

CASE STUDY

# Effective EOR Solutions: Why **Global Survivors Fund** Chose **Global Expansion**



**GLOBAL  
EXPANSION**



 **GLOBAL  
SURVIVORS FUND**  
FOR AND WITH SURVIVORS OF  
CONFLICT-RELATED SEXUAL VIOLENCE

## EXECUTIVE SUMMARY

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Global Survivors Fund (GSF) ensures that all survivors of conflict-related sexual violence worldwide have access to reparations and redress, regardless of the willingness or ability of responsible parties to provide them.

GSF centers its work around survivors, involving them in every step, from planning to execution and evaluation. This survivor-led approach recognizes that survivors are best positioned to articulate their needs.

GSF's three pillars—Act, Advocate, and Guide—tailor programs to the unique challenges of each conflict situation, working with various stakeholders. Their holistic approach addresses the interconnected impacts of conflict-related sexual violence.

The client conducted an internal audit of their current employer of record (EOR) provider across six locations with over 11 global employees. They wanted to partner with one trusted EOR provider to optimize processes and pricing, enhance the employee experience, gain technical advantages, and support challenging locations and immigration needs.

CASE STUDY

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# 01

## INTRODUCTION

Given the Global Survivors Fund's mission to support survivors of conflict-related sexual violence worldwide and its team of professionals in remote conflict areas, an EOR solution must ensure flawless execution across various locations and reliable immigration support.

Global Survivors Fund had specific requirements when choosing a global EOR partner. To fulfill the criteria, Global Expansion (GX) demonstrated our ability to meet and exceed the following requirements:

- ✓ **Organization and Strategic Fit:**  
Must align with the client's mission and values technical competencies.
- ✓ **Reports & Metrics:**  
Including cost simulations and a user-friendly UI tool.
- ✓ **Client & Employee Support:**  
Global time zone support with dedicated points of contact and in-house expertise.
- ✓ **Proven Vetting Process:** Ensure delivery of service and compliance.

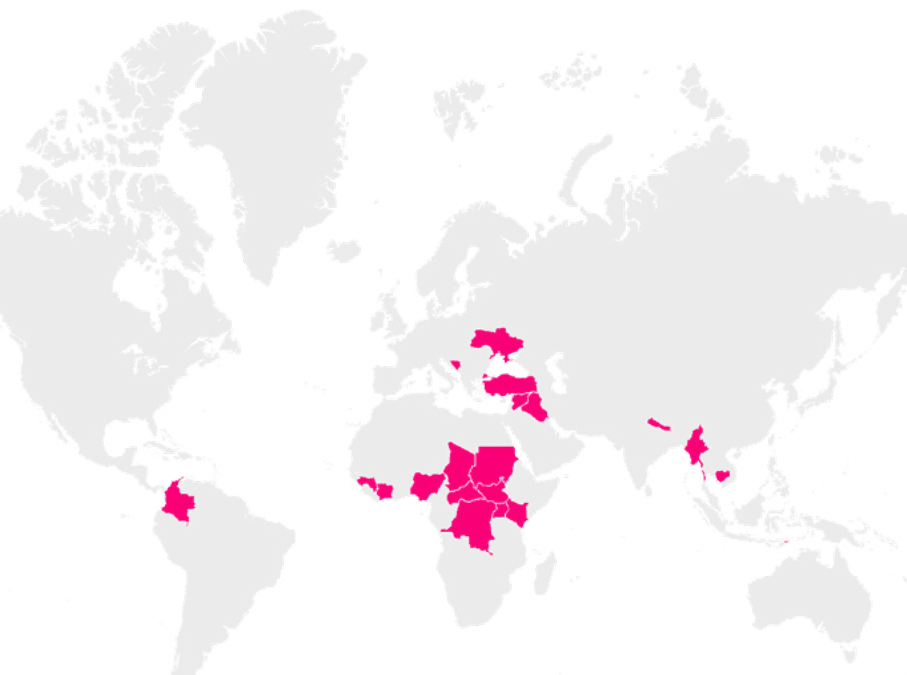


# 02

## PROBLEM STATEMENT

The main challenge is to meet criteria, streamline the current EOR process, and manage changes to ensure a smooth transition for employees.

GSF, with its small HR team, needs a specialized EOR company to lead the global strategy and provide expertise for each aspect of this consolidation worldwide.



# 03

## APPROACH & METHODOLOGY

GX was selected as the global provider for Global Survivors Fund's Employer of Record due to our ability to meet its key criteria.

GX has shown we can create strategic plans for each country and provide employee services that match or exceed current standards using our GX<sup>1</sup> platform for a positive user experience.

### Meanwhile, the GSF gains:

- ✓ Full visibility of the global EOR population
- ✓ A successful change management plan
- ✓ Integration of its mission and values into its service delivery
- ✓ Timely and compliant employee support



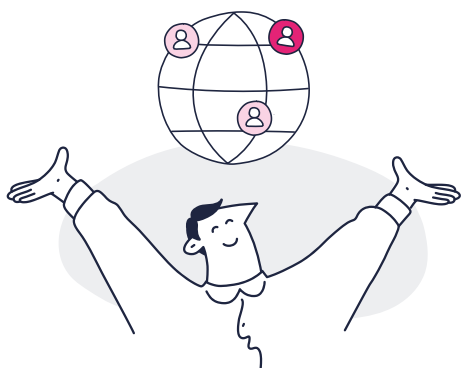
# 04

## ANALYSIS

With GX's expertise in global EOR consolidation, we know the specifics of each country's labor laws to ensure compliance.

However, the most important factor is the employee experience. Scheduling individual and town hall meetings within GSF's environment is key to the transfer's success.

GX's people-first approach is essential for an effective EOR solution and sets us apart in the market.





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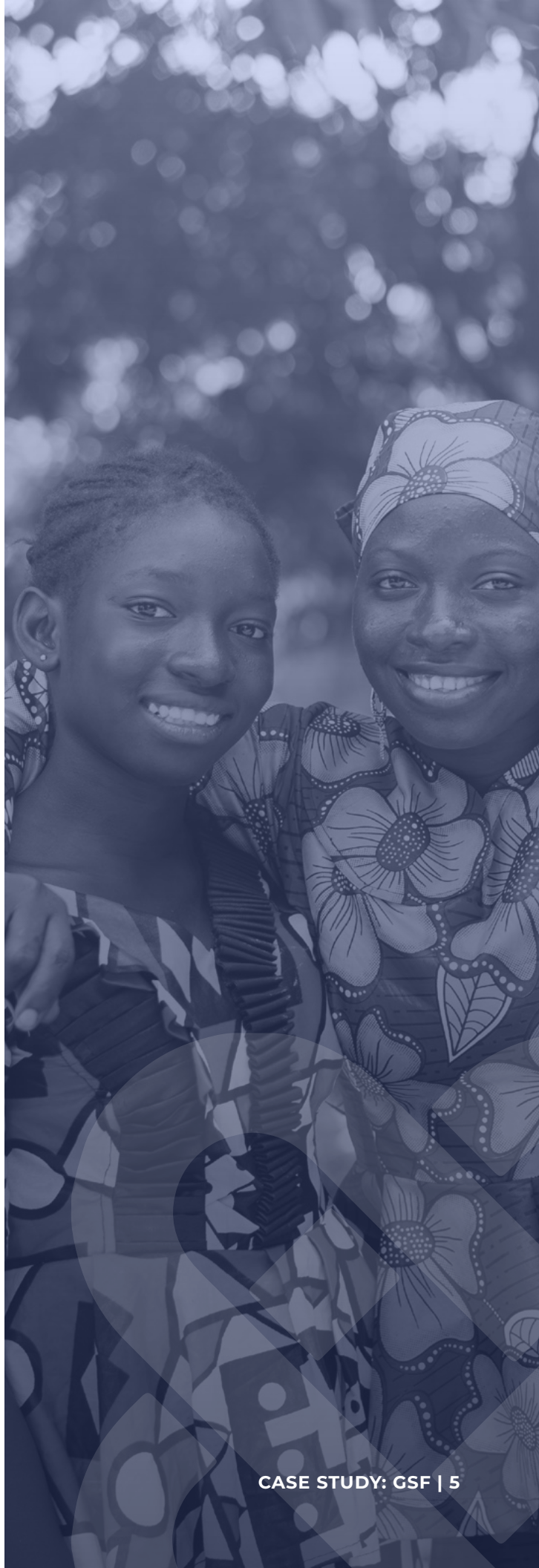
## RESULTS & OUTCOMES

GX presented a proven process to the client by analyzing each location's specific requirements, reviewing and enhancing employment contracts, ensuring compliance with local laws, and maintaining employee experience through town halls and individual meetings.

We provided clear communications and used our technology to reduce administrative burdens on the client's People Operations Team.

GX focused on the best way to onboard each employee, creating a phased timetable to ensure a smooth experience.

Unlike most companies that onboard everyone at once, GX chose a gradual approach to align with GSF's values and dedication to their employees while meeting existing obligations during the transition from the previous EOR.





# 06

## LESSONS LEARNED & BEST PRACTICES

GX uses a phased approach for all advisory EOR transfers. We know that service excellence is achieved by prioritizing employees.

GX also understands that transferring EOR employees is just one task for the client's HR team. We use project management tools to reduce email traffic and consolidate communications, ensuring the HR team has clear visibility for timely responses and notifications.



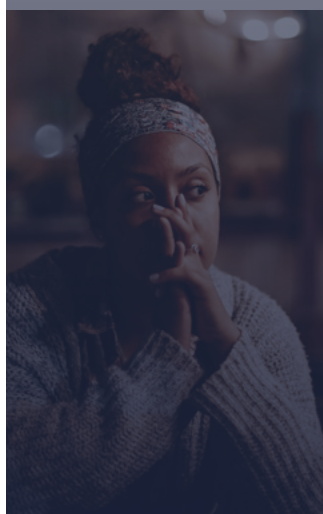
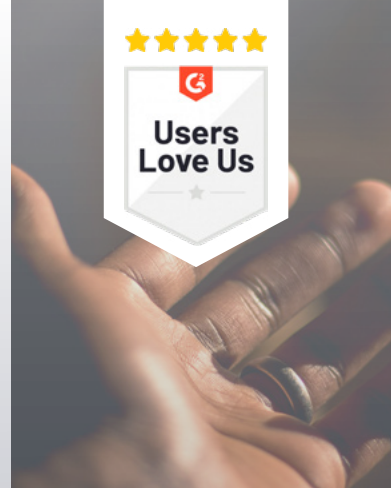
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## GX SUPPORTS GSF WITH RAPID HIRING SOLUTIONS

GX has helped transition over 40% of our clients to our advisory EOR solution. Global Survivors Fund chose GX as their EOR supplier because of this proven experience.

GSF initiated 11 transfers from their current provider and plans to expand their mission through our partnership.

GX acted quickly to help GSF hire critical new employees within the first 10 days of onboarding, fulfilling promises the former EOR couldn't keep.





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