



WHAT IS A PEO?

Professional Employer Organization

EMPLOYER OF RECORD SERVICES

A Professional Employer Organization works closely with businesses as an outsourced Employer of Record, enabling clients to expand their operations into new territories without establishing foreign entities in-country.

Professional Employer Organizations take on numerous responsibilities for their client(s), including Payroll, HR Management, Employment Contracts, Local Workers Rights, and Social Insurance contributions.

KEY BENEFITS OF A PEO

Globally, Chief Financial Officers cite the following challenges when expanding their business abroad;



60% more profitable than establishing a foreign entity



Allows businesses to test new international markets



90% more efficient in mobilizing an employee abroad



Historically completes the global employment lifecycle



Enables businesses to expand their operations rapidly



STATS

56%

HR Compliance

46%

Understanding Taxes

38%

Talent Attraction

33%

Setting up a foreign subsidiary

WITH OR WITHOUT A GLOBAL PEO

Whether it is for global expansion, navigating legislative change or a skills shortage, looking to expand overseas and employ staff gives you two options;

WITHOUT TIMEFRAME: 3-12 MONTHS

- 01 Engage an accountancy firm for corporate tax consultation and company incorporation
- 02 Seek out a legal firm to prepare compliant local HR contracts
- 03 Appoint local Directors in-country
- 04 Incorporate your local entity
- 05 Register for local taxes
- 06 Register for Social Security insurances
- 07 Source professional insurances (PI, PL, Health, Workers Compensation etc.)
- 08 Establish a local bank account
- 09 Find premises and set up the business infrastructure
- 10 Make sure your candidate hasn't found another role because of having to wait for completion of the above

WITH TIMEFRAME: 1-4 WEEKS

- 01 Call Gibson Watts Global to discuss your requirements

“OUR PEO CLIENTS CAN EXPECT UNPARALLELED EXPERTISE AS THEY ENTER NEW MARKETS QUICKLY AND EFFICIENTLY, EXPANDING THEIR GLOBAL OPERATIONS.”

GEORGIA SHARMAN
GLOBAL EXPANSION SALES MANAGER
GIBSON WATTS GLOBAL

THE FOCUS OF A GLOBAL PEO



01

Business expansion agility and efficiency



02

Navigating legislative change and IP retention



03

Global HR consulting



04

Smart Working - Remote worker revolution



05

Trained talent retention, business knowledge and skills



06

Global compliance



07

Talent retention

THE STAFFING PRO'S OF PEO

- 01 Global solution for local talent shortage, and allows you to test new markets
- Promotes reduced traffic in over-populated cities, as staff can work remotely
- 02
- 03 Promotes greater work life balance for the workforce, increasing productivity
- Employee loyalty and retention is encouraged due to flexible working arrangements
- 04
- 05 Employee trust is amplified with a remote workforce

WORK FORCE 2028 - THE FUTURE

Rise of Flexible workforce

62% of HR managers have embraced a flexible workforce due to talent shortage.

Smart Working Strategies

91% of HR managers have made progress in developing more remote talent strategies.

Flexible Work Arrangements

70% of HR managers are already using flexible working strategies as part of their recruitment process.