

Your employees are the most important company asset you have. Finding the right talent ensures your company will grow and experience minimal turnover. However, hiring is more difficult in a foreign country such as Austria, where you have to learn how to hire Austrian employees, figure out the country's employment compliance laws, and handle the other aspects of your expansion.

Fortunately, Globalization Partners offers [Employer of Record services](#) to clients looking to hire employees without [establishing a subsidiary](#) first. We can hire Austrian employees on your behalf and onboard them in just a few days. As a result, your employees will be productive sooner, they'll enjoy a positive hiring experience, and you'll stay compliant.

## How to Hire Workers in Austria

Although Austria employment compliance laws do not require employment contracts, we recommend putting strong, written contracts in place when you're hiring workers. Ideally, these contracts will spell out [benefits](#), [compensation](#), termination requirements, and more. All salary and compensation amounts should be in Euro instead of another currency, and you should make sure the contract is in the local language.

## Austria Employment Compliance Laws

Austria's employment compliance laws are different from those in other countries. Companies with five or more employees have to set up a work council, the size of which depends on the total number of employees. As an employer, you need to give the work council at least one week of notice before you notify an employee of their dismissal. The work council can also request that the employer consult the council before dismissing the employee.

All employees in Austria have free access to government and labor support if they believe they've been treated unfairly throughout their employment. Many employees choose to file complaints with the labor tribunal. Since these protections strongly favor employees, we recommend working with a consultant or global PEO that can help you hire new staff members.

## How Should You Onboard Employees in Austria?

Every company operates differently, which is why you're free to onboard employees using a process that's best for your business. However, you can take certain steps to make employees more comfortable and confident in their new positions, including the following actions:

- Onboard multiple employees together to save time and encourage bonding
- Provide on-the-job training
- Review the employment contract and any other important company documents
- Travel to Austria to be there in-person for the onboarding process

## **Benefits of Choosing Austria Hiring Outsourcing Services**

If you work with Globalization Partners, as a global PEO, we can help you hire Austrian employees in just a few days. Our Austria hiring outsourcing services ensure that we can source top talent for your open positions and help you stay compliant throughout this process. As the Employer of Record, we'll also take on all the responsibility of compliance for you.

## **Don't Wait to Contact Globalization Partners**

If you're considering an expansion to Austria, Globalization Partners can help you expand faster through Austria hiring outsourcing. Get in touch with us today to learn more and get started.