

Your employees are the heart of your company. Especially during an expansion, you need to find the right talent to help grow your business and fit in with your company's culture, but you likely don't have time to find and onboard those employees yourself. Globalization Partners offers the perfect solution. We'll hire Bangladesh employees to work on your behalf and handle all matters of Bangladesh employment compliance so that you can focus on building a new location.

Recruiting in Bangladesh

As in many other countries, the most common channels for recruitment in Bangladesh are professional networking and posting online on job and career sites. Networking may be a challenge for your company if you're just entering the market in Bangladesh, but you can partner with a global PEO with an established presence in the country that they can leverage to find qualified employees for you.

Legal Requirements During the Recruitment Process

Social discrimination is somewhat common in Bangladesh. However, under the constitution, all Bangladeshi people are equal in the eyes of the law. They are protected against discrimination on the basis of:

- Religion
- Race
- Sex
- Caste
- Place of birth

To ensure that your company avoids compliance issues, you should be mindful of the language you use while staffing and recruiting in Bangladesh. This guidance applies to meetings, interviews, and conversations with prospective employees. It also applies to the language you use in your job postings. You should avoid mentioning any of the protected characteristics outlined in the constitution.

How to Hire Employees in Bangladesh

There's no set way to hire employees in Bangladesh, but the law requires you to draft an employment contract that outlines everything from [compensation to benefits](#) to termination requirements. Make sure you list all salary and compensation amounts in Bangladeshi Taka rather than another currency. Globalization Partners can help you draft the right employment contract that outlines statutory benefits and supplemental offerings.

Bangladesh Employment Compliance Laws and Regulations

To stay within Bangladesh employment compliance laws, you need to ensure employees are working the right number of hours. Employees in Bangladesh typically work 40 hours a week and have Friday and Saturday off. Overtime is permitted with an overall limit of 60 working hours in any week and a weekly average of 56 hours in any year. If an employee works overtime, they are entitled to payment at double their standard rate.

While collective bargaining is one of the oldest forms of negotiation in Bangladesh, it's not used very often. Employers in the garment industry should keep an eye on these unions though, as they could become stronger as the industry multiplies.

How Do You Onboard Employees?

Bangladesh employment compliance laws do not stipulate one way to onboard employees. However, there are some steps you can take to make employees more comfortable working for your company. Start by going over the employment contract, offer letter, company code of conduct, and more with your employee on their first day. You can also arrange for a few employees to start the first week together to encourage team bonding.

Although you may not want to spend the money on additional trips to Bangladesh, being there for an employee's first day can send a positive message. If you can't make it, try sending another key player within your company to make the new hire feel special on their first day.

Benefits of Bangladesh Hiring Outsourcing

The biggest benefit of Bangladesh hiring outsourcing services is that you can focus on running your company instead of recruiting new employees. There are also benefits of choosing Globalization Partners over a recruitment firm. While a recruitment agency will find employees in Bangladesh, you have to [set up a subsidiary months](#) before you can onboard any new employees. Globalization Partners will let you start working from day one with our [Employer of Record](#) solution. We'll handle Bangladesh employment compliance as well so that you don't have to.

Why Work With Globalization Partners?

Globalization Partners will help you get started hiring Bangladesh employees faster, and we'll ensure you're always compliant. [Contact us today](#) to learn more about our services.