



# 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 Allows businesses to test establishing a foregin



new international markets



mobilizing an employee abroad







**STATS** 

**56% HR Compliance** 

46% **Understanding Taxes** 

**Talent Attraction** 

Setting up a foreign subsidiary

#### WITH OR WITHOUT A GLOBAL PEO

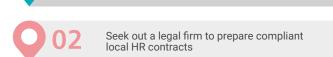
overseas and employ staff gives you two options;

Whether it is for global expansion, navigating legislative change or a skills shortage, looking to expand

#### **TIMEFRAME: 3-12 MONTHS**

**WITHOUT** 

#### Engage an accountancy firm for corporate tax consultation and company incorporation



Appoint local Directors in-country

Incorporate your local entity

Register for local taxes

Source professional insurances (PI, PL, Health, Workers Compensation etc.)

Establish a local bank account

Register for Social Security insurances

Find premises and set up the business infrastructure

Make sure your candidate hasn't found another role because of having to wait for completion of

#### **TIMEFRAME: 1-4 WEEKS**

WITH

Call Gibson Watts Global to discuss your requirements

**EXPERTISE AS THEY ENTER NEW MARKETS QUICKLY AND EFFICIENTLY. EXPANDING THEIR GLOBAL** OPERATIONS." **GEORGIA SHARMAN** 

**GIBSON WATTS GLOBAL** 

OUR PEO CLIENTS CAN

**EXPECT UNPARALLELED** 

THE FOCUS OF A GLOBAL PEO



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business knowledge and skills

Trained talent retention,

Global compliance

THE STAFFING PRO'S OF PEO

Talent retention

## 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

Employee loyalty and retention is encouraged due to flexible working arrangements

**WORK FORCE 2028 - THE FUTURE** 

workforce **Strategies 62**% of HR managers 91% of HR managers have embaraced a flexible have made progress in workforce due to talent

## **Flexible Work**

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

**Arrangements** 





Promotes greater work life balance for the workforce, increasing productivity

shortage.

Employee trust is amplified with a remote workforce

Rise of Flexible **Smart Working** 

> developing more remote talent strategies.