

Global Growth
Where

**Global Growth Made Simple:
The Power of an EOR for Your
Business**

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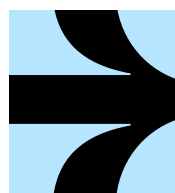
INTRODUCTION

EOR 101


Expanding a business internationally offers numerous benefits, including access to new markets, diversification of revenue streams, and opportunities for growth and scalability in a new customer base.

When businesses expand across borders, they encounter a wide-range of challenges, including navigating diverse labor laws, cultural differences, and HR hurdles. While employers aspire to realize their global vision, they often find themselves grappling with the intricacies of payroll administration, benefit coordination, and compliance with foreign employment regulations.

That's where an EOR can help.



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What is an EOR?

An employer of record (EOR) service helps companies manage employment, payroll, benefits, and HR for workers in new countries without a local legal entity. An EOR helps companies remain compliant with local labor and tax laws.

What is an EOR?



How does an EOR work?

Essentially, the EOR becomes the legal employer of the company's workforce in the foreign jurisdiction, while the business retains operational control over its workforce. By leveraging the services of an EOR, businesses can expand into new markets swiftly and seamlessly, without the need to independently establish legal entities or navigate unfamiliar employment regulations.

An EOR offers flexibility, scalability, and peace of mind to businesses venturing into international markets, allowing them to focus on their core operations and strategic objectives while entrusting critical employment functions to the EOR.



What are the biggest advantages of an EOR?

Businesses that partner with an EOR experience a blend of autonomy and support. While maintaining control over their international operations, they benefit from the expertise and resources of a seasoned employment management entity without investing in the labor-intensive setup and funding necessary to open in a new market.



Global Compliance

EOR's support compliance with complex foreign labor laws, regulations, and tax requirements. An EOR assumes legal responsibility for employment-related matters, reducing the business's exposure to risks associated with international operations, such as employment disputes and regulatory fines.

Speed to Market

For many businesses, the time it takes to open a legal entity can stall growth and progress. By leveraging the infrastructure and expertise of an EOR, businesses can enter new markets quickly without the time-consuming process of establishing legal entities or navigating local bureaucracy. Save man hours by onboarding employees in just days or weeks, not months or years.

Flexibility and Scalability

EORs offer flexible solutions tailored to both small and large business needs, allowing employers to scale their international operations up or down efficiently in response to market demands.

Cost Savings

An EOR service allows employers to explore new markets without having to invest heavily in establishing a local business presence.

Outsourcing employment management functions to an EOR can be more cost-effective than hiring dedicated in-house staff or establishing



subsidiaries in multiple countries, as it eliminates the need for infrastructure investment and administrative overhead. In the long run, you can save on regulatory costs, as well as associated expenses with hiring and building a local HR team.

Access to Global Talent

EORs facilitate access to global talent pools, enabling businesses to recruit and hire top talent in various regions without the logistical challenges of managing international employment directly.



What should I look for in an EOR?

EORs may offer similar services, but they're not all created equally, as many offer different benefit packages, HR tools, and risk management.

Let's explore what you should look out for when picking your best fit EOR partner.





Global Presence and Expertise

Look for an EOR with a strong presence and extensive experience in the region or country where you plan to expand. They should have a deep understanding of local labor laws, regulations, and cultural nuances to ensure compliance and operational efficiency.

Access to Quality Benefits

Quality EORs understand the importance of offering competitive benefits packages to attract and retain top talent while ensuring compliance with local employment laws and regulations. By providing comprehensive benefits, EORs can help businesses foster a positive workplace culture, increase employee satisfaction, and drive long-term success.

Access to Payroll Processing

A comprehensive EOR should have an automatic payroll and HR management systems that are scalable, secure, and capable of integrating with your existing software platforms.

A reputable EOR should also have an automated payroll processing system that makes secure and correct payments to international employees and contractors in the correct currency and with country-specific tax deductions when applicable.

Compliance and Risk Management

Verify that the EOR has robust compliance and risk management protocols in place to protect your business from legal and regulatory risks associated with international employment.



Compliance and Risk Management

Verify that the EOR has robust compliance and risk management protocols in place to protect your business from legal and regulatory risks associated with international employment.

This includes:

- Data security measures
- Employment contracts
- Leave allocation
- Payroll processing and tax management
- Work visas and immigration
- Employee benefits
- Termination procedures

Employee data, GDPR, and EOR

When choosing your EOR partner, you want to ensure their compliance with all employee data regulations, including [the GDPR](#) in the European Union and CCPR in North America. This is especially important when sharing employee and client data with third parties.

Your EOR partner should have best-in-class cybersecurity practices established. By choosing the wrong partner, you risk lower quality control, more data/security breaches, and risks of losing intellectual property.



Client Support and Communication

Your EOR should offer responsive and accessible support services, with dedicated account managers or customer service representatives available to address your questions and concerns in a timely manner — some may even offer 24-hour client support.

Financial Stability and Transparency

Choose an EOR with strong financial stability and transparent pricing structures. They should provide clear and comprehensive contracts, pricing details, and reporting mechanisms to ensure transparency and accountability in the partnership.

Do they offer flexible pricing as you hire more workers? Are there hidden fees? These are all questions to ask yourself before you decide on what EOR fits your business needs.



How does international payroll work?

An EOR helps you manage the end-to-end payroll process for employees, including:

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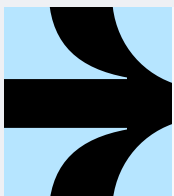
- Opening an in-country bank account
- Registering with government institutions such as social security and the tax authorities
- Recruiting and onboarding employees
- Managing ongoing payments and benefits
- Navigating PTO, holiday pay, and other forms of leave
- Ensuring ongoing compliance with current and new labor laws
- Offboarding with the correct severance packages



How Justworks International can Help

With Justworks International, you can expand your business across boards without the hassle of investing thousands and setting up an entity through our intuitive EOR platform – leave the HR, compliance, and payroll management to us – while you focus on building your business.

If you only need to pay contractors, we offer International contractor payments in minutes in 35+ countries without the headache of understanding the nuances of compliance.



Want To Get Started?

Email: hello@justworks.com • Visit: justworks.com

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