy the highest per capita income in the world; an unusually high percentage of jobs command six-figure salaries.

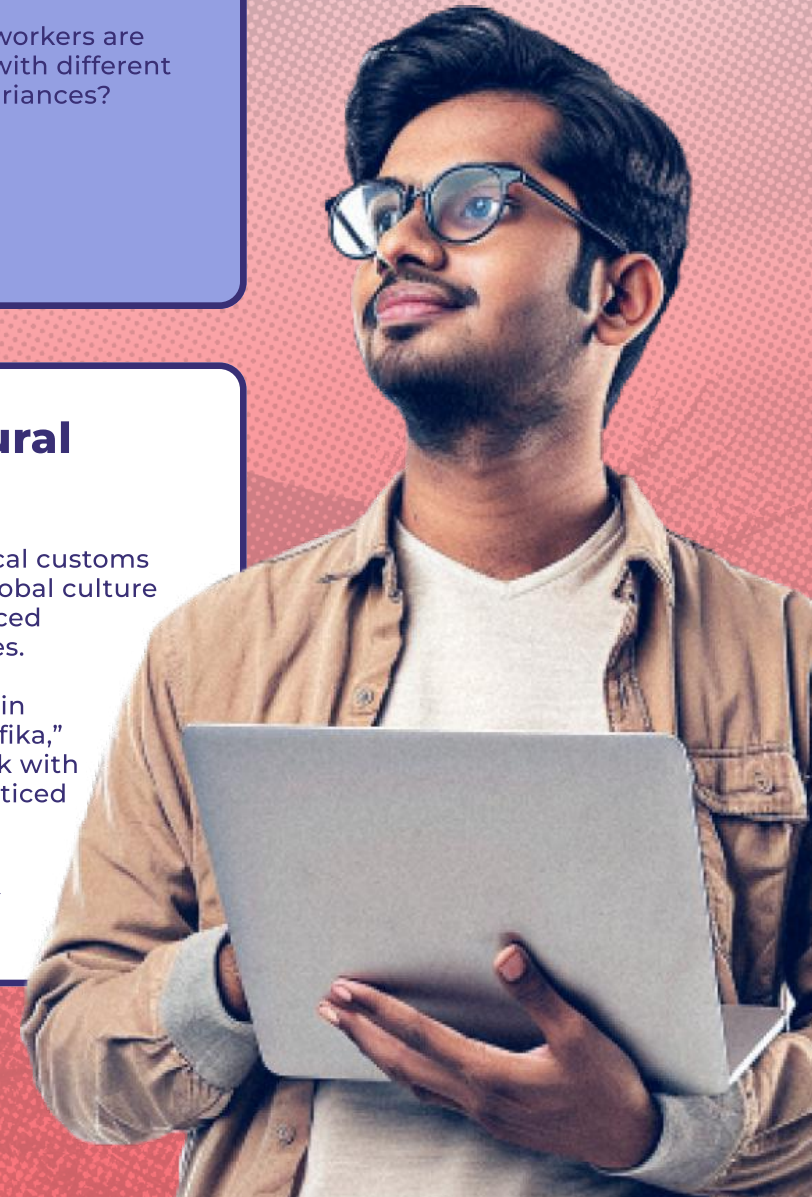
[Safeguard Global knows Luxembourg](#)
[[Luxtoday](#)]

Practicing cultural fluency

We provide guidance on local customs so you can enhance your global culture and interactions with nuanced understanding and practices.

For example, most workers in **Sweden** engage in a daily “fika,” a midafternoon coffee break with colleagues, something practiced across the country.

[Safeguard Global knows Sweden](#)
[[Real Simple](#)]





Our expertise powers your results and growth, worldwide

"SAFEGUARD GLOBAL'S FOOTPRINT IS IN SO MANY COUNTRIES (170+); HAVING THAT ONE POINT OF CONTACT AND STANDARDIZED PROCESSES IS A VALUE-ADD FOR US."

SHEFAALI DESAI
WORLD RESOURCES
INSTITUTE

Safeguard Global helped power **40% cost savings** in global hiring for World Resources Institute, an NGO working on six continents

"WITH SAFEGUARD GLOBAL, OUR HIRES WON'T BE A VICTIM OF US NOT KNOWING THE LAWS IN A COUNTRY AND US SCREWING THAT UP; EVERYONE GETS THE CORRECT SALARY AND LOCAL NORMS FOR THINGS LIKE PENSION ARE FOLLOWED."

STÅLE HANSEN
FOUNDER, CEO AND PRINCIPAL
CLOUD ARCHITECT, CLOUDWAY

Safeguard Global helped power a **67% increase** in headcount and **2X revenue** for CloudWay, a tech consultancy in Norway now working across the U.K., Europe, Sweden and Finland

"WE WERE LOOKING FOR A PROVIDER WITH DETAILED UNDERSTANDING OF U.K. EMPLOYMENT LAW, BUT ALSO UNDERSTANDING THE NEEDS OF OUR BUSINESS AND HAVING A PERSONAL RELATIONSHIP WITH THE TEAM."

HOLLY BISHOP
U.K. COUNTRY DIRECTOR
AND HEAD OF STRATEGY
AND PARTNERSHIPS, BANDLAB

Safeguard Global helped accelerate **time to market 12X faster** for BandLab, a global music company trying to expand into the U.K.



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Power your global talent strategy with local intel from Safeguard Global

170+

Safeguard Global has on-the-ground HR expertise in 170+ countries. As your global workforce partner, we can add the power of local insight to help you recruit and hire anywhere the talent takes you.

[Learn more](#)

Safeguard Global is a future of work company that helps workers and companies thrive in the global economy. Backed by a data-rich technology platform, local expertise and industry-leading experience, Safeguard Global provides end-to-end solutions to manage people and scale operations. With Safeguard Global, organizations can recruit, hire, manage, pay and analyze anywhere in the world, no matter where they are in their growth journey.

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