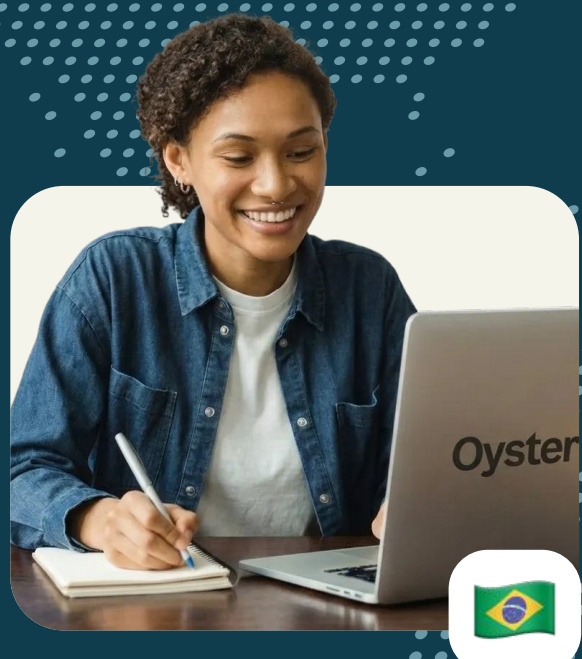


Oyster

Legal Considerations for Hiring Global Employees

A short guide for hybrid and distributed companies
looking to scale globally.



Expanding your workforce globally can unlock new opportunities, but it also requires careful navigation of the legal landscape. This document outlines the critical legal considerations businesses must address when hiring international employees, ensuring compliance and minimizing risks.

Understanding legal compliance

Every country has its own set of labor laws that govern employment relationships. These laws cover a wide range of issues, including employment contracts, wages, working hours, employee benefits, and termination procedures. To avoid legal pitfalls, companies must thoroughly understand and comply with the labor laws of the countries in which they operate.

Key areas of compliance

Employment standards: Local laws dictate the minimum standards for working conditions, including maximum working hours, overtime pay, and statutory holidays.

Employee benefits: In many countries, employers are required to provide certain benefits such as health insurance, pensions, and paid leave. Understanding these requirements is essential to avoid legal issues and ensure employee satisfaction.



Employment contracts

Drafting employment contracts for international hires requires careful attention to detail. These contracts must be legally enforceable in the employee's home country and should clearly outline the terms of employment, including job responsibilities, compensation, benefits, and grounds for termination.

Considerations for drafting contracts:

- **Jurisdiction:** Specify which country's laws will govern the contract.
- **Currency:** Clearly state the currency in which the employee will be paid.
- **Benefits:** Include details on any additional benefits, such as health insurance or relocation assistance.

Navigating visa and immigration requirements

Visa and immigration regulations vary widely between countries and can be complex. Companies must ensure that their international employees have the appropriate visas and work permits, which may require sponsorship and involve lengthy application processes

Types of visas

- **Work Visas:** Required for foreign nationals to work legally in another country. Each country has its own types of work visas.
- **Permanent Residency:** Employees may be eligible for permanent residency, which allows them to live and work indefinitely in the country.



Avoiding legal pitfalls

Failure to comply with local employment laws can result in significant penalties, including fines, back payments of wages, and legal disputes. Moreover, non-compliance can damage a company's reputation and hinder its ability to attract and retain top talent.

Common pitfalls

- Misclassification: Incorrectly classifying employees as contractors to avoid compliance with labor laws.
- Unlawful termination: Failing to follow the proper procedures for terminating an employee, which can lead to costly legal battles.



Conclusion

Hiring international employees requires a proactive approach to legal compliance. By understanding local labor laws, carefully drafting employment contracts, and navigating visa and immigration requirements, companies can mitigate legal risks and successfully expand their global workforce.

If you're ready to jump in and start building your global team with no compromises, book a demo with one of our experts and see how Oyster helps you hire anywhere: [Book a demo](#).