

EOR - EMPLOYER OF RECORD BUSINESS PROPOSAL

BY PANDA WORK GLOBAL



HIRE GLOBALLY WITHOUT LOCAL ENTITIES

**PWG HANDLES THE COMPLEXITIES OF PAKISTAN
EMPLOYMENT – INCLUDING PAYROLL, TAXES,
BENEFITS, AND COMPLIANCE – SO YOU CAN FOCUS
ON GROWING YOUR BUSINESS.**



HIRE AND PAY WITH
CONFIDENCE



ONBOARD EMPLOYEES
IN MINUTES



FAIR PRICE GUARANTEE
MEANS NO GOTCHAS OR
HIDDEN FEES

Your trusted HR team in Pakistan

As the Employer of Record (EOR), PWG fully owns and operates in Pakistan. We serve so you don't have to. You'll save time and money while protecting your business and employees.

Competitive local benefits

We offer comprehensive coverage at rates meant for larger groups – even if you're still a small team.

World-class service

Get personalized service from our HR and legal experts during every step of your global hiring journey.

Compliance with local laws

We do the work to understand and proactively act on local labor and tax law requirements so you don't have to.

Fair and transparent pricing

Our fair price guarantee means you can say goodbye to 3rd party markups, hidden fees, and upfront deposits.

Superior customer experience

We're proactive and not reactive about our customer service. We care for you, the customer, and that is why we make every interaction count.

Spend less time on payroll

Pay everyone with one bulk payment and we will manage the hard stuff like tax deductions, pensions, benefits, and government fees.

HR to grow beyond borders

Finding the best person for the job regardless of location is the goal. Feeling empowered to manage every aspect of global HR and make them feel like a VIP is the icing on the cake. This is where PWG shines:

- Country-specific benefits packages
- Simple payroll processing
- Local tax management
- Time off and expenses
- Proactive compliance monitoring
- Fast and painless self-onboarding



EMPLOYER OF RECORD SERVICES

COMPREHENSIVE EOR SOLUTION FOR PAKISTAN



- Straight forward pricing with no hidden fee.
- Candid Tiered Pricing model.
- Fastest on-boarding in minutes.
- 100% compliance under the supervision of professional team.
- Dedicated teams to partners.
- Trusted exchange rate conversion.
- Accurate Quotes.
- Fair Disbursement to workers.
- Fastest foreign remittance receiving.
- Timely and fastest payment to Employees via 24/7 'Cash Management System'.
- Fair disbursement to workers.
- Multiple currencies billing.

PROFESSIONAL TEAMS



- Our professional team specializes in tax and payroll compliance to help businesses stay in compliance with regulations.
- Our team stays up to date with the latest tax laws and regulations and has the knowledge and expertise to handle even the most complex issues.
- Our services include tax planning and preparation, payroll processing, and compliance audits.
- Our comprehensive compliance strategy is designed to minimize risk and maximize efficiency.
- With our team handling your compliance needs, you can focus on running and growing your business with peace of mind.

TRANSPARENCY IN PRICING



- We believe in transparent pricing with no hidden fees or surprises.
- Our upfront pricing model ensures fair and competitive rates.
- No hidden fee
- No onboarding/setup fee.
- No termination fee.
- No disbursement fee.
- No fee on off-cycle payments

WHAT IS AN EMPLOYER OF RECORD?



In countries where a local entity is required, an EOR already owns a local entity and can employ a client's workers without requiring an employer to set up a new entity. An Employer of Record makes it easy for globally expanding companies to hire remote international employees while staying compliant with the law. The EOR can hire and onboard new employees, as well as process payroll, pay payroll taxes, and provide statutory benefits to employees.



FAQ

HOW TO CHOOSE THE BEST EMPLOYER OF RECORD (EOR): 6 QUESTIONS TO ASK.

Q1. DOES THE EOR HAVE KNOWLEDGE IN THE RIGHT COUNTRIES?

A valuable EoR partner has a well-versed team with the expertise and knowledge in the markets where you want to expand or engage talent. An inexperienced partner may require extra time and costs to research unfamiliar labor laws and regulations, putting you at risk of non-compliance, fines, legal fees, and reputational damage. PWG, AS an employer of record knows the ins and outs, helps you stay compliant in Pakistan.

Q2. IS THE EMPLOYER OF RECORD TRANSPARENT ABOUT PRICING?

When deciding between global EoR providers, choose an employer of record that is transparent about its pricing. They may have setup fees, taxes, or termination fees on top of their initial quotes. Additionally, they may introduce hidden fees and markups later on, which can change your budget and affect multiple departments within your business. PWG present every element of their pricing upfront and fully transparent.



Q3.HOW SUPPORTIVE IS THE EMPLOYER OF RECORD?

Regardless of the size of your international workforce, you deserve an EoR partner that quickly responds and supports your teams. Look for a global EoR that provides a dedicated account manager, not an EoR that will redirect you to a chatbox or guidebook. PWG ensure a responsive partner with the expertise and availability to answer your questions and provide timely support to your workforce in their local languages and time zones.

Q4.HOW DOES THE EOR HANDLE FOREIGN EXCHANGE RATES?

The volatility of foreign exchange markets means unforeseen costs for your growing business. PWG mitigate this risk by providing a clear, transparent structure for foreign exchange transactions.

Q5.DO THEY PROVIDE ACCURATE EMPLOYER BURDEN CALCULATIONS AND QUOTES?

Foreign market labor requirements vary significantly, especially when it comes to your employer burden, social contributions, and value-added tax (VAT) requirements. PWG is responsible for providing you with accurate quotes on additional employer costs to avoid legal and financial risks. We are pre-vetted, with a team of professionals.



Q6. DOES THE EOR OPERATE IN THE COUNTRY YOU NEED TO HIRE IN?

You want to partner with an EoR that covers the country you plan to hire talent or could potentially operate in. PWG is registered with SECP (Securities & Exchange Commission of Pakistan, incorporated under Companies act 2017 with CUIN-Corporate Unique Identification No. 0214072). SECP is a regulatory body in Pakistan for companies.

CONFIDENTLY PARTNER WITH PWG

PWG is a trusted EoR partner with personalized expertise and unmatched scale in Pakistan. Compliantly hire, pay, and offer benefits to your international team with a dedicated account manager and legal expertise from PWG. Our solution offers a one-stop shop to grow your business and engage with international talent.

Get started now

Visit pandaworkglobal.com to learn more, sign up, onboard your first employee, or schedule a free expansion consultation.



We are opening soon in the USA

**Explore the EOR solution
with PWG in United States of
America** 

**FIND EVERYTHING YOU NEED TO CONFIDENTLY HIRE IN THE US
- LABOR LAW, TAX LAW, COMPLIANCE, PAYROLL, BENEFITS
AND MORE.**

THANK YOU

WE LOOK FORWARD TO WORKING
WITH YOU



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