

Global Employment Outsourcing (GEO)

Global expansion on your own is complex. With us, it's simple.

Hundreds of organizations trust Safeguard Global to support their expansion into more than 179 new countries and manage their international HR and employment complexities.



Reduce risk

As your employer of record, we assume the HR and payroll compliance risk for your international workers.



Expand faster

Our network of in-country entities and partnerships mean you can gain access to over 179 countries in as little as two weeks.



Save money

Establishing a new international entity is costly, requiring setup fees, tax liabilities and more. But with GEO, you can count on—and budget for—one all-inclusive monthly fee.



Reclaim time

Free from the demands of entity setup and international HR compliance, your internal teams are now free to focus on activities that drive growth.



Don't worry

We have the expertise to handle any regulatory issue a country can throw at us.



Improve experience

Our easy-to-use HR platform lets you manage your employees' time off and expense claims on a single platform so you can provide them with a consistent, positive experience.

"We needed a partner with the international expertise and infrastructure to support our requirements. Safeguard Global was the stand-out choice."

Alex Wiesler, International Project Manager



Let us do the heavy lifting

Safeguard Global

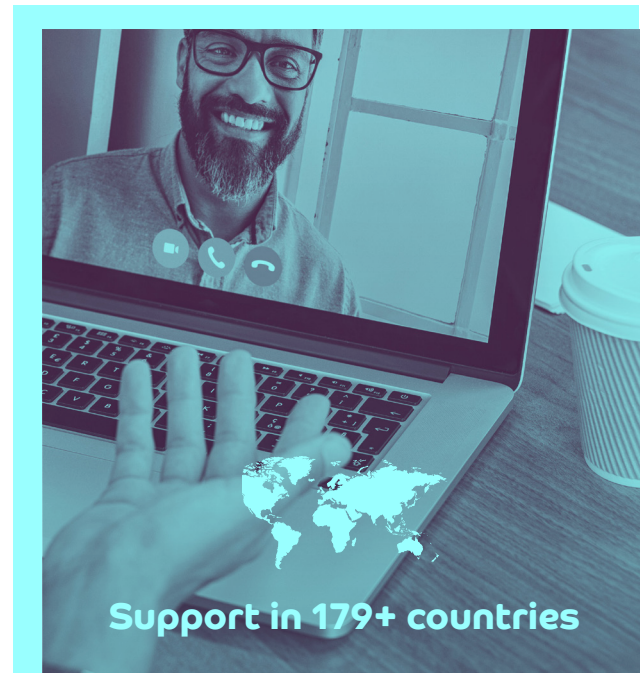
- Onboards employee to compliant solution in less than two weeks
- Takes responsibility for employment requirements of each country
- Supports HR and payroll queries
- Remits salary and taxes owed

Employee

- Enters time-off requests
- Submits expenses
- Views payslips
- Has access to local HR resource

Your organization

- Manages employees' daily activities
- Transfers single payment that includes all fees, salaries and taxes



GEO universal lifecycle

1. Onboarding call

We guide you through country specific-legislation such as local taxes, labor laws and regulations, and in-country benefits.

2. Contract review

We prepare an employment contract that meets both your company-specific requirements and local market customs and statutes.

3. New employment

Upon your approval of the employment contract, your employee begins, reporting day-to-day to you while remaining compliantly employed by us.

4. Employee experience

You and your employees gain access to our secure, GDPR-compliant platform to manage time off, attendance and expenses from any device.

5. Salary and taxes

We ensure all payroll requirements are met, and we manage any ongoing HR issues, including any required terminations.

6. Simple billing

You receive a single invoice per country detailing your employees' salary, social costs, commissions, and service fees.