THE IEC GROUP

WorkMotion

The Compliance Blueprint:

Understanding EOR Compliance in 2025

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contents

THE IEC GROUP and WorkMotion

The Compliance Blueprint:

Understanding EOR Compliance in 2025

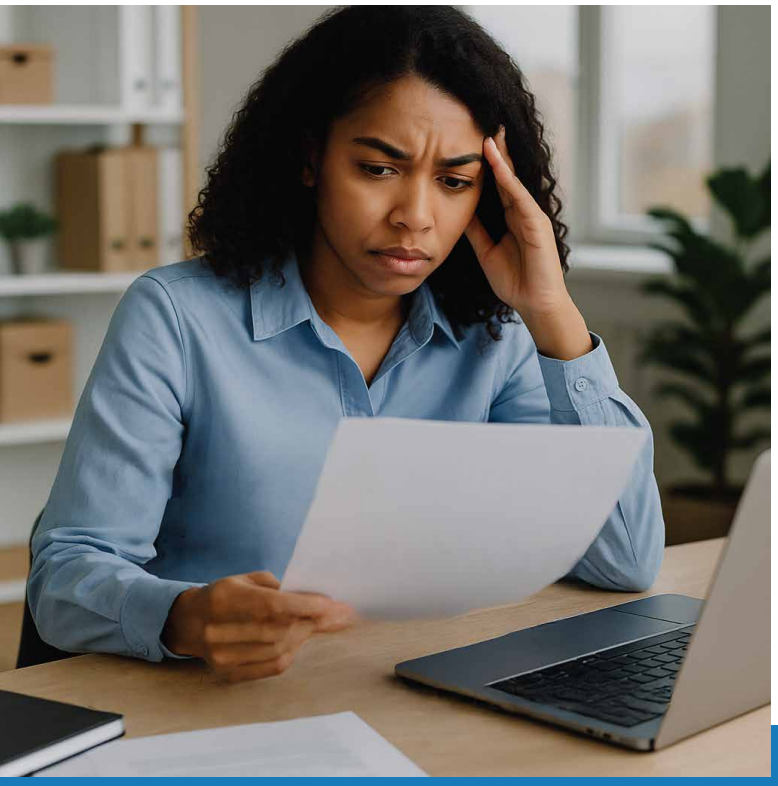
What "Compliance" Really Means in Global Hiring and Why It Matters in 2025

A White Paper by The IEC Group & WorkMotion

This white paper explains why compliance is critical in the EOR industry, outlines the key elements every EOR provider must manage (from labor laws to data security) and details the IEC's independent and comprehensive certification process. It also introduces the IEC Group and WorkMotion: the first EOR provider ever to receive official compliance certification.

1 The Hidden Risks of Global Hiring:

Compliance as a Strategic Imperative



Hiring internationally opens the door to global talent, new markets, and operational flexibility but it also exposes companies to complex compliance risks that can be both costly and reputation-damaging.

Each country has its own web of labor laws, tax requirements, data protection rules, and statutory benefits. Misclassify an independent contractor in Spain, and you may face retroactive employment taxes and penalties. Miscalculate severance in Brazil, and you could be dragged into years of litigation. Use an unlicensed EOR provider in Germany, and your client company, not just the provider, may be liable under labor leasing laws.

What makes these risks more dangerous is their invisibility at the executive level. Unlike a failed product launch or missed KPI, non-compliance doesn't always surface until it's too late, often in the form of audits, lawsuits, or reputational fallout.

Adding to the complexity, data protection laws like GDPR (EU), PIPL (China), and CCPA (California) impose strict rules on how employee data is collected, stored, and transferred. A single breach or policy misstep can result in multi-million-dollar fines.

That's why compliance in global hiring is not just a legal obligation. It's a strategic necessity. Companies need to ensure that their Employer of Record (EOR) or internal global HR processes can deliver full compliance across jurisdictions. This includes verified payroll controls, documented employment terms, secure data handling, and audit-ready transparency.

Global hiring done right unlocks growth. Done wrong, it invites risk, liability, and erosion of trust. Compliance must no longer be an afterthought-it must be the foundation.

> Global hiring unlocks growth-but only when compliance, security, and legal certainty are built into every employment decision.

2 Why EORs Are the Logical Choice for Global Expansion

Whether you're fighting talent scarcity, testing new markets, or expanding operations globally, an Employer of Record (EOR) offers a faster, safer, and more flexible alternative to setting up your own legal entity or relying on freelancers.

An EOR enables you to hire full-time employees in countries where you don't have a local presence without dealing with the cost, delay, or complexity of incorporation. Compared to freelancer arrangements, it ensures legal employment, long-term retention, and full compliance with labor laws.

From payroll and taxes to benefits, contracts, and legal risk management, a trusted EOR handles it all so your team can focus on growth, not red tape. In a world of ever-shifting regulations, EORs give you a compliant, ready-to-use infrastructure for global hiring.

An EOR allows companies to legally hire employees in countries where they don't have an established business presence. The EOR becomes the legal employer on paper, handling payroll, taxes, social security contributions, benefits, and compliance, while the employee works for the client day-to-day. This structure bypasses the need to create a local entity, drastically reducing time to hire and operational overhead.

EORs empower global hiring without borders-offering speed, compliance, and legal security where entity setup is costly or unnecessary.

3 The Legal & Compliance Imperative in EOR

Inside the IEC Audit: A 360° Assessment with Over 1,000 Checkpoints

As international employment scales rapidly, Employer of Record (EOR) providers have become key partners for companies, but with this rising reliance comes increasing scrutiny: How do clients know their EOR is truly compliant, not just claiming to be?

That's why The IEC Group developed the EOR Compliance Audit-an independent certification framework built around over 1,000 control points, evaluating an EOR's legal, operational, and governance maturity across ten core subject areas.

The 10 Pillars of the Audit

The audit is structured around these 10 comprehensive areas of compliance:

1. **Legal & License:**
   Includes validation of legal entities, labor leasing licenses (e.g., AÜG in Germany), and other mandatory authorizations required in-country.

2. **Employment Law:**
   Focuses on the legal enforceability of employment contracts, use of CBAs, termination practices, notice periods, and statutory minimums.

3. **Tax & Payroll:**
   Evaluates the integrity and auditability of payroll processes, wage tax filings, deductions, and employer tax contributions.

4. **Benefits & Social Security:**
   Covers statutory and supplemental benefits such as healthcare, retirement, maternity/paternity leave, and unemployment insurance.

5. **Data Protection:**
   Assesses GDPR, CCPA, PIPL, and other privacy law compliance, including secure data transfer, encryption, access control, and retention policies.

6. **Occupational Health & Safety:**
   Reviews OHS policy integration, local adaptations, and health requirements, especially in safety-critical or regulated sectors.

7. **Employee Lifecycle:**
   From onboarding to exit, ensures each employee journey is handled consistently and in accordance with local laws and best practices.

8. **EOR–Client Agreement:**
   Validates clarity and balance in client contracts, including liability clauses, service-level definitions, and compliance responsibilities.

9. **Compliance Monitoring:**
   Measures ongoing internal audit readiness, local law tracking, regulatory update management, and risk reporting structures.

10. **Certifications:**
    Verifies external certifications such as ISO 9001, ISO 27001, ISAE 3402, SOC 2, and relevant industry-specific authorizations.

Licensing Compliance - Establishing the Legal Right to Employ

In an increasingly globalized workforce, companies are turning to Employer of Record (EOR) providers to streamline international hiring. Ensuring the EOR is legally authorized to operate within the target jurisdiction is a foundational compliance requirement. Licensing validates the EOR's legitimacy and mitigates risks related to misclassification, financial penalties, and operational disruptions.

In many countries, this begins with labor leasing or staffing licenses. For instance, Germany mandates that EORs hold an AÜG license under the Arbeitnehmerüberlassungsgesetz, while over 35 U.S. states require a PEO license or similar registration. These licenses confirm that the EOR can legally employ individuals and assign them to client workforces.

Beyond licensing, the EOR must be properly registered as a business entity with tax authorities and labor departments. A local office or legal presence is often required to fulfill employer responsibilities, such as remitting taxes and managing statutory benefits. Certain industries or jurisdictions also impose special licensing conditions-e.g., data protection certifications for payroll providers or labor permits for high-risk sectors.

Table: Countries Where Labor Leasing Licenses Are Most Critical

Country	Key Requirement	Authority
Germany	AÜG license required for staff leasing	Bundesagentur für Arbeit
Austria	Authorization required for temporary agency work	Ministry of Labor
Switzerland	LSE license for personnel leasing	SECO
France	Must register as "Entreprise de Travail Temporaire"	DIRECCTE
Italy	Staffing agencies must register with ANPAL	Ministry of Labor
Poland	Staffing firms must join National Register of Employment Agencies	Labor Office
Ireland	Employment agencies require government-issued license	Department of Enterprise
Czech Republic	Temporary agencies require labor ministry approval	Labor Office
Romania	EORs must register with national labor inspectorate	Labor Inspectorate
Greece	Temporary Employment Agencies must be approved	Hellenic Ministry of Labor

Employment Law Compliance - Embedding Local Labor Protections in Global Hiring

Employment law compliance is a foundation of legal EOR operations. While each jurisdiction sets its own standards, topics such as working hours, probation, termination, anti-discrimination, and paid leave are universally governed structures. A compliant EOR must not only understand these laws but also apply them consistently.

For example, employment contracts must be issued in the local language, contain all mandatory terms-including compensation structures, leave entitlements, and notice periods-and reflect the minimum standards set by law. In Europe and LATAM, where collective bargaining agreements (CBAs) may override contract terms in certain sectors, the EOR needs mechanisms to enforce applicable provisions.

Industry-specific regulations or safety mandates (such as background checks, medical fitness certificates, or unique probation rules) must be factored into each employment onboarding. The EOR acts as a country-specific interpreter of labor law, ensuring every contracted relationship is firmly grounded in legality.

Key Statistic: "72% of U.S. organizations with overseas employees cite local labor law complexity as their top challenge." - Source: EY Global Payroll Survey Report 2023

Tax and Payroll Compliance - Ensuring Accuracy, Timeliness, and Legal Integrity

Accurate and legally compliant payroll is one of the most critical responsibilities an EOR assumes on behalf of its clients. Each employee must be paid on time, and statutory deductions-including income tax, social contributions, and social insurance-must be calculated, withheld, and remitted by the mandated deadlines.

This begins with correct registration with tax and social authorities. Payroll must be processed on schedule (monthly or biweekly, depending on location), payslips issued in accordance with legal requirements, and year-end tax documents provided on time. Other elements-like the 13th month salary or severance obligations-must also be correctly reflected in gross pay calculations and final settlements.

Modern EORs maintain dynamic knowledge of tax rate changes, government benefit shifts, and remittance requirements. Country-specific add-ons (such as training levies, occupational fund contributions, or data declarations to labor ministries) may also apply.

Key Statistic: "Nearly 30% of global companies have faced fines due to payroll or tax errors in the last two years." - Source: Deloitte Global Payroll Benchmarking Survey, 2022

Benefits and Social Security - Enforcing Equitable Protections through Statutory Entitlements

Benefit compliance ensures that all legal entitlements-ranging from social security to maternity leave-are delivered appropriately, accurately, and on time. A compliant EOR must enroll employees in local benefits schemes, contribute the employer share, and administer applicable allowances (e.g., transportation vouchers or meal subsidies), according to national labor codes.

For example, in Portugal, employers must register each employee with the Segurança Social system before their start date and contribute 23.75% (employer) and 11% (employee) of the salary to the fund. Portuguese employees are also entitled to a minimum of 22 working days paid vacation, plus required public holidays.

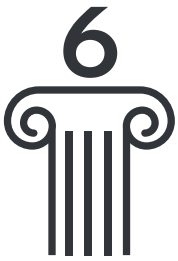
The EOR must not only ensure that these obligations are met, but also maintain robust mechanisms for leave tracking, reimbursement, and reporting. Fringe benefits, while sometimes discretionary, are often regulated in their tax treatment and must be administered carefully to avoid misclassification or tax liability.

Data Protection and Intellectual Property - Safeguarding Rights in a Globally Connected Employment Model

An EOR's role extends deeply into handling personal and proprietary information. As the legal employer, the EOR must operate according to local and regional data protection laws-such as GDPR in Europe, CCPA in California, or PIPL in China. This includes employee data rights (access, correction, deletion), as well as lawful data processing bases and secure storage.

Data must also be protected in transit. If employee information is transferred across borders (e.g., from the EU to a U.S.-based client), the EOR should use approved transfer mechanisms like Standard Contractual Clauses. Systems must be encrypted and access-controlled, with mandatory breach notification procedures in place.

Critically, work products created by EOR-employed talent must be contractually established as the client's intellectual property. The employment agreements-and the client-EOR master agreement-should include enforceable language assigning the intellectual property to the rightful party, always in line with local IP laws.



Occupational Health and Safety - Shared Responsibility in a Distributed Workforce

Even when on-site supervision is handled by the client, the EOR retains legal employer obligations for ensuring worker health and safety. Each employee must receive applicable safety training, and the EOR must confirm that clients provide a workplace that complies with national regulations.

Incident reporting procedures, injury logs, and corrective action cycles are vital for risk management. Additionally, the EOR must secure and maintain workers' compensation or employer liability insurance, and in countries with workplace representation laws, ensure compliance with thresholds requiring OHS committee structures.

Country-Specific Example
In France, companies with ≥50 employees are required to establish a Health, Safety, and Working Conditions Committee (CSSCT). In Germany, safety officers ("Sicherheitsbeauftragte") must be appointed for nearly all workplaces.

Employee Lifecycle Management - Ensuring Compliance from Onboarding to Offboarding

EORs must manage the full employee journey in legally compliant ways. This starts with proper onboarding-collecting ID documents, right-to-work evidence, bank information, and signed contracts that include local statutory content. Probation periods and benefits enrollment must also be documented and delivered promptly.

During employment, the EOR must maintain accurate records of performance, disciplinary actions, and salary changes-all of which may have legal implications, especially during termination. Offboardings must follow local dismissal rules (e.g., notice period, termination paperwork, redundancy procedures), and final pay must include vacation balances and severance, where applicable.

Post-termination documents such as employment certificates and tax statements must be issued within legal deadlines.

Key Statistic: "37% of global employers report that inconsistent onboarding and lifecycle documentation across countries presents a top compliance risk." - Source: KPMG Global Assignment Policies and Practices Survey (GAPP), 2023

Client Agreement - Defining Compliance Roles Through Contractual Clarity

The core of legal alignment in any EOR arrangement is the service agreement between the EOR and client. This contract defines the EOR's role as legal employer, responsible for payroll, taxes, and compliance, while the client remains responsible for work supervision and business outcomes.

The agreement should address risk allocation-particularly via indemnity clauses-ensuring the client is protected from EOR errors (e.g., tax misfilings), and vice versa. Service Level Agreements (SLAs) and key performance indicators (KPIs) establish standards for payroll accuracy, timeliness, and reporting.

Other critical clauses include intellectual property transfer, confidentiality and data processing commitments (especially for GDPR compliance), and clear offboarding protocols for employees in case of service termination. A strong agreement is not just a preventative measure-it's a strategic compliance document.

Compliance Monitoring - Operationalizing Accountability Across the EOR Service Model

To maintain compliance long-term, a credible EOR must proactively audit its operations, adapt to legal changes, and demonstrate accountability through structured monitoring. This includes annual (or more frequent) audits of payroll processes, security systems, and HR documentation.

Dedicated compliance staff-often supported by country-specific legal advisors-should track regulatory updates, update contract templates, and lead internal training across functions. Certifications, such as ISO 27001 or ISO 9001, reinforce that the EOR aligns with international standards.

Modern EORs deploy tools such as SLA dashboards, compliance logs, and audit trails collected in HRIS systems, all of which facilitate transparency. Ongoing reporting to enterprise clients further deepens assurance and reduces audit risk.

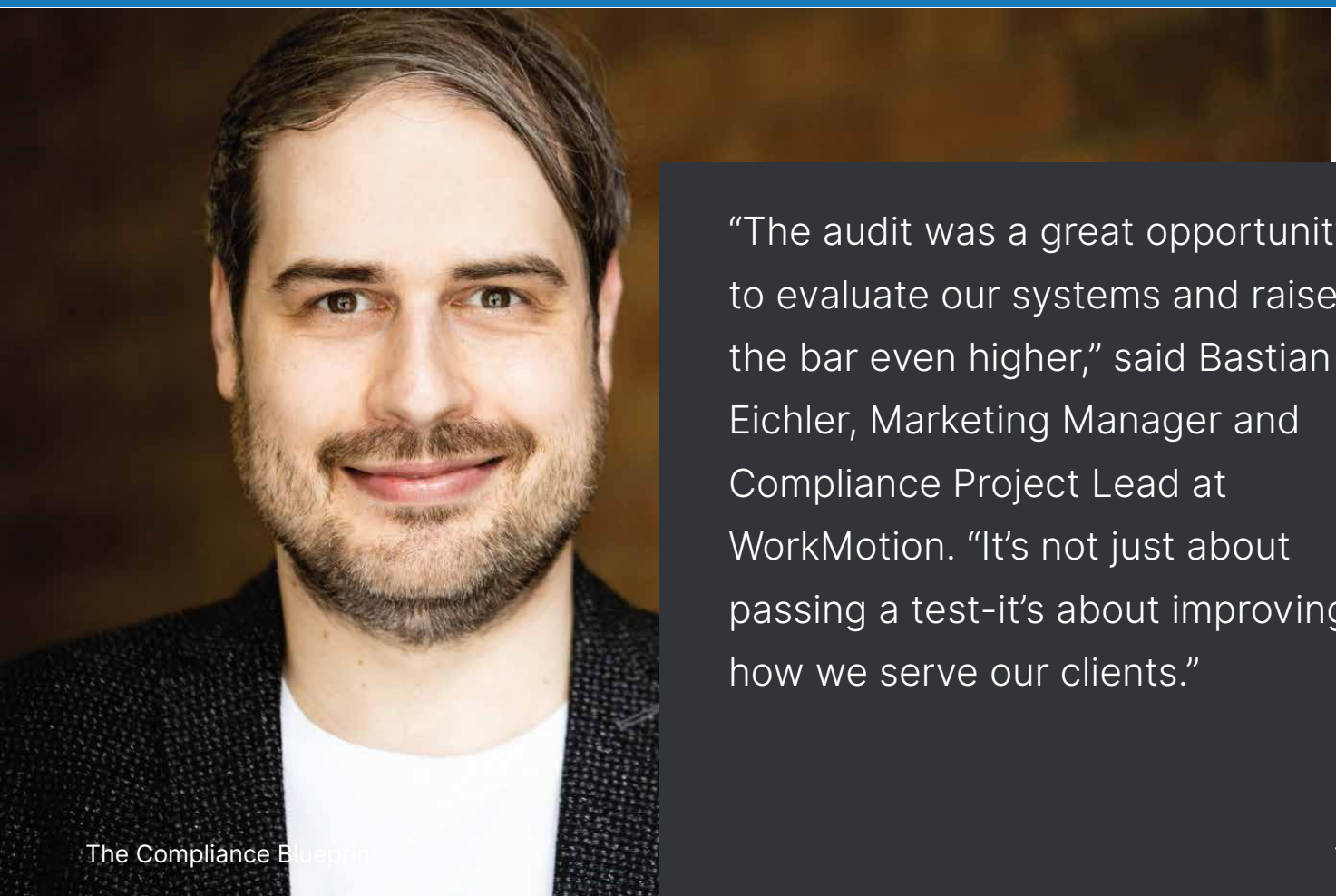
10 Certifications - Validating Compliance Through Independent Standards

Certifications offer proof that an EOR's systems are professionally audited and compliant with recognized best practices. Common certifications include:

- ISO 27001 / SOC 2: Information security
- ISAE 3402 / SSAE 18: Payroll and internal controls
- ISO 9001: Operational quality management
- ISO 22301: Business continuity
- SA8000 / ILO alignment: Labor ethics

While certifications aren't required by law, they reflect maturity, readiness, and a commitment to continuous improvement. They also provide clients with an added layer of confidence and verifiability in EOR compliance systems.

The audit process, while thorough, was designed to be efficient and improvement oriented. Beyond achieving certification, it leverages the process to enhance internal governance, automate reporting, and further align with global best practice



"The audit was a great opportunity to evaluate our systems and raise the bar even higher," said Bastian Eichler, Marketing Manager and Compliance Project Lead at WorkMotion. "It's not just about passing a test-it's about improving how we serve our clients."

1 Global Complexity, Local Depth

With operations spanning 180+ countries, no two compliance landscapes are the same. The audit takes a risk-based sampling approach, analyzing in detail between 10 and 20 representative countries per provider - heavily weighing the most complex and regulated markets, especially in Europe. Countries like Germany, France, and the Netherlands are often selected due to their unique legal structures, licensing obligations, employee protections, and data privacy laws.

Table: Highly complex and regulated markets in Europe

Country	Compliance Complexity	EOR Hiring Volume
France	Very high	Very high
Italy	Very high	High
Germany	Very high	Very high
Austria	High	Medium
Switzerland	Very high	High
Poland	High	High
Netherlands	High	High
Ireland	Medium	High
Greece	High	Medium

Additionally, the audit evaluates "must-have" checkpoints-non-negotiables like labor leasing licenses (e.g., AÜG), local tax registrations, and payroll reporting obligations that, if absent, trigger immediate audit failure in the relevant category.

Contractor & Industry-Specific Modules on Request only

The audit framework also includes two dedicated modules when requested:

- **Contractor Compliance:** Evaluates contractor classification controls, frameworks for IR35/AB5-style legislation, and protocols to prevent co-employment or permanent establishment risks.
- **Industry-Specific Roles & Licenses:** Where required (e.g., healthcare, education, financial services), auditors examine role-specific qualifications, background checks, and mandatory certifications for EOR-employed workers.

CMMI-Inspired Maturity Scoring

Not all compliance is binary. Many audit checkpoints assess process maturity, using a CMMI-style model from **Level 0 - Absent:** No process or documentation to **Level 5 - Optimized:** Continuously improved and automated.
Each checkpoint receives a maturity score (0–5), allowing providers to benchmark not just compliance, but **compliance excellence.**

6. Occupational Health and Safety (OHS)	Weighting Summary 100%	Results Average Countries	Summary Weighted Results	Notes	Germany Results	France Results	Italy Results	Austria Results	Switzerland Results	Ireland Results	Netherlands Results	Greece Results
Examine how the EOR ensures a safe work environment and compliance with workplace health and safety regulations. Even if the daily work setting is managed by the client, the EOR as the legal employer should take steps to ensure occupational safety and required insurance coverage for its employees.	100%	3,01	3,02		3,63	3,38	3,25	3,00	3,25	2,63	3,00	3,38
6.1 Workplace Safety Compliance: Verify that the EOR is knowledgeable about local workplace safety laws (e.g., OSHA standards in the US, or country-specific occupational safety regulations) and ensures compliance. The EOR should either have its own safety policies or ensure the client's workplace adheres to legal standards. Ask if the EOR requires risk assessments for the worksite or if they obtain confirmation from the client that safety measures are in place. For instance, an EOR should assist in drafting and implementing health and safety policies tailored to local lawomnihr.co. Check for any safety training provided to employees.	15%	3,05	0,46	Majurity levels need to be filled in per country (reference on Tabelle 1). No explanation needed when filling the document, but this will be checked in samples by the IEC in the audit process.	4,00	5,00	5,00	1,00	4,00	4,00	5,00	2,00
6.2 Safety Training and Communication: Confirm that employees have received any mandatory safety training (e.g., equipment handling, ergonomics for office work, or industry-specific safety education). If the law requires safety communications or the posting of certain notices (like labor law posters or safety guidelines), ensure the EOR makes those available (perhaps via the client's facilities or electronically for remote workers).	15%	2,95	0,44	Majurity levels need to be filled in per country (reference on Tabelle 1). No explanation needed when filling the document, but this will be checked in samples by the IEC in the audit process.	2,00	5,00	2,00	5,00	5,00	1,00	1,00	4,00
6.3 Incident Reporting and Management: Review how workplace accidents or injuries are handled. The EOR should have a procedure for employees to report incidents or hazards. Check if there is a system for recording work-related injuries/illness (such as OSHA 300 logs in the US, or equivalents elsewhere) and whether the EOR or client submits required reports to authorities. Verify that any recent incidents were properly documented and addressed, and that corrective actions were taken to prevent recurrence.	15%	2,85	0,43	Majurity levels need to be filled in per country (reference on Tabelle 1). No explanation needed when filling the document, but this will be checked in samples by the IEC in the audit process. Important: EORs should have a clear procedure on how this is handled	2,00	5,00	2,00	2,00	3,00	5,00	5,00	5,00
6.4 Worker's Compensation Insurance: Ensure the EOR provides workers' compensation or employer's liability insurance as required by law. Verify that insurance policies are in effect in each operating country and that all employees are covered from day one. Ask for certificates of insurance or policy documents to confirm coverage limits meet legal minimums or industry norms.	40%	3,00	1,20	Majurity levels need to be filled in per country (reference on Tabelle 1). No explanation needed when filling the document, but this will be checked in samples by the IEC in the audit process.	4,00	1,00	3,00	3,00	5,00	4,00	1,00	1,00
6.5 Risk Assessments: If the employees are in roles with potential hazards (e.g., construction, manufacturing, lab work), check that formal risk assessments have been conducted. The EOR or client should identify risks and implement mitigation (safety gear, medical exams, reduced exposure, etc.). If legally required, verify that a competent safety officer or external auditor has evaluated the worksite.	0%	3,05	0,00	optional, in case EOR provides hiring employees in such roles	5,00	5,00	4,00	4,00	1,00	1,00	2,00	3,00
6.6 OHS Committee or Representatives: For countries that require a health and safety committee or worker safety representative once a certain employee count is exceeded, ensure the EOR has facilitated this. If the employees are spread across client sites, the EOR might coordinate with each client on fulfilling this obligation. Check any meeting minutes or communications if applicable.	15%	3,25	0,49	Majurity levels need to be filled in per country (reference on Tabelle 1). No explanation needed when filling the document, but this will be checked in samples by the IEC in the audit process. Main checkpoint here is to see, if the committee/representatives are in place	5,00	3,00	2,00	4,00	4,00	3,00	2,00	4,00
6.7 OHS Standards Certification (if any): Note if the EOR has any occupational safety certifications like OHSAS 18001 / ISO 45001. While not mandatory, such certifications would indicate a strong safety management system in place.	0%	3,00	0,00	optional, in case EOR provides hiring employees in such roles	5,00	2,00	4,00	3,00	3,00	1,00	3,00	4,00
6.8 Industry-Specific Safety: *(Adapt accordingly.)* If the industry has specialized safety regulations (e.g., handling of hazardous materials, mandatory vaccinations or health checks, use of certain safety technology), verify compliance with those. Ensure the EOR is aware of and addresses any industry-specific safety requirements in their policies.	0%	2,90	0,00	optional, in case EOR provides hiring employees in such roles	2,00	1,00	4,00	2,00	1,00	2,00	5,00	4,00

A Transparent Standard for a Complex Market

The IEC EOR Compliance Audit provides the structure, independence, and credibility clients need to make informed decisions—and gives providers a clear, consistent way to build and communicate trust.

IEC's 1,000-point EOR audit brings clarity, depth, and trust to global hiring-where "compliance" must be proven, not claimed.

2 Why The IEC Group Became the Certification Body for EOR Compliance

As the global workforce continues to shift toward distributed and remote-first models, Employer of Record (EOR) services have emerged as a critical enabler for international hiring. Yet with this growth comes confusion-and risk. Nearly every EOR provider in the market today claims "full compliance," "global reach," or "100% local legal adherence." But behind the marketing, there's little verifiable evidence to support these claims.

This lack of transparency prompted The IEC Group to act.

With decades of experience in labor market research, analysis, assessments, and international HR infrastructure, IEC has long been a trusted voice in the global employment space. Through its annual **Global EOR Study**, the organization has engaged with hundreds of multinationals, startups, regulators, and EOR platforms worldwide. One consistent message emerged: **client companies are demanding clarity, objectivity, and proof-not slogans.**

The compliance environment is too complex for HR or procurement teams to assess alone. Each country introduces its own laws on labor leasing, contractor classification, payroll taxation, benefits, data protection, and more. It's unrealistic to expect every client to audit every provider's internal processes.

That's why IEC launched the **International EOR Compliance Division**-to establish an independent, standards-based audit framework and provide certification to EOR providers who meet rigorous global benchmarks. This certification allows buyers to cut through the noise and trust that a certified provider has been independently verified for legal, operational, and ethical compliance.
In a crowded market with growing regulatory pressure, IEC's role as a neutral certifier is more than overdue-it's essential. Because when everyone claims "compliance," clients need a way to see what's real.

IEC became the global EOR certifier to cut through marketing noise and deliver real, verified compliance clarity for employers.

For organizations aiming to expand internationally while maintaining full compliance, WorkMotion provides the certainty, control, and credibility you need.

3 EOR Partner: A Compliance-First Approach

In today's globally distributed workforce, selecting an Employer of Record (EOR) partner isn't just a vendor decision - it's a risk management strategy. The right EOR enables compliant hiring across borders, while the wrong one can expose your company to penalties, lawsuits, and reputational damage.

The IEC Global EOR Study 2025, which analyzed nearly 800 providers, found that only a small subset truly meet enterprise-grade standards. To address this, The IEC Group developed an independent EOR Compliance Audit and Certification Program, featuring over 1,000 checkpoints covering licensing, payroll, labor law, and data protection. This program awards certifications at three levels - **Bronze, Silver, and Gold** - based on the depth of compliance and operational maturity demonstrated by each provider. Achieving a Gold certification, as WorkMotion did as the first company to earn this distinction, signifies the highest standard of compliance, operational transparency, and risk management in the industry.

So how should companies evaluate an EOR?

Start with compliance infrastructure: Does the provider hold necessary labor leasing licenses? Are processes externally audited? What's the maturity of their payroll and benefits administration?

Then look at **coverage and consistency:** Can they support your hiring needs across complex markets like Germany, France, or India? Do they offer standardized onboarding, localized contracts, and secure data handling?

Use a selection checklist that includes:

- Proof of legal entity and license in-country
- Local compliance knowledge (tax, labor law, social security)
- Payroll accuracy and audit transparency
- Real-time reporting, client agreements, and data safeguards

The IEC's benchmarking tools and audit insights help decision-makers cut through industry noise. WorkMotion, for example, scored highly for both European compliance depth and global delivery capabilities - making it a standout in this increasingly critical field

In global hiring, the cost of a bad EOR decision is too high. Choose certified and audited partners. Choose transparency. Choose better.

4 Certified Compliance: Why WorkMotion Stands Apart

WorkMotion has been awarded the IEC Gold Certification for Compliance, making it the first company in the global EOR industry to achieve this distinction. This independent certification reflects not just adherence to baseline requirements-such as validated Labor Leasing Licenses and fulfillment of statutory obligations-but recognition of WorkMotion's exceptional operational maturity. The audit highlighted our team's preparedness, transparency, and consistent execution across all compliance domains. By exceeding expectations in areas like data handling, payroll controls, and legal governance, WorkMotion has set a new industry benchmark for what true compliance in global employment should look like.

Bottom Line: Raising the Bar for Global Employment

As global hiring accelerates, so does the risk of non-compliance. Misclassification, payroll errors, and weak data protections can expose companies to serious financial and legal liabilities. This white paper sets a new benchmark for international hiring, grounded in real-world audit results.

WorkMotion is the first global Employer of Record (EOR) to receive compliance certification from The IEC Group-an independent standard-setter for the global workforce industry. This publication breaks down the standards behind that certification, the frameworks used to evaluate risk, and the practical steps organizations can take to ensure enterprise-grade global employment practices.

For HR leaders, legal teams, CFOs, and founders scaling across borders, this is your roadmap to safer, smarter hiring-powered by transparency, governance, and trust.

"We're proud to be the first EOR to achieve IEC's Gold Certification," said Felix Steffens, Co-Founder & CEO of WorkMotion. "This validates our commitment to being a trusted partner for businesses navigating the legal and operational challenges of global hiring."

This certificate is awarded in recognition of WorkMotion's commitment to global employment compliance and operational excellence.

"Trust in an EOR partner must be earned, not assumed," said Luis, CEO of The IEC Group. "WorkMotion not only met all mandatory compliance obligations-such as labor leasing license validation-but demonstrated an exceptional degree of process maturity. They've raised the bar for the industry."

Call to Action:

Request a demo or speak with an expert: www.workmotion.com

Visit www.theIECgroup.com/compliance-audit to learn more and access the full IEC EOR Compliance Framework.