Software-based EOR vs. Global Mobility Partner

When deploying employees across borders, companies often choose between a software-driven Employer of Record (EOR) platform and a Global Mobility Partner composed of experienced professionals.

Both models promise to simplify cross-border hiring, but their scopes, flexibility, and support differ dramatically. Below is a side-by-side comparison to help you decide which EOR model aligns best with your needs.

	Software-based EOR	Global Mobility Partner
Service Scope	Primarily payroll and basic tax filings; you often still handle visas, work permits, and benefits administration	Comprehensive global mobility: visas, permits, payroll, benefits, insurance, local registrations, travel and accommodations, all in full compliance with local laws
Onboarding & Setup	Instant portal access; self-configuration required	Onboarding with a dedicated account team, that tailors the service to your needs
Compliance & Legal Risk	Automated compliance alerts; may miss nuanced local or industry-specific regulations	Specialists proactively review and assume full compliance liability
Flexibility & Timeline Management	Fixed workflows. contract dates, payroll cycles, and extensions require manual workarounds	Real-time contract adjustments, payroll extensions, and scope changes handled by your point of contact
Support & Expertise	Chatbots, email tickets, FAQ guides; no dedicated specialists	24/7 hotline; HR, legal, and industry experts available on demand
Insurance & Benefits	Generic packages that often exclude industry specific scenarios like working at heights or in confined spaces	Tailored policies covering industry-specific hazards and statutory benefits
Cost Structure	Lower subscription fees; additional charges for add-ons and extra support	Transparent all-in-one fee covering full spectrum of services

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