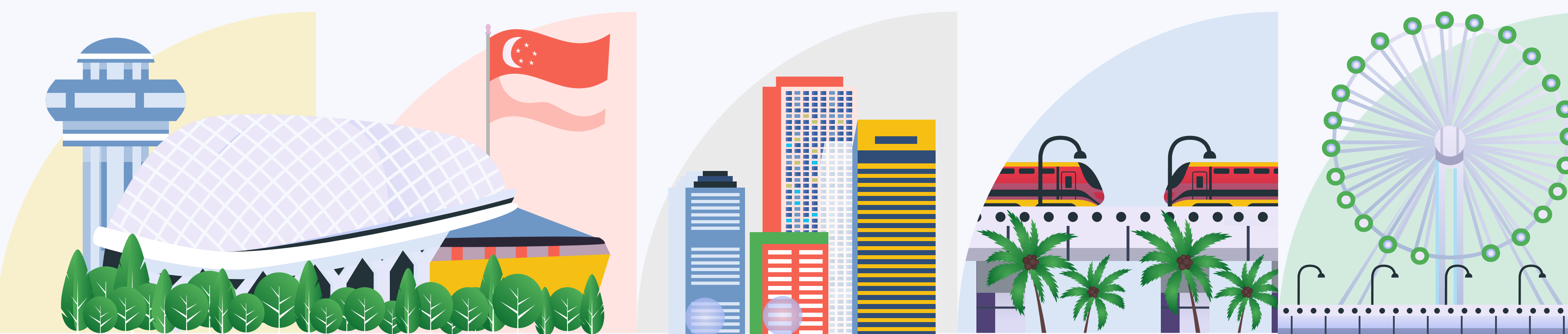
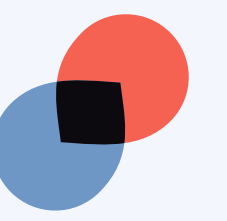


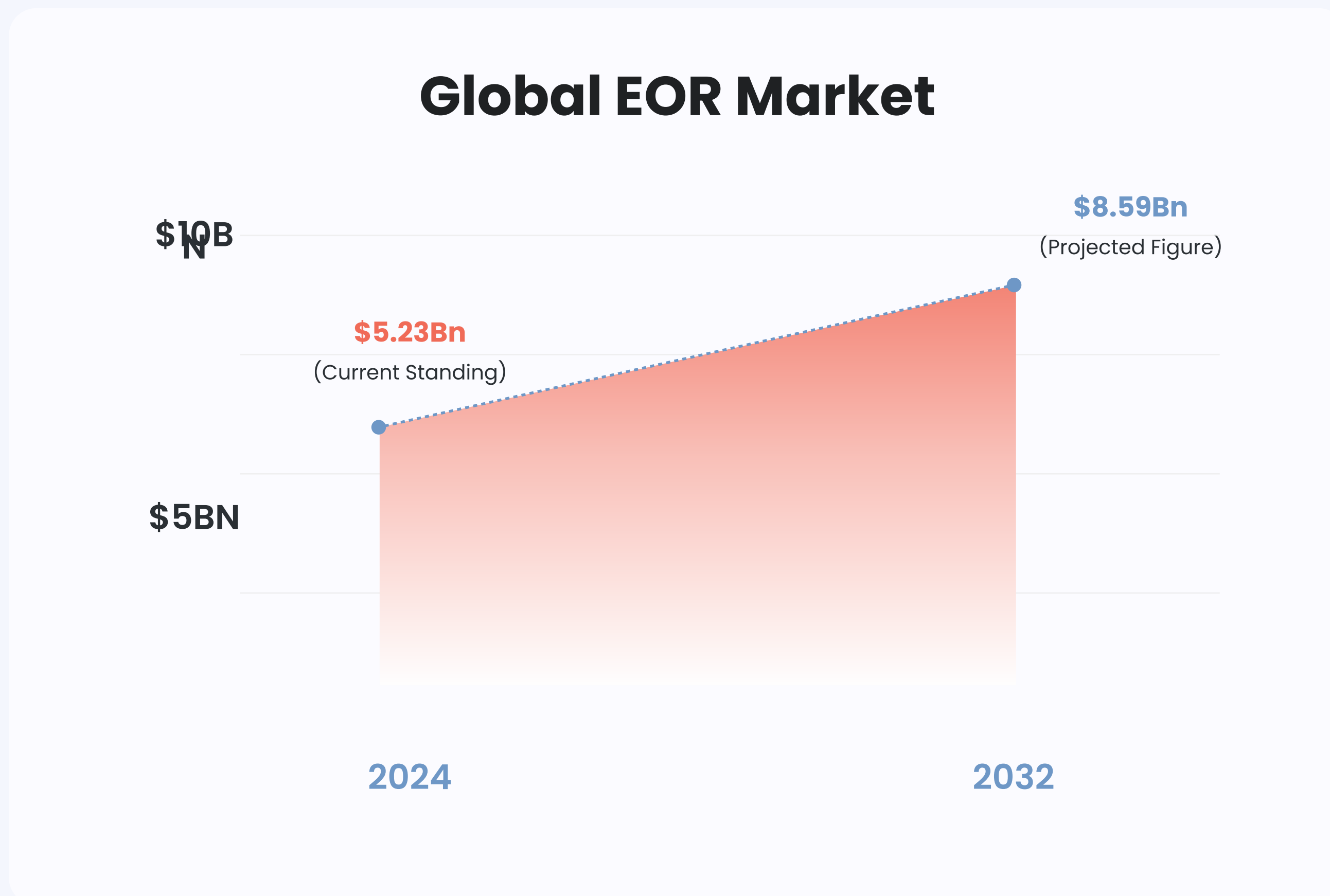
Global Employer of Record Guide

SINGAPORE





If you're a business looking to expand operations across the globe, you may be wondering how to best navigate the complexities of local labor laws, cultural nuances, and regulatory requirements—not to mention tax implications and payroll processing in various currencies. Many businesses opt to engage an Employer of Record (EOR) to help steer them through the nuances of growing their workforce across borders, but many aren't sure where to start. Our Global EOR Guide for Singapore will help you better understand what to look for, how to engage an EOR, and what to expect on your journey.



According to **Business Research Insights**, the global EOR market is currently valued at \$5.23 billion in 2024, and is projected to reach \$8.59 billion by 2032, exhibiting a Compound Annual Growth Rate (CAGR) of 6.8% during the forecast period. The Asia Pacific region is expected to witness the **highest growth rate**, thanks to the region's rapidly growing economies and an increasing demand for foreign talent, making it a perfect time for organizations to consider EOR solutions.

What's included in this guide?

This guide is designed to equip you with the essential knowledge and information needed for understanding the complexities of choosing a global EOR within Singapore.

Here's what you can **expect**:

In-depth understanding of EORs in Singapore.

Key considerations for selecting an EOR provider.

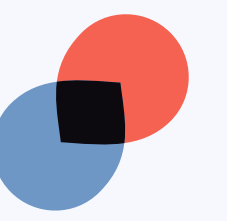
Benefits and challenges of utilizing an EOR.

By the end of this guide, you will be able to make informed decisions regarding your EOR strategy within Singapore, enabling your business to thrive in the competitive global marketplace.



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Benefits of Using an Employer of Record



30% of APAC countries

use EOR services to solve hiring problems, retain talent, and tackle other global expansion challenges.

If you're still on the fence about hiring an employer of record, learning about the benefits it brings may paint a clearer picture and solidify your stance.

Here's what you can expect from an employer of record:

1. Hire local talent

When hiring talent across borders, the conventional hiring process can be time-consuming and costly. Not to mention the cultural and language barriers that you might face. With an employer of record, the global talent pool is readily available. An EOR connects you with an on-call network of potential hires, creates and manages employment contracts, and handles the foreign worker [recruitment process](#) on your behalf.

Additionally, [working with a diverse global team](#) allows companies to leverage their employees' wide range of skills, expertise, and perspectives. This can further contribute to the growth and innovation of your company.

Relevant Reading

⌚ 12 min read

[**The Cost of Recruitment: HR's Guide to Creating, Tracking and Implementing a Salary Budget**](#)

2. Compliance

Labor laws are complex, subject to frequent changes, and vary between countries, regions, and territories. Non-compliance can result in hefty fines and legal repercussions.

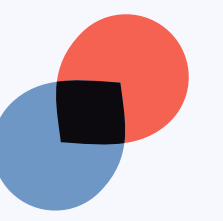
An employer of record offers a comprehensive understanding of relevant employment laws, ensuring your organization remains compliant and free of penalties and fines. This includes knowledge of minimum wage regulations, social insurance contributions, [employment contracts](#), and termination procedures.

3. Risk mitigation

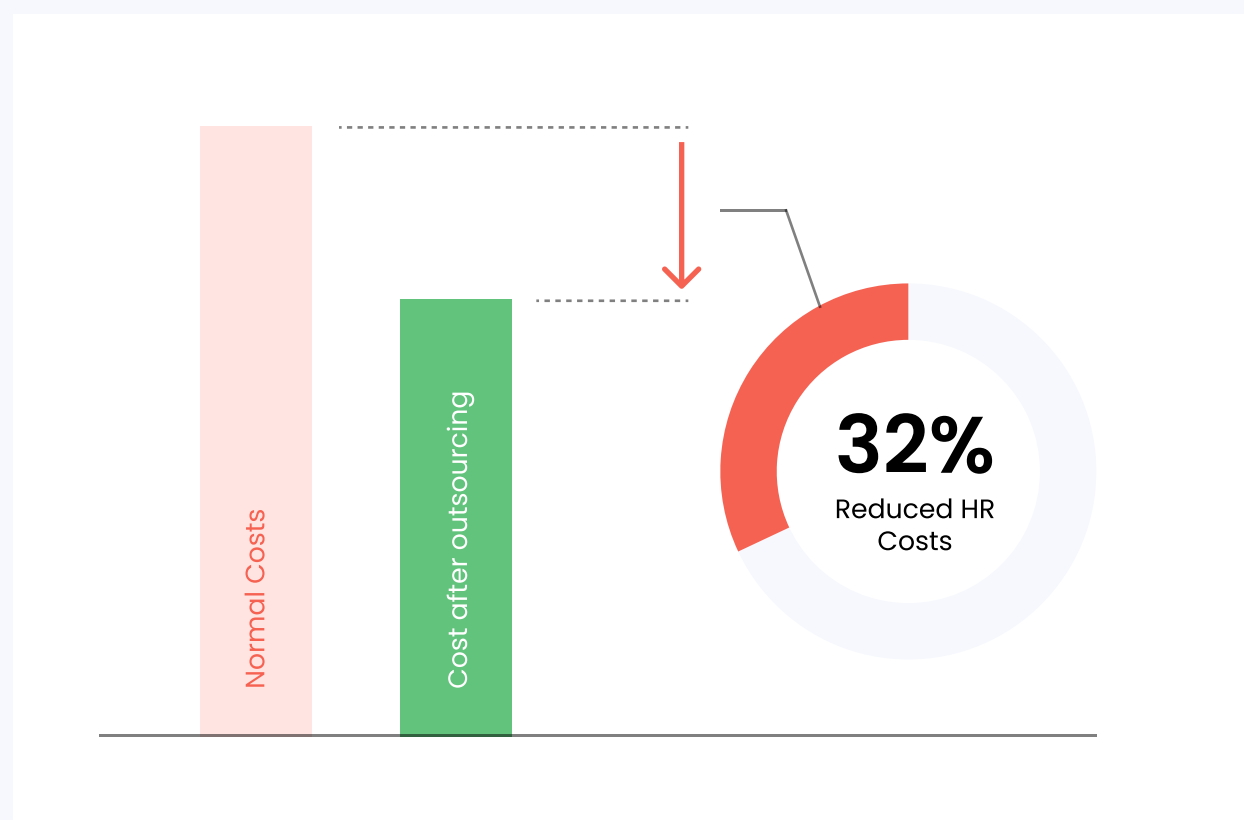
Expansion to a new country is always filled with risks like wrongful termination, reputational damage, litigation costs, and legal penalties. Additionally, employment laws may vary from your country, and without a well-versed third party, businesses may face challenges in [managing compliance](#).

By delegating your HR responsibilities to an employer of record, companies can mitigate the risks associated with managing their global workforce.

Additionally, an employer of record provides reassurance to employees, managing the intricacies of global hiring such as withholding the correct taxes, planning insurance policies compliantly, issuing employee [fringe benefits](#) as required by law, and compensating workers accordingly in cases of worksite accidents.



4. Cost-effective



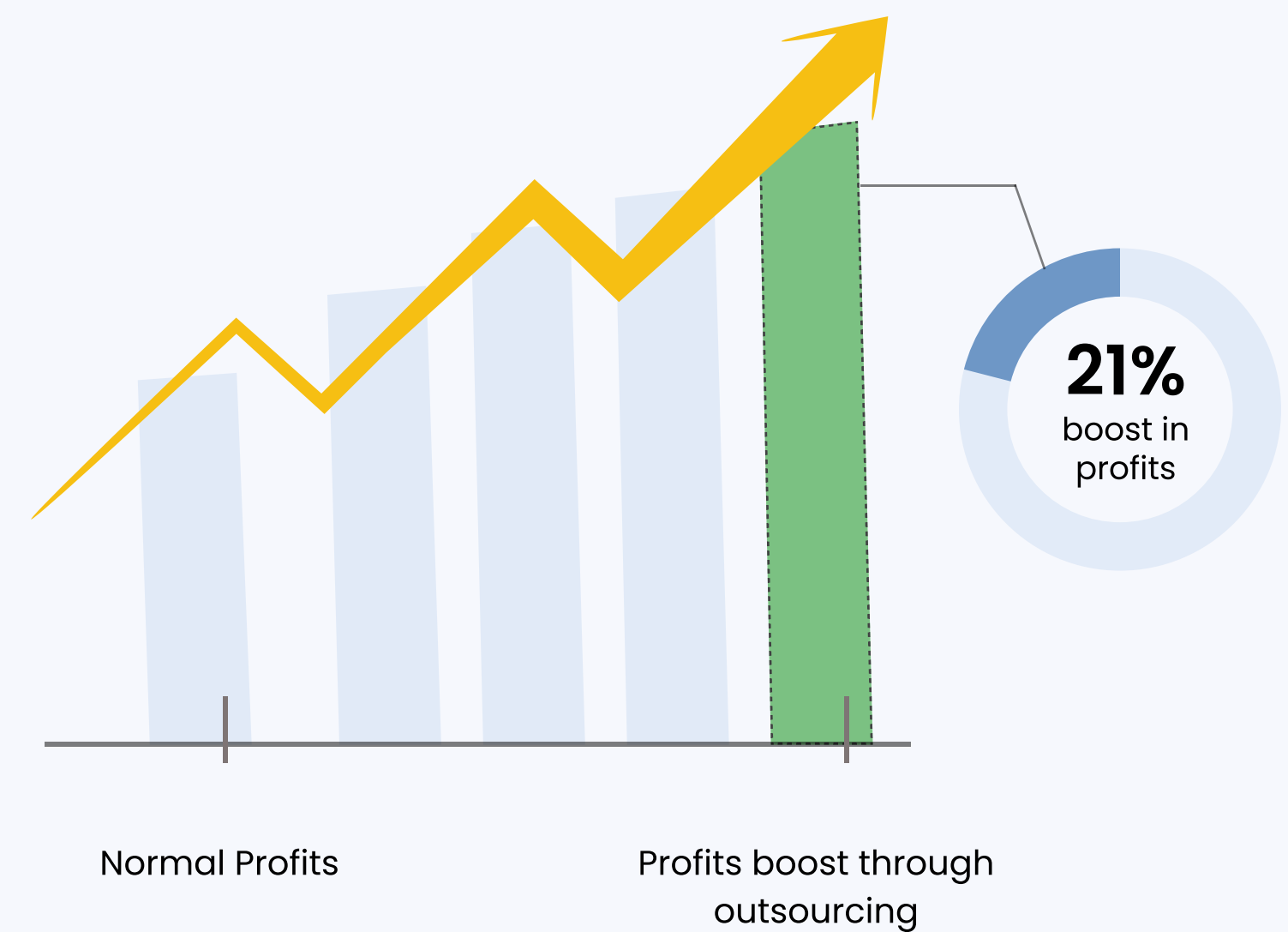
Companies can reduce their HR costs by as much as 32% through outsourcing.

An employer of record eliminates the costs associated with setting up a legal entity in the country you wish to operate, offering a more affordable solution for global expansion.

Moreover, managing payroll, benefits, and compliance for global employees can stretch your HR team thin. An EOR takes care of all that, allowing your team to hire quickly, scale your workforce, and focus on strategic initiatives and business growth. Additionally, the employer of record ensures your company remains compliant with labor laws, significantly reducing the risk of fines and penalties.

5. Focus on core businesses

Last but not least, an employer of record alleviates the administrative burden on HR teams. By streamlining processes such as payroll, training, hiring, onboarding, and tax filing, an EOR enables employers to dedicate more time to their core business activities. This shift not only increases efficiency but also opens the door to more profitable opportunities. In fact, companies that outsource their HR functions report a 21% boost in profitability.

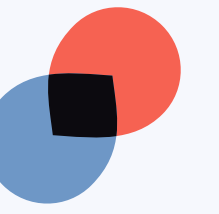


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Support teams across borders with Omni experts today!

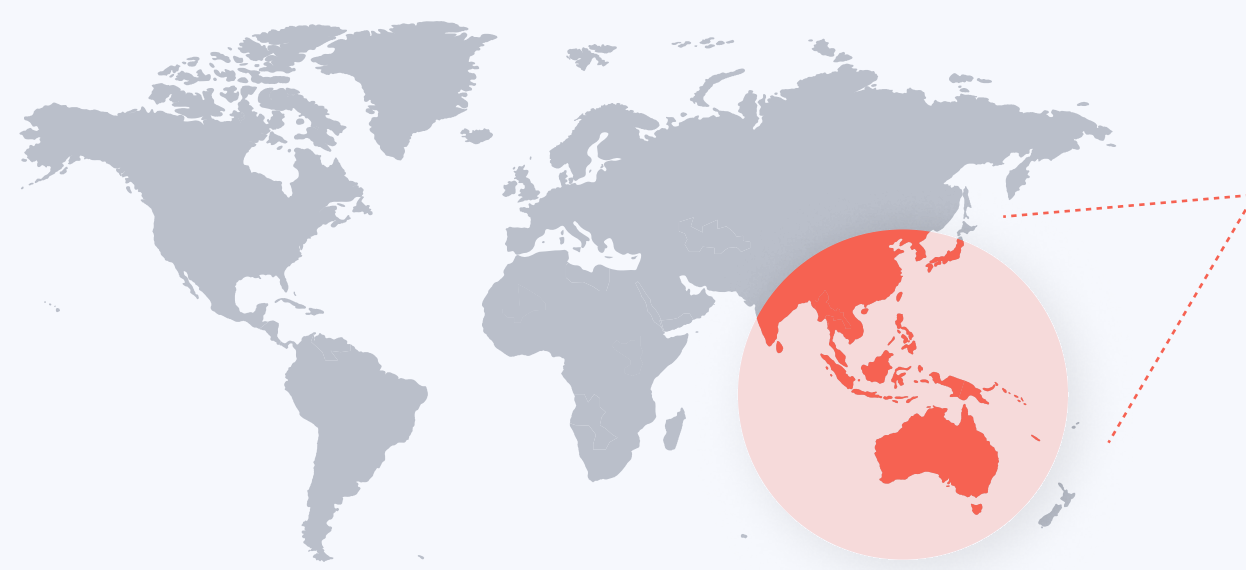
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- 🚀 Fastest implementation on the market
- 📄 No hidden fees



Estimated population	5.83 million
Capital	Singapore
Languages frequently used	English, Tamil, Malay, Mandarin
Currency	Singapore Dollar
Minimum wage	No minimum wage
GDP	USD\$673 billion

With a population of under six million and a labor force participation rate of 68.6%, Singapore is fertile ground for expanding your business or hiring remote employees. But employing labor in Singapore can be tricky, especially if it's your first time hiring there or your organization doesn't have the resources or expertise to handle the complexities of global expansion. Working with an Employer of Record Singapore is the safer option for many companies. Atlas reports that 30% of APAC countries use EOR services to tackle hiring problems, retain talent, and solve other international expansion challenges.



30%

of APAC countries use EOR services to tackle hiring problems, retain talent, and solve other international expansion challenges, as per Atlas

How does an employer of record work in Singapore?

An EOR in Singapore acts as the legal employer for your workforce. Here's how it works:

1. Hiring process

Singapore's employment law is based on several regulations, including:

- [The Employment Act](#)
- [The Child Development Co-Savings Act](#)
- [The Employment of Foreign Manpower Act](#)
- [Work Injury Compensation Act](#)
- [The Workplace Safety and Health Act](#)

Besides ensuring full compliance with these regulations, an EOR helps you find the right candidates. Simply list your desired skills and qualifications in a candidate, and your EOR services in Singapore will assist in recruiting suitable talent.

Ultimately, they help you save time, money, and the effort you'd have spent on screening several applications to find the perfect match. And once they find a new hire, the employer of record also manages the onboarding process and prepares the necessary documentation.

2. Employment contract

After recruitment and hiring, the EOR drafts an employment contract that complies with Singaporean legal standards.

An employment contract in Singapore spells out the rights and obligations of the employer and employee. The key terms included in the contract are:

- Job title and description
- Employment commencement date
- Employment duration for temporary contracts
- Working hours, work days per week, and rest days
- Workplace details (optional)
- Salary, overtime pay, bonuses, and other forms of compensation.
- Probationary period
- Allowances and deductions
- Types of leave
- Additional medical benefits
- Identities of both parties (employer and employee) involved
- Notice periods for termination of employment

Additional resource

🕒 12 min read

[How to Define Your Employee's Job Scope \(With a Template!\)](#)

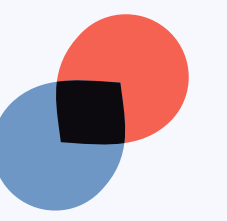
3. Payroll and benefits

Once the EOR legally employs the candidate on your behalf, they register the new employee for payroll and prepare payslips every month while making the necessary deductions.

Singapore's Employment Act specifies that an employee's salary must be paid at least once a month within seven days after the end of a salary period. It also stipulates that additional payments for overtime work must be paid not later than 14 days after the last day of the salary period during which the employee performed the overtime work.

4. Compliance

Navigating Singapore's Employment Act, payroll systems, and tax rules can be complex and lead to costly mistakes if not handled properly. What better way to solve this than collaborating with a company



well-versed in Singapore labor regulations?

An employer of record in Singapore helps you effectively manage your overseas payroll to ensure compliance and achieve consistent and accurate pay and tax withholdings for your Singapore-based employees. They're your company's global HR team that understands the complex labor laws and payroll regulations of the Singaporean landscape.

For example, a Singapore worker record understands that all Singapore-sourced income is taxable regardless of resident status. Hence, they can make the necessary deductions on your behalf to align with taxation in Singapore. By partnering with an employer of record, your company can legally and efficiently engage with Singapore employees without worries.

5. HR administration

The employer of record also handles HR tasks such as payroll, taxes, benefits, performance reviews, employee relations, and disciplinary actions. The EOR is the main point of contact between your Singaporean employees and your company for HR-related matters. They ensure HR practices align with local laws and company policies.

Things to Consider When Choosing EOR Services in Singapore

Before working with any EOR services in Singapore, consider the following:

Local expertise

Ensure the Singapore EOR services company thoroughly understands the country's tax regulations and compliance requirements. They must have local expertise regarding the Employment Act, CPF contributions, work permits, and other legal employment matters to avoid penalties, fines, or other legal issues.

Furthermore, they must have legal entities, networks, and resources to handle Singapore's operational requirements like payroll processing and benefits administration.

Compliance track record

Check for reviews on third-party sites like G2 or Trustpilot to be sure the Singapore EOR has actually achieved compliance for past clients. A good employer of record should have a strong track record that proves their expertise in achieving compliance for businesses similar to yours.

Service offerings

Weigh the various services the EOR offers to ensure they can handle all aspects of employment and support your employees well enough.

An ideal employer of record Singapore should offer a comprehensive package that comprises relevant HR support and employee relations throughout the employee lifecycle. They include:

- Recruitment and hiring support
- Employment contracts
- Visa and work permit applications
- Employee benefits administration
- Payroll management
- HR advisory services
- Employee termination

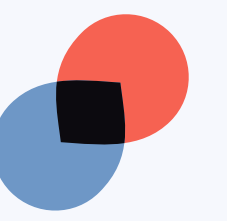
An EOR with extensive service offerings can save you time and money, freeing your company from administrative burdens.

Technology platform

Assess the technology platforms the EOR provider uses for human capital management, payroll processing, and communication. This is necessary as a centralized, secure, and user-friendly platform will double efficiency, ensure data accuracy, and achieve clear communication between your company, the EOR, and your employees.

References and testimonials

Check for client testimonials and case studies that demonstrate the EOR's reputation, work ethic, and successes. If their clients' feedback is positive, the provider is more likely to deliver reliable and compliant services.



Challenges and Risks for Singapore Employer of Record

Complex Singapore employment law


While EOR services specialize in navigating complex regulations, there's still a risk of compliance. For one, Singapore's legal environment may change over time, and if your EOR Singapore fails to adapt promptly, your business may incur fines, increased costs, operational delays, or other legal consequences.

Protecting employee data

Singapore's 2021 Pandora papers leak reveals that any organization can be hacked or suffer data leaks if it lacks the right data protection systems.

Since a third party will be handling your employment affairs in Singapore, there is a risk of employee data breaches. Hence, the chosen employer of record services in Singapore should adopt strict data protection standards to safeguard your data from the wrong hands.


Ensure your EOR company works in line with the Personal Data Protection Act (PDPA) Singapore. The PDPA comprises the demands governing the collection, use, disclosure, and protection of personal data in Singapore. It also recognizes organizations' need to collect and use employee data for legitimate purposes while protecting such data.

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Get local support that actually understands Asia

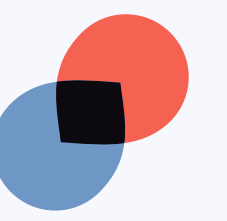


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Frequently Asked Questions

for Employer of Record

1. What is an EOR?

An employer of record is an independent organization that manages all employment-related tasks for companies without establishing a local legal entity.

2. How long does it take to hire an employee through an employer of record?

one to three weeks

(depending on the role's complexity, the candidate's availability, and the required documentation processes.)

Omni's EOR services offer seamless set up and onboarding within 5-7 business days. [Chat with our team](#) to get started.

3. What are the costs associated with using an employer of record?

The costs of using an EOR typically include:

- monthly service fees (based on the number of employees managed)
- payroll expenses
- setup costs
- bank charges.
- Hiring-associated costs such as salaries, contributions, employee benefits, and termination fees.

4. Can I terminate an employee through an employer of record?

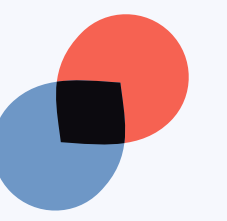
Yes, you can terminate an employee through an EOR. However, the offboarding process must comply with relevant labor laws to meet all legal requirements regarding notice periods and severance payments.

5. Does an employer of record provide benefits to employees?

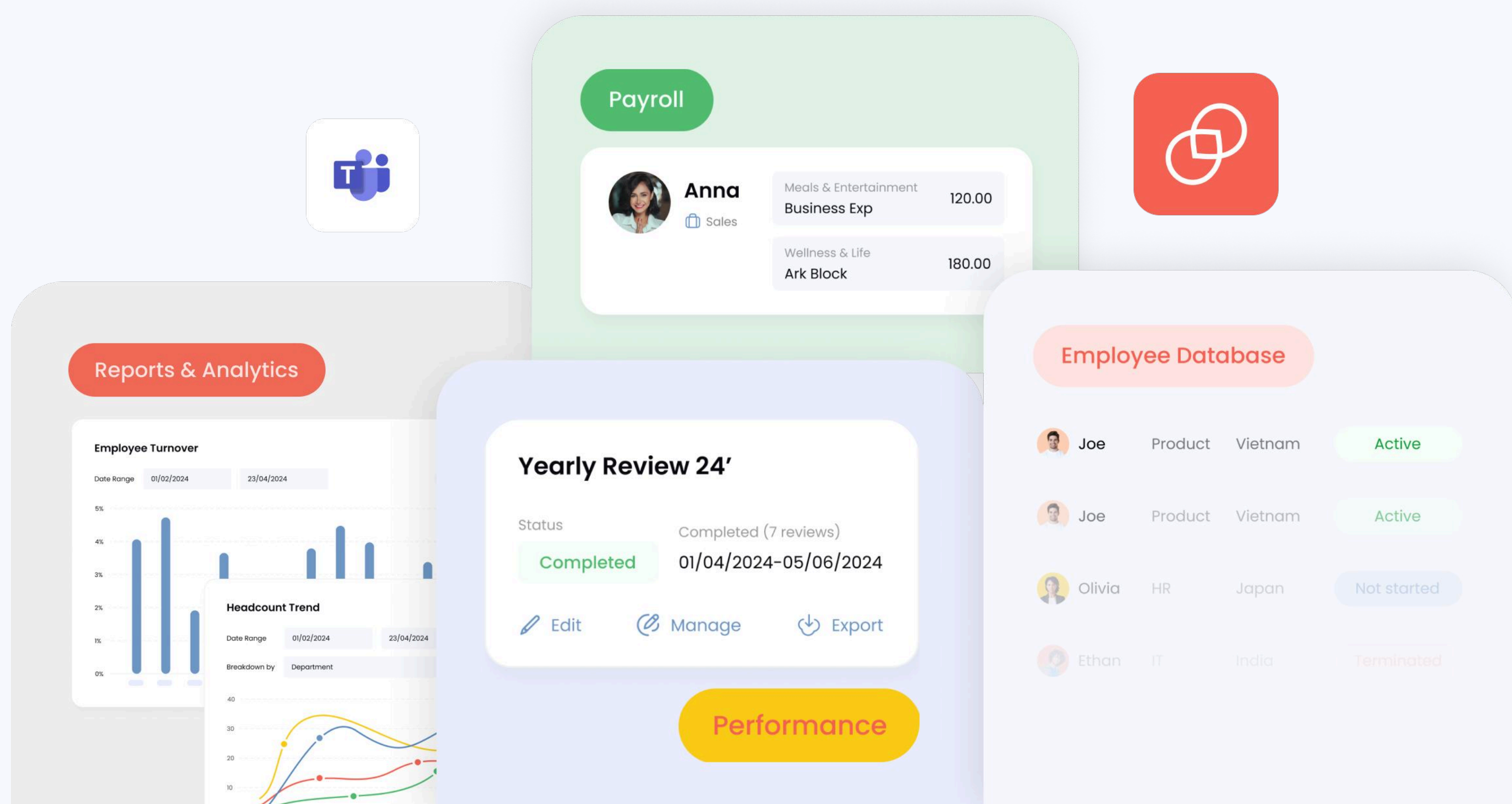
Yes, an employer of record administers employee benefits as part of their service. This includes health insurance, retirement contributions, paid leave, and other statutory benefits the local law requires. However, not all EORs do this; some may focus solely on legal compliance and payroll. So, identify your company's needs and ensure the EOR services align with them.

6. Can an employer of record help with visa and work permit applications?

Yes, an EOR can help with visa and work permit applications for foreign employees. They're well-versed in local regulations and are the legal employers responsible for handling all employment-related tasks, including obtaining work permits and visas.



Grow Your Global Team with Omni



Omni makes it easy to support employees across multiple countries, time zones, and currencies with EOR support and multi-country payroll across Asia Pacific.

How Omni supports global team expansion

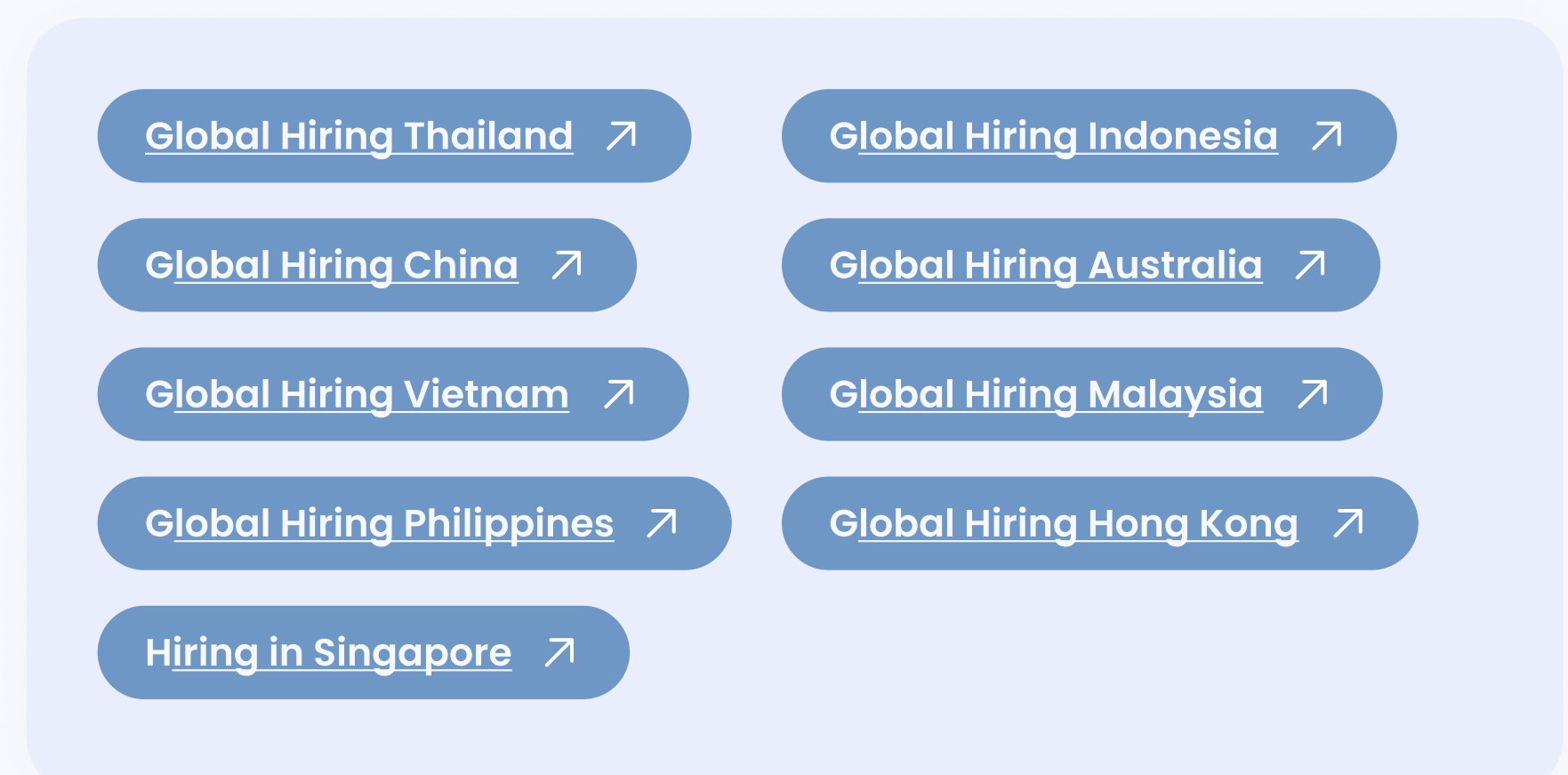
- Our **expert support and multi-country payroll** features help you manage your distributed workforce efficiently, ensuring compliance with local laws and regulations in 190+ countries and 10+ languages.
- **Centralized document management** to help make gathering the necessary data required to apply for employment passes, rental schemes, and other country-specific initiatives seamless and timely.
- **Customized workflows and automated reminders** empower your employees to manage the deadlines and documentation requirements for applications and renewals.
- **Real-time, secure data** allows easy access to accurate salary information and produces customized reports and documentation necessary for verification and compliance.

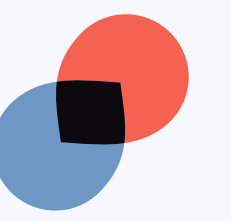
- A **customizable employee portal** for teams to set and manage calendars pre-loaded with country- or region-specific holidays and timezones, seamlessly onboarding individuals in various locations and supporting leave management across borders.

[Book a demo today](#) →

with our team to learn more about how Omni can support your international workforce.

Want to hire globally? Check out our Global Hiring Guides by country:





Frequently Asked Questions

Omni's Employer of Record

What countries do Omni's EOR services cover?

We cover 10+ countries across Asia Pacific, as well as the US and UK.

How long does it take to set up an EOR with Omni?

We can typically set up EOR services and onboard your first employee within 5-7 business days.

How does Omni's Employer of Record work?

Omni acts as the legal employer for your international team members, handling all employment-related compliance and administration while you maintain day-to-day management.

 Asia-friendly times. No alarm clock needed!

Get in touch with our HR experts today!

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