Oyster

Meet your Deel alternative

With Oyster, every step of your global employment journey is backed by the top compliance experts, reliable customer support, and employee-centric solutions.

Top 2 reasons customers choose Oyster over Deel

1 Bulletproof compliance and **deep local HR knowledge** are the
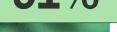
#1 reason

2 2 out of 3 customers listed our **transparent pricing** and **consultative service** approach as two key reasons

Why Deel customers switch to Oyster

Best-in-class customer service High CSAT scores of

91%

No hidden fees

NO offboarding fees
NO variable deposit
NO set-up fees

Deep local knowledge

15+ tools

covering compliance, hiring, compensation, equity, offboarding, and more.

In-house expertise:

☑ HR advisory
☑ Legal experts
☑ Benefits advisory
☑ Local payroll experts

Time to respond

< 24 hours

All of our supporting functions dedicated to the Team Member experience are committed to a Time to First Response of under 24 hours.

Time for resolution

< 72 hours

Oyster has a specialized customer support structure that handles each type of request separately to ensure faster turnaround. Urgent requests will be resolved in < 72 hours if they don't require second-line team input.

Time to offboard

2-3 weeks

Oyster's T&C requires 30 days prior notice after which offboarding takes 2-3 weeks for low complexity cases. Assigned Offboarding Specialist and calls with our HR Advisory team are available upon request.

More than 1,000+ employees have migrated to Oyster from another provider

> When we switched to Oyster from Deel, a huge difference we noticed immediately is that **every time we contacted our customer support manager** or account manager, or just the regular customer support team, **it was amazing**.

Total Rewards and Payroll Lead at Series B company

> **One of the things like SLA, it's almost non-existent with Deel**. It doesn't really matter what they say [...] it's really hard to measure or track anything because there's no timeline that's being followed at all.

People Operations Manager at Series E company

Scale with Oyster

🛡 Eliminate risk
→ Employment contracts are 100% legal reviewed
→ More than > $8M insurance coverage
→ SOC II Compliance

📈 Increase efficiency
→ In-platform self-serve onboarding, benefits enrollment, contract amendments, time tracking, and more
→ Access 20+ Integrations plus API and Zapier

⬇ Reduce costs
→ Demodesk saves €2000-€3000 per employee, per year in legal costs
→ Paysend saved 75% of costs otherwise paid to legal, tax, HR, and consultants

Oyster VS Deel

Multipurpose HR platforms promise all-in-one convenience with other HR products, but lack the in-depth expertise and personalized support needed to navigate complex challenges while hiring across borders.

	Oyster	Deel
Country Coverage	180+ countries	150+ countries
Supports every employment model (EOR, Contractor, Global Payroll)	✔	✔
Integrations with HRIS, ERP, ATS and APIs	✔	✔
Automation (In-platform workflows to add a new hire, add benefits, amend contracts)	✔	✔
Access to local experts	Free access to legal, HR Advisory, payroll and benefits specialists	Add-on
Transparent support SLAs	Time for First Response and Resolution SLAs	Limited to chatbot automated response
Customizable PTO policy	✔	✖ Higher deposit required
No extra fees	✔	✖ Setup fees, variable deposit, offboarding fees, mass termination, and complex termination fees
Built-in knowledge available	Statutory requirements plus best practices for local compensation, benefits, and equity.	Basic knowledge of statutory requirements