

New XpertHR Report Identifies 11 Key Employment Challenges for the Global Employer

Bribery, global safety, and employee termination among global compliance concerns

NEW PROVIDENCE, NJ (Oct. 28, 2014) – While expanding globally is a sign of success, organizations that want a global presence face a myriad of workforce challenges, including bribery, safety, and termination issues in other countries. In its new report, “[11 Key Employment Challenges for the Global Employer](#),” XpertHR identifies the top compliance issues for managing a global workforce.

The [11 key global employment challenges](#) are:

1. Implementing Anti-Bribery Procedures
2. Adopting Global Health and Safety Standards
3. Terminating the Employment of Workers Overseas
4. Employment Law Considerations for Sending an Employee on an International Assignment
5. Protecting Employee Rights
6. Recruiting and Selecting Job Candidates Abroad
7. Equal Opportunities
8. Training and Developing Employees Across the Globe
9. Entering into Employment Contracts
10. Compensating and Providing Benefits to a Global Workforce
11. Labor Relations

For example, bribery is an internationally recognized challenge that is perceived differently around the world. Although prohibited in most countries, some countries consider bribery to be a necessary and essential part of conducting business. An employer needs to be knowledgeable about the bribery laws for each country in which it conducts business; otherwise the organization or its employees can face criminal or civil charges for violating these laws.

The health and safety of employees should be an absolute priority for global organizations. Health and safety is so critical that in some countries a breach of health and safety law could result in a suspension of the employer's operations until it reaches

required standards or in the imposition of financial penalties on the employer. Even senior management may be at risk of exposure to penalties.

Terminating the employment of an individual working overseas also can be tricky. Many countries have laws that detail the acceptable reasons for terminating an employee as well as any required notice periods, which differs from the U.S., where most employees are employed “at-will” (enables the employee or employer the right to terminate the employment relationship at any time, for any reason, without advanced notice). If a global employer is not aware of these laws, it could expose itself to a lawsuit for violating an employee’s rights.

“Global employers, especially small businesses, that are prepared to deal with various countries’ laws and customs prior to employing staff overseas will be in a better position to ensure compliance with country-specific employment laws,” says Xpert HR Legal Editor Melissa A. Silver. “By being proactive, a global employer minimizes the costly pitfalls of noncompliance.”

To download the full report, “11 Key Employment Challenges for the Global Employer,” visit [XpertHR](#).

About XpertHR

XpertHR’s online service provides HR professionals with practical compliance tools and comprehensive guidance on federal, state and municipal law, helping employers stay current with evolving and complex employment law issues. XpertHR content is published in association with sister company LexisNexis. [XpertHR.com](#) is a unique, easy-to-use solution organized around the day-to-day responsibilities of HR professionals. In addition to smart search features, you can browse through content by task, by topic, or by tool type to help you find just what you need in seconds. Our key features include the popular Employment Law Manual and Liveflo employment workflows.

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Editor’s Note:

Melissa A. Silver, XpertHR Legal Editor is available for interview.

Please include a link to the full report http://www.xperthr.com/pages/11-top-global-employment-law-challenges-to-consider?cmpid=PLC|USAG|HUGMN-2014-1028-Global_Employer_Whitepaper|PR_article&sfid=701w000000vqZj

Media Contact:

Beth Brody, fisher VISTA (For XpertHR)

beth@hrmarketer.com

609-397-3737